REPUBLIC OF THE GAMBIA

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OFFICE OF THE VICE PRESIDENT

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NATIONAL SOCIAL PROTECTION SECRETARIAT

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VULNERABLE YOUTH AND WOMEN SUPPORT PROJECT (VYWSP)

ENVIRONMENTAL AND SOCIAL IMPACT ASSESSEMENT REPORT FOR SUB-PROJET OF THE JULANGEL TVET CENTER REHABILIATION

For

NATIONAL SOCIAL PROTECTION SECRETARIAT

June 2023

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LIST OF ACRONYMS AND ABBREVIATIONS

AfDB	African Development Bank
BEmONC	Basic Emergency and Obstetric New-born Care
CAPI	Computer Assisted Personal Interview
CoC	Codes of Conduct
CRR	Central River Region
EIA	Environmental Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FGD	Focus Group Discussion
GBV	Gender and Gender-Based Violence
GDP	Gross Domestic Product
GEAP	Gambia Environmental Action Plan
GM	Grievance Mechanism
GoTG	Government of The Gambia
GRC	Grievance Redress Committee
HDRs	Human Development Report's
KII	Key Informant Interview
LGA	Local Government Area
LRR	Lower River Region
MoH	Ministry of Health
MSP	Minimum Service Package
NBR	North Bank Region
NEA	National Environment Agency
NEMA	National Environment Management Act
NGO	Non-Governmental Organization
NSPP	National Social Protection Policy
NSPS	National Social Protection Secretariat
ODS	Ozone Depleting Substance
OHS	Occupational Health and Safety
OVP	Office of the Vice-President
PDO	Project Development Objective
POC	Project Oversight Committee
POPs	Persistent Organic Pollutants
PIU	Project Implementation Unit
SDGs	Sustainable Development Goals
SEA/SH	Sexual Exploitation, Abuse, and Harassment
SEP	Stakeholder Engagement Plan
STEM	Science Technology, Engineering and Mathematics
TAD	Tumana Agency for Development
TVET	Technical and Vocational Education Training
UNDP	United Nations Development Programme

URR	Upper River Region
VAC	Violence Against Children
VDC	Village Development Committee
VYWSP	Vulnerable Youth and Women Support Project
VDCs	Village Development Committees
WHO	World Health Organization

GLOSSARY OF TERMS

Cumulative impacts/effects: The impact on the environment resulting from the action's incremental impact when added to other past, current, and reasonably foreseeable future actions.

Direct impacts: These are effects that occur through the direct interaction of an activity with an environmental, social, or economic component.

Disclosure: Information is available to all stakeholders at all stages of the development of projects.

Environment: this is a diversity of things made up of natural and artificial environments. It includes chemical substances, biodiversity, socio-economic activities, cultural, aesthetic, and scientific factors likely to have direct or indirect, immediate or long-term effects on the development of an area, biodiversity, and human activities.

Environmental and Social Impact Assessment (ESIA): It is an instrument to identify and assess the potential environmental and social impacts of a proposed project, evaluate alternatives, and design appropriate mitigation, management, and monitoring measures.

Environmental Monitoring: This instrument provides, during project implementation, information about key environmental aspects of the project that enables the borrower and the bank to evaluate the success of mitigation as part of project supervision and allows corrective action to be taken when needed.

Grievance: An issue, concern, problem, or claim (perceived or actual) that an individual or community group wants a company or contractor to address or resolve.

Impact: A positive or negative effect caused by a project or an activity in the environment.

Indirect impacts: are effects that are not a direct result of the project, often produced away from or as a result of a complex impact pathway. They are also known as secondary or even third-level impacts.

Involuntary resettlement: This is a policy triggered in situations involving (a) involuntary taking of land resulting in (i) relocation or loss of shelter, (ii) loss of assets or access to assets, or (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location; or (b) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons. The policy aims to avoid involuntary resettlement to the extent possible or reduce and mitigate its adverse social and economic impacts.

Mitigation measures refer to feasible and cost-effective measures that may reduce potentially significant adverse environmental impacts to acceptable levels.

Pollution: is the contamination caused by waste, harmful biochemical products derived from human activities that may alter man’s habitat and cause adverse effects

on the environment like man's social well-being, animals, flora and fauna and the world they live in.

Risks: are potential negative consequences to a project that result from its impacts (or perceived impacts) on the natural environment (i.e. air, water, soil) or communities of people (e.g., employees, customers, local residents).

Scoping: Scoping is the process of determining the content and extent of matters that should be covered in the environmental information to be submitted to a competent authority or other decision-making body

Screening: This determines whether or not an EIA is needed and is a formal requirement under the EIA Regulations.

Stakeholders: These are persons, groups or organizations with a vested interest or stake in the decision-making and activities of a project.

Waste: anything that no longer has a use or purpose and needs to be disposed

Executive Summary

(i) Overview of the project

In this context of widespread multidimensional vulnerabilities, The Government of the Gambia requested a grant of five (5) million UA from the African Development Bank Group to finance the Vulnerable Youth and Women Support Project (VYWOSP). The project's overall objective is to provide livelihood opportunities for vulnerable youth and women, allowing them to escape from poverty sustainably. To protect vulnerable groups, the government has identified social protection as a key strategic priority in the NDP (2018 - 2021) extended to 2022. Social protection and access to basic social services allied with livelihood support programs (literacy, skills development, and financial support) targeting the most vulnerable have the potential to reinforce the productive and income-generating capacities and social inclusion of those in need.

The proposed project seeks to improve the incomes and productivity of the most vulnerable youth and women in rural areas and their access and use of basic social services, including health, nutrition, and education. This is in line with the key strategic priority of the government NDP (2018 - 2021) to protect vulnerable groups through access to basic social services allied with livelihood support programs (literacy, skills development, and financial support); targeting the most vulnerable has the potential to reinforce the productive and income generating capacities and social inclusion of those in need. Specifically, the project will:

- Create jobs and livelihood opportunities for vulnerable women and out-of-school youth in rural areas, increase their productivity and hence their incomes through skills development, entrepreneurship, supply of productive equipment and non-financial support (counseling, coaching); and
- Improve their use and access to better and inclusive basic social services (health and nutrition, education). The project will adopt a holistic approach to tackling the multidimensional vulnerability and poverty. The project will also contribute to reducing gender inequalities by providing better economic and social prospects for young girls and women and reducing the social expectations of male youth.

The project has three (3) complementary components, including the support to youth and women empowerment to equitably access jobs and livelihood opportunities (UC 2 million), support for better and inclusive access to basic social services (UC2.S million), and project management and institutional strengthening (UC 0.5 million).

The overall objective of conducting an ESIA which will generate an ESMP & WMP is to determine the potentially adverse environmental effects of the renovation of Julangel Tvet Center and develop mitigation measures that can be adopted to reduce or eliminate these adverse effects as well as maximise the potential benefits of the project.

The following are the specific objectives of the ESIA study:

- ❖ To identify project activities that have the potential to impact the environment negatively.

- To map negative environmental and social areas of concern in the renovation/construction of the Julangel Tvet Center.
- Develop mitigation measures and an Environmental Management Plan (EMP).
- Identify positive practices and innovations to promote a clean environment and reduce environmental degradation.
- Identify the risks, constraints, and opportunities linked to the environment in which the project will operate.

Several activities will be carried out to construct and rehabilitate the different infrastructures at Julangel TVET Center. The activities shall be implemented in three phases: planning/preparation, construction, and operation. Details about each of the phases are provided below:

Preparation phase

Activities during the preparation phase include identification of what needs to be rehabilitated or constructed; preparation of a master plan; preparation of detailed lay out plans; preparation of building designs; tender processing, obtaining approvals under the Physical Planning and Development Control Act 1990 for the rehabilitation, construction, and operation of the proposed project facilities. The Environmental and Social Assessment study and preparing the ESMP are part of the planning phase.

Renovation/Construction works phase

Construction activities will involve demolition; excavation; compacting; trenching; backfilling with compaction consolidation; leveling and earth marking; transportation of building materials; and construction of a three-classroom block, dining area for children and upgrading of the kitchen. Other infrastructure, such as sanitary facilities, shall also be constructed. This phase will also involve the mobilization of workers; transportation of equipment and construction materials (e.g., stone aggregates, steel, sand, cement, gravel, fiber cement boards, pressed metal door frames, etc.).

Operation phase

Activities during the operation phase will include commissioning the use and regular maintenance of the different infrastructures at Julangel TVET Center for the intended purpose. The main effect of this phase is that a lot of solid waste will be generated daily, which must be managed properly.

(ii) Alternatives to the project

Intending to create a good teaching and learning environment, the alternative analysis of this project considers other practicable strategies that can be looked at to achieve the project objectives and eliminate adverse environmental and social impacts associated with project implementation. The scenarios are given to choose the design and rehabilitation/construction plan in accordance with the objectives and the actual

natural environment and socioeconomic conditions in Julangel TVET Center. The various alternatives to the proposed project were assessed regarding environmental acceptability and economic feasibility during the assessment process, as discussed below.

- ***Zero scenario alternatives***

In the case where the zero scenarios alternatives are considered, this means that the project will not be implemented. The forgone costs of not having the project could result in economic and social losses regarding employment development, human welfare, livelihood and improved services. So, this option is not recommended for this project since the land area belongs to the school and there is no other alternative plot that the developer can access without incurring additional costs. There is also evidence that the rehabilitation/construction of this land area will not have severe negative impacts on the surrounding environment and communities.

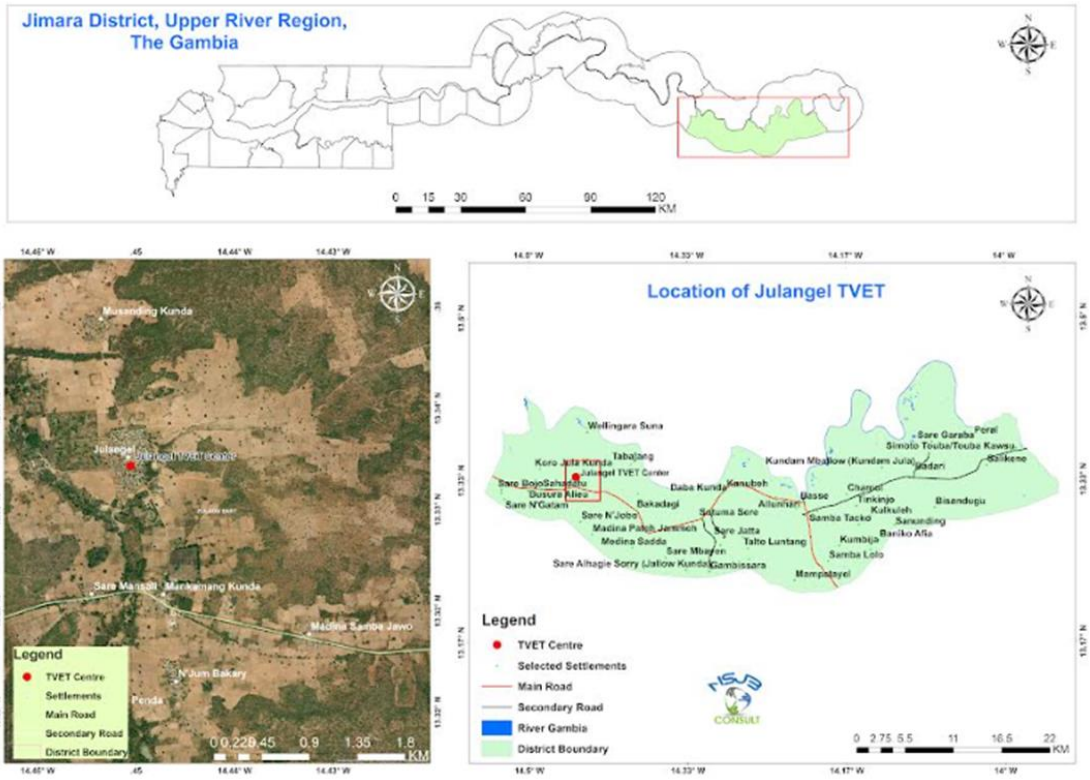
- ***Location and layout alternatives***

The location and layout alternatives were not considered since the proposed construction and rehabilitation works will take place within the premises of existing structures at Julangel TVET Center. Also, the intended project concerns the expansion works of the Julangel TVET Center, which already exists in the project area. This means that the site fits the proposed project. The site also has access to water but no grid electricity expansion in the area. However, Solar Energy source is a viable option.

(iii) Brief description of the project site and the major environmental and social stakes/challenges

a. Project localization

Julangel TVET Center is in Julangel village in the Jimara District in the Upper River Region, South. It is located 15 kilometers from the Trans-Gambia Highway, with a population of about 3000 inhabitants. The TVET center was established in 1996 with seven classrooms and three workshops. The TVET runs the following programs namely; welding, carpentry, horticulture, animal husbandry, and poultry. The current enrollment is 400 students. On average, 30 students are in a classroom



Location of Julangel TVET Center

Administrative And Library	*Julangel*	*13.33434*	*-14.448873*	*Expansion And Rehabilitation*
Automotive Engineering	*Julangel*	*13.334085*	*-14.448965*	*Rehabilitation*
Carpentry And Welding Workshop	*Julangel*	*13.334213*	*-14.44915*	*Refurbished And Rehabilitation*
Boys And Girls Toilets	*Julangel*	*13.334095*	*-14.449445*	*Rehabilitation*
Staff Quarters	*Julangel*	*13.333953*	*-14.449175*	*Rehabilitation*
Senior Staff Quarters	*Julangel*	*13.333782*	*-14.44909*	*Rehabilitation*
Central Mosque	*Julangel*	*13.334003*	*-14.448757*	*Rehabilitation*
Class Room Block And Lectures Rooms	*Julangel*	*13.333672*	*-14.448757*	*Rehabilitation*
Water Facility	*Julangel*	*13.333543*	*-14.448598*	*Rehabilitation*
Boys Dormitory	*Julangel*	*13.333323*	*-14.448387*	*Construction In Progress*
Dinning Hall	*Julangel*	*13.333137*	*-14.44868*	*Construction In Progress*
Girls Dormitory	*Julangel*	*13.33301*	*14.448902*	*Construction In Progress*
Poultry House	*Julangel*	*13.333288*	*-14.449777*	*Expansion*
Proposed Security Room	*Julangel*	*13.3342*	*-14.448923*	*Infrastructure*
TVET School Entrance	*Julangel*	*13.334293*	*-14.448743*	*Rehabilitation Of Gate*

a. project influence area

Climate and Weather Conditions: Located at an elevation of 23.11 meters (75.82 feet) above sea level, the Upper River Region (URR) has a Tropical wet and dry or

savanna climate (Classification: Aw). The city's yearly temperature is 31.85ºC (89.33ºF) and it is 2.27% higher than The Gambia's averages. Upper River typically receives about 60.75 millimeters (2.39 inches) of precipitation and has 78.18 rainy days (21.42% of the time) annually.

Air quality: Generally, in URR, during the dry season, it becomes dusty and windy and humid during the rainy season. At the time of the visit, the air quality in Julangel TVET was classified as not clean.

Water quality: Generally, the natural phenomenon of groundwater in the Gambian is good and wholesome. The residents manifested that the water quality at Julangel is clean and fit for human use.

Flora: URR is defined as the Eastern Transition Zone and South Bank Zone, characterized by vegetation dominated by shrubs, often also including grasses, herbs, and tree savannas. Most of the more wooded landscapes are found on the south side of the river, where the South Bank Zone extends seamlessly into Senegal's Casamance (CAS) ecoregion. The Julangel TVET center has different fruit tree species, including mangoes, bananas, and cashews.

Fauna: The Upper River Region has lost most of its faunal species to environmental degradation over the past decades, and this is because of over-exploitation of the natural vegetation to logging and as well slashes and burn agricultural practices. Most of the species have migrated to the Casamance Region, which provides a safe-haven due to its vegetation cover. The rich natural vegetation is also present at Julangel TVET Center, although at the time of the visit there was evidence of bush fire that consumes the vegetation along the perimeter fence.

Demography: The 2013 Population and Housing Census indicated that, regionally, the population of URR 239,916. The ethnicity in the region is composed of mainly eight officially recognized groups; Mandingoes, Fulani, Wolofs and others (Jolas, Sarahuley, Serer, Manjago, and Akus). About 90% of the population practice Islam in terms of religious affiliation, while the remaining 10% practice Christianity or traditional beliefs.

Agriculture: Like other regions in the Gambia, URR is primarily an agricultural region with its population dependent on agriculture for its food and cash income. Agriculture is characterized by subsistence production of food crops (rice, millet, sorghum), semi-intensive cash crop production (groundnuts, cotton, sesame), and traditional livestock production. Horticulture is also important; it is practiced largely by women during the dry season as a counter-seasonal activity and constitutes an important source of income for them. Individual land areas for gardens are obtained mostly on loan from the village chief, referred to as Alkali/family heads; however, when village associations (women, youth) develop a plan for agricultural activity, they are typically given the requested piece of land or equivalent, for temporary or indefinite use, depending on the time they need to use it.

Education: In URR, the high number of boys and girls start school; however, more girls than boys drop out of primary school. Overall, however, the literacy rates in the region are low – only around 50 percent of the population can read and write. This is much lower than in other areas of the country, where 62.9 percent are literate. The share of children in the region shows the opposite tendency, shrinking from 22 percent at the primary level to 11 percent at the upper secondary.

Health: Like the health system in all other regions of the Gambia, the health service delivery system in URR is three tiers based on the Primary Health Care Strategy and covers the proposed project areas. While health service provision is virtually free at public health facilities, especially for women and children, proximity to major facilities remains a problem for the majority of the communities within the regions. NGO and privately run facilities complement public service delivery. One of the health policy goals is to empower communities to be active partners in managing their physical health and health services.

Economic activities the people undertake: Outside agriculture, commerce is an important source of income among the local population in URR. Provincial growth centers such as Basse in URR are major trading centers for the surrounding communities, including those outside The Gambia. Petty trading is also important at the village level, especially after the rainy season. In addition to domestic trade, cross-border trade in agricultural and food products, clothes, and some imported consumer goods is important at the traditional weekly markets known as the "lumo" along the border with traders from other regions and neighboring Senegal. The work of the sub-project will not impact lumo markets.

Land Tenure: Generally, the Land Tenure System in the Gambia is complex and sensitive. The typical tenure system is communal in most communities; however, this kind of ownership can result in land fragmentation which does not support large-scale investment in production. The land tenure system in URR is generally based on a dual system due principally to the colonial past, which introduced the statutory title and customary tenure (UNDP).

Gender Empowerment: The National Gender Policy has identified emerging development issues of the Gambia, such as poverty reduction, a sector-wide approach to planning, effective service delivery through decentralization, public-private partnership, and civil service reform, all necessitating a shift in policy direction from women empowerment to the promotion of gender equality and equity. This National Gender Policy 2010-2020 aims to guide and direct all levels of planning and implementation of development programmes, with a gender perspective, including resource allocation geared towards equitable national development.

Utility Facilities: Most social and economic activities require using various forms and quantities of energy. Energy in URR is as important to households for basic use. Inhabitants of the region get energy supply from the national grid, with few households using renewal energy. Nearly all households in The Gambia (95%) have access to an improved source of drinking water, mostly from the public tap or

standpipe or privately dug boreholes and wells. In URR, nearly three-quarters of household use improved sanitation facilities, including facilities shared with other households. URR is also endowed with fresh water from the river Gambia, mostly used for domestic purposes such as laundry and bathing.

Waste management: Generally, waste management at Julangel TVET center is good with visible positioned dust bins. However, animal droppings are also visible in the center and perishable waste materials, especially around the lecture classrooms. There was also evidence of open burning inside the site along the center's perimeter fence. Construction wastes are littered around the construction areas with sharp objects posing risk of injury to workers, staff and students.

(iv) **Institutional and legal framework for implementation of the project**

Institutional and legal frameworks for implementation relevant to the project are discussed

a) The national policies

Policy	**Implications to Julangel TVET Center Rehabilitation/Construction**
Gambia Environment Action Plan, GEAP (2019-2029)	The rehabilitation works at Julangel TVET Center will trigger the GEAP, and it will help to guide general environmental planning and natural resources management.
National Social Protection Policy 2015-2025 (NSPP)	This policy is relevant to the project. It is to facilitate the reform of the national social protection system by ensuring more efficient and effective use of resources, strengthened management and administrative systems, and progress towards a more inclusive form of social protection that makes basic income and social services available to The Gambia's poorest and most vulnerable people. This project is all about that and, therefore, relevant.
The National Health Policy, 2012-2020	The rehabilitation works at Julangel TVET Center trigger this policy as it will ensure the health of every person within the project influence areas. Health Promotion activities and enforcing health-related Laws will also be applied in prospective project sites. The Ministry of Health implements the policy with allied health-related Institutions and Programs.
The Gambia Technical and Vocational Education and Training (TVET) Roadmap2020-2024	Relevant to the project since Julangel TVET center is part of the project intervention sites
National Policy for the Advancement of Gambian Women and Girls (1999-2009)	Relevant to the Julangel TVET center rehabilitation project since it will benefit both men and women equitably, including the youth.

Policy	Implications to Julangel TVET Center Rehabilitation/Construction
Gambia National Gender & Women Empowerment Policy (2010–2020)	This policy would especially apply to recruiting labour for rehabilitation works at the Julangel TVET Center. Women should ideally have equal opportunities as men for available jobs.
National Development Plan (2018-2021)[1]	The project aims to rehabilitate Julangel TVET Center in the Upper River Region. The implementation rehabilitation of this center is in line with helping cover the infrastructure gap in line with the expectation of the NDP, which sets to: o Enhancing access to early childhood education, o improving quality learning, with special emphasis on Science, Technology, Engineering, and Mathematics (STEM), Health, Agriculture and special needs at the basic, postsecondary/tertiary, and higher education levels, promoting TVET and other skills-enhancing initiatives to match the job market; and o take measures to enhance access to non-formal education to build a more skilled and productive workforce
National Youth Policy (2009–2018)	Successful project implementation will enhance the youths' skill development, which could reduce youth underemployment and engagement in negative social menace.

a) Legal framework

Legislation	Implications to Julangel TVET Center Rehabilitation/Construction
National Environment Management Act, 1994	This Project falls under Schedule A, which requires an ESMP/ESIA. The project will observe the environmental law by conducting Environmental and Social Impact Assessments (ESIAs) and/or preparing Environmental and Social Management Plans (ESMPs) to ensure the reduction of disastrous consequences on the Environment in its activities. The project will also monitor compliance with environmental safeguards at all sites.
Environmental Impact Assessment Regulations, 2014	The Regulations provide more details for the ESIA and implementation of the ESMPs.
Hazardous Chemicals and Pesticides Control and Management Act,1994	Hazardous chemicals could be used in the construction /rehabilitation works of Julangel TVET center, and some of the equipment can contain hazardous chemicals.

[1] The Government of The Gambia is in the process of formulating the successor of current NDP namely Green Recovery-focused National Development Plan (2023 - 2027) and also successor of Vision 2020 - Long-Term Development Vision (Vision 2050)

Legislation	Implications to Julangel TVET Center Rehabilitation/Construction
Ozone Depleting Substances (ODS) Regulations 2000	This Regulation will guide the potential for the Project to use ODS. It is essential to consult with NEA to comply with the national phase-out in line with the Kigali Agreement regarding installing certain gadgets during the rehabilitation/construction phase.
Local Government Act, 2002	Implementation of the Project will require the participation of decentralized institutions, including the Regional Education Directorate, Offices of the Governors as well as their respective Technical Advisory Committees (TACs) and Village development committees.
Biodiversity and Wildlife Act, 2003	Although seven gazetted national parks and wildlife reserves are in various parts of the country, the current project locations are not within or near any protected area.
Public Health Act, 1990	The Public Health Act is relevant because Julangel TVET centers Rehabilitation works will have social and environmental issues that will trigger the Public health Act. Public nuisance during construction, e.g., noise, vibration, dust, fumes. Potential contamination during construction. Pollution Prevention measures are reflected in the ESMP.
Labour Act (2007)	The project hiring and managing its labour force should adhere to this act.
The Children's Act 2005	The rights of children impacted by the Project need to be protected.
The Women's Act 2010	Relevant to this Project because of the potential impact of skills development and related matters, which is a source of livelihood for women; they need to avoid gender-based violence (GVB) and sexual exploitation and abuse (SEA)
Anti-littering Regulations, 2007	The Project must ensure that all waste produced during all phases is well managed, including e-waste
Environmental Quality Standards Regulations 1999	Project implementation can generate dust and pollute surface freshwaters and groundwater within the project's area of influence.
States Land Act 1995	The project implementation must adhere to these provisions to avoid land conflicts in project sites.
Physical Planning and Development Act, 1990	Since Julangel TVET center Rehabilitation may require some expansion, as in the construction of new infrastructure, this Act is triggered.
Hazardous Chemicals Regulations 1999	Relevant to Project since some chemicals in rehabilitation/construction works may be used and associated with human and environmental health.
Sexual Offences Acts 2013	The Projects can potentially increase the risk of GBV in different settings and ways in the Julangel TVET center sub-project. Thus, preventive measures must be in place to avoid such occurrences.
National Council for Arts and Culture Act, 2003	This does not affect the Julangel TVET center rehabilitation sub-project since activities will be carried out in the existing center that does not contain historical monuments and objects of archaeological, paleontological, ethnographical, and traditional interest.
Land Acquisition and Compensation Act, 1990	Project implementation can cause land ownership and transfer problems in project implementation sites. This does not affect the Julangel TVET center rehabilitation sub-project since activities will be carried out in the existing center.

b) Institutional framework

- Project implementation entity (PIE)

The National Social Protection Secretariat (NSPS) is the executor of this Project in The Gambia and will coordinate and monitor the Project ESMP implementation. NSPS is therefore invited to set up a Project Implementation Unit (PIU) and to recruit Environmenntal and Social (E&S) specialists to coordinate and monitor the implementation of the ESMP generated by this ESIA.

- Stakeholder in the Project's ESMP implementation
  - ✓ Stakeholder

Institutional framework relevant to the project

Institutions	Specific Responsibilities	Interests and roles in this Project implementation	Level of intervention
National Environment Agency (NEA)	The NEA enforces the NEMA,1994 and ESIA Regulations 2014	-Evaluation of the ESIA report -Grant Environmental Approval for the Project Disclosure and publication of the ESIA, Issuance and renewal of environmental certificates/permits - Monitoring the environmental aspects of the ESMP implementation	All phases of the Project from planning and design to the renovation and operation
Ministry of Environment, Climate Change and Natural Resources	Oversees the NEA and implementation of environmental laws and policies of The Gambia	Policy guidance oversees the Department of Forestry and Department of Parks and Wildlife Management are key to this Project	All phases of the Project, from planning and design to the renovation and operation
Ministry of Lands and Regional Administration	Oversees all the local government authorities. Its regional representatives are the TACs located in the Regional Governors' offices.	The Ministry will support in the coordination of involuntary settlement as it enforces all legal regulations on land administration and land use	Pre-renovation, renovation, and operation phases
Governor's Office (URR)	Oversee the region's Regional Technical Advisory Committees (TACs) (URR).	The TACs will support the implementation and monitoring processes at the Regional levels.	Pre-renovation and renovation phases
Ministry of Higher Education Research Science and Technology (MoHERST)	Responsible for overall formulation and direction of the national Secondary education agenda, planning and education infrastructural development	Provide alternatives for the continuity of class lessons during the project implementation.	Pre-renovation, renovation, and operation phases

Institutions	Specific Responsibilities	Interests and roles in this Project implementation	Level of intervention
National Social Protection Secretariat (NSPS)	Under the Office of the Vice President, NSPS provides leadership and coordination across social protection efforts in The Gambia.	NSPS is the executor of this Project in The Gambia and coordinates and monitors the Project ESMP implementation.	All phases of the Project
Women's Bureau	Under the Ministry of Women, Children and Social Welfare, the Women's Bureau specifically promotes gender equity and women's empowerment in The Gambia.	-Ensures the rights of women affected by the Project are protected -Participates in sensitization on gender issues.	Pre-renovation, renovation, and operation phases
Department of Social Welfare	This department protects and promotes the rights of vulnerable people such as children, women, and people with disabilities.	Supports and guides the process during related grievances and participates in sensitization on GBV, SEA, VAC, etc.	Pre-renovation, renovation, and operation phases
Department of Labour	Enforces employment laws and combats child labor	Protection of employee rights; Protection against child labor; Response to complaints and reports such as accidents, abuse, and discrimination at work	Pre-renovation, renovation, and operation phases
TVET Center Coordinator	Responsible for the day-to-day operation of the TVET facilities	Oversight is responsible for all the activities carried out during the rehabilitation in consultation with the PIU, Regional Health Directorate, and Contractor.	All phases of the project
Construction companies in charge of the rehabilitation works	In charge of the implementation of the rehabilitation work in accordance with the signed contract.	Execute the project as designed and agreed, keeping in view the environmental and social safeguards.	Pre-renovation, renovation,
NGOs and civil society	These voluntary groups or organizations are determined to protect the rights of the community and promote awareness creation.	Support the community to ensure that the right thing is done in terms of project implementation as well as advocate for zero incidents, no environmental degradation, and social disorder.	All phases of the project

(v) Consultations and Stakeholder Engagement

Public Consultations and stakeholder engagement were held from march 14th to April 28th, 2023, to establish the levels of understanding and appreciation of the Julangel TVET center Renovation Subproject. The project proponents have been engaged to understand the project scope, design, and implementation and obtain relevant documents. Key stakeholders have also been consulted to obtain their comments and concerns on the proposed project with respect to the potential environmental and socio-economic issues.

The following are some of the issues and concerns raised at the meetings, which were responded to and as much as possible with recommendations made, which have been incorporated in this report:

No.	Comment/Concerns	Remarks/Mitigation
1	Project benefit (public appreciation and concerns of the TVET Center Renovation project due to their importance)	Expectations about the project implementation from all (regional education officials, teachers, students, community leaders, mothers club, parents, etc.) are high. They all cited the benefit of its successful implementation on increasing enrollment and retention and ensuring a conducive teaching and learning environment. Construction of new classrooms to accommodate pupils/students will reduce overcrowding.
2	Jobs creation	Expressions of high expectations (direct and indirect jobs creation and employment generation from the project, development and improvement of businesses, provision and enhancement of access to social amenities, reduction of travel time for similar opportunities elsewhere, and reduce rural-urban migration)
3	Noise and dust emissions,	To minimize noise pollution during school working hours, carry out construction activities that will generate disturbing sounds to be restricted to the weekend or during break time.
4	Waste management problems,	Sensitization of community members and contractors, contractor to ensure proper waste management. Contractors should ensure that all construction waste is removed and disposed of in an environmentally sound manner. To promote waste management in schools, the Project should consider procuring waste bins for the sites.
5	Fears and concerns associated with the projects in rural settings, including increased sexual abuse, harassment, the introduction of STIs, community conflicts as a result of closeness to contractors, teenage pregnancy	Sensitization of contractor workers and community members on sexual exploitation and risk of Sexual Transmitted Infections (STIs). Community members should be encouraged to speak out on cases of abuse meted out by contract workers for the project`s necessary actions. The need to develop a code of conduct by contractors under the project's supervision with the sole objective of regulating workers' behavior in communities.
6	Cutting down trees can cause desertification.	Desired to trim trees than cutting. However, in the worst scenario, planting trees to replace those cut-down.

7	Environmental impacts due to non-compliance with mitigation measures outlined	Efforts should be made to make contractors aware of the mitigation commitments outlined in this report. Commitment to comply with these measures for the best environmental outcome should be made a precondition for the award of contracts. There should be regular monitoring of the sites to verify compliance by the project E&S experts and the EIA Working Group.
8	Influx of migrant labourers from other regions, thereby limiting employability opportunities for locals/ residents.	Community members cited that they should be given the priority and opportunity to work on the project. Unavoidably, migrant workers should be adequately sensitized on communities` ethos to avoid potential conflict.
9	Concerns of Illegal sand and gravel mining were raised by Community members of Julangel.	Construction materials should be sourced from existing approved mining areas. Where no such sites exist near from project site and there is a need to open a fresh site, the project team/contractor should ensure that necessary assessment and approvals from relevant authorities are obtained beforehand.
10	Potential hiring of underaged children (Child labour)	Verification of the age of potential employees,

(vi) Environmental and social management plan (ESMP)

The Environmental and Social Management Plan (ESMP) identifies measures to address potential environmental and socio-economic impacts during project implementation. The ESMP guidelines for implementing the mitigation measures for renovation activities of ECD and Julangel TVET centers in the Central River Region and Upper River are presented in the Table below.

Environmental and social impacts and mitigation measures

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Prioritizing the local workforce with equal skills	Job creation	Number of local workers recruited	Hiring record	Site Preparation	Enterprise	Project Implementation unit (PIU)	-NEA -Labor Department School mgt	5000.00
Installation of the site base (Installation of office & stores, mobilization of equipment, materials and labor, transportation of construction materials (i.e., Sand, gravel, cement, etc.)	Income for transporters and associates	Equipment engines properly tuned All equipment fitted with mufflers All workers working in a very noisy environment equipped with ear plugs	Monitoring reports	Site Preparation	Project Contractor	PIU, National Environmental Agency (NEA)	PIU and NEA	3500.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Work at height (construction of scaffolding, dismantling of roofs and structures at height)	Risk of falls that can result in temporary disability, disability or death Workplace accident falling objects	All workers under the platform are always equipped with safety helmets and shoes. No visitors without PPE are allowed on construction sites	Monitoring reports/ Visual Observation. Interview with workers. Accident report	Renovation/Rehabilitation Phase	Project Contractor	PIU and NEA	PIU and NEA	3000.00
Demolition (excavation/digging, Demolition of the concrete structure, and clearing)	Occupation al accidents and injuries to workers and risk to community health and safety	Number of injuries	Monitoring report	Renovation/Rehabilitation Phase	Project Contractor	PIU, NEA ESIA Working Group, Regional Education Directorate	School Management Committee (SMC)	4000.00
Transportation of materials and equipment	Vibration and noise nuisance Air and dust pollution	Monitoring reports	Monitoring reports	Renovation/Rehabilitation Phase	Project Contractor	PIU, NEA ESIA Working Group	PIU and NEA	3000.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Influx of foreign worker in the community	availability of cheap labor and also not enough qualified improvement of the income of small traders and food/meal sellers Gender-based violence (GBV), Sexual exploitation and abuse (SEA), Violence against Children (VAC)	Number of foreign workers recruited GBV, SEA, SH Complaint report Report on GBV/SEA/SH sensitization	Monitoring report/Grievance report	Renovation/Rehabilitation Phase	Project Contractor	PIU, NEA ESIA Working Group	PIU and NEA	3000.00
Presence of workers on site, Onsite civil work/floor concrete, Painting and coating, Disposal of construction/renovation waste, Domestic and sanitary waste generated by workers	Waste generation and its contamination of water sources, risk of injury to workers onsite, hiding place for reptiles and vermin	• Waste tracking slip • Existence of labelled bins for waste collection • Existence of a clean-up kit on site	Records on waste management and housekeeping observation	Renovation/Rehabilitation Phase	Project Contractor	Local Council, PIU, NEA	PIU and NEA	5000.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
All civil works Material transportation and handling Working conditions Workers' behaviour	Occupational Health and Safety (increased accident potential)	• Site workers' induction meetings • Number of awareness toolbox meetings conducted • Number of accident cases involving site activities • Number of workers equipped with PPE	Report on work-related accidents, injuries, near misses and illnesses	Renovation/Rehabilitation and Operational Phase	Project contractor	PIU, NEA ESIA Working Group, RED	SMC/RED	4,000

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Commissioning of the center (operation, cleaning, waste management) ;	Air and dust pollution	• Systematic watering of the site and spoil (at least twice a day in the dry season) • Number of covered trucks • Up-to-date maintenance booklet for machinery • Waste tracking form • Number of cases where speed limits were exceeded • Percentage of staff wearing the correct PPE	Records on waste management and housekeeping observation	TVET CenterRehabilitation Exploitation Phase	Project Contractor	PIU, NEA ESIA Working Group	Regional Education Directorate (RED)/ SMC	4500.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Movement of vehicles	Increase in the emission of air pollutants from vehicles, dust pollution, and possibilities of accidents and injuries	Monitoring reports	Monitoring reports	TVET Center Rehabilitation Exploitation Phase	Project Contractor	PIU, NEA ESIA Working Group	PIU and NEA	2500.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Waste generation	Risk of injury to students, hiding place for reptiles and vermins	Existence of an approved and implemented WMP Waste Stockpiles on site. Reuse or recycle a maximum of the waste the school generates by producing compost or through their reuse. School users know have to sort the waste generated Private company hired to collect and dispose of the waste	Visual Observation -interview with the school users	Center Rehabilitation Exploitation Phase	Project Contractor	Local Council, PIU, NEA	SMC	4000.00

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Consumption of resources (water, energy etc.)	Additional demand for water causes scarcity. Workers onsite create more demand for energy use.	Water and energy use tracking form	Monitoring reports	CenterRehabilitation Exploitation Phase	Project Contractor	NEA, PIU, Department of Labour and MoBSE	PIU and NEA	3000.00
All civil works Material transportation and handling Working conditions Workers' behaviour	Occupational Health and Safety (increased accident potential)	Site workers induction meetings. The number of awareness toolbox meetings conducted. Number of accident cases involving site activities. Number of workers equipped with PPE.	Report on work-related accidents, injuries, near misses and illnesses	CentreRehabilitation Exploitation Phase	Project contractor	PIU, NEA ESIA Working Group, RED	SMC/RED	4,000

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Demolition and stripping of equipment	• Noise pollution and Occupational accidents and injuries to workers and risk to community health and safety. • Heaps of solid wa disturbance in mo			Closure Phase	Project Contractor	NEA and PIU	PIU, NEA	2000.00
Generation of construction site waste (gravel and other construction scraps)	○ Scattered solid waste may affect the visual and aesthetic environment and provide a breeding place for mosquitoes.			Closure Phase	Project Contractor	Local Council, PIU, NEA	NEA and PIU	3000.00

The Julangel TVET center renovation/construction implementation oversight will be the National Social Protection Secretariat (NSPS) under the Gambia's Office of The Vice President (OVP). NSPS deals with the existing and proposed institutional arrangements that would facilitate environmental and social soundness and sustainability. Monitoring of the ESMP is paramount as it ensures that mitigation and enhancement measures are implemented. Monitoring assists to:

- Improve environmental and social management practices.
- Check the efficiency and quality of the environmental processes
- Compliance with the environmental and social screening requirement

The monitoring shall be viewed in three phases: compliance, impact monitoring, and cumulative impact monitoring. The National Environment Agency is responsible for monitoring compliance, and resources should be made available by the project for the Agency to execute this task, followed by reporting. The monitoring plan for the ecological and socio-economic components of the proposed project is provided below.

Monitoring Arrangements

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
Air Quality (air pollution)	Emissions from vehicles and equipment Dust generated from construction activities, construction vehicle movement, stockpiles, storage of construction materials, etc.	○ Visual monitoring ○ Interview of workers and communities on and around project sites	Quarterly	Contractor/NSPS Environmental Safeguard and Social Specialists/NEA	○ Complete records of monitoring activities ○ Regular vehicle maintenance records. ○ No visible dust plumes originating from construction sites. ○ No irregular exhaust (heavy black or white smoke) from equipment and vehicles.	5,000
Water Pollution	Visual inspection of any erosion from the construction area and transport of sediments and contaminants	○ Visual monitoring	On-demand run-off after heavy rainfall events	Contractor/NSPS Environmental Safeguard and Social Specialists	○ Up-to-date and complete records as required by spill prevention and response procedures	5,000

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
	(e.g., oil, grease).					
Waste Generation and Disposal	Site clean and proper storage and handling of (hazardous) waste and sewage. Segregated waste disposal or storage areas are clearly marked. Toilet facilities are readily available near the construction site for all workers.	○ Visual monitoring	Daily throughout preparation, rehabilitation/construction phase	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA	○ Current and complete records of regular waste collection and disposal. ○ Records of workers attending follow-up health and safety training on a monthly basis. ○ Compliance with applicable regulations, including: ○ *Anti-littering Regulation of Solid Waste* ○ *Regulation of Harmful and Hazardous Waste Management*	5,000

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
Community Health and Safety	Monitor health, safety and security requirements are considered and respected Ad hoc intervention in case any of the workers show symptoms of a COVID-19 infection.	○ On-site visits and communication; interviews with community leaders As per government's recommendations	Monthly and When necessary	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA/EIA working group	○ No identified non-compliances with health and safety procedures. ○ Regular training records of personnel on health & safety procedures on site. ○ Review of grievances registers a Minimal rate of infection with positive COVID-19.	2,000
Occupational Health and Safety	Visual inspection of compliance with health and safety procedures Monitor working conditions: ○ H&S training provided ○ Use of personal	○ Visual Check training records Visual ○ Grievance mechanism in place and grievances recorded	Monthly	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA/ EIA working group	○ No identified non-compliances with health and safety procedures. ○ Regular training records of personnel on health & safety procedures on	2,000

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
	protective equipment for workers ○ Accessibility of workers to a grievance mechanism				site. ○ Injuries or accidents to workers/personnel on site are reported and investigated promptly and in compliance with the health and safety procedures. ○ H&S training provided ○ PPE used on-site by workers ○ Review of grievance register	
Gender-based Violence (GBV) and Sexual Exploitation and Abuse/Harassment (SEA/SH)	Monitor the existence of workplace Violence, Sexual Exploitation, and Abuse/Harassment (SEA/SH)	○ Interview with the workers ○ Interview with the local community	Monthly during the preparation and rehabilitation/construction phase and, if necessary, randomly	Contractor/NSPS Environmental Safeguard and Social Specialists	○ Whether cases of discrimination, GBV, and indiscipline are reported ○ Number of grievances addressed ○ All workers to	8,000

Issue	**Monitoring**	Method	**Frequency**	**Responsibility**	**Performance Indicator**	**Cost (US$)**
					comply to the Code of Conduct	
○ **Total**						**27,000**

The proposed budget for implementation of the ESMP is US$**226,000**, including capacity building for relevant stakeholders, as indicated in the Table below.

No.	Activity	Timeframe	Cost (USD)	Responsibility
1	Preparation of site-specific C-ESMP/ESIAs and other related sites studies, Environmental and social aftercare programmes	Quarters 1&2 before actual project implementation works	25,000	NSPS/NEA/AfDB /Contactors
2	Mitigation measures	project implementation cycle	29,000	NSPS/NEA/ /Contactors
	o Capacity Building of Technical Officers – environmental and Social matters	project implementation cycle	30,000	NSPS/NEA/Dept. of Social Welfare
	o Capacity building of school authorities (REDs, focal persons for MoHERST and SMCs) – environmental and social matters	Quarter 2&3 of project commencement	10,000	NSPS/NEA/Consultant
3	**ESMP Monitoring**			
	o Regular supervision – environmental and social aspects	Project implementation cycle	27,000	NSPS/NEA/Dept. of Social Welfare
	o Support to NEA to enhance its capacity for effective participation in the implementation of the project activities and delivery (MoU with NEA)	Project implementation cycle	40,000	NSPS/NEA/AfDB
4	Institutional Strengthening and Capacity building and general public awareness programmes	As and when necessary	25,000	NSPS/NEA/Dept. of Social Welfare
	Environmental and Social Audits	Annually during implementation years	20,000	NSPS/NEA/Consultants

	Public health issues ○ Provide information, instructions and trainings on STDs, drug abuse etc. to the workers to create awareness. ○ Provide female and male condoms to the community and workers. ○ Conduct daily temperature screening of workers and visitors. ○ Provide handwashing stations and sanitizers at all sites. ○ Ensure workers and visitors adhere to all COVID-19 protocols including wearing of face mask and social distancing.	Project implementation cycle	5,000	Directorate of Public Health Services/NSPS
	Implementation of the GRM related activities	During all phases	10,000	NSPS/NEA/Dept. of Social Welfare
	Security and GBV concerns Number of conflicts/cases reported to the Grievance Redress Committee	Project implementation cycle	5,000	
Total			**226,000**	

In conclusion, although the proposed project is without negative environmental and social impacts, renovation works are most desirable because of the obvious socio-economic benefits. These far outweighed the negative impacts that could arise during implementation. As evident from the consultation, more than 80% of people consulted approved and were excited about the project, citing that it will improve the teaching and learning environment. Mitigation measures and management plans have been suggested and developed for the negative impacts. Project workers should be sensitized on GBV and SEA/SH upon recruitment and continuous toolbox meetings onsite periodically for arising environmental and social issues.

An appropriate institutional framework has been drawn up to implement the mitigation measures and environmental management plan, while the proposed monitoring programmes shall be set in motion as soon as possible.

1. BACKGROUND AND OBJECTIVE

1.1. Project Background

The Gambia faces development challenges in terms of low levels of human development in the country, particularly high poverty rates, low access to basic social services, and high youth and women unemployment and underemployment rates. The Gambia remains one of the low-income countries in sub-Saharan Africa, with a per capita income of USD$ 835.6. According to the World Bank Poverty Report 2022, about 53.4 percent of the population is estimated to be poor. The poverty and vulnerability seem very evident. Income poverty remains concentrated in rural areas, particularly among households headed by subsistence farmers and unskilled workers (with poverty rates of 79.3 % and 65.4%, respectively). Consequently, inadequate access to basic social services, such as education, health, and social protection, contributes to widespread poverty.

In this context of widespread multidimensional vulnerabilities, The Government of the Gambia requested a grant of five (5) million UA from the African Development Bank Group to finance the Vulnerable Youth and Women Support Project (VYWOSP). The project's overall objective is to provide livelihood opportunities for vulnerable youth and women, allowing them to escape poverty sustainably. To protect vulnerable groups, the government has identified social protection as a key strategic priority in the NDP (2018 - 2021) extended to 2022. Social protection and access to basic social services allied with livelihood support programs (literacy, skills development, and financial support) targeting the most vulnerable can reinforce the productive and income-generating capacities and social inclusion of those in need.

The project interventions aim to provide vulnerable groups, particularly out-of-school youth, and women, with market-oriented skills and access to a range of services (financial and non-financial, basic social services) to tackle the multidimensional aspect of poverty and vulnerability.

The main thrust of the project is that if poor and vulnerable women and youths in rural areas have the required skills in the agricultural value chain and have access to quality basic social services, then there will be an increase in their productivity, household income, in the use of quality health and education thereby reduce poverty and improve inclusive growth. Transformative social and behavioral change communication will intervene to sustainably strengthen the achievements and bring change in populations' perception of gender equity, women's economic empowerment, use of basic social services, etc

1.2Aim and objectives of the Project

The proposed project seeks to improve the incomes and productivity of the most vulnerable youth and women in rural areas and their access and use of basic social services, including health, nutrition, and education. This is in line with the key strategic priority of the government NDP (2018 - 2021) to protect vulnerable groups through access to basic social services allied with livelihood support programs (literacy, skills development, and financial support); targeting

the most vulnerable has the potential to reinforce the productive and income generating capacities and social inclusion of those in need. Specifically, the project will:

- Create jobs and livelihood opportunities for vulnerable women and out-of-school youth in rural areas, increase their productivity and hence their incomes through skills development, entrepreneurship, supply of productive equipment, and non-financial support (counseling, coaching); and

- Improve their use and access to better and inclusive basic social services (health and nutrition, education). The project will adopt a holistic approach to tackling multidimensional vulnerability and poverty. The project will also contribute to reducing gender inequalities by providing better economic and social prospects for young girls and women and reducing the social expectations of male youth.

1.3 Objective of ESIA/ESMP

The overall objective of conducting an ESIA which will generate an ESMP & WMP, is to determine the potentially adverse environmental effects of the renovation/construction of the selected health facilities and develop mitigation measures that can be adopted to reduce or eliminate these adverse effects as well as maximize the potential benefits of the project. The assessment and management plan will be key to developing a sustainable intervention with minimal environmental and social impact. The assessment results will also provide an evidence base for policy makers and project actors.

The following are the specific objectives of the ESIA study:

- ❖ To identify project activities that have the potential to impact the environment negatively.
- ❖ To map negative environmental and social areas of concern in the renovation/construction of the selected health facilities.
- ❖ Develop mitigation measures and an Environmental & Social Management Plan (ESMP).
- ❖ Identify positive practices and innovations to promote a clean environment and reduce environmental degradation.
- ❖ Identify the risks, constraints and opportunities linked to the environment in which the project will operate.

1.4 Rationale for ESIA/ESMP for the Project

The general assessment which was done for the overall project provides the guiding framework for the site-specific Environmental and Social Impact Assessment (ESIA) study and the Environmental and Social Management Plan (ESMP) in conformance with the African Development Bank Safeguard Policies and, accordingly, the project level standards.

National Environment Licensing Law of Timor-Leste and Bank's Integrated Safeguards System (ISS: NP No5) considering the anticipated impacts associated with the proposed project, such as air pollution from dust particles, emissions, and noise pollution, among other effects.

This ESIA report including the ESMP were prepared in line with the requirements of The Gambia Environmental and Social instruments to ensure the management and mitigation of these risks. In accordance with NEA, National Environmental Management (NEMA) ACT, CAP. 72.01 of Laws of the Gambia, 2009 and Environmental Assessment Regulations (2014) in the Gambia and categorizing the national part, this project is classified as Category B based on the classification in annex 2. This categorization corresponds to category 2 of the Bank's Integrated Safeguards System (ISS: NP No5).

The ESIA study for the rehabilitation of selected TVET Centers of the VYWoSP and the Environmental and Social Management Plan (ESMP) will guide the project implementation and ensure that adequate measures are taken to protect and minimize any potential adverse environmental and social impacts associated with the proposed construction works.

This ESMP provides the actions to be taken to manage and keep the negative impacts and risks of the TVET Centers rehabilitation works at a minimum while enhancing the significant positive and beneficial impacts. Specific objectives are:

- To ensure that every project operation complies with relevant national environmental and social regulations and international best practices in managing and coordinating environmental and social issues during rehabilitation/construction.
- To identify likely environmental, social, and safety risks and impacts that may emerge as consequences of project activities during implementation and post-rehabilitation/construction period.
- To propose remedial or mitigative measures to address risks and negative impacts that have been envisaged throughout the project's life cycle, including post-rehabilitation.
- Propose institutional arrangements, relevant regulations, roles, and responsibilities of various stakeholders that will be critical in implementing and monitoring the ESMP.

1.5 Scope of ESIA/ESMP

The rehabilitation works likely have environmental and social impacts, which make it necessary to have this ESIA.

The key renovation activities to be undertaken at the TVET facilities are (but not limited to):

- Delimitation of the site (around the building)
- Preparatory work (scaffolding, mobilization of personnel, site base, site supply)
- Dismantling of equipment and storage
- Dismantling of roof and framework
- Dismantling of installations (electricity, plumbing, etc.)
- Management of rubble and site waste
- Masonry, electrical, plumbing, and carpentry work
- pre-commissioning testing.

Some of the keys tasks to be carried out during the ESIA study of the site include but are not limited to:

a. Conduct field visits to the selected TVET facilities to observe the existing environment, assess the proposed development and identify potential impacts.
b. Consultations with relevant stakeholders using suitable data collection methods such as focus group discussions, key informant interviews, etc.
c. Prepare ESIA/ESMP report for the rehabilitation of the selected facilities.

2. PROJECT DESCRIPTION

To improve the incomes and productivity of the most vulnerable youth and women, specifically out-of-school youth and women in rural areas, the National Social Protection Secretariat developed a project proposal with the following objectives:

- Create jobs and livelihood opportunities for vulnerable women and out-of-school youth in rural areas and increase their productivity and income through skills development and financial and non-financial support.
- Improve their use and access to better and inclusive basic social services (education, health, nutrition, social protection). The project will adopt a holistic approach to tackling the multidimensional aspects of vulnerability and poverty. The project will also contribute to reducing gender inequalities by providing better economic and social prospects for young girls and women and reducing social expectations of male youth as household providers.

The project will also contribute to resilience in the country by tackling some of the key drivers of fragility. The Gambia Fragility Assessment identified low human development, including youth unemployment, poverty and inequalities, and poor access to health and social protection services, as a driver of fragility and a potentially destabilizing factor for the world as The Gambia is an important contributor to irregular migrants to Europe.

2.1Current Status of the Project

The project is at the design stage. This stage includes obtaining permits and approvals; and conduct an environmental and social impact assessment study. It is expected that the environmental and social management measures that have been prescribed in this ESIA report will be incorporated into the project activities during the implementation of the project as required.

2.2 Project Components

Following a selectivity approach informed by the Bank's comparative advantage, the project has three (3) complementary components, described below.

Component 1: Support to Youth and women empowerment to equitably access jobs and livelihood opportunities (UC 2 million)

The component will finance activities to build skills and capabilities for decent job opportunities through entrepreneurship to increase income for vulnerable women and youth.

Sub-component 1.1: Functional literacy and skills development. Supporting interventions to allow women and youth to acquire the necessary skills and capabilities to engage in productive activities. The focus will be on building skills to support the development of agricultural value chains with a focus on processing, storage, packaging, marketing, and market access. The agriculture value chain is identified, given its high potential for employment and entrepreneurship opportunities for the target population. The prioritized crops identified by the

Government and the various stakeholders include poultry, small ruminants, horticulture, agro-processing cereals (e.g., moringa; baobab), fruits, vegetables, and dairy products. More precisely, the sub-component will have two complementary sets of interventions.

The first set of interventions will be mass skills training and functional literacy programme targeting the out-of-school youth and women. This is to be referred to a context where 80.2 percent of the youth are out of school without the relevant skills for productive jobs or self-employment. For example, 40.5 percent of the Gambian youth aged 15-35 are illiterate. The rate is higher among women (47.6 percent) than men (31.1 percent). The key activities under the first set of interventions are as follows:

- Gender-responsive awareness raising/communication campaigns to increase the demand for skilling through the project in the three targeted LGAs;
- Selection of beneficiaries and profiling baseline of the trainees to assess their level of competencies, type, and profitability of the businesses they may be engaged in.
- Develop customized training content informed by the profiling baseline. The training package includes functional literacy, soft skills (e.g., networking and self-confidence, communication, decision-making), and hard skills (e.g., basic start-up knowledge, business planning/development, financial literacy, and management skills).
- Selection and orientation of trainers (training may be delivered in local languages by professionals in literacy and entrepreneurship training).
- Training of the beneficiaries
- Assessment and Certification of competencies at the end of the training to assess capabilities in literacy, post-literacy and entrepreneurship skills.

The second set of interventions will be in the technical skills training for a core group of (a) selected “graduates” from the mass skills training who need upskilling and (b) youth who would embrace future careers in agro-processing. As a key element for project sustainability, the logic here is to ensure that the targeted LGAs have the minimum skills development infrastructure to build vocational capabilities in agro-processing among the youth and the country's labour force in the future. The key activities under the second set of interventions are as follows:

- Identify at least three (3) Vocational Training Centers (one in each of the LGAs) that should be equipped for training in agro-processing;
- One training center was already identified during the mission: the Gambia Songhai Initiative, which seems to be the unique TVET center in agro-processing/entrepreneurship located in the Basse LGA. This is a private institution. However, the Government could sign an MOU with the Songhai Initiative regarding the technical training of a certain number of beneficiaries. The exact targets will be defined based on the unit costs of training that are yet to be confirmed.
- The remaining two TVET centers (one in CRR North; one in CRR South) will be determined by Government ahead of the appraisal mission. In case of the nonexistence of other TVET centers in agro-processing, the Government may explore the option of the Boarding TVET school in Ziguinchor (Senegal) to train a certain number of youths.

- Conduct a regional skills gap analysis in the selected agriculture value chains in the three targeted LGAs, to inform policy dialogue, curriculum development and possible operations to create more jobs for the youth.

Sub-component 1.2: Access to productive equipment and non-financial services for economically active beneficiaries. The focus will be on providing equipment, counseling, and guidance to allow the male and female beneficiaries to run productive and sustainable businesses. Given the nature of the beneficiaries, out-of-school youth and women, the project will emphasize the provision of group equipment (storage facilities, processing equipment, machinery, solar panels, etc.), individual toolkits and labor-saving devices.

For the non-financial support, the project will support local organizations to enhance their productive capacity and competitiveness and to develop market linkages. Youth groups and women cooperatives' access to the market will be facilitated by creating and supporting commercial partnerships between them and private enterprises such as commercial shops, hotels and restaurants. The support will comprise technical assistance, coaching and mentoring services to the beneficiaries for at least six months to enable them to establish, manage and run sustainable businesses.

Component 2: Support for better and inclusive access to basic social services (UC2.S million)

Despite some improvement, access to basic social services is limited in particular in rural areas. The project will support activities that will improve vulnerable populations access to and demand for basic social services such as health and nutrition, social protection and education. The targeted beneficiaries of the component are communities in the localities where the project will be implemented.

Sub-component 2.1: Improve access to quality healthcare and infrastructure: The project will finance the rehabilitation and equipment of 5-6 healthcare centers, with a focus on maternity, pediatric and nutrition care. The rehabilitation will seek to renovate the health er centers (HC) to national standards. The project will also rehabilitate doctors' and nurses' accommodation in health structures to increase the staff's retention rate, which is currently low. WASH infrastructures (latrines, access to water, etc.), washing area, biomedical waste management areas, incinerators, and electricity (connection to government electricity network or solar) will be developed where they do not exist. To improve daily health data management in the health centers and maintain a dynamic interaction with the health district level, the project will provide IT materials such as computers and modems to the HC. Medical equipment, including Basic, Emergency, Obstetric and New-born care (BEmONC) materials and supplies, in line with the MSP standard for the technical platform of this level of health structures, will be acquired. Depending on the need and budget availability, ambulances will be procured.

In addition to rehabilitation and equipment, health workers, including nurses and midwives, will be trained to provide quality healthcare to the beneficiaries.

The sub-component will also support community early childhood development (ECD). In addition to positively impacting the development of young children, these programmes, by

taking care of young children, will allow women more time for their economic and community management activities.

Sub-component 2.2: Improve the demand for basic social services and positively change socio/ behavioral norms, gender equity and improved wellbeing. This will be done through social and behavioural change communication (SBCC) and training on essential family practices. A focus will be on nutrition, health, education, child development, water, sanitation and hygiene (WASH), women's empowerment, male engagement, gender-based violence and the benefits of gender equality.

To achieve the objective of this sub-component, the proposed interventions will include: (i) strengthening community mobilization and social and behavioral change communication for improved nutrition and health outcomes, sanitation and hygiene behaviors, child care, and gender equality; (ii) building capacity of local community structures such as Village Support Groups and MDFTs to be able to provide basic Maternal, Child and Adolescent Nutrition and health services; (iii) strengthening monitoring and supervision of community maternal, child and adolescent nutrition programmes for improved evidence-based generation and planning.

Component 3: Project management and institutional strengthening (UC 0.5 million)

The component will finance activities related to project management and strengthen the coordination capacities of the National Social Protection Secretariat.

Sub-component 3.1: Strengthening of the coordination capacities of the National Social Protection Secretariat. This will be done by strengthening the coordination and monitoring and evaluation capacities of the National Social Protection Secretariat (NSPS). The sub-component will also finance the development of a sustainable financing strategy for the social protection sector in The Gambia and research on social protection and vulnerability-related issues to guide strategic and operational decision-making. This sub-component will also include training of NSPS staff in relevant functional areas of the Secretariat.

Sub-component 3.2: Proiect management and monitoring. The sub-component will finance costs related to the recruitment of project staff to strengthen the capacities of the project implementation unit (project manager, value chain and entrepreneurship specialist, social and environmental safeguards specialist, monitoring and evaluation expert, gender and social development expert, procurement officer), and other operational costs such as vehicles, furniture, mission cost, procurement adverts fees, Project launching workshop, etc. The sub-component will also finance project impact evaluation, including baseline data collection, midterm, and final evaluation.

2.3 Selected ECD &TVET for renovation under the project

Commissioned by the National Social Protection Secretariat (NSPS), the Ministry of Transport, Works and Infrastructure (MoTWI) conducted an assessment and evaluation of educational centers (TVET center and Basic cycle schools) and health facilities (Health center) in Central and Upper River Region (CRR and URR) of the country. The purpose of the assessment was to get first-hand information on the state of repairs of facilities and how to improve the existing

structures by building up new structures and renovating the existing structures. Additionally, it was to assess, evaluate and prepare the Bill of Quantities for all the centers visited.

2.3.1 Identification and Selection of ECD &TVET

Based on the assessments, this project will be implemented in three (3) Early Child Development (ECD) and two (2) Technical and Vocation and Education Training (TVET) existing centers will be rehabilitated in three regions (CRR and URR).

All sub-projects are on existing schools (Kerr Layen, Diabugu Batapa, and Karantaba ECDs) and TVET (Julangel and Tumana Agency for Development Center). All selected centers requiring rehabilitation/expansion have vegetation, some ornamental and fruit trees (average 10 matured trees) that must be protected.

This environmental and social impact assessment concerns the Julangel TVET center rehabilitation sub-project.

2.4 Primary Project Beneficiaries

The main beneficiaries of the rehabilitation/construction of Julangel TVET include the Ministry of Higher Education, Research Science and Technology (MoHERST), RED, school administrators, teachers, children, youth, women and men of Julangel and satellite community members. Both male and female out-of-school youth and returning migrants will be specifically targeted. As for women, the targeting criteria will be defined to ensure that the project prioritizes those in vulnerable situations. Particular attention will be placed on widows, women heading households, women with disabilities, elderlies, etc. Youth and women living with HIV&AIDS will also be considered.

2.5 Condition of the Infrastructure in the Selected TVET Centers

The assessment showed that some structures are defective due to their life span. It has also been observed that some units need to be extended for proper suitability. In addition, some of the existing structures required total demolition.

2.6Brief description of the project site

2.6.1 Location of the Project Area

Julangel TVET Center is in Julangel village in Jimara District in Upper River Region, South. It is located 15 kilometers from the Trans-Gambia Highway, with about 3000 inhabitants. The TVET center was established in 1996 with seven classrooms and three workshops. The TVET runs the following programs; welding, carpentry, horticulture, animal husbandry, and poultry. The current enrollment is 400 students.

Julangel TVET Center consists of the following (Workshops Blocks, Construction of extension fencing, Junior & Senior Staff Quarters, Offices, and mosque).

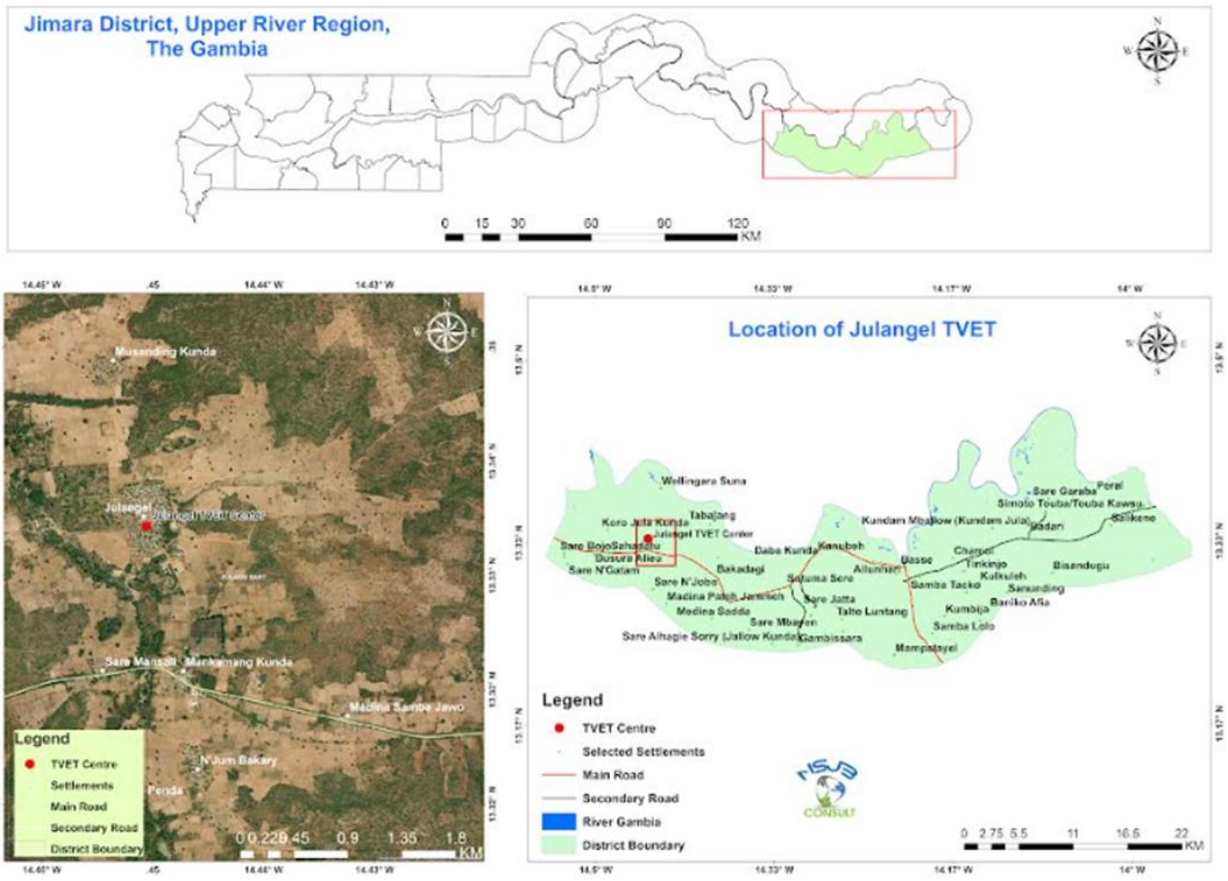


Figure 1. Location of Julangel TVET Center

Table 1 . Coordinates for Julangel TVET Center

Administrative And Library	*Julangel*	*13.33434*	*-14.448873*	*Expansion And Rehabilitation*
Automotive Engineering	*Julangel*	*13.334085*	*-14.448965*	*Rehabilitation*
Carpentry And Welding Workshop	*Julangel*	*13.334213*	*-14.44915*	*Refurbished And Rehabilitation*
Boys And Girls Toilets	*Julangel*	*13.334095*	*-14.449445*	*Rehabilitation*
Staff Quarters	*Julangel*	*13.333953*	*-14.449175*	*Rehabilitation*
Senior Staff Quarters	*Julangel*	*13.333782*	*-14.44909*	*Rehabilitation*
Central Mosque	*Julangel*	*13.334003*	*-14.448757*	*Rehabilitation*
Class Room Block And Lectures Rooms	*Julangel*	*13.333672*	*-14.448757*	*Rehabilitation*
Water Facility	*Julangel*	*13.333543*	*-14.448598*	*Rehabilitation*
Boys Dormitory	*Julangel*	*13.333323*	*-14.448387*	*Construction In Progress*
Dinning Hall	*Julangel*	*13.333137*	*-14.44868*	*Construction In Progress*
Girls Dormitory	*Julangel*	*13.33301*	*14.448902*	*Construction In Progress*
Poultry House	*Julangel*	*13.333288*	*-14.449777*	*Expansion*
Proposed Security Room	*Julangel*	*13.3342*	*-14.448923*	*Infrastructure*

TVET School Entrance	*Julangel*	*13.334293*	*-14.448743*	*Rehabilitation Of Gate*

2.7 Renovation works required at Julangel TVET Center

The current condition of the classrooms Blocks in this School is deplorable and not environmentally friendly and conducive for the students and staff occupying the classrooms blocks and staff quarters. Nevertheless, the buildings developed some defects, which are as follows:

- Roof and ceiling require replacement
- Doors and windows are to be replaced
- Cracks on walls to be repaired
- Finish the floor and wall tiles where required
- Changing of Squat, WC, and Wash hand basins in toilets
- Painting of the buildings

2.8 Description of the Renovation work activities

2.8.1 Description of the planned facilities and Infrastructure

Julangel TVET center consists of workshop blocks, construction of extension fencing, Junior & Senior Staff Quarters, Offices, and a mosque).

2.9 Main activities per phase of infrastructure renovation

A number of activities will be carried out to construct and rehabilitate the different infrastructures at Julangel TVET Center. The activities shall be implemented in three phases: planning/preparation, construction, and operation. Details about each of the phases are provided below:

2.9.1 Preparation phase

Activities during the preparation phase include identification of what needs to be rehabilitated or constructed; preparation of a master plan; preparation of detailed layout plans; preparation of building designs; tender processing; obtaining approvals under the Physical Planning and Development Control Act 1990 for the rehabilitation, construction, and operation of the proposed project facilities. The Environmental and Social Assessment study is part of the planning phase.

2.9.2 Construction or works phase

Construction activities will involve demolition; excavation; compacting; trenching; backfilling with compaction consolidation; leveling and earth marking; transportation of building materials; and construction of a three-classroom block, dining area for children, and upgrading of the kitchen. Other infrastructure, such as sanitary facilities, shall also be constructed. This phase will also involve the mobilization of workers; transportation of equipment and construction materials (e.g., stone aggregates, steel, sand, cement, gravel, fiber cement boards, pressed metal door frames, etc.).

2.9.3 Operation phase

Activities during the operation phase will include commissioning the use, and regular maintenance of the different infrastructure at Kerr Layen for the intended purpose. The effect of this is that a lot of solid waste will be generated daily, which must be managed properly.

2.10 Alternatives to the Project

With the aim of creating a conducive teaching and learning environment, the alternative analysis of this project considers other practicable strategies that can be looked at to achieve the project objectives and eliminate adverse environmental and social impacts associated with project implementation. The scenarios are given to choose the design and rehabilitation/construction plan in accordance with the objectives and the actual natural environment and socioeconomic conditions in Julangel TVET Center. The various alternatives to the proposed project were assessed in terms of environmental acceptability and economic feasibility during the assessment process, as discussed below.

2.10.1 Zero scenario alternatives

In the case where the zero scenarios alternatives are considered, this means that the project won't be implemented. The forgone costs of not having the project could result in economic and social losses regarding employment development, human welfare, and improved services. So, this option is not recommended for this project since the plot belongs to the school and there is no other alternative plot that the owner can access without incurring additional costs. There is also evidence that the rehabilitation/construction of this plot will not have severe negative impacts on the surrounding environment and communities.

2.10.2 Location and layout alternatives

The location and layout alternatives were not considered since the proposed construction and rehabilitation works will take place within the premises of existing structures at Julangel TVET Center. Also, the intended project concerns the expansion works of the Julangel TVET Center, which already exists in the project area. This means that the site fits the proposed project. The site also has access to water but not electricity since there is not yet electricity expansion in the area. However, Solar Energy source is a practicable option.

2.10.3 Construction

The design considered construction techniques that use local materials as much as possible and imported materials where local ones cannot be obtained. The construction will involve the use of locally made materials like cement blocks because there is no other affordable solution available for the construction of such permanent structures, and bearing in mind that the other alternative is the use of burnt bricks that are very detrimental and destructive to the environment. Local materials made from wood, tiles, or iron sheets manufactured locally will be used for roofing

which substitutes the other alternative of using imported ones. The use of locally made materials provides employment and also supports the promotion of local industries.

2.10.4 Solid waste management

The waste will be sorted on-site, and four categories of waste will be treated separately:

- Organic wastes that will be generated during the construction and operation phases of the project will be transformed into organic manure through composting and used in the school garden as fertilizers;
- For paper, wood, etc., a better option is to transport them to a designated dumping site for appropriate disposal;
- Stony and earthy materials will be converted into construction materials. This will be tried only during the construction phase;
- Artificial and non-biodegradable materials (metals, plastics, etc.) will be removed from the site and reused where possible or sold to companies for recycling or taken to the approved landfill site.

Several opportunities will need to be explored for reducing solid waste. The most possible option is the composting of wastes and their reuse.

2.10.5 Water supply

The water supply will be connected to the school's existing solarized water supply network. However, additional capacity is required to improve cleaning, toilet flushing, or school garden irrigation. It is therefore suggested to install an additional 4000 liters water tank, high capacity pumping machine, and solar panels. This will ensure the availability of water throughout the project lifecycle and operational phase.

2.10.6 Energy supply

There are many types of energy sources. The best option would be to use a renewable energy source. Solar energy would be a better option, but the high demand for energy in different building activities is also considered; hence solar energy cannot cope with the demand. The use of a generator also presents many disadvantages, among them the high prices of fuel and noise pollution. The only reliable option is to connect the building to the national grid available in the area.

2.10.6 Timing and Duration of construction works

The construction works schedule will follow a logical building order. For the earthworks, the intention is to minimize the excavation on site and any consequential effects of soil erosion and the downstream drainage system clogging. Interruption with normal activities of school residents around the construction site, including noise and dust pollution, is anticipated since normal lessons will continue within the project implementation period. Thus, rehabilitation/construction works will be scheduled to minimize the impact of noise and dust on the school and the surrounding environment. The timing and duration of the construction works are likely to have

several implications, especially if the rainy season is taken into account. Heavy rains will undoubtedly affect the duration of construction activities, especially in areas with high rainfall and soft soil which makes road transport almost impossible due to mud and sliding, hence the complication of delivering materials to construction site.

Table 2: Analysis of Alternatives

Option/ Method of Deployment	Potential Environmental, Social, Technological and Economic Implications		Preferred Option
Zero scenario alternatives			
Allowing the project	**Advantages** 1. Employment opportunities will be provided during the project implementation.	**Disadvantages** 2. The anticipated adverse environmental and social impacts will be a reality	**The not allowed option is preferred**
Not allowing the project.	**Advantages** **3.** The anticipated adverse environmental and social impacts will be avoided	**Disadvantages** 4. There will be a loss of employment opportunities due to the project	
Location and layout alternatives			
Build within the existing premises	**Advantages** 1. No extra cost to to be incurred in buying land **2.** No grievances due to dispossession	**Disadvantages** - Potential constriction of available space	**Build on site option preferred**
Build on a different site	**Advantages** - May lead to a wider space available	**Disadvantages** 1. Cost implication for a new land 2. Potential grievances arising from dispossession	
	Advantages	**Disadvantages**	
Construction			
1. Cement blocks	1. Materials available 2. Will promote business 3. Relatively manageable	1. Pollution effect of cement 2. Retains heat and is generally hot at night 3. Environmental degradation due to the extraction of sand	**Cement blocks it is easier to make and readily available**
4. Bunt bricks	1. Promotion of local skills 2. Employment opportunities	1. Will lead to environmental degradation 2. Risk of fire outbreaks 3. More labor intensive and	

Option/ Method of Deployment	Potential Environmental, Social, Technological and Economic Implications		Preferred Option
		time-consuming 4. Emission into the atmosphere due to burning	
Solid waste management			
1. Composting	1. Availability of manure for gardening 2. Will reduce the reliance on agro-chemicals	1. Tedious and time-consuming	**Both options preferred**
2. Disposal	3. Will prevent indiscriminate littering and pollution	1. Proper disposal site may not be close to the source of waste 2. May incur high costs, thus a sustainability challenge 3. Further contamination of land and ground water due to the type of waste and characteristics of a disposal site	
Water supply			
Reliance on existing water supply	- Will enable no disruption of the water supply system - Will require no cost implications	- The demand will be too much for the existing system to support	**Both options preferred**
Improvement of the existing capacity with the pumping system and overhead tank	- Will enhance the existing capacity - Will ensure that adequate water is available for other needs	- Will incur significant cost implication	
Energy supply			
Solar	**Advantages** - Environmentally friendly - Does not incur extra costs besides the initial - The local environmental conditions support it	**Disadvantages** - Not enough power will be generated to serve all the needs - Risk of theft	**Solar is the preferred option, but it is highly recommended to connect to the national grid to enable**
Generator	- Does not incur high start-up costs, depending on the type	- Noise and vibration impacts - Emission from the generator	

Option/ Method of Deployment	Potential Environmental, Social, Technological and Economic Implications		Preferred Option
	and power needed	exhaust, especially as it ages - Frequent buying of fuel to power the generator may not be sustainable	**the powering of the appliances.**
Grid	- Ensures that all the Center`s appliances are functional	- Frequent buying of cash power will have significant cost implications	
Timing and duration of construction works			
Construction during the dry season	**Advantages** - Heavy machinery and trucks can easily access the construction site to deliver the materials.	**Disadvantages** - Dust emission due to the use of heavy vehicles, excavations, etc	**The preferred option is to construct during the dry season but work to be scheduled to avoid dust, noise and vibration impacting learning sessions.**
Construction during the rainy season	- Dust emission will be minimal due to wet conditions	- Certain areas with muddy soils will be inaccessible	

3. LEGAL AND INSTITUTIONAL FRAMEWORK

The Environmental Management Policy and EIA legislation and procedures of the Gambia and those of the African Development Bank, which are relevant to the project, are outlined in this chapter. In principle, the two sets of policies and procedures on environmental and social assessment have similarities.

This section examines the key national policies and legal and regulatory frameworks and some international conventions, treaties, and protocols relevant to the proposed project. The specific objectives of the regulatory framework review are:

- To identify policies, Acts, and regulations relevant to the environmental, health, safety, human rights, and social aspects of the Project and the conduct of the ESIA
- To identify environmental standards prescribed under national legislation that are relevant to the Project (such as pollution control, waste management, wastewater discharge, and air emissions)
- To identify international conventions, treaties, and protocols to which The Gambia is a signatory that is relevant to the Project
- African Development Bank's Operational Safeguards policies and standards. Specifically, ESIA/ESMP for the proposed project has been established based on the AfBD Operational Safeguards (OS) requirements.

The project ESMP has been designed to align with requirements set out in national policies, Acts and regulations, institutional arrangements, and the capacity required to implement the framework. The objective of the Renovation/construction works ESMP is to provide the framework for environmental and social management of the planned project activities under the Julangel ECD and TVET center sub-projects rehabilitation component and to identify the positive and negative aspects occasioned by the project implementation, propose ways of managing each of the elements and present what should be used as a practical tool during project implementation. As such, any identified negative environmental and socio-economic impacts can be managed appropriately. The ESMP ensures that the rehabilitations at the selected ECD and Julangel TVET centers adhere to an environmentally and socially sustainable pattern. It also provides a framework to assist communities/beneficiaries in screening sub-projects, institutional mechanisms, and responsibilities to address adverse environmental and social impacts.

3.1Relevant National Policy Framework for ESIA/ESMP

The table below summarizes the national policy framework for rehabilitation at Julangel TVET Center.

Table 3 **summary of relevant policies relevant to the renovation of the Julangel TVET Center**

Policy	Description	Implications to Julangel TVET Center Renovation/Construction
Gambia Environment Action Plan, GEAP (2019-2029)	The Gambia's Environmental Action Plan provides the overall policy framework for sound environmental management in The Gambia. It seeks to promote and implement sound environmental policy. The GEAP emphasizes environmental management, pollution, and nuisances and the necessity to safeguard the well-being of the populations. The country's first integrated environmental and natural resources management policy framework provides an overview of the existing environmental situation. It outlines approaches to the problems, including institutional changes and other required actions. National Environment Agency implements the Gambia Environment Action Plan and all relevant institutions, including the Private Sector and NGOs. All the Environmental Laws operate under the GEAP.	The rehabilitation works Julangel TVET Center will trigger the GEAP, and it will help to guide general environmental planning and natural resources management.
National Social Protection Policy 2015-2025 (NSPP)	The policy is to contribute towards the alleviation of poverty and vulnerability in the country, in line with the Government of The Gambia's Vision and National Development Plan. The Policy is a comprehensive and cross-cutting social protection reform agenda and proposes a set of priority actions to guide the gradual establishment of a coherent social protection system in The Gambia. The NSPP adopts a broad range of social protection policy instruments across four categories: protective, preventative, promote and transformative. These interventions include social assistance, social insurance, labour market policies,	This policy is relevant to the project. It is to facilitate the reform of the national social protection system by ensuring more efficient and effective use of resources, strengthened management and administrative systems, and progress towards a more inclusive form of social protection that makes basic income and social services available to The Gambia's poorest and most vulnerable people.This project is all about that and, therefore, relevant.

Policy	Description	Implications to Julangel TVET Center Renovation/Construction
	productive safety nets, social welfare services and legal and social equity measures – all of which aim to protect people from exploitation and discrimination. These measures are critical in addressing the multidimensional nature of poverty and the risks and vulnerabilities people face.	
The National Health Policy, 2012-2020	The vision of the policy is to attain accessible quality health care for the Gambian population. It is mandated to protect the public and environmental health, including nuisance and other risks associated with this Project. It has a mission to ensure quality healthcare services within an enabling environment, delivered by appropriately trained, skilled, and motivated personnel at all levels of care. The mission will be accomplished with the involvement of all stakeholders to ensure a healthy nation. The fundamental guiding principles of the policy are: equity, health system reform, and partnerships.	The rehabilitation works at Julangel TVET Center trigger this policy as it will ensure the health of every person within the project influence areas. Health Promotion activities and enforcing health-related Laws will also be applied in prospective project sites. The Ministry of Health implements the policy with allied health-related Institutions and Programs.
The Gambia Technical and Vocational Education and Training (TVET) Roadmap2020-2024	The TVET Roadmap will serve as a guiding compass for the Government to equip young people with relevant skills to seize existing economic opportunities. The roadmap is the need to ensure that TVET delivery reflects labour market needs	Relevant to the project since Julangel TVET center is part of the project intervention sites
National Policy for the Advancement of Gambian Women and Girls (1999-2009)	The policy provides a legitimate point of reference for addressing gender inequalities at all levels of government and all stakeholders	Relevant to the Julangel TVET center rehabilitation project since it will benefit both men and women equitably including the youth.

Policy	Description	Implications to Julangel TVET Center Renovation/Construction
Gambia National Gender & Women Empowerment Policy (2010–2020)	To mainstream gender issues in the national development process to improve the social, legal/civic, political, economic, and cultural conditions of the people of the Gambia, particularly women. In infrastructure development, this policy aims to redress imbalances arising from existing gender inequalities. It promotes the participation of both women and men in all stages of the project cycle and equal access to and control over significant economic resources and benefits. The policy aims to contribute significantly to improving the status of Gambian women and ensure gender equality and thus help achieve the SDGs.	This policy would especially apply to recruiting labour for rehabilitation works at the Julangel TVET Center. Women should ideally have equal opportunities as men for available jobs.
National Development Plan (2018-2021)[2]	This is the principal national Policy blueprint that provides the overall direction for the country from 2018 to 2021. It emphasizes priority areas for development within this planned period, including building and quality education which cannot be realized without proper and good infrastructure for a better teaching and learning environment.	The project aims to rehabilitate Julangel TVET Center in the Upper River Region. The implementation rehabilitation of this center is in line with helping cover the infrastructure gap in line with the expectation of the NDP, which sets to: ○ Enhancing access to early childhood education, ○ improving quality learning, with special emphasis on Science, Technology, Engineering and Mathematics (STEM), Health, Agriculture and special needs at the basic, postsecondary/tertiary, and higher education levels, promoting TVET and other skills-enhancing

[2] The Government of The Gambia is in the process of formulating the successor of current NDP namely Green Recovery-focused National Development Plan (2023 - 2027) and also successor of Vision 2020 - Long-Term Development Vision (Vision 2050)

Policy	Description	Implications to Julangel TVET Center Renovation/Construction
		initiatives to match the job market; and o take measures to enhance access to non-formal education to build a more skilled and productive workforce
National Youth Policy (2009–2018)	The policy aims to mainstream youth issues into the advancement of all sectors.	Successful project implementation will enhance the youths' skill development, which could reduce youth underemployment and engagement in negative social menace.
Education Sector Policy 2016 – 2030	This policy aims to promote a broad-based education at the basic level for lifelong learning and training.	In line with the National Development Plan (NDP), if successfully implemented, it will allow for the growth of educational opportunities and improve the effectiveness of education at all levels, from early childhood development (ECD) to tertiary and higher education. Essentially, as enshrined in the policy, it will promote accessible, equitable and inclusive quality education for sustainable development.
National TVET Policy 2021-2030	The policy seeks to reinforce Technical Vocational Education and Training System in The Gambia.	Successful implementation of the project will help create an enabling environment that will give young people, especially girls, a better chance of finding decent employment and lifelong learning opportunities.

3.2 National Legal and Regulatory Framework

National Environment Management Act (NEMA) 1994

The NEMA, 1994, was promulgated as the primary legislation in environmental management, providing a structured institutional and legal framework for sound management of the environment and natural resources in The Gambia. It empowers the National Environment Agency (NEA) with powers to:

- Establish criteria and set standards for environmental quality for effluent discharges and solid waste disposal. Identify materials, processes, and wastes that are dangerous to human or animal health and the environment, and recommend regulations and guidelines for managing materials, processes, and wastes.
- Prepare guidelines for managing environmental disasters, including major oil spills, gas leakages, and spills of other hazardous substances. The NEA can decide who would be responsible for any clean-up and what should be done when such discharges occur.
- Appoint environmental inspectors who are empowered, among other things, to take samples of articles or substances that the Act prescribes and submit them for testing or analysis; and to conduct periodic inspections of establishments whose activities are likely to impact the environment significantly.
- Part V of the NEMA stipulates the requirements for EIA of proposed projects, and for more specific EIA guidance, regulations were passed under this Act.

Environmental Impact Assessment Regulations (EIA) 2014

These Regulations provide the regulatory framework for projects requiring environmental impact assessment by virtue of their environmental and social impacts. It took into account the processes and procedures that should be undertaken by project proponents, on the one hand, and the Agency, on the other hand, to make sure that projects are thoroughly screened for their environmental and social viability before their implementation. Consequently, the National Social Protection Secretariat must submit a project brief to the NEA and a duly completed EIA Screening Form for Environmental Approval. Based on the brief and screening form information, NEA will decide if a complete environmental impact study is required. The EIA Regulations, 2014 state exactly which projects require EIA, the procedure, the responsibilities of stakeholders, and fees. Furthermore, regulation Section 3 (1) (b) of the EIA Regulations, 2014 states the scope of application, including the Regulations, applies "to any major repairs, extensions, alterations, or non-routine maintenance for any existing project" such as infrastructural works or activities. The Regulations also makes provision for the different classification for projects as follows:

- Projects are classified as 'A,' meaning a full EIA study is required; because there will be a significant impact;

- Temporarily, projects are classified as 'B' because the impacts are not as significant as those of the A class; however, a limited impact study will be required and an environmental management Plan formulated; and
- when more information is needed to decide; and Projects are classified as 'C' the anticipated impacts are all but negligible

Table 4**. Summary of the national legal frameworks relevant to the renovation of the Julangel TVET Center**

Legislation	Description	Implications to Julangel TVET Center Renovation/Construction
National Environment Management Act, 1994	The most relevant legislation for this study is the Law on Environment. The legislation sets out the general legal framework for Environment protection and management in the Gambia. Principal legislation in environmental management; Part V of the Act provides for specific projects listed under Schedule A to be considered for ESIA/ESMP/ESIA. It centers on avoiding and reducing disastrous consequences on the environment. National Environment Agency (NEA) approves ESIA reports and ESMPs.	This Project falls under Schedule A, which requires an ESMP/ESIA. The project will observe the environmental law by conducting Environmental and Social Impact Assessments (ESIAs) and/or preparing Environmental and Social Management Plans (ESMPs) to ensure the reduction of disastrous consequences on the Environment in its activities. The project will also monitor compliance with environmental safeguards at all sites.
Environmental Impact Assessment Regulations, 2014	The EIA Regulations elaborate on the requirements for EIA procedure, environmental impact statements, approval, environmental monitoring, etc.	The Regulations provide more details for the ESIA and implementation of the ESMPs.
Hazardous Chemicals and Pesticides Control and Management Act,1994	The act provides for the control and management, manufacture, distribution, and use of hazardous chemicals and pesticides and makes provisions for the matters connected. It also protects human health and the environment by controlling hazardous chemicals.	Hazardous chemicals could be used in the construction /rehabilitation works of Julangel TVET center, and some of the equipment can contain hazardous chemicals.
Ozone Depleting Substances (ODS) Regulations 2000	Sets out rules on the production, import, export, placing on the market, use, recovery, recycling, reclamation, and destruction of substances that deplete the ozone layer	This Regulation will guide the potential for the Project to use ODS. It is essential to consult with NEA to comply with the national phase-out in line with the Kigali Agreement regarding installing certain gadgets during the rehabilitation/construction phase.
Local Government Act, 2002	make provisions for decentralized administrative structures, including devolution of functions, powers, and duties to local authorities	Implementation of the Project will require the participation of decentralized institutions, including the Regional Education Directorate, Offices of the Governors as well as their respective Technical Advisory Committees (TACs) and also Village development committees
Biodiversity and Wildlife Act, 2003	Provides for the protection of biodiversity and the establishment of protected areas.	Although seven gazetted national parks and wildlife reserves are in various parts of the country, the current project locations are not within or near any protected area.

Legislation	Description	Implications to Julangel TVET Center Renovation/Construction
Public Health Act, 1990	Protects public and environmental health, including abatement of nuisances and any condition that may be detrimental to health.	The Public Health Act is relevant because Julangel TVET Centers Rehabilitation works will have social and environmental issues that will trigger the Public Health Act. Public nuisance during construction, e.g., noise, vibration, dust, fumes. Potential contamination during construction. Pollution Prevention measures are reflected in the ESMP.
Labour Act (2007)	Provides the legal framework for the administration of labour, recruitment, and hiring of labour, and protection of wages.	The project hiring and managing its labour force should adhere to this act.
The Children's Act 2005	The act sets out the rights and responsibilities of children and provides for their care, protection, and maintenance.	The rights of children impacted by the Project need to be protected.
The Women's Act 2010	It aims to advance women's rights to resources and services to promote economic and social empowerment.	Relevant to this Project because of the potential impact of skills development and related matters, which is a source of livelihood for women; they need to avoid gender-based violence (GVB) and sexual exploitation and abuse (SEA)
Anti-littering Regulations, 2007	Addresses waste management and pollution issues concerning environmental health and hygiene.	The Project must ensure that all waste produced during all phases is well managed, including e-waste
Environmental Quality Standards Regulations 1999	Regulations declare standards in Schedule 1 concerning ambient air, saline waters, surface freshwaters and groundwater.	Project implementation can generate dust and pollute surface freshwaters and groundwater within the project's area of influence.
States Land Act 1995	This Act clearly and unambiguously makes the State the owner of all land. Provisions in the Act also state that where customary land is designated under the act, occupiers shall be deemed lessees of the land for a renewable term of 99 years.	The project implementation must adhere to these provisions to avoid land conflicts in project sites.
Physical Planning and Development Act, 1990	The Physical Planning and Development Act provides under the Ministry of Lands and Regional Administration for the systematic preparation and approval of physical development plans and control of developments in different areas in The Gambia. Guidelines regarding the location of urban and rural settlements, traffic and transportation routes, resource utilization and economic activities, and preserving	Since Julangel TVET Center Rehabilitation may require some expansion, as in the construction of new infrastructure, this Act is triggered.

Legislation	Description	Implications to Julangel TVET Center Renovation/Construction
	national and environmental reserves are spelled out in this Act.	
Hazardous Chemicals Regulations 1999	These Regulations provide the control of manufacture, trade-in, importation of, and handling of hazardous chemicals. They provide for registering hazardous chemicals and licensing persons wishing to carry out such activities.	Relevant to Project since some chemicals in rehabilitation/construction works may be used and associated with human and environmental health.
Sexual Offences Acts 2013	The provision of this Act applies to the trial of rape and other sexual offenses under this Act and any other enactment.	The Projects can potentially increase the risk of GBV in different settings and ways in the Julangel TVET center sub-project. Thus, preventive measures must be in place to avoid such occurrences.
National Council for Arts and Culture Act, 2003	This Act protects historical monuments and objects of archaeological, paleontological, ethnographical, and traditional interest. The Act prohibits anyone from carrying out activities on or concerning any object declared to be preserved or protected.	This does not affect the Julangel TVET center rehabilitation sub-project since activities will be carried out in the existing center that does not contain historical monuments and objects of archaeological, paleontological, ethnographical, and traditional interest.
Land Acquisition and Compensation Act, 1990	This Act makes provision for the acquisition of land for public purposes and the payment of compensation for such land and makes provision for connected matters.	Project implementation can cause land ownership and transfer problems in project implementation sites. This does not affect the Julangel TVET center rehabilitation sub-project since activities will be carried out in the existing center.

3.3 The Relevant International Conventions and Protocols

In joining the global world in addressing environmental issues, human rights, and other emerging issues, The Gambia is a signatory to several international, regional, and sub-regional conventions, treaties, and agreements. In Table 5 are relevant international, regional, and sub-regional laws and conventions, treaties, and agreements in which The Gambia is a signatory and are considered applicable to Julangel TVET center Rehabilitation/Construction.

Table 5**: relevant international conventions and Protocols**

Convention/Protocols	Objective	Implications to the Julangel TVET Center Renovation works
United Nations Convention on Biological Diversity (CBD)	Convention has three main goals, including the conservation of biological diversity, the sustainable use of its components;	There is no land required for this in this project at Kerr Layen. . Minimal land clearing might be required with the potential loss of trees/vegetation and dependent biodiversity. Measures need to be taken for the protection of the environment
United Nations Convention to Combat Desertification (UNCCD)	To combat desertification and mitigate the effects of drought	Project activities such as potential land clearing and burning in preparation for the rehabilitation/construction works of relevant infrastructure could create environments prone to encouraging desertification
UN Framework Convention on Climate Change (UNFCCC)	As a party to the convention, Gambia seeks to contribute to stabilizing greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system	Since the project will be implemented in the existing school environment, no complete cutting of trees is required. Only tree branches obstructing construction will be trimmed.
United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) and the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (OP-CEDAW)	The convention highlights women's right to be protected and given equal opportunities and is central to their financial independence. It may be critical to their ability to earn a livelihood through skills acquisition/development.	Women are one of the main targets of the Project and will ensure that they have access to the benefits of this Project in the same way as men.
Stockholm Convention on (POPs)	Deals with Persistent Organic Pollutants (POPs)	The Project could potentially affect the right to health of the child, women, and men by releasing hazardous chemicals, e.g., POPs. Appropriate measures should be taken for proper waste management for the protection of the environment and human health
Vienna Convention (Convention on	Deals with the protection of the	This convention will guide the potential for the Project to use

Convention/Protocols	Objective	Implications to the Julangel TVET Center Renovation works
the protection of the Stratospheric Ozone layer)	Stratospheric Ozone layer	ozone-depleting substances (ODS) as the Gambia is a party

3.4Environmental and Social Impact Assessment Process

The National EIA Process

In The Gambia, the National Environment Agency coordinates the environmental and social impact assessment process, from submitting a project brief to approval and subsequent implementation monitoring.

Part V of the National Environment Management Act (NEMA) 1994 outlines the requirements for environmental impact assessment and the Environmental Impact Assessment Regulations, 2014, provides more specific guidance on carrying out the ESIA.

At the NEA, the EIA team will screen the proposed project after submitting a completed EIA Screening Form with information on the planned activities and confirm if the Project requires EIA. The successive steps are followed based on the classification outlined in Table 6.

Table 6**: the EIA classification system in the Gambia**

Classification	Impact Significance	Decision on EIA Requirement
Class A	Significant negative or adverse impacts	A full Environmental Impact Assessment is required based on the information provided. There will be High risks of adverse impacts.
Class B	Insufficient information to make a decision	Where the information provided is inadequate to screen the project, a temporary classification is given pending such information. The NEA will request, in writing, the specific additional information required to determine if the project falls Under Class A or C. Class B projects may be required to provide specific Information such as an ESMP.
Class C	Minimal / no significant impact OR Not in line with laws of The Gambia	Where the Project has potential negligible potential impacts, Environmental Approval may be granted without a full study (an environmental management plan or other conditions may still be required). When there are no significant adverse impacts, the project proponents may proceed without further analysis. For projects with significant irreversible adverse impacts and not in line with the laws of the Gambia, the project will be rejected without needing an EIA study.

This subproject falls under Schedule A of the NEMA, which lists the types of projects requiring an ESIA. Before the study commences, a scoping session is carried out with the support of the NEA-led multisector EA Working Group to determine the scope and the terms of reference for

the environmental impact study. The scoping report and terms of reference will be presented to the developer responsible for identifying a consultant for the study.
Upon completion of the studies, the ESIA report is submitted to the NEA for review by the EIA Working Group, other stakeholders, and the public concerned to ensure the terms of reference were addressed. The report is subsequently revised by the developer's consultant to incorporate the valid comments, and once the EIA Working Group is satisfied with the report, including its ESMP, a decision is made by the NEA to give approval or not.

Table 7**: the EA classification system of AfDB**

Category	Impact Significance	Decision on EIA Requirement
Category 1	Bank operations likely to cause significant Environmental and social impacts	Environmental and Social Impact Assessment the study required, including cases where a Full Resettlement Action Plan is required.
Category 2	Bank operations likely to cause less adverse environmental and social impacts than Category 1	Some level of environmental assessment is required to evaluate the potential environmental and social risks and develop an ESMP for its management. Category 2 projects require an Abbreviated Resettlement Action Plan (ARAP).
Category 3	Bank operations with negligible adverse environmental and social risks	Category 3 projects do not directly or indirectly affect the environment adversely and are unlikely to induce adverse social impacts. Such projects do not require an ESIA. Sometimes no further action is required; however, some analysis may be required to manage specific unexpected impacts.
Category 4	Bank operations involving lending to financial intermediaries for subprojects that may produce adverse environmental and social impacts.	Bank lending to financial intermediaries. Financial intermediary subprojects equivalent to Category 1 and Category 2 are subject to the relevant OS requirements.

3.5The African Development Bank's Environmental and Social Standards

The AfDB has developed various policies and strategies intending to integrate environmental and social considerations into the implementation of development projects. Environmental and social sustainability is fundamental to achieving development outcomes and shall be systematically mainstreamed into AfDB's Program and Project Management Cycles. The AfDB policies and

strategies take the form of an ISS for "integrated safeguard system" (ISS), which is also based on the following documents:

- o Environmental and Social Assessment Procedures, supported by guidelines that clearly define how the Bank and the borrower or client should implement operational safeguards during the project cycle. They provide information on the specific procedures that the Bank and its borrowers or clients must follow to ensure that the Bank's operations meet the conditions of operational safeguards (OS);
- o Sectoral directives: guidance documents providing technical directives relating to methodological approaches or standards and management measures necessary to meet operational safeguards.

This ISS brings together the five safeguard criteria the Bank's clients must respect when dealing with environmental and social impacts and risks. These five criteria correspond to five Operational Safeguards (SOs) - a set of brief and focused policy statements that clearly define the operational conditions to which Bank-financed operations must comply - which are as follow.

Table 8**: the AfDB's operational safeguards**

AfBD Operational Safeguards	Key requirements	Project Compliance Plan
SO1: Environmental & Social Assessment	This overarching SO determines a project's environmental and social category and the resulting environmental and social assessment requirements. During the project identification phase, AfDB-financed projects are categorized according to their potential environmental and social impacts, positive and negative, to classify them in one of categories 1, 2, 3 or 4.	The rehabilitation/construction of the Julangel TVET center subproject is classified as category 2 (Bank operations likely to cause less adverse environmental and social impacts). It involves some level of environmental assessment to evaluate the potential environmental and social risks and develop an ESMP for its management. For this purpose, this ESIA is elaborated for the present sub-project of the Julangel TVET Center.
SO2: Involuntary resettlement	This SO consolidates the political conditions and commitments set out in the Bank's involuntary resettlement policy and incorporates several enhancements intended to increase the operational effectiveness of these conditions.	Based on the assessment and the site occupation analysis, no involuntary resettlement regards the implementation of this subproject.
SO3: Biodiversity and ecosystem services	This SO sets goals to conserve biological diversity and promote the sustainable use of natural resources. It also translates the political commitments of the Bank's policy on integrated water resources management and operational requirements.	The rehabilitation and construction works for the Julangel TVET centers subproject triggers SO-3, and ecologically some trees could be thinned or cut down, .
SO 4: Prevention	This SO covers the full range of impacts	Given the subproject implementation,

AfBD Operational Safeguards	Key requirements	Project Compliance Plan
and control of pollution, greenhouse gases, hazardous materials and efficient use of resource	related to pollution, waste, and key hazardous substances, for which international conventions are in force, and comprehensive industry-specific or regional standards applied by other MDBs, particularly for the greenhouse gas inventory. All the pollution control measures taken as part of this impact study will go toward this SO. The operation of a solar power plant and an electric line cannot produce greenhouse gases, significant discharges, or a quantity of waste.	rehabilitation/construction activities, including the demolitions and civil works, will constitute a source of various pollutants emissions (dust and noise), solid waste (rubbles and other packaging waste), effluents (wastewater, paint residues, etc.), from the work activities, that must be managed adequately,.
SO 5: Working conditions, health and safety	SO 5 defines the Bank's requirements of its borrowers or clients regarding workers' conditions, rights, and protection against abuse or exploitation. It also ensures better harmonization with most other multilateral development banks.	The rehabilitation/construction works require hiring qualified and unqualified workers, who must be framed by specific recruitment, health, safety, and hygiene procedures to meet the needs of this SO.

3.6 Institutional framework

- Project implementation entity (PIE)

The National Social Protection Secretariat (NSPS), the executor of this Project in The Gambia, coordinates and monitors the Project ESMP implementation. NSPS is therefore invited to set up a project management unit and to recruit E&S specialists to monitor the implementation of the ESMP generated by this ESIA.

- Stakeholder in the Project's ESMP implementation
  - ✓ Stakeholder

Table 9. The institutional framework relevant to the project

Institutions	Specific Responsibilities	Interests and roles in this Project Implementation	Level of intervention
National Environment Agency (NEA)	The NEA enforces the NEMA,1994, and ESIA Regulations 2014	-Evaluation of the ESIA report -Grant Environmental Approval for the Project Disclosure and	All phases of the Project, from planning and design to the renovation and operation

Institutions	Specific Responsibilities	Interests and roles in this Project Implementation	Level of intervention
		publication of the ESIA, Issuance and renewal of environmental certificates/permits - Monitoring the environmental aspects of the ESMP implementation	
Ministry of Environment, Climate Change and Natural Resources	Oversees the NEA and implementation of environmental laws and policies of The Gambia	Policy guidance oversees the Department of Forestry and Department of Parks and Wildlife Management are key to this Project	All phases of the Project, from planning and design to the renovation and operation
Ministry of Lands and Regional Administration	Oversees all the local government authorities. Its regional representatives are the TACs located in the Regional Governors' offices.	The Ministry will support the coordination of involuntary settlement as it enforces all legal regulations on land administration and land use	Pre-renovation, renovation, and operation phases
Governor's Office (URR)	Oversee the region's Regional Technical Advisory Committees (TACs) (URR).	The TACs will support the implementation and monitoring processes at Regional levels	Pre-renovation and renovation phases
Ministry of Higher Education Research Science and Technology (MoHERST)	Responsible for overall formulation and direction of the national Secondary education agenda, planning and education infrastructural development	Provide alternative for continuity of class lessons during the project implementation.	Pre-renovation, renovation, and operation phases
National Social Protection Secretariat (NSPS)	Under the Office of the Vice President, NSPS provide leadership and coordination across	NSPS is the executor of this Project in The Gambia coordinates and monitors the Project	All phases of the Project

Institutions	Specific Responsibilities	Interests and roles in this Project Implementation	Level of intervention
	the totality of social protection efforts in The Gambia.	ESMP implementation.	
Women's Bureau	Under the Ministry of Women, Children and Social Welfare, the Women's Bureau specifically promotes gender equity and women's empowerment in The Gambia.	-Ensures the rights women affected by the Project are protected -Participates in sensitization on gender issues.	Pre-renovation, renovation, and operation phases
Department of Social Welfare	This department protects and promotes the rights of vulnerable people such as children, women and people with disabilities.	Supports and guides the process during related grievances and participates in sensitization on GBV, SEA, VAC, etc.	Pre-renovation, renovation, and operation phases
Department of Labour	Enforces employment laws and combats child labor	Protection of employee rights; Protection against child labor; Response to complaints and reports such as accidents, abuse, and discrimination at work	Pre-renovation, renovation, and operation phases
TVET Center Coordinator	Responsible for the day-to-day operation of the TVET facilities	Oversight is responsible of all the activities carried out during the rehabilitation in consultation with the PIU, Regional Health Directorate and Contractor.	All phases of the project
Construction companies in charge of the rehabilitation works	In charge of the implementation of the rehabilitation work in accordance with the signed contract.	Execute the project as designed and agreed, keeping in view the environmental and social safeguards.	Pre-renovation, renovation,

Institutions	Specific Responsibilities	Interests and roles in this Project Implementation	Level of intervention
NGOs and civil society	These voluntary groups or organizations are determined to protect the community's rights and promote awareness creation.	Support the community to ensure that the right thing is done in terms of project implementation and advocate for zero incidents, no environmental degradation and social disorder.	All phases of the project

4. DESCRIPTION OF ENVIRONMENT AND SOCIAL BASELINE CONDITIONS

This section describes the general environmental baseline conditions of the potential areas to host the sub-project activities within the administrative regions identified. Looking at the size of the country where most environmental and social conditions have marginal differences; as a result, the report describes the baseline environmental and social conditions of the Upper River Region (URR). In this regard, the description will be specific.

4.1 Project Location

4.1.1 Direct influence area of the project

The project's immediate geographical area of influence will be beneficiary communities, which have been identified based on the availability of land for the Project in Tinkinjo village in Tumana District. Table 10 describes the environmental and social conditions in these communities. Considering that the environmental and social characteristics are largely homogeneous, broader reference is made to the information on the Upper River Region, where the project and beneficiary communities are located.

Table 10 . Environmental and social conditions in Potential the administrative region identified

District	POTENTIAL Area	BASELINE ENVIRONMENT
Jimara District	Julangel	**Topography**: The topography of an area, including its elevation, slope, and landforms, can have a direct influence on various aspects. It can affect the availability of water resources, the distribution of habitats, and the ease of transportation and infrastructure development. The topography in the Project's area of influence is generally flat and low-lying as common in most areas of The Gambia. **Drainage**: No surface water bodies are within the Project's direct area of influence in URR. Surface water that may be considered includes rainwater runoff during the wet season, which, based on the topography, empties into tributaries or percolates into the soil. Groundwater is mainly collected through the Shallow Sand Aquifer by traditional wells and boreholes. **Biodiversity:** The vegetation cover is predominantly shrubs and grasses interspersed with trees such as "wild mango trees "Wulokana Duto". Crops cultivated include Rice, Millet, Coos, Groundnut, Vegetables (onions, pepper, tomato etc.), and Fruits (mangoes, watermelon, etc.). Some common fauna are cattle, cat, sheep, dogs, poultry, goat, mice, squirrels etc. **Socioeconomic activities:** Farming, petty trading, rice, groundnut and vegetable production, etc. **Natural disasters:** Like most provincial parts of the Gambia, in

		URR, bushfires occur during the dry season, and floods leading to erosion occur during the rainy season. Hence natural calamities are seasonal.

4.1.2 Indirect influence area of the project

The baseline indirect influences of a project location can encompass a wide range of factors that may not be directly tied to the site's physical characteristics but still impact the project. Here are some common baseline indirect influences:

Accessibility: The accessibility of the project location, including transportation infrastructure and connectivity, can indirectly influence the project. Easy access to roads, railways, ports, or airports can facilitate the transportation of construction materials, equipment, and goods and the movement of personnel. Good accessibility can also attract investment and promote economic development in the area.

Land Use and Zoning: The existing land use patterns and zoning regulations in the project location can indirectly influence the project. Understanding land use restrictions, such as designated conservation areas, agricultural zones, or urban development plans, is important for project planning and compliance with relevant regulations. Conflicts with existing land use or zoning restrictions may require modifications to the project design or obtaining necessary permits.

Infrastructure Availability: The availability of essential infrastructure, such as power supply, water resources, telecommunications, and waste management systems, can indirectly influence the project. The project's feasibility and sustainability depend on the availability and capacity of these infrastructure services. Inadequate infrastructure may require additional investments or modifications to ensure the project's functionality.

Regulatory Framework: The regulatory framework, including environmental regulations, building codes, and permitting processes, indirectly influences the project. Compliance with relevant regulations and obtaining necessary permits are crucial for project approval and implementation. Understanding the legal and regulatory requirements in the project location is essential to avoid delays, legal complications, or reputational risks.

Stakeholder Engagement: The involvement and engagement of various stakeholders, including local communities, government agencies, non-governmental organizations, and neighboring

businesses, indirectly influence the project. Engaging with stakeholders and addressing their concerns and interests can help build positive relationships, mitigate conflicts, and ensure the project's social acceptance and long-term sustainability.

Market Conditions: The market conditions, including supply and demand dynamics, economic trends, and consumer preferences, indirectly influence the project. Assessing the project's market potential, competition, and financial feasibility is crucial for its success. Understanding the local market conditions and adapting the project accordingly can increase its viability and profitability.

These baseline indirect influences highlight the broader context and factors that can impact a project beyond the immediate physical characteristics of the location. Considering these influences and incorporating appropriate strategies into the project planning and implementation can enhance its overall success and sustainability.

4.2Physical Environment

4.2.1 Topography and Drainage

Upper River region topography, including Julangel Village, is generally flat and low-lying. Due to the low relief of the region, as in other parts of the country, the area is prone to receiving heavy stormwater and run-off during the rainy season, which leads to severe erosion, which could affect the project area.

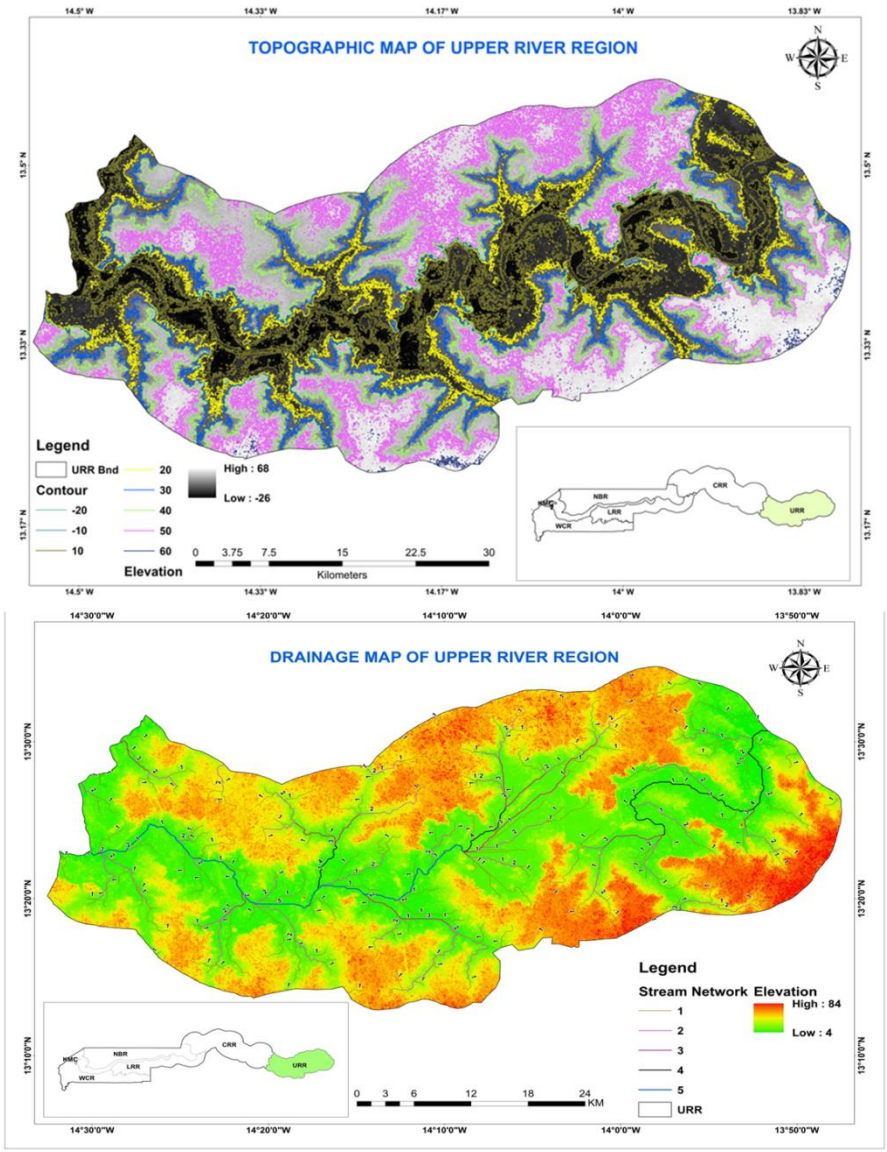


Figure 2:**Figure 2: Map Showing the topography and drainage**

4.2.2 Geology and Soils

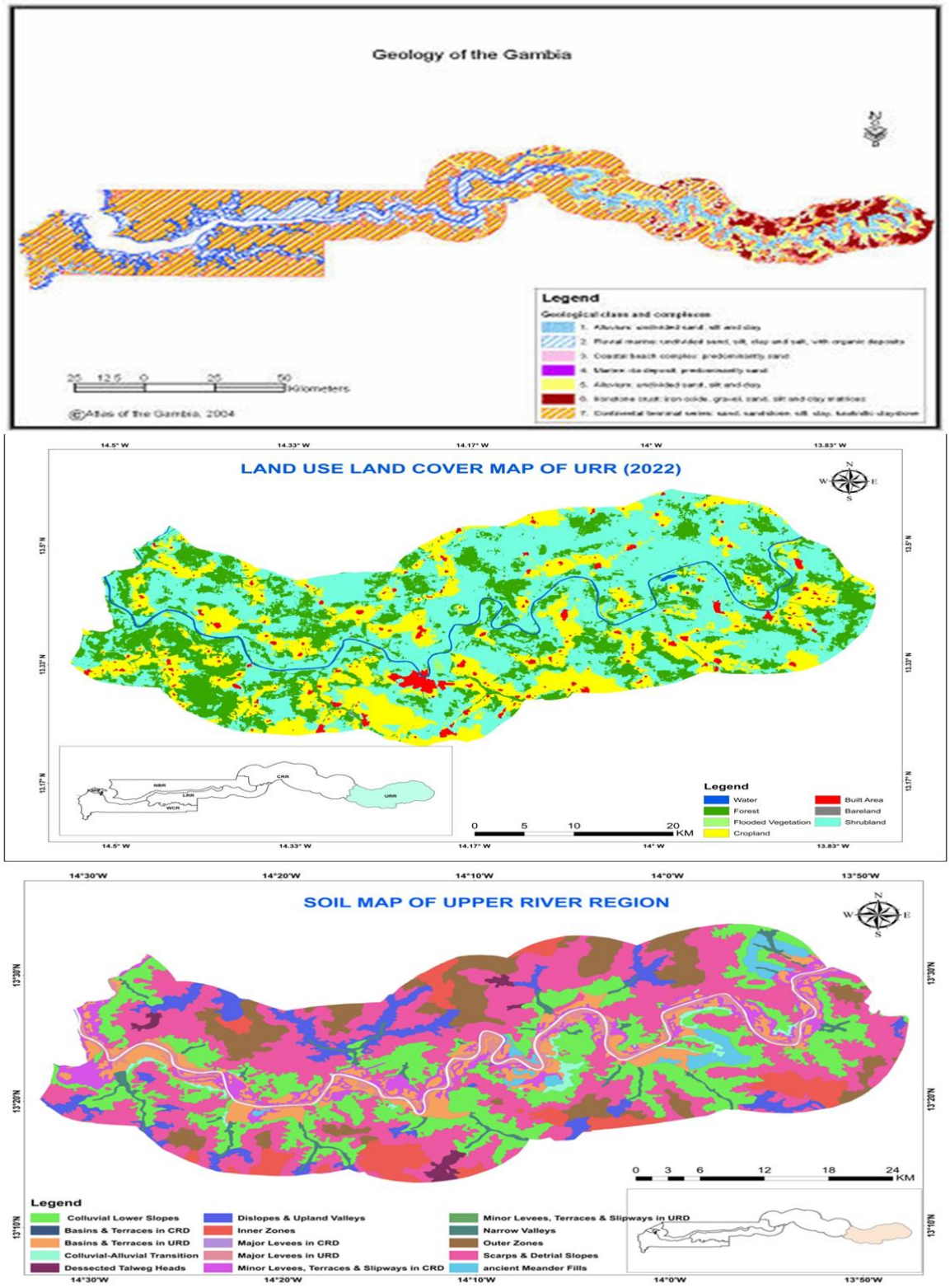


Figure 3: Map showing the Geology of the project area

4.2.3 Climate and Weather Conditions

Located at an elevation of 23.11 meters (75.82 feet) above sea level, Upper River Region (URR) has a Tropical wet and dry or savanna climate (Classification: Aw). The city's yearly temperature is 31.85ºC (89.33ºF), and it is 2.27% higher than The Gambia's averages. Upper River typically receives about 60.75 millimeters (2.39 inches) of precipitation and has 78.18 rainy days (21.42% of the time) annually.

In URR, Relative humidity is generally moderate, becoming higher during the rainy season.

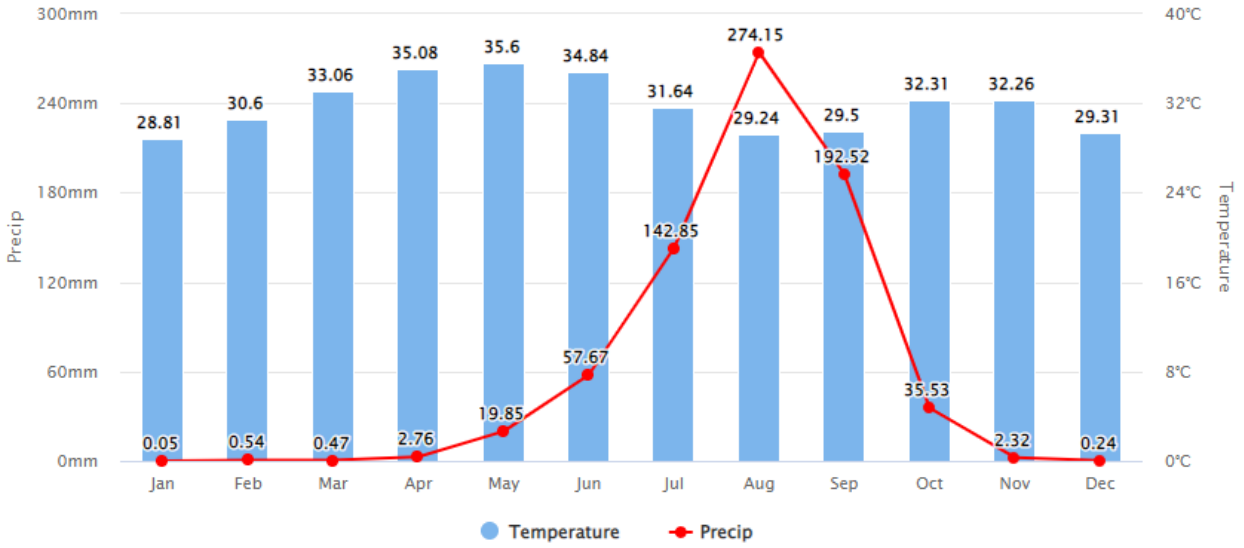


Figure 4: Shows the mean monthly temperature and precipitation of Upper River Region in recent years.

4.2..4 Air Quality

Generally, in the rural area of the Gambia, the air is clean and dry. However, it becomes dusty and windy during the dry season and humid during the rainy season. At the time of the visit, the air quality in Julangel TVET was classified as not clean. Figure 3 shows the responses from community members and staff of the center who said bushfires and open waste burning are responsible for the center's unclean air.

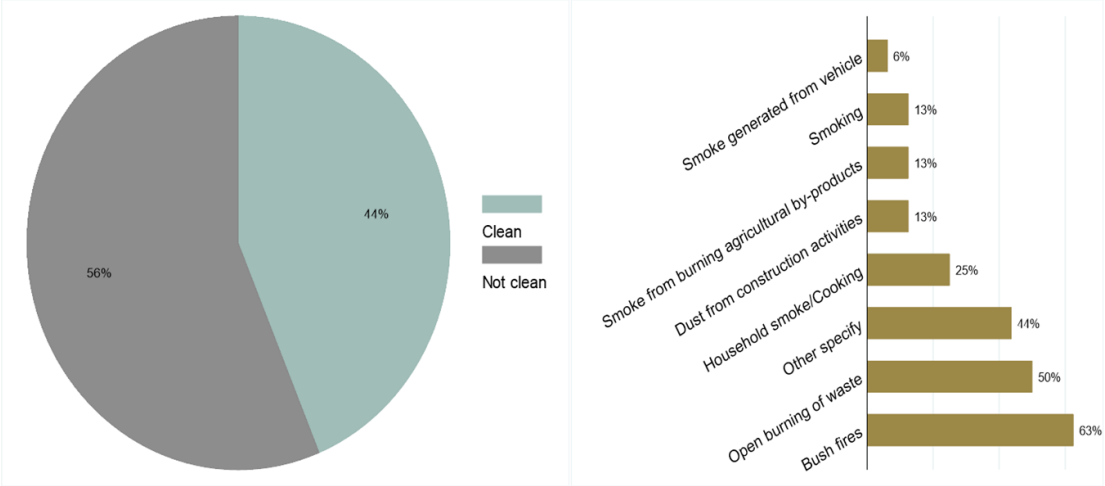


Figure 5. Perception of air quality and its associated factors in Julangel TVET Center

4.2..5 Water quality

Julangel TVET Center has a borehole erected within the center, which serves as the source of water supply for the entire center and the staff quarters. Figure 4 presents the results of the perception of respondents on water quality at the Julangel TVET Center. Eighty-seven percent of the respondents believed that the water quality at the facility is clean and fit for human consumption. However, of the remaining 13% who do not believe the water in the center is not clean, 31% attributed this to waste dumping,

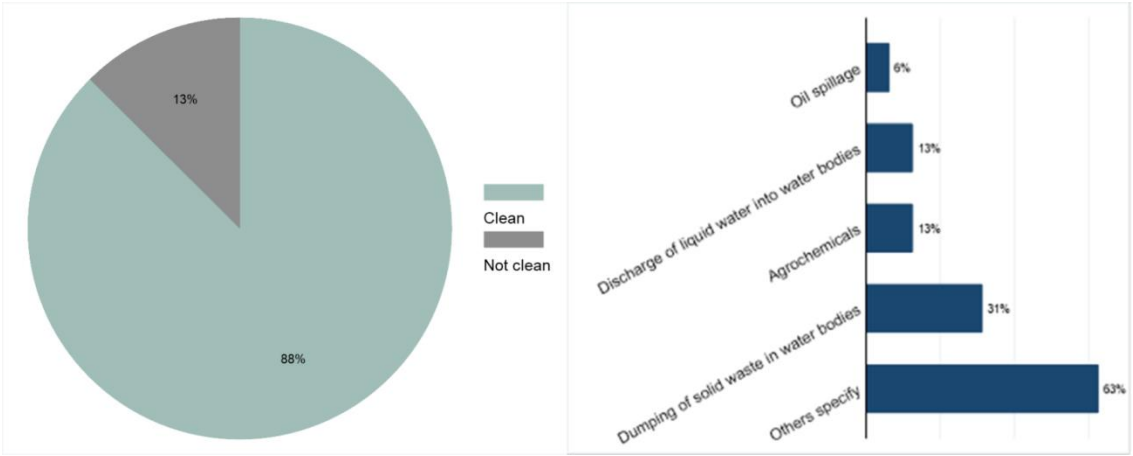


Figure 6: Perception on water quality in Julangel TVET Center

4.2.6 **Ambient Noise**

The proposed project intervention site is generally quite not least due to the fact that the area is far from a typical industrial setting. Being a predominantly agricultural region that is not densely populated, the baseline noise condition is barely noticeable.

4.3 Biological Environment

4.3.1 Flora

URR is defined as the Eastern Transition Zone and South Bank Zone, characterized by vegetation dominated by shrubs, often including grasses, herbs, and tree savannas. Most of the more wooded landscapes are found on the south side of the river, where the South Bank Zone extends seamlessly into Senegal's Casamance (CAS) ecoregion. These are remnants of the Sudanian woodlands, wooded savannas, and gallery forests that once blanketed most of the country more than a century ago. The predominance of lateritic plateaus has spared the region from the more intensive human pressures of the western regions.

Different fruit tree species in the Julangel TVET center include mangoes, bananas, and cashews. There are also observed within the center that was burnt by the bush fire.

4.1.7 Fauna

Over decades, the Upper River Region has lost most of its faunal species to environmental degradation. This is because of over-exploiting natural vegetation to logging, slashing, and burning agricultural practices. Most species have migrated to the Casamance Region, which provides a safe-- haven thanks to its vegetation cover. Despite the openness of the land cover of the region towards the northern part of Senegal, the southern part of the region towards the Gambia River, especially in the Jokadu area, is endowed with different varieties of fauna (mammals, birds, reptiles, and amphibians).

Julangel TVET Center has rich vegetation, although, during the site visit, there was evidence of a bush fire that consumed the vegetation along the perimeter fence. Although there was no observation of the presence of wildlife, there are possibilities of reptiles and rodents in the center premises. Although there, domestic animals in the community were not seen in the center due to the perimeter fence.

4.2 Socioeconomic Environment

4.2.1 Governance Structure

Per the provision of the Local Government Act of 2002, particularly concerning the devolution of powers from the center to the regions, the Local Government Area (LGA) has been created to serve as the decentralized authority for political and administrative matters in the respective region. The proposed project site falls under the Upper River Region (URR) administration, whose administrative headquarters is in Basse. Administratively, the Governor is the political head of the region. However, in terms of the local political administration, URR, like all other LGAs, is under the leadership of the local Council.

Councils are tasked, in accordance with the provisions of the Local Government Act cited above, with the responsibility to steer the development affairs of the LGA. This is done through rates, taxes and levies collected by the Council and 60% of which must be ploughed back in the form of development to attend to the needs of the residents of the LGA. Each of the LGA has an elected Chairperson and Councilors representing the Wards for four years. The Councilors are responsible for decision-making on matters affecting the development needs of the people of the LGA. The decision of the Council made by the Councilors in session is implemented by the technical officers of the Council, either appointed directly by the Council or by the Central government.

The LGA comprises several districts, each of which is headed administratively by the Chief (Saifos), a traditional authority based on the customs and traditions of a people. The District head (Chiefs) are responsible for implementing Councils and central government directives at the district level. The District Chief is supported by the heads of respective villages under his/her district. In the case of the proposed project intervention site, the village head (Alkalo) represents this authority.

In addition to their administrative functions, the Governor, district Chief and Village head (Alkalos) also have qasi-judicial functions. The Governor supervises the District Tribunal, while Saifos serves as the head of the District Tribunal in his district. These district tribunals operate on customary law, premised on customs and traditions operating in their respective districts. The Alkalos also preside on matters arising at the village level, which, if not resolved, can be heard at the District Tribunal level.

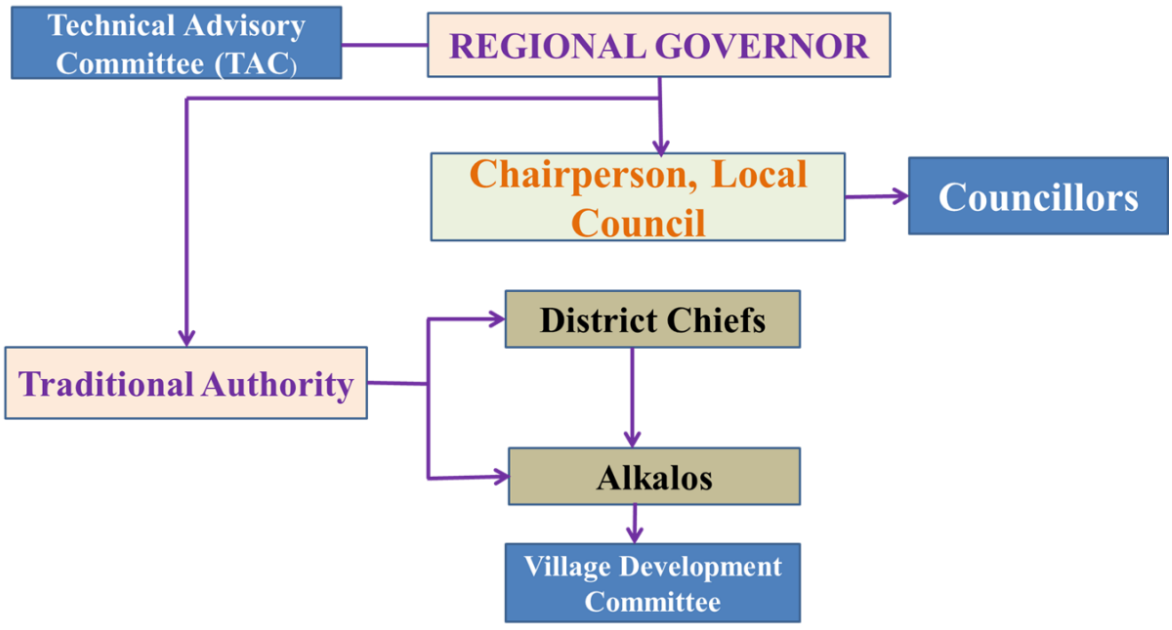


Figure 7: The Gambia Regional Local Governance Structure

4.2.2 Demography (population, approximation of households)

According to The Gambia's 2013 population and housing census, the national population is estimated at 1.8 million (GBoS, 2013). The 2013 Population and Housing Census indicated that, regionally, the population of URR was 239,916. The ethnicity in the region is composed of mainly eight officially recognized groups; Mandingoes, Fulani, Wolofs, and others (Jolas, Sarahuley, Serer, Manjago, and Akus). About 90% of the population practice Islam in terms of religious affiliation, while the remaining 10% practice Christianity or traditional beliefs.

4.2.3 Agriculture

Like in the Gambia, URR is primarily an agricultural region with its population dependent on agriculture for its food and cash income. Agriculture is characterized by subsistence production of food crops (rice, millet, sorghum), semi-intensive cash crop production (groundnuts, cotton, sesame), and traditional livestock production. Horticulture is also important; it is practiced largely by women during the dry season as a counter-seasonal activity and constitutes an important source of income for them. Individual lands for gardens are obtained mostly on loan from the village chief, referred to as Alkali/family heads; however, when village associations (women, youth) develop a plan for agricultural activity, they are typically given the requested piece of land or equivalent, for temporary or indefinite use, depending on the time they need to use it. The horticultural crops include onions, tomatoes, small and large pepper, cabbage, lettuce, garden egg, bitter tomatoes, and okra. The agricultural activities noted in the project area are usually rain-fed agriculture. The main speculations are groundnuts, millet, maize, and sorghum. Agriculture provides both the main food products of households and generates income through marketing. In rural agriculture, men generally do plowing, and women sow and weed, as shown in Photo 8 below. Women primarily practice rice and subsistence farming to supply household consumption and engage in local sales of outputs (i.e., clothing, comestics, cooking ingredients, among others).

4.2.4 Education level

In URR, many boys and girls start school; however, more girls than boys drop out of primary school. Overall, however, the literacy rates in the region are low – only around 50 percent of the population can read and write. This is much lower than in other areas of the country, where 62.9 percent are literate.

The share of children in Basse LGA shows the opposite tendency, shrinking from 22 percent at the primary level to 11 percent at the upper secondary.

4.2.5 Health

The health service delivery system in URR is three tiers based on the Primary Health Care Strategy and covers the proposed project areas. While health service provision is virtually free at public health facilities, especially for women and children, proximity to major facilities remains

a problem for the majority of the communities within the regions. NGO and privately run facilities complement public service delivery. One of the health policy goals is to empower communities to be active partners in managing their physical health and health services.

4.2.6 Economic Activities the people undertake

Outside agriculture, commerce is an important source of income among the local population in URR. Provincial growth centers such as Basse in URR are major trading centers for the surrounding communities outside The Gambia. P petty trading is also important at the village level, especially after the rainy season. In addition to domestic trade, cross-border trade in agricultural and food products, clothes and some imported consumer goods are important at the traditional weekly markets known as the "lumo" along the border with traders from other regions and neighboring Senegal. The work of the sub-project will not impact lumo markets.

4.2.7 Land Tenure

Generally, the Land Tenure System in the Gambia is complex and sensitive. The typical tenure system is communal in most communities; however, this kind of ownership can result in land fragmentation which does not support large-scale investment in production. The land tenure system in URR is generally based on a dual system due principally to the colonial past, which introduced the statutory title and customary tenure (UNDP).

The Lands (Region Act) provides for the proper upkeep of lands in the regions for public goods and accords the Minister's Powers to designate lands in any part of the provinces as state lands.

The customary land tenure system in URR is based purely on the traditional system of ownership, which is entirely dictated by the custom and traditions of the people. According to the customary laws, where an original piece of land is cleared by a Kabilo (a collection of families), the ownership of land is vested in the head of the Kabilo. This is the basis of the customary land tenure system, which has evolved. Customary land tenure exists mainly in rural areas. The women folks are particularly discriminated against by the customary laws, which are male-dominated, and this is common in the entire rural Gambia.

The women typically have user rights and can cultivate the land but can never own it to have the right to dispose of it anyhow but done communally, with each receiving shares accordingly. The land belongs to the clans (Kabilo), and those clans are headed by males, who are the ultimate decision-makers regarding the land and related matters.

4.2.8Gender Empowerment

The National Gender Policy has identified emerging development issues of the Gambia, such as poverty reduction, a sector-wide approach to planning, effective service delivery through decentralization, public-private partnership, and civil service reform, all necessitating a shift in policy direction from women empowerment to the promotion of gender equality and equity. This National Gender Policy 2010-2020 aims to guide and direct all levels of planning and

implementation of development programmes, with a gender perspective, including resource allocation geared towards equitable national development. The policy will contribute to realizing NDP, SDGs, and Vision 2020 and its successor.

The ultimate focus is addressing the vast disparities between women and men regarding work opportunities in the economic and social spheres. The womenfolk have been left out of competing with their male counterparts in many areas. There are gender gaps observable in access, skills, and leadership development. A number of the barriers to gender skills development generally relate to the availability of infrastructure and TVET centers. The strategic actions for addressing some of these findings relate to measures for addressing affordability, education on digital skills, and online safety measures.

4.3. Utility Facilities

4.3.1. Electricity

Most social and economic activities require energy in various forms and quantities. Energy in URR is as important to households for basic use. Inhabitants of the region get energy supply from the national grid, with few households using renewal energy.

At Julangel, electricity supply from the national grid. The center is also solarized.

Figure 8**: Solar batteries and panels at Julangel TVET center**

4.3.1. Water supply

Nearly all households in The Gambia (95%) have access to an improved source of drinking water, mostly from the public tap or standpipe or privately dug boreholes and wells. In URR, nearly three-quarters of household use improved sanitation facilities, including facilities shared with other households. URR is also endowed with fresh water from the river Gambia, mostly used for domestic purposes such as laundry and bathing.

Julangel TVET Center has a borehole erected within the center as a major source of water supply. However, the water tank is still not functioning due to the submerged water pump.

Figure 9**: Water tank in Julangel TVET Center**

4.3.2. Waste management

Generally, waste management at Julangel TVET center is good with visible dust bins. However, animal droppings are also visible in the center and perishable waste materials, especially around the lecture classrooms. There was also evidence of open burning inside the area along the center's perimeter fence.

Construction wastes are littered around the construction areas with sharp objects posing the risk of injury to workers, staff, and students.

Figure 10**. Showing waste management status at Julangel TVET Center**

5 METHODOLOGY/ APPROACH

This report has been prepared in accordance with the applicable African Development Bank and Gambia's National Environmental Management Act (NEMA) and Environmental Impact Assessment Regulations (EIA) 2014 and involves the following activities:

Data gathering; The Consultant assembled and evaluated relevant baseline data relating to the biophysical and socio-economic environment to be influenced by the project. The baseline data include climate, topography and relief, geology and soil, vegetation, demography, access to basic services and socio-economic conditions. In addition, this report has scoped out the issues and provided a general assessment of the impacts.

Stakeholder identification and consultations; Key stakeholders identified include:

- ✓ National Social Protection Secretariat Under the Office of the Vice-President;
- ✓ National Environment Agency (NEA);
- ✓ Ministry of Higher Education Research Science and Technology (MoHERST);
- ✓ Ministry of Environment, Climate Change, and Natural Resources;
- ✓ Ministry of Lands and Regional Administration;
- ✓ Local Government Authority (Governor's Office (URR), Tumana District Chief, Alkalo, Village Development Committee (VDC), etc.);
- ✓ Women's Bureau;
- ✓ Department of Labor;
- ✓ Department of Social Welfare;
- ✓ TVET Center Coordinator;
- ✓ Construction companies in charge of the rehabilitation works; and
- ✓ NGOs and civil society

- Data collation and analysis; The report preparation involved the review of project documents, related Environmental Impact Statements (EIS), and NEA and AfDB reference documents.

The Environmental & Social Impact Assessment aims to ensure that the project is environmentally and socially sound and fits the community/beneficiaries' needs and aspirations well. The study, therefore, describes and quantifies the potential impacts on the biophysical environment and the beneficiary and neighboring populations before, during, and on completion of the project. Mitigation measures are proposed for any negative impacts identified, and an environmental and social management and monitoring plan has been developed covering each phase of the project site. The following strategies were adopted to achieve the objectives of the Environmental & Social Impact Assessment:

- Detailed assessments of the state of the environment in the project location
- Evaluation and prediction of positive and negative environmental and social impacts associated with the project
- Recommendation of mitigation measures to address adverse environmental and social impacts, and
- Develop an Environmental and Social Management Plan (ESMP)

The methodological approach to preparing this ESIA included a desk review of AfDB Requirements, Environmental and Social Standards, Environmental Health and Safety Guidelines, National Policies, institutional and regulatory frameworks, different laws, and directives applied to this project. Institutional and community consultations/engagements were also held across the relevant regions of the country using a mixed-method approach to data collection using both quantitative and qualitative approaches (through interviews in the form of Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) with National, Regional, District and village authorities). The questionnaire and Environmental and Social (E&S) screening form were designed on Survey Solutions, a Computer Assisted Personal Interview (CAPI) tool used for data collection; the use of the tool ensured that the data collected was coherent and reliable. The information from the desk-reviewed documents, the baseline information reviewed, and stakeholder interviews were analyzed and put together to prepare this ESMP. Below is a detailed description of the different methodological approaches used for this assignment:

5.1 Data Collection

For this assignment, two forms of data were used for the assessment: desk review and community consultations through site visits involving FGDs and KIIs. These are very important for impact assessment.

5.1.1 Desk review/secondary data collection

Relevant project documents and reports were carefully reviewed to develop in-depth knowledge and understanding of the project and compile relevant biophysical and socio-economic information about the site. Some of these vital documents included the Project Proposal,

Baseline report, and documents fully characterizing all aspects of the sub-projects, and similar projects in the country, among others to be provided by the project implementation team.

The following legal documents will also be reviewed:

- National Policies and Regulations
- National Legislations
- Relevant Environmental and Social Safeguards Standards of the AfDB
- Relevant International Instruments /Conventions
- Assessment Report for National Social Protection Secretariat (NSPS) on the Vulnerable Youth and Women Support Project
- Annual Social Protection Report of The Gambia (2021)
- The Gambia Feasibility Study Report on the Vulnerable Youth and Women Support Project
- Aide-Memoire Preparation Mission Report on Vulnerable Youth and Women Support Project (VYWOSP)
- As part of the secondary information gathering to identify existing environmental conditions, proposed developments at the selected facilities and predict potential impacts, consultative meetings were organized with key project actors. Results from this exercise informed the primary data collection.

5.1.2 Primary Data Collection

This was required for the baseline information and stakeholder consultations. To gather data from stakeholders on project environment and socio-economic impacts, the following data collection activities were carried out: Survey; Expert Discussion; Focus Group Discussion (FGDs); and Key Informant Interviews (KIIs). The survey targeted community leaders (including youths and women), staff, and students. Center users and service providers were targeted in the center where renovation works will occur. The survey gauged the perception of beneficiaries on the environmental and social impacts of the project.

5.1.2.1 Data Collection Tools

Three main tools were developed and used to elicit information from respondents regarding the project activities and their environmental and social impacts: a questionnaire for quantitative survey and FGD and KII guides for qualitative data collection. **See Annex 2.**

5.1.2.2 Fieldwork

The consultant team conducted observation and consultative visits to the selected sites to gather information on the environmental baseline and status of the ECD and TVET Centers.

The survey data collection was done using the Survey Solution CAPI tool, which was used for the overall survey data management. The survey questionnaires were administered via the tool's interviewer App via tablet phone. The interviews were in-person in the ECD and TVET Centers.

Participants mobilized for FGD include 8 to 10 participants. FGDs minutes were taken analysed qualitatively. KIIs were administered using the tablet. The moderators of the KII employed the note-taking approach using the guide developed. Furthermore, the consulting team identified and interviewed stakeholders using a semi-structured interview tool.

5.2 Quality Control

Experienced field data collectors were recruited for interviews and FGD moderation to ensure a high degree of accuracy in the data collection. They received a 1-day training on data collection tools, interview procedures, and techniques. Interview procedures were standardized through interviewer participation in a mock interview exercise during the training.

Importantly, the supervisors worked together in the field to ensure data is collected as outlined in the proposal.

5.3Assessment of Environmental and Social Impacts

To identify and assess potential impacts associated with or resulting from subproject activities, the ESIA team used data collected from field consultations, professional judgment, and desktop analysis to identify potential impacts and their interactions. The significance of potential impacts that may result from the proposed Project was determined to assist in preparing recommendations for the proposed Project evaluation.

5.4 Impact Characterization and Evaluation

5.4.1 Impact Identification

The description of the planned project activities helped in identifying the environmental aspects of the proposed project. These identified environmental aspects will be matched with the existing baseline description of the project environment, which was employed to generate a checklist of potential and related impacts of the proposed project. Project impacts are identified by understanding the interaction between the planned project activities and the prevailing environment at the project site. Expert knowledge and stakeholder consultation also play a significant role in impact identification.

5.4.2 Impact Characterization

The potential impacts identified from the project's proposed activities were further characterized to have an in-depth understanding of the nature of the identified potential project impacts. The characterization was based on the nature, characteristics, and duration of the different project activities on the physiochemical and biological components of the environment as well as the socio-economic, cultural, human health, and safety.

Project impact on the environment occurs when the existing environment interacts with the various project activities, which may lead to environmental changes, as shown in Equation 1.

[Environment] + [Project] = {Changed Environment}

As presented below, the changed environments anticipated from the above interaction were direct or indirect, adverse or beneficial, cumulative or residual, and long-term or short-term.

Positive/Beneficial Impacts: Impacts that would produce an overall positive effect on the well-being of the people as well as the environment.

Adverse Impacts: Impacts that may result in;

- Irreversible and undesirable change(s) in the biophysical environment,
- Decrease in the quality of the biophysical environment,
- Limitation, restriction, or denial of access to or use of any component of the environment to others, including future generations,
- Disturbance to the social cohesion and stability, as well as the wellbeing of the people,
- Sacrifice of long-term environment viability or integrity for short-term economic goals.

Direct Impacts: Impacts resulting directly (direct cause-effect consequence) from project activity.

Indirect Impacts: Impacts that are at least one step removed from project activity. They do not follow directly from project activity.

Normal Impacts: Impacts are normally expected to follow a particular project activity.

Abnormal Impacts: An impact is considered abnormal when it follows a project activity against sound predictions based on experience.

Short-term Impacts: Impacts that will last only within the period of specific project activity.

Long-term Impacts: Impacts whose effects remain even after a specific project activity.

Reversible Impacts: Impacts whose effects can be addressed by applying adequate mitigation measures.

Irreversible Impacts: Impacts whose effects are such that the project (impacted component) cannot be returned to its original state even after adequate mitigation measures are applied.

Cumulative Impacts: Impacts resulting from an interaction between ongoing projects and other activities occur simultaneously.

Incremental Impacts: Impacts that progress with time or as the project activity proceeds.

Residual Impacts: Impacts that would remain after mitigation measures have been applied.

Table 11**: Impact Significance Rubric**

Criteria	Level of appreciation
Intensity	Major or High
	Moderate
	Minor or low
Scope	National
	Regional
	Local

Duration	Permanent
	Temporary
	Momentary
Importance	Major
	Moderate
	Minor or Low
Reversibility	Reversibility
	Irreversibility

5.4.3 Impact Evaluation

The already identified and characterized potential impacts in the previous stages of the assessment process will be evaluated based on explicitly defined criteria to ascertain the significance of the impacts. The criteria and weighing scale adopted for the evaluation are provided below.

Legal/Regulatory Requirement (L)

The proposed project activities that trigger the identified impacts were weighted against existing legal/regulatory provisions to determine the requirement or otherwise for permits before the execution of such activities. The following weighting scale was used:

Condition	Rating
No legal/regulatory requirement for carrying out project activity	Low = 1
Legal/regulatory requirements exist for carrying out an activity	Medium = 3
A permit is required before carrying out project activity which may result in an impact on the environment.	High = 5

5.4 Mitigation Measures

In developing mitigation measures, the first focus was on measures that will prevent or minimize impacts through the design and management of the Project rather than on reinstatement and compensation measures. A 'hierarchy' of mitigation measures for planned activities and unplanned events is outlined below:

1) *Avoid at Source; Reduce at Source:* avoiding or reducing at source through the design of the Project (e.g., avoiding by sitting or re-routing activity away from sensitive areas or reducing by restricting the working area or changing the time of the activity);
2) *Abate on Site:* add something to the design to abate the impact (e.g., pollution control equipment);
3) *Abate at Receptor:* if an impact cannot be abated on-site, then control measures can be implemented off-site (e.g., traffic measures)
4) *Repair or Remedy:* some impacts involve unavoidable damage to a resource (e.g., material storage areas) requiring repair, restoration, and reinstatement measures.

5) *Compensate in Kind;* Compensate through other means where other mitigation approaches are not possible or fully effective, then compensation for loss, damage and disturbance might be appropriate (e.g., financial compensation for degrading agricultural land and impacting crop yields). It is emphasized that compensation to individuals with residual impacts to livelihood or quality of life will generally be non-financial and will have a focus on restoring livelihoods.
6) *Control:* this aims to prevent an incident from happening or reduce the risk of it happening to as low as reasonably practicable by reducing the likelihood of the event (e.g., preventative maintenance regimes, traffic calming and speed limits, community road safety awareness training);
7) *Reducing the consequence* (e.g., Bunds to contain hazardous substance spills); and a combination of both of these; and
8) *Recovery/Remediation* includes contingency plans and response, e.g., Emergency Response Plans and Procedures.

5.5Risk Assessment

The health, safety and environmental risks associated with the proposed project were assessed and ranked as "Low", "medium," or "high", using the Risk Assessment Matrix (RAM) as shown in Table 8.

Table 12**: Risk Assessment Matrix**

			Likelihood				
			A	B	C	D	E
			Remote	Unlikely	Possible	Likely	Certain
Negative Consequences	5	Severe	M	H	H	H	H
	4	Major	M	M	H	H	H
	3	Moderate	L	M	M	M	H
	2	Minor	L	L	M	M	M
	1	Negligible	L	L	L	L	L
Positive impact (P)			P	P	P	P	P

The level of impact will be largely determined by a qualitative appraisal of the likely change in the receiving environment, human health/safety, and socio-economic situation, based on the matrix in Table 3.7, and the weighting used was as follows:

- **Low Risk**: Where the level of risk is broadly acceptable and generic mitigation measures are already assumed in a design process but require continuous improvement.
- **Medium Risk**: Where the level of risk is tolerable, but mitigation measures are required to minimise the risk to reduce the risk as much as practicable (i.e., tolerable if ALARP).
- **High Risk**: Where the level of risk is not acceptable and mitigation measures are required to move the risk figure to the lower risk categories.
    - Positive impacts (to be enhanced if at all practicable).

5.6. Environmental and Social Management Plan

After assessing and evaluating all the significant environmental and social impacts, a management plan is formulated to implement the recommended enhancement and mitigation measures effectively. Various management plans and programmes were proposed to tackle each of the significant impacts that may emanate from project activities. Furthermore, the monitoring plan for the implementation of the ESMP is also developed by preparing indicator parameters for the proposed measures and highlighting the monitoring method and frequency, as well as authorities responsible for the execution of the monitoring plan. A budget is developed for the implementation of the ESMP and monitoring plan.

In summary, the ESMP is prepared to set out: (i) actions to implement mitigation measures; (ii) a monitoring and reporting program, based on agreed performance indicators; (iii) emergency response procedures; (iv)institutional and organizational arrangements; (v) capacity development and training; (vi) implementation schedule; and (vii) cost estimates.

The ESMP matrix is presented as above:

Activities	**Impacts**	**Indicators**	**Means of verification**	**Timelines** (preparation, construction, exploitation, Closing phases)	**Responsible for**			**Cost of implementation (US$)**
					Execution	**Monitoring**	**Aftercare**	

5.7. Complaint and Grievance Mechanism

A generic compliant and grievance mechanism is developed following the basic principles for a good grievance redress mechanism. It considers the general principles of complaint management as well as the specificities resulting from the consultation of the stakeholders of this project and the specificities of the centers concerned.

5.8. ECD facility renovation/rehabilitation waste management Plan

During the operation phase of the rehabilitated of the facility, the generation of ECD facility renovation/rehabilitation waste is anticipated, and thus, a management plan should be prepared for the proper collection, storage, transportation, treatment, and disposal of these ECD facility renovation/rehabilitation waste. Therefore, a generic ECD facility renovation/rehabilitation Waste Management Plan as part of the the ESMP.

5.9. Preparation and Submission of ESIA/ESMP report

Each section of the report was compiled and edited by the specialists from the team members for that section. However, the overall reporting and compilation of the independent chapters was done by the lead consultant for onward submission to the NSSP team.

6. PUBLIC CONSULTATIONS AND STAKEHOLDER ENGAGEMENT

Public consultations and stakeholder engagement are requirements by law to generate concerns about the environmental and social impacts of any development project or programme. During the preparation of this ESMP, significant consultations and public participation were carried out. Further consultations are anticipated during the subsequent parts of the project development and implementation, especially during the preparation of site-specific environmental and social impact assessments.

Stakeholder engagement is a very important aspect of the project. It allows the administrative heads of the beneficiary schools and other relevant stakeholders to contribute their inputs and feedback information to strengthen the development of the project and avoid negative impacts or mitigate them where they cannot be avoided. Public participation and involvement demonstrate to all stakeholders that fairness and transparency have been integrated into all aspects of the project. Stakeholder involvement demonstrates the selection process's openness and enriches all stakeholders' project value, acceptance, and participation. The list of the people consulted during the assessments to prepare this ESMP is given as annex 1 in the main report.

6.1Objectives of Consultation

The main objectives include but are not limited to the following:

- Provision of relevant and timely information about the project;
- Optimizing the potential benefits of the project to the beneficiary schools;
- Elimination or minimization of future long-term liabilities;
- Identification of probable mitigation to potential negative impacts by the affected people;
- Avoidance of conflicts by addressing issues promptly;

In fulfillment of the above objectives, consultations have been held with the relevant stakeholders to facilitate the identification of key environmental concerns associated with the proposed project. Stakeholder identification and mapping entailed identifying all interest groups and institutions that could be impacted by the project and determining their interest levels, involvement, and impact on the project's success.

For the Vulnerable Youth and Women Support Project on rehabilitating selected ECD and TVET centers, consultations began on March 12th, 2023 and ended on April 28^{th,} 2023. They will continue throughout the implementation phase to the occupancy and maintenance phase. The stakeholder consultations for this TVET involved a total of 30 respondents, including the following institutional stakeholders consulted:

- Coordinator of the TVDET Center
- Local authorities (Governor, District Chief, Alkalos, Village Development Committee)
- National Environmental Agency (NEA)
- Ministry of Basic and Secondary Education
- Ministry of Higher Education Research Science and Technology
- Ministry of Transport Works and Infrastructure

- Ministry of Gender
- NGOs Catholic Relief Services(CRS), Gambia Food and Nutrition Association(GAFNA).

Table 13: Summary of concerns highlighted during consultations

No.	Comment/Concerns	Remarks/Mitigation
1	Project benefit (public appreciation and concerns of the TVET Center Renovation project due to their importance)	Expectations about the project implementation from all (regional education officials, teachers, students, community leaders, mothers club, parents, etc.) are high. They all cited the benefit of its successful implementation on increasing enrollment and retention and to ensure a conducive teaching and learning environment. Construction of new classrooms to accommodate pupils/students will reduce overcrowding.
2	Jobs creation	Expressions of high expectations (direct and indirect jobs creation and employment generation from the project, development and improvement of businesses, provision and enhancement of access to social amenities, reduction of travel time for similar opportunities elsewhere, and reduce rural-urban migration)
3	Noise and dust emissions,	To minimize noise pollution during school working hours, carry out construction activities that will generate disturbing sounds to be restricted to the weekend or during break time.
4	Waste management problems,	Sensitization of community members and contractors, contractor to ensure proper waste management. Contractors should ensure that all construction waste is removed and disposed of in an environmentally sound manner. To promote waste management in schools, the Project should consider procuring waste bins for the sites.
5	Fears and concerns associated with the projects in rural settings, including increased sexual abuse, harassment, the introduction of STIs, community conflicts as a result of closeness to contractors, teenage pregnancy	Sensitization of contractor workers and community members on sexual exploitation and risk of Sexual Transmitted Infections (STIs). Community members should be encouraged to speak out on cases of abuse meted out by contract workers for project`s necessary actions. The need to develop a code of conduct by contractors under the project's supervision with the sole objective of regulating workers' behavior in communities.
6	Cutting down trees can cause desertification.	Desired to trim trees than cutting. However, in the worst scenario, planting trees to replace those cut down.
7	Environmental impacts due to non-compliance with mitigation measures outlined	Efforts should be made to make contractors aware of the mitigation commitments outlined in this report. Commitment to comply with these measures for best environmental outcome should be a precondition for contract award. There should be regular monitoring of the sites to verify compliance by the project E&S expert as well as the EIA Working Group
8	Influx of migrant labourers from other regions thereby	Community members cited that they should be given the priority and opportunity to work on the project. Unavoidably, migrant

	limiting employability opportunities for locals/ residents	workers should be adequately sensitized on communities` ethos to avoid potential conflict.
9	Cocnerns of Illegal sand and gravel mining was raised by Community members of Julangel.	Construction materials should be sourced from existing approved mining areas. Where no such sites exist near from project site, and there is a need to open a fresh site, the project team/contractor should ensure that necessary assessment and approvals from relevant authorities are obtained beforehand.
10	Potential hiring of underaged children (Child labour)	Verification of the age of potential employees,

6.2 Public disclosure

AfDB requires that project environmental reports be made available toproject-affected groups, local NGOs, and the public. Public disclosure of EIA documents or environmental reports is also a requirement of the Gambia NEA EIA procedures. The report should be disclosed to all relevant stakeholders to make inputs or comments. Public notice in the media should be served for that purpose.

The ESIA notice is expected to be published in the national newspapers as part of the EIA procedures and after project registration with the NEA. The ESIA notice will inform the general public about the project and will require the public and key stakeholders to table their concerns, suggestions and comments to specific addresses and contacts to be provided in the notice. The draft report will then be reviewed by NEA, taking into account any input by the public before it is approved and published.

6.3 Grievance Redress Mechanism-GRM

The project activities may generate grievances arising from the interaction between project and local authorities/community, workers and the host community etc. Some potential grievances identified and likely to occur during project implementation include:

- Complaints from workers at the site level;
- Complaints from the locals in the project area on the conduct of workers, especially sexual harassment and other gender-based offenses;
- Complaints related to noise, dust, and traffic incidents;
- Restriction of access to persons who otherwise were using portions of land e.g. for grazing
- Failure to consider the recruitment of local man-labour;
- Non-respect of the habits and customs of the host community by the actors of the site;
- Non-compliance with the measures or provisions contained in the ESMP

In managing grievances, a Grievance Redress Mechanism will be employed and it will include:

- Setting up of a site-level GRM/Grievance Redress Mechanism Committee (GRMC) for the adaptation and implementation by the contractor with regular reporting to the PIU.
- The PCU will constantly engage project-affected persons through its Stakeholder and Public Disclosure Plan. This will keep the communities informed of developments on the project, including planned activities, project impacts and mitigation measures, grievance mechanism, the right to submit complaints and the compensation process.
- Building capacity of the project team and -level GRMC to ensure they can engage the communities, record and resolve grievances.
- Alternative Dispute Resolution Mechanisms will also be used as a key element of the GRM.

Grievances are expected to be communicated verbally (in a language of choice) or in writing to the GRC. Upon receipt of complaints, timely responses are expected to be given. If grievances cannot be resolved locally, they are expected to be referred quickly to the region for resolution.

Actions to be taken to address the grievance will be agreed upon by the GRMC, and the progress of implementation of agreed measures will be reported to the Local community and PIU, monthly.

A grievance management procedure indicating activities and timeframe for the resolution of issues is shown in Figure 14.

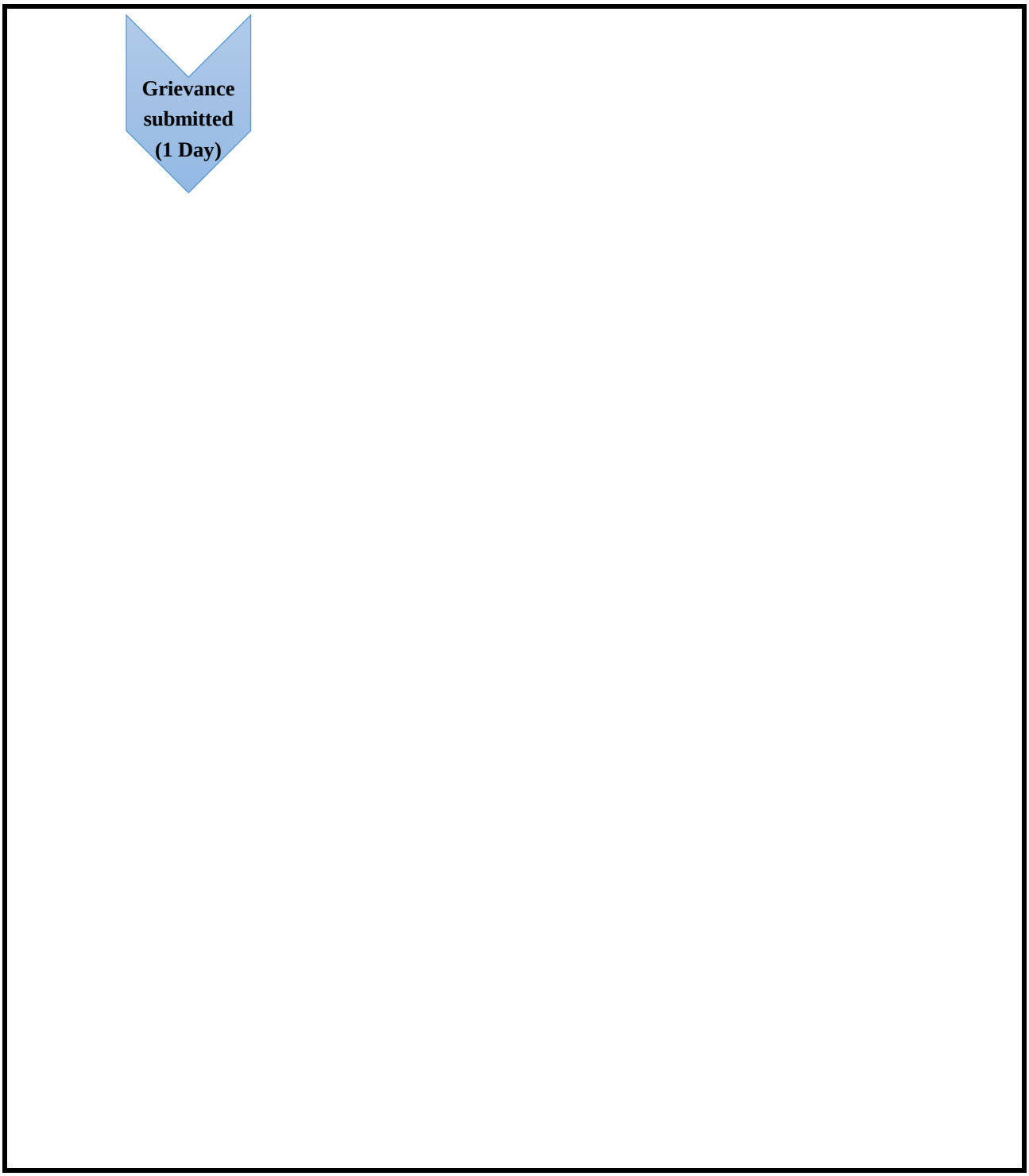


Table 14: **Procedure for Grievance Redress**

6.4 GRM operating budget

Table 15 presents the operating budget of the GRM. This budget is estimated at USD 50,000.

Table 15: GRM Implementation Budget Summary

Headings	Unit	Quantity	Unit cost (USD)	Total cost (USD)
Reproduction and distribution of forms	Lump sum	1	`6,000	6,000
Organization of GRM awareness and public campaigns in project area s	Session	15	2,500	30,000
Training of GRMC on the GRM	Session	1	2,000	2,000
Support for the operation of complaints management committees	Monthly	12	1,000	12,000
Total cost of the implementation of GRM				**50,000**

7. POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS AND MITIGATION MEASURES

7.1 Introduction

The sub-projects have been screened, environment and social impact assessments undertaken, and environmental and social risks and impacts identified. The project implementation associated with impacts mainly occurs during the rehabilitation/construction. The environmental risks associated with the sub-project are assessed as Moderate, with mainly short-term, temporary, predictable, negative impacts that can be readily mitigated and overall significant long-term positive impacts.

The social risks associated with the sub-project are assessed as Moderate, with mainly predictable short-term negative impacts that can be readily mitigated. Social risks include the potential to impact cultural heritage/sacred sites during construction, potential conflict associated with land tenure, and potential for exclusion of or adverse impacts to women and vulnerable groups.

7.2 Criteria for Impact Evaluating

Duration of the Impact

- A temporary impact can last days, weeks, or months but must be associated with reversibility.
- A permanent impact is often irreversible. It is observed permanently or may last for a very long term.

Extent of the Impact

- The extent is regional if an impact on a component is felt over a vast territory or affects a large portion of its population.
- The extent is local if the impact is felt on a limited portion of the zone of study or by a small group of its population.
- The extent is site-specific if the impact is felt in a small, well-defined space or by only some individuals.

Intensity of the Impact

- The intensity of an impact is qualified as strong when it is linked to very significant modifications of a component.
- An impact is considered of average intensity when it generates perceptible disturbance in the use of a component or of its characteristics, but not in a way to reduce them completely and irreversible.

- A weak intensity is associated with an impact generating only weak modifications to the component considered, without putting some its utilization or characteristics at risk.

Impact severity

- A 'negligible or nil impact' or an impact of negligible significance is where a resource or receptor will not be affected in any way by a particular activity, or the predicted effect is deemed imperceptible, isimperceptible, or indistinguishable from natural background levels.
- A 'low impact' or an impact of low significance is one where an effect will be experienced, but the impact magnitude is sufficiently small and well within accepted standards, and/or the receptor is of low sensitivity/value. In such instances, standard construction/ operational practices can address such impacts.
- A 'moderate impact' or an impact of moderate significance is where an effect will be within accepted limits and standards. Moderate impacts may cover a broad range, from a threshold below which the impact is minor, up to a level that might be just short of breaching an established (legal) limit. Standard construction practices can take care of these impacts in such cases, but mitigation measures may also be required.
- A 'high impact' or an impact of major significance is one where an accepted limit or standard may be exceeded, or large magnitude impacts occur to highly valued/sensitive resource/receptors. In such cases, alternatives are required to address such impacts otherwise mitigation measures should be adopted with strict monitoring protocols.

The above was used to facilitate the classification of project and detailed project activities as moderate impact.

7. 3 Identification, analysis, and evaluation of potential impacts and risk

The analysis of the impacts is done following a step-by-step approach based on :

- identification of the environmental components affected (using);
- identification of positive and negative impacts and risks;
- analysis of the impacts by evaluating their significance using the grid adapted from the NEA;
- the proposal of mitigation measures;
- evaluate the costs of implementation and those responsible for their implementation.

7.3.1 Identification of environmental and social impacts

This consists of identifying all the environmental and social components of the receiving environment before the subproject is carried out and expressing the trends observed in terms of integrity or degradation during the subproject's execution.

7.3.2 Environmental and social components that may be affected

The environmental components that will be influenced by the subproject directly or indirectly, negatively or positively to different degrees during and/or after the development and construction of the health center and during operation are soil, water, air, human environment (population, socio-economic activities, safety).

7.3.3 Activities causing impacts.

During the preparation/implementation phase

During the preparation and implementation period, the sources of impact will be

- recruitment of site staff and workers ;
- site preparation (cleaning of the host site)
- the installation of the site;
- deployment of work materials and equipment.
- Movement of machinery and vehicles
- Presence of workers (non-native)
- Transportation of construction materials (i.e. Sand, gravel, cement etc.)
- dismantling of the roof, demolition, and stripping of equipment
- generation of construction site waste (gravel and other construction scraps)
- Construction of structures (masonry-concrete, framework, electricity, etc.).
- Use of construction equipment and tools
- Waste generation
- Consumption of resources (water, energy etc)
- Repair of equipment and machinery

During the operational phase

In the operational phase, the sources of impact will be :

- Commissioning of the training center (operation, cleaning, waste management) ;
- Movement of vehicles.
- Waste generation
- Consumption of resources (water, energy etc)

During the closure

At the closure, the activities will concern:

- Waste management
- demolition and stripping of equipment

- generation of construction site waste (gravel and other construction scraps)

The identification (table 16) of the environments affected by the project activities is based on the application of the matrix and a cross-reference of the project activities with the elements of the environment.

Table 16**: Matrix for identifying the impacts of the sub-project on environmental and social components**

Components / Implementation activities (sources of impact)	Natural environment (biophysics)									Human environment		Landscape	
	Air		Water			Ground		Flora and Fauna					
	Air quality and dust	Gaseous emissions (NOX, SOX, COX, CHCs, etc.)	Runoff and infiltration	Water quality surface	Groundwater quality	Soil quality	Profile and slope	Vegetation/forest	Degradation of Habitat	Livelihood/Economet opportunity	Social influx, GBV, cultural, Occupational Health, Safety	Visual field	Other Special elements
1. PREPARATION AND CONSTRUCTION PHASE													
1.1. Site clearing & site preparation (clearing of the host site)	X	X		X	X	X	X			X X	X	X	X
1.2. Recruitment of site staff and workers ;	X	X				X				X X	X		
1.3. Clearing work (general cleaning, stump removal, stripping and leveling of the area), earthwork	X	X		X								X	
1.4. Deployment of work materials and equipment	X					X	X			X X	X	X	
1.5. Construction of structures (masonry concrete, framework, electricity, etc.).	X	X	X	X	X	X	X	X		X X	X	X	
1.6. Demolition (excavation/digging, demolition of the concrete structure, and clearing)	X	X	X	X	X	X	X	X		X X	X	X	
1.7. Transportation of materials and equipment	X									X	X		
1.8. Influx of foreign workers into the community										X	X		
1.9. Waste generation	X				X						X		
2. OPERATIONAL PHASE													
2.1. Commissioning of the building (animation/operation, miscellaneous waste management)	X	X	X	X	X	X		X		XX	X	X	
2.2. Waste generation and treatment			X	X						X	X		
2.3. Movement of vehicles.	X	X									X		
2.4. Consumption of resources (water, energy etc)				X									

3. CLOSURE PHASE													
3.1. Demolition and stripping of equipment	X	X								X	X		
3.2. Management of the site and facility										X	X	X	
3.3. Housekeeping and maintenance of infrastructures and facilities	X	X	X	X		X	X			X	X	X	

Potential E&S risks anticipated according to components and Subproject

Table 17: Raising Adverse Impacts and anticipated risk according to components and Subproject

No.	Project Component	Description	Possible project area/ activity with potential E&S risks	Relevant OS	Anticipated issues/ risks
1	Component 1:	Support to Youth and women empowerment to equitably access jobs and livelihood opportunities	Sub-component 1.1: Functional literacy and skills development Possible project area/activity: • Mass skills training and functional literacy program for out-of-school youth and women in the targeted LGAs. • Development of customized training content focusing on functional literacy, soft skills (networking, communication, decision-making), and hard skills (business planning, financial literacy). • Selection and orientation of trainers. • Training of beneficiaries. • Assessment and certification of	OS1	Component 1: Support to Youth and women empowerment to equitably access jobs and livelihood opportunities Sub-component 1.1: Functional Literacy and skills development • Inadequate participation: Limited interest or participation from the target population in the mass skills training and functional literacy program. • Quality of training: Insufficient training content and delivery quality leads to limited effectiveness in building skills and capabilities. • Limited market demand: Lack of market demand for the skills acquired, resulting in limited job opportunities or income generation for the beneficiaries. • Gender disparities: Challenges in addressing the gender gap in participation and ensuring equal opportunities for women and men.

No.	Project Component	Description	Possible project area/ activity with potential E&S risks	Relevant OS	Anticipated issues/ risks
			competencies. Sub-component 1.2: Access to productive equipment and non-financial services for economically active beneficiaries Possible project area/activity: • Provision of group equipment (storage facilities, processing equipment, machinery, solar panels) and individual toolkits to support productive and sustainable businesses. • Facilitation of market linkages and commercial partnerships between youth groups, women cooperatives, and private enterprises. • Provision of technical assistance, coaching, and mentoring services to beneficiaries for at least 6 months. • Support to local organizations to enhance their productive capacity and competitiveness.		Sub-component 1.2: Access to productive equipment and non-financial services for economically active beneficiaries • Sustainability of businesses: Inadequate business management skills and market knowledge among beneficiaries leading to challenges in establishing and sustaining viable businesses. • Lack of market access: Difficulties in establishing and maintaining effective market linkages for youth groups and women cooperatives, impacting their ability to sell products or services. • Limited availability of resources: Insufficient availability of group equipment, individual toolkits, and labor-saving devices, hindering the productivity and growth of businesses. • Limited access to non-financial support: Challenges in accessing and utilizing the provided technical assistance, coaching, and mentoring services due to logistical or capacity constraints.
	Component 2:	Support for better and inclusive access to basic social services	Sub-component 2.1: Improve access to quality healthcare and infrastructure Possible project area/activity: • Rehabilitation and equipment of healthcare centers, with a focus on maternity, pediatric, and nutrition care. • Rehabilitation of doctors and	OS1	Sub-component 2.1: Improve access to quality healthcare and infrastructure • Infrastructure limitations: Challenges in rehabilitating healthcare centers and ensuring the availability of adequate infrastructure, equipment, and supplies. • Human resource constraints: Difficulties in attracting and retaining qualified healthcare professionals, especially in rural areas, affecting the quality and availability of

No.	Project Component	Description	Possible project area/ activity with potential E&S risks	Relevant OS	Anticipated issues/ risks
			nurses' accommodation. • Development of WASH infrastructures, biomedical waste management areas, and electricity access. • Provision of IT materials for health data management. • Training of health workers, including nurses and midwives. • Community support early childhood development. Sub-component 2.2: Improve the demand for basic social services and positively change socio/norms for gender equity and improved well-being Possible project area/activity: • Strengthening community mobilization and social and behavioral change communication for improved nutrition, health, sanitation and hygiene behaviors, child care, gender equality, and gender-based violence. • Building capacity of local community structures to provide basic maternal, child, and adolescent nutrition and health services. • Strengthening monitoring and supervision of community maternal, child, and adolescent nutrition programs.		healthcare services. • Limited community participation: Insufficient community engagement and involvement in the utilization and maintenance of healthcare facilities and services. • Funding constraints: Inadequate financial resources to cover the costs of rehabilitation, equipment, and ongoing operations of healthcare centers. Sub-component 2.2: Improve the demand for basic social services and positively change socio/norms for gender equity and improved well-being • Behaviour change challenges: Difficulties in effectively promoting and achieving behavior change related to nutrition, health, sanitation and hygiene, child care, and gender equality. • Limited community ownership: Lack of active participation and ownership from the community in driving and sustaining positive social and behavioral changes. • Cultural and social barriers: Resistance or challenges in addressing deeply entrenched socio-cultural norms and practices that hinder gender equity and improved well-being. • Coordination and collaboration: Difficulties in coordinating efforts and collaboration among various stakeholders and actors involved in promoting basic social services.

No.	Project Component	Description	Possible project area/ activity with potential E&S risks	Relevant OS	Anticipated issues/ risks
	Component 3:	Project management and institutional strengthening	Sub-component 3.1: Strengthening of the coordination capacities of the National Social Protection Secretariat Possible project area/activity: • Strengthening coordination and monitoring and evaluation capacities of the National Social Protection Secretariat. • Development of a sustainable financing strategy for the social protection sector. • Research on social protection and vulnerability-related issues. • Training of NSPS staff in relevant functional areas. Sub-component 3.2: Project management and monitoring Possible project area/activity: • Recruitment of project staff to strengthen the capacities of the project implementation unit. • Provision of operational costs such as vehicles, furniture, mission costs. Project impact evaluation, including baseline data collection, midterm, and final evaluation	OS1	Sub-component 3.1: Strengthening of the coordination capacities of the National Social Protection Secretariat • Institutional capacity gaps: Challenges in building the necessary capacities within the National Social Protection Secretariat to effectively coordinate and monitor the project. • Lack of sustainable financing: Difficulties in developing a sustainable financing strategy for the social protection sector, hindering the long-term implementation and impact of social protection programs. • Limited research relevance: Inadequate alignment of research activities with the needs and priorities of the social protection sector, limiting their usefulness in guiding decision-making. • Staff turnover: Potential turnover or retention challenges within the National Social Protection Secretariat, impacting continuity and institutional memory. Sub-component 3.2: Project management and monitoring • Staff capacity and expertise: Challenges in recruiting and retaining qualified project staff with the necessary expertise in value chains, entrepreneurship, social and environmental safeguards, monitoring and evaluation, gender and social development, and procurement. • Operational challenges: Difficulties in managing project operations, including logistical issues, budget constraints, and coordination among different units. • Data collection and evaluation: Potential

No.	Project Component	Description	Possible project area/ activity with potential E&S risks	Relevant OS	Anticipated issues/ risks
					challenges in collecting baseline data and conducting midterm and final evaluations due to data availability, quality, or logistical constraints. • Stakeholder engagement: Difficulties in effectively engaging and involving stakeholders, including local communities and beneficiaries, throughout the project lifecycle.

7.3Potential Impacts and Mitigation Measures

7.3.1Impact on Air Quality

Table 18**: Air Quality Impact Assessment and mitigation measures Summary**

Impact Assessment Summary	
Types of impacts	Air pollution (dust and gaseous emissions)
Project activities	, movement of machinery and vehicles, dismantling of the roof, demolition, and stripping of equipment, generation of construction site waste (gravel and other construction scraps)
Impact characterization	Adverse, Direct, Normal, Short-term, Reversible
Impact Significance	Medium
Mitigation Measures/ Improvement	• the demolition in periods of low wind • isolate the demolition area with stains to contain the propagation of dust and dust particles • Cover gravel and other construction scrap or wet materials such as sand, and gravel to prevent dust pollution. • Where unavoidable, construction workers working in dusty areas should be provided and fitted with dust masks (N95 respirators) • Vehicles carrying earth materials should be covered. • Facility users and service providers should wear face masks. • Movement of facility users should be restricted and visitors controlled during the renovation activities • Proper housekeeping to cleanse dust particles that settled on the medical equipment and inwards/labs/offices. <u>Gases emissions</u> • Ensure that all vehicles involved in the transport of construction material and staff and machinery used in construction is properly maintained and serviced. • Reduce the idling of vehicles that may occur and thus reduce the gaseous emission from vehicles in the area. • Reduce vehicle speed within the facilities. • Promote fuel-efficient vehicles with the proper emission standards and more eco-friendly fuel type.

7.3.2Impact on Water Quantity and Quality

Considering the limited water storage capacity at the center and dependence on solar energy for water pumping, the renovation activities may cause scarcity in the center.

For quality, releasing hazardous substances (e.g., spilled cement, accidental diesel spills, and leaks) may lead to surface or groundwater contamination. Machinery maintenance engine oil may accidentally spill, causing water contamination. Additionally, the repair of equipment has the potential to leak hydraulic fuels, oils, etc. and potentially contaminate the water.

Table 19: Water Quantity and Quality Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	Water Resources
Project activities	Excavation and digging activities, increase demand for renovation activities,
Impact characterization	Adverse, Normal, Short-term, Reversible
Impact Significance	Low
Mitigation Measures/ Improvement	• cover or protect all water and drinking water tanks • Increase water capacity onsite and install additional water tanks. • Directly contaminated wastewater from washing/maintenance to a drain pit in the construction workshop, collected by a vacuum truck and transported to the nearest approved municipal waste facility. • Provide workers with and inform them of nearby available sanitation facilities to avoid contamination from human waste. • Caution is to be strictly taken during repair works to avoid preventable oil leaking that contaminates the water. • Ensure waste is not disposed of close to the water source to avoid contamination.

7.3.3Waste Generation

Solid and liquid waste generation will occur during the renovation activities. In particular, the presence of workers onsite will necessitate providing temporal sanitary facilities. Without those facilities, the workers might result in open defecation, which could cause an unpleasant odor around the center and same contaminate the water source.

The indiscriminate disposal of renovation/construction waste materials, such as cement bags, debris, concrete, metal scraps, etc., may adversely impact the environment and safety of the workers.

The planned civil works will generate reduced quantities of solid and liquid waste but must be managed rigorously (collection, disposal, and treatment). This cumulative number of wastes will be added to the wastes already produced by the center users. Although the assessment has shown the presence of waste bins onsite, a waste Plan Management plan is necessary for the sustainability of a sound waste management system during the implementation and operational phase of the center.

Table 20: Waste Generation Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	Waste Generation (hazardous and nonhazardous wastes)
Project activities	Demolition activities, packaging materials, roof removals, project personnel onsite and general housekeeping
Impact characterization	Direct, Normal, Long-term, Reversible
Impact Significance	Medium
Mitigation Measures/ Improvement	• Segregate storage for different types of waste, such as hazardous, non-hazardous recyclable construction material, plastic, paper, etc., to facilitate proper disposal per the waste management plan. • Provide a separate storage area for hazardous materials. The hazardous materials/products must be labeled to properly identify their hazardous properties. • Provide different types/colors of trash bins onsite to prevent littering within the project and surrounding areas. • Establish regular waste collection and disposal intervals per the waste management plan. • Ensure sanitary and organic wastes are collected and disposed of daily. • Ensure waste generated from excavation activities is recycled to the extent possible, sold to contractors, or disposed of in a designated landfill. • Provide sufficient sanitation facility to workers, wastewater collected and disposed of. • Unusable construction waste is to be disposed of at an approved dump site. • Proper solid waste receptacles and storage containers provided • Organic waste generated can be composted and used as manure

7.3.4 Public Health

The renovation/construction-related activities will undoubtedly negatively affect human health for the project workers and community members. Dust borne infectious diseases, respiratory infections and minor throat and eye irritations are expected, especially when the project is implemented during the dry season because of the emission of dust during civil works and vehicular movement pollutants (carbon monoxide and particulates). The presence of workers and the related increase in disposable cash makes the transmission of sexually transmitted infections (STIs) a possibility. Additionally, during project implementation influx of workers locally and from outside in large numbers will be required to assemble in meetings, and even at work sites could be an avenue for infectious disease transmission among workers and the project host community.

Improper waste management may create conditions for the growth of vectors of diseases such as malaria, diarrhea and dysentery. The outbreak of these diseases would have far-reaching negative implications for the health of workers and residents and put pressure on the limited health facilities in the area. Similarly, exposure to long work hours may result in accidents and injuries.

Table 21: Public Health Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	Public Health (Community Health and Safety)
Project activities	Construction of structures (concrete mixing activities, masonry-concrete, framework, electricity, handling of hazardous materials and chemicals, Use of construction equipment and tools for the building finishing works, etc.), maneuvering of construction equipment and machinery.
Impact characterization	Adverse, Direct, Normal, Short-term, Reversible
Impact Significance	Medium

Mitigation Measures/ Improvement	• Ensure that health and safety standards are respected • Equip workers and visitors to the site with PPE • Ensure the Construction vehicles comply with speed limits. Speed limits for heavy vehicles within the construction site shall be restricted to 20 km/hr. • Install fences, barriers, and dangerous warning/prohibition signs around the construction area. Traffic control measures shall be implemented, including road signs and the use of flag persons to warn of dangerous conditions. • Ensure that no children are allowed around the construction area, particularly during excavation and the installation of structures. • Sensitization of the workers and the community on appropriate behaviours, expectations, and disciplinary actions against workers who do not follow the established protocol. • Ensure any excavations, material dumps, or other obstructions likely to cause injury to any person or thing shall be suitably fenced off and marked by red warning lights at night, • provide the construction sites with insurance covering damages to third parties • Have first aid equipment and sign contracts with the nearest health centers.

7.3.5 Impact on Occupational Health and Safety

Since the renovation works may be labour intensive, including civil works such as earthworks, floor concrete, electrical, plumbing, and metal fabrication, the risk of accidents might lead to serious injuries and deaths.

Table 22: Occupational Health and Safety Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	Occupational Health and Safety
Project activities	Excavation and digging activities, Site clearing and removal of vegetation, movement of machinery and vehicles
Impact characterization	Adverse, Direct, Normal, Short-term, Reversible
Impact Significance	hight
Mitigation Measures/ Improvement	• Working arrangements will be formal, with all workers duly registered as part of the contractor team and in line with relevant OHS and labour laws. • All workers can access protective measures such as clothing and equipment (PPE). • Workers are regularly sensitized to occupational health and safety regulations • .Regular toolbox meetings to ensures abide by the safety worksite regulations • Minimize cleared vegetation areas to those that are needed to be used. • Area should be dampened within suitable intervals (4 – 6 hours) to prevent a dust nuisance and this frequency should be increased during hotter days. • Cover or wet construction materials such as sand, n]and gravel to prevent dust pollution. • Where unavoidable, construction workers working in dusty areas should be provided and fitted with dust masks (N95 respirators) • Vehicles carrying earth materials should be covered. • Facility users and service providers should wear face masks. • Movement of facility users should be restricted and visitors should be controlled during the renovation activities. • Proper housekeeping to cleanse dust particles that settled on the medical equipment and in wards/labs/offices

7.3.6 Impact of In-migration of Workers on Community Health and Socio-cultural Conflicts

The renovation activities are implemented at the Julangel TVET center, anticipating increasing labor demand. Some labour workforces are expected to be provided by neighboring communities and others from other parts of the country. Thus, this is expected to attract the inflow of the workforce from other areas for job opportunities. These workers may influence the sociocultural living of the community. Working and staying groups could also facilitate the spread of infections such as COVID-19 and other infectious diseases and increase the perpetration of GBV and SEA/SH.

Table 23: In-migration of Workers on Community Health and Socio-cultural Conflicts Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	In-migration of workers on Community Health and Socio-cultural Conflicts
Project activities	Workers recruitment
Impact characterization	Adverse, Direct, Normal, Short-term, Reversible
Impact Significance	Medium
Mitigation Measures/ Improvement	• Priority of employment shall be given to the local people • Compliance with national laws (workers with contracts, wages, no workers below the age of 16 years, and no discrimination against women or other vulnerable). • Establish a Grievance Redress Mechanism for GBV and SEA/SH • Sensitize the personnel of project sites concerning the habits and customs of the populations. • Ensure all workers on site sign codes of conduct and get sensitized and their awareness raised on challenging issues such as SEA/SH, GBV, HIV-AIDS, COVID-19 protocols, STIs, etc. • Provide site rules to all workers. • Sensitize all workers on acceptable behaviour concerning community interactions. • Prioritize recruitment of local labor for unskilled jobs to prevent sociocultural conflicts.

7.3.7 Social Exclusion, Gender-Based Violence (GBV), Sexual Exploitation And Abuse And Sexual Harassment (SEA/SH), and Violence Against Children (VAC)

Projects with a minor labour influx of workers may increase the demand for sex work, including the risk of trafficking of women for sex work; or the risk of forced early marriage for girls. Furthermore, higher wages for workers in a community can lead to an increase in transactional sex.

The risk of incidents of sex between workers and minors, even when it is not transactional, can also increase during the project implementation. Risk of SEA/SH by project personnel, e.g., officials who may ask for sexual favors from women and girls to be included in the project's economically supported activities, women groups, and other beneficiary groups or to receive cash for compensation. Additionally, project support can create a backlash and unintentionally heighten the risk of GBV amongst female participants, especially given the existing high gender inequality and norms that do not promote women's economic independence.

Table 24. Social Exclusion, Gender-Based Violence (GBV), Sexual Exploitation And Abuse And Sexual Harassment (SEA/SH), and Violence Against Children (VAC) Impact Assessment and mitigation measures Summary

Impact Assessment Summary	
Types of impacts	Social Exclusion, Gender-Based Violence (GBV), Sexual Exploitation And Abuse And Sexual Harassment (SEA/SH), and Violence Against Children (VAC)
Project activities	All project activities involving the mass recruitment of workers
Impact characterization	Adverse, Direct, Normal, Short-term, Reversible
Impact Significance	Medium

Mitigation Measures/ Improvement	• Ensure project workers are sourced from the local population as far as possible. This will benefit the local community in terms of income generation and reduce the influx of transient workers to the host community, resulting in SEA/SH. • Monitor changes in women's status and the project's potential impacts on them by conducting regular focus group consultations with women in a sample of villages (in small groups facilitated by a woman). • Ensure a GRM fully includes mechanisms for reporting GBV and SEA/SH. In addition, GBV and SEA/SH will be regularly monitored on the project site and neighboring community. • Ensure GRM will apply along transportation routes of the project and will be widely publicized to ensure coverage. • Ensure the project site/construction camp management plan makes consideration of GBV and SEA/SH when planning the lighting on and around the site and along routes that workers may use to access and exit the site. • Ensure that SEA/SH Action Plan is developed and implemented before the physical start of civil works. Develop and implement a complaint/grievance mechanism (GM) sensitive to GBV, SEA/SH, VAC, and other forms of discrimination with accessible entry points to submit complaints, referral to GBV service providers, and confidential, survivor-centered procedures for verifying and managing complaints. • Sensitization of both project workers and host community members on possible GBV and SEA/SH and its implications for the prosecution

7.4Potential Risk and risk management measures

Disaster Risks

Disasters are unplanned events that may occur and negatively affect sub-project components, workers, users, communities and properties. The disaster risks associated with this sub-project are evaluated in the Table below based on the exposure level, severity, probability of the disaster occurring, risks and possible control. The potential disasters may have direct impacts on the extent at the site. The magnitude of all the disasters is high as significant loss of lives or property may be involved. The impacts' duration is usually short sudden emergencies to medium-term crises such as the current Covid-19 Pandemic.

The significance will also depend on the available resources, personnel, technologies, and procedures to prevent and respond to such disasters at the sub-project site.

Table 25: **Evaluation of Disaster Risks**

Disaster aspects	Significance
Road traffic accidents	
Accidental oil spills/leakages	
Disease outbreaks	
Extreme weather conditions	
Public outrage	
Fires and explosions	
Workplace accidents and injuries	

Key:
Yellow: means the low significance of risk
Amber: means the medium significance of risk.
Red: means a high level of concern.

Technical risks

The goal is to identify and analyze technological risks related to the sub-project site activities during the different phases and implement safety and prevention measures.

Analysis of Risks related to the equipment used and the processes

<u>During the preparation and renovation/ construction phase</u>

At this level, the risk of height accidents can occur during the renovation/construction works, including painting, roofing, ceiling, electrical system activities, use of equipment for clearing, and working on the electrical system, etc., at the sub-project site.
During the work of the renovation, many risks can also occur. Other associated risks at the sub-project area and activities include workers' accidents using equipment and traffic accidents in vehicle traffic that can increase the risk of accidents with residents and livestock on their own

<u>In the operation phase</u>

During this phase, the concern and risk is proper waste management and no littering by users and visitors at the intervention site. Regular and proper housekeeping all the time at the sub-project site. Electrical hazards, particularly during the rains. To mitigate these should be toolbox meetings with workers and signs around the facility.

Professional Risks and Hazards

There is always the need to mitigate against occupational risks and hazards. PPE, proper equipment handling, and good housekeeping and training are important in this regard.

7.5Risks in the operational phase

Santarary and social risks

- Risk of increase in STI/HIV-AIDS, COVID-19, early pregnancy, and depravity of morals
- Risk of accidents at work and traffic

Socio-environmental risk

- Risk of environmental pollution
- Social risks

Technological Risk

- Risks related to equipment and structures
- Risk of leakage at the level of the structures

7.7Subproject vulnerability to climate change

The project is considered Category 2 due to potential moderate vulnerability to climate change. Extreme weather conditions such as storms and flooding may also affect the subproject component with regard to accessibility, efficient means of communication, and possible damage to infrastructure, particularly electrical works and fittings.

Table 26**: Summary of impacts and proposed project measures**

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
1. SITE PREPARATION					
Recruitment of workers	Job creation	• Labour Influx that could be associated with GBV and SEA\SH • Threat to community culture, safety and security due to the presence of workers • Increase demand on existing community health and sanitation infrastructure • Threat to community culture, safety and security due to the presence of workers	Low	• Sensitization of project workers and community members • Ensure a GRM approuved fully includes mechanisms for reporting GBV and SEA/SH. In addition, GBV and SEA/SH will be regularly monitored throughout the Recruitment of workers processes • Ensure GRM approval will apply along the Recruitment of workers processes and it will be widely publicized.	• Environmental and social aftercare programmes • Recruit according to the labor standards in force in The Gambia • Prioritizing the local workforce with equal skills
Installation of the site base (Installation of office & stores, mobilization of equipment, materials, and labour, transportation of construction materials (i.e., Sand, gravel, cement, etc.)	Income for transporters and associates	• Dust pollution and traffic crash risks, • Noise and vibration disturbances from the operation of heavy-duty vehicles • Traffic congestion and risk of road traffic crashes	Medium	• Wear PPE such as masks • Enforce appropriate speed limits to reduce vehicle noise levels. • Restrict noise-generating activities strictly to after normal working hours (i.e. 8am – 4pm). • Respond promptly to noise complaints.	Include local carriers in subcontractors and suppliers as much as possible.
		• Air and dust pollution	Medium	•	Environmental and

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
		• Occupation al accidents and injuries to workers and risk to community health and safety • Loss of vegetation, removal of trees and shrubs and habitat destruction		• Suppress dust during pneumatic drilling/wall destruction by ongoing water spraying and/or installing dust screen enclosures at site. • Wear PPE such as masks	social aftercare programmes
2. RENOVATION/REHABILITATION PHASE					
Work at height (construction of scaffolding, dismantling of roofs and structures at height)		• risk of falls that can result in temporary disability, disability or death • Workplace accident • falling objects	Hight	• Working arrangements will be formal, with all workers duly registered as part of the contractor team and in line with relevant OHS and labour laws. • All workers can access protective measures such as clothing and equipment (PPE). • Ensure that work at heights is carried out on scaffolding that meets the standards, • Ensure that health and safety standards are respected,	
Demolition (excavation/digging, Demolition of the concrete		• Air and dust pollution	Medium	• Keep demolition debris in a controlled area and spray with water mist to	Environmental and social aftercare programmes
		• Occupation al accidents	Hight		

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
structure and clearing)		and injuries to workers and risk to community health and safety		reduce debris and dust. • Suppress dust during /wall destruction (demolition), clearing and stripping of the roof and ceiling by ongoing water spraying and/or installing dust screen enclosures at site. • Keep demolition debris in a controlled area and spray with water mist to reduce debris and dust. • Suppress dust during wall destruction by ongoing water spraying and/or installing dust screen enclosures. • Wear PPE such as masks	
Transportation of materials and equipment		• Vibration and noise nuisance • Air and dust pollution	Medium	• Minimize noise from construction equipment by using vehicle silencers, and fitting jackhammers with noise-reducing mufflers.	Environmental and social aftercare programmes
Influx of foreign workers in the community	• availability of cheap labor and also not enough qualified • improvement of the income of small	Gender-based violence (GBV), Sexual exploitation and abuse (SEA), Violence against Children (VAC)	Medium	• Ensure that the code of conduct (CoC) is developed and signed by all personnel and workers and that they attend regular training on SEA/SH, the content of the CoC and sanctions.	Environmental and social aftercare programmes

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
	traders and food/meal sellers			• Action Plan for Implementing ESHS and OHS Standards and Preventing Gender Based Violence (GBV) and Violence Against Children (VAC) must be rigorously applied and monitored for compliance. These Codes will also be included in the Contractors ESMP. • Ensure that SEA/SH Action Plan is developed and implemented before the physical start of civil works. Develop and implement a complaint/grievance mechanism (GM) sensitive to GBV, SEA/SH, VAC, and other forms of discrimination with accessible entry points to submit complaints, referral to GBV service providers and confidential, survivor-centered procedures for verification and managing of complaints. • Conduct regular	

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
				awareness-raising campaigns about the project and the risks of GBV, SEA/SH, VAC with workers and community members (and with women in separate groups with a woman facilitator)	
Waste generation		Water source contamination, risk of injury to workers onsite, hiding place for reptiles and vermins	Medium	• The skips and bins at the construction and operation phase should be adequately designed and covered to prevent access by vermin and minimize odor. • Waste segregation in different bins should be practiced and ensure that workers adhere to the practice. • The skips and bins at the construction and operation phases should be emptied regularly to prevent overfilling. • Disposal of the contents of the skips and bins should be done at an approved disposal site. • Reuse waste plastic materials (deform bottle	Environmental and social aftercare programmes

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
				containers) as feedstock for plastic product production. • Organic waste generated can be composted and use as manure. • Appropriate storage, handling and management of waste	
3.TVET REHABILITATION EXPLOITATION PHASE					
Commissioning of the TVET center (operation, cleaning, waste management) ;		Air and dust pollution	Low	• Preparation of waste management plan following the waste hierarchy and ensure proper implementation, supported by staff training. • Prepare a detailed Solid Waste Management Plan for the construction site (including adequate placement of waste bins, sanitary staff requirements, waste transportation, and identification of designated site for final disposal). • Waste will be collected and disposed off in municipal waste dumping points.	Environmental and social aftercare programmes

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
				• Enforce the use of garbage bins and prevent littering on the site. • Disallow the burning of any type of waste. • Do not burn materials such as plastics and polyethylene, which may release toxic or hazardous substances. • Waste will be collected and disposed of in designated dumping sites.	
Movement of vehicles.		Increase in emission of air pollutants from vehicles, dust pollution and possibilities of accidents and injuries	Medium	• Limit the speed of machines and trucks involved in the work. • Securing the areas for maneuvering the machines	Environmental and social aftercare programmes
Waste generation		Risk of injury to pupils, hiding place for reptiles and vermins	Low	• Waste segregation in different bins should be practiced and ensure that workers adhere to the practice. • Orientation is provided to all users, workers and daily on-site waste management practices are carried out on site. • Preparation of waste management plan following the waste	Environmental and social aftercare programmes

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
				hierarchy and ensure proper implementation, supported by staff training. • Adequate skips and bins should be strategically placed within the campsite and construction site. • Proper housekeeping to cleanse dust particles in classrooms and offices • The skips and bins at both the construction and operation phases should be emptied regularly to prevent overfilling	
Consumption of resources (water, energy etc)		More pupil enrollment requires more water and energy usage	Medium	• Increase water holding (tank) capacity • Adopt renewable energy as an energy source	Environmental and social aftercare programmes
4.CLOSURE PHASE					
Demolition and stripping of equipment		• Noise pollution, occupational accidents, worker injuries, and community health and safety risk. • Heaps of solid waste may ca disturbance in mobility.	Low	• Scattered solid waste should be properly managed to avoid contamination.	Environmental and social aftercare programmes Good Housekeeping
Generation of construction site waste (gravel and other		○ Obstruction of walkways	Low	• Ensuring that the project contractor properly	Environmental and social aftercare programmes

Phase/Activities	IMPACTS		Scope of negative impacts (low, medium, high)	MEASURES	
	Positive	Negative		Mitigation (a)	Maximisation (b)
construction scrap)		and possibilities of accidents and injuries to workers, students and staff and risk to community health and safety ○ Scattered solid waste may affect the visual and aesthetic environment and provide a breeding place for mosquitoes.		disposed of all remaining waste, including leftover and hazardous waste. • Managing contaminated media to protect the safety and health of occupants of the site, the surrounding community, and the environment post-construction or post-decommissioning. • Implementing good house-keeping practices, such as sorting and placing loose construction materials or demolition debris in established areas away from footpaths • Cleaning up excessive waste debris and liquid spills regularly.	

8. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

8.1. Introduction

The Environmental and Social Management Plan (ESMP) identifies measures to address any potential environmental and socio-economic impacts that might occur during the implementation of rehabilitation/construction of selected ECD and TVET centers in the Central River Region, Upper River Region and North Bank Region of the Gambia.

Responding to the environmental and socio-economic impacts, detailed mitigation measures have to be identified and evaluated to avoid, reduce or remedy the impacts during the construction and operation phases. This ESMP aims to ensure the integration of environmental and social requirements and proposed mitigation and monitoring measures into the construction contractor's obligations. The ESMP shall be fully integrated into the rehabilitation/construction activities, hereby addressing the responsibilities of the contractor, the Engineer, and the Employer. Furthermore, an ESMP has been developed for impacts resulting from the rehabilitation/construction and operational phases, which shall be fully integration in operation activities that respond adequately to the nature of the envisaged ECD and TVET rehabilitation/construction; the ESMP is referring to the following issues:

- Environmental and Social Mitigation Measures during Construction, and
- Environmental and Social Mitigation Measures during Operation,

The institutional setup for implementing the ESMP, roles, and responsibilities of the focal persons, monitoring mechanisms, and training and capacity-building programs have also been detailed in this section.

Successful contractors will undertake the rehabilitation/construction of ECDs and TVET centers at selected locations, delivering according to the approved project design details. Rehabilitation/construction phase environmental and social management and mitigation measures will be spelt out clearly for contractors under a Contractors' Clauses document, to be issued as part of the contract documents that contractors will sign off. The Project Management Team ensures compliance with the relevant local and AfDB Bank safeguard policies. The African Development Bank has the role of reviewing and approving safeguards documents regarding this project, while the National Environment Agency (NEA) will ensure that all compliance standards and measures are met in line with the national environmental laws.

8.2Mitigation during Construction & Operation Phases

The main short-term negative environmental impacts, which inevitably occur during the rehabilitation/construction works, will be minimized by propped planning and application of preventative measures and mitigated by restorative actions after the works are completed, as listed in Table 10. Additionally, Table 9 defines the mitigation measures that shall be implemented during the operational phase to mitigate the anticipated adverse environmental and social impacts. In practice, proper planning means that environmental and social requirements become an integrative part of the construction contractor's obligations and must be approved by the supervision engineer and competent authorities/ies before any construction works.

The potential physical impacts of the ECD and TVET rehabilitation work and the subsequent use of the facilities are limited to noise, air quality, soil and land modification and hydrology. As the project is being

undertaken on existing centers where teaching and learning take place, the negative physical impacts will be relatively minor and of short duration, predominantly associated with rehabilitation/construction. Typical negative impacts and their appropriate mitigation measures are presented in Table 9.

Table 27**: Environmental and social impacts and mitigation measures**

Activities	**Impacts**	**Indicators**	**Means of verification**	**Timelines** (preparation, construction, exploitation, Closing phases)	**Responsible for**			**Cost of implementation (US$)**
					Execution	**Monitoring**	**Aftercare**	
Prioritizing the local workforce with equal skills	Job creation	Number of local workers recruited	Hiring record	preparation Phase	Enterprise	Project Implementation unit (PIU)	-NEA -Labor Directorate	3000
Burying of trenches dug during extension foundation works	Open trenches serves as potential hazards for both persons and animals, and waterlogged in trenches during the rains serves as a breeding ground for mosquitos	Trenches buried after work is completed	monitoring report	construction phase	contractor	PIU and NEA	NEA	5000
Rehabilitation of quarrying sites after completion of mining, use of approved quarrying sites for sourcing of construction materials	Open ditches, removal of vegetation cover, fragmentation of farmlands	Monitoring reports	Monitoring report	Post construction phase	Contractor	PIU, Geological Department, and NEA	PIU, Geological Department, and NEA	5000
Provision of personal protective gear to protect workers during rehabilitation works	Occupational health-related complications during exposure to hazardous dust, injury to workers, etc	Number of occupational health-related complications recorded	Monitoring reports	Construction /rehabilitation phase	Contractor	NEA, PIU, Department of Labour, and MOH	NEA, PIU, Department of Labour	1000

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Management of construction waste, hazardous waste, electrical and electronic wastes	Contamination of the environment, injuries to workers owing to exposure, etc	Containment of waste on-site and disposal of waste at designated disposal sites	Monitoring reports	Construction / rehabilitation phase	contractor	NEA/ Local Council, PIU	Local Council, PIU	5000
Orientation on code of ethics and community norms	Anti-social behaviors lead to confrontations between contractor employees and locals Exploitation and gender-based violence are directed at children and women in the community.	Orientation meetings were conducted for especially migrant workers on the code of ethics and community values.	Monitoring reports	Construction /rehabilitation phase	Contractor PIU	NEA, Ministry of Gender and social welfare	NEA	1000
Sensitization of workers and community on STIs and STDs to minimize risk	Sexual exploitation of the locals potentially results in the transmission of sexually transmitted diseases within the community	Number of sensitization meetings conducted	Monitoring reports	Pre-construction/ rehabilitation and during construction/ rehabilitation works	PIU and contractor	MOH, PIU, NEA	PIU, NEA	2000

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Observance of speed limits during transportation of construction materials into the construction site to prevent incidence and dust emission	Accidents due to overseeing and dust emissions resulting in air quality being compromised	Sensitization meetings conducted for drivers of trucks hired, speed limit signs and bumps created on the road through the community to the construction site	Monitoring reports	Construction /rehabilitation phase	Contractor	PIU, community	PIU, community	
Restriction on visits to the construction site during construction/rehabilitation process to avoid accidents	Injuries or even death due fall from height and/or falling objects	Construction site is being cordoned off to prevent unauthorized access	Monitoring report	Construction /rehabilitation phase	Contractor	PIU, NEA, Department of Labour	PIU, NEA, Department of Labour	2000
Provision and installation of trash bins on-site to prevent indiscriminate littering	Pollution of the environment and eye sores created during indiscriminate littering	Number of bins procured and installed within the site and cleanliness of the environment	Monitoring report	Construction /rehabilitation phase and operational phase	Contractor, PIU and beneficiary	PIU, NEA	PIU, NEA. School mgt	3000

Activities	Impacts	Indicators	Means of verification	Timelines (preparation, construction, exploitation, Closing phases)	Responsible for			Cost of implementation (US$)
					Execution	Monitoring	Aftercare	
Provision of adequate and segregated sanitary facilities for use by both workers during construction/rehabilitation work and beneficiaries at the operational phase	The unhealthy and unhygienic environment due to inadequate sanitary facility Increased risk of infection, especially for female students due to overcrowding and sharing of sanitation facilities	Number of sanitary facilities created	Monitoring report	Construction /rehabilitation phase and operational phase	PIU/ contractor	NEA, PIU and MOH	NEA, PIU and school management	2000

8.3 Institutional Arrangements and Capacity Building for Environmental and Social Management Plan

The TVET center renovation/construction implementation oversight will be the National Social Protection Secretariat (NSPS) under the Gambia's Office of The Vice President (OVP). NSPS deals with the existing and proposed institutional arrangements that would facilitate environmental and social soundness and sustainability. Monitoring of the ESMP is paramount as it ensures that mitigation and enhancement measures are implemented. Monitoring assists to:

- Improve environmental and social management practices.
- Check the efficiency and quality of the environmental processes
- Compliance with the environmental and social screening requirement

The monitoring shall be viewed in three phases: compliance, impact monitoring, and cumulative impact monitoring. The National Environment Agency is responsible for monitoring compliance, and resources should be made available by the project for the Agency to execute this task, followed by reporting. The project team does impact monitoring, and cumulative monitoring does impact monitoring and cumulative monitoring.

Furthermore, it will also identify the capacity-building needs of the various institutions and persons involved in implementing the ESMP. The following institutions and focal persons are responsible for implementing the ESMP.

Table 28 Roles and responsibilities for the ESMP implementation0

Institution	Mandate	Interest in Project	Possible Role/Responsibility In the Implementation of ESMP	Gaps in the Delivery of its ESMP Responsibility	Nature and title of Capacity Building to achieve its Mission in The ESMP	Budget (US$)
National Social Protection Secretariat (NSPS)	The Secretariat is mandated to provide social protection, including access and use of basic social services such as Basic education.	This project will be implemented through the NSPS	It is the responsibility of NSPS to ensure that the enhancement and mitigation measures in the ESMP are implemente**d.** The Secretariat will work with other stakeholders to monitor the E& S safeguards. They will shoulder the E&S monitoring of the project.	NSPS does not currently have an Environmental and Social Specialist who can help monitor the implementation of the ESMP.	Hire a competent Environmental and Social Specialist	30,000.00
Ministry of Basic and Secondary Education (MoBSE) **&** **Ministry of Higher Education Research Science and Technology (MoHERST**)	Responsible for the policy drive of basic and secondary education in the Gambia MoHERST is Responsible for overall formulation and direction of the national Secondary education agenda, planning and	MoBSE and MoHERST interface between the benefiting sector and NSPS Works closely with the NSPS to ensure the project is successfully implemented while adhering to E&S safeguards	MoBSE and MoHERST also supports all initiatives that gear toward quality education at all levels for the Gambian population. Through the Regional Education Directorate (RED), and MoHERST focal points, the Ministries ensures the project is implemented as planned.			

	education infrastructural development The ministries are implementing partners of this project					
National Environment Agency (NEA)	The NEA, through the EIA working group is a mandated government Agency to ensure compliance of projects with national environmental management laws	Project has the potential to generate negative environmental and social effects if proposed surveillance activities are not properly implemented.	Direct monitoring of the enhancement and mitigation measures implementation and submission of quarterly monitoring reports to PIU. To advise the PIU on required adjustments to the enhancement and mitigation programs. Quarterly environmental monitoring with key stakeholders	The Agency lacks basic testing devices to monitor site air, water, noise and soil quality.	Need to purchase and train staff on the use of these devices.	50,000.00
Ministry of Environment, Climate Change and Natural Resources	This Ministry oversees the implementation of the environmental policies adopted by the National Environment Management Council (NEMC)	The Project in line with policy goals in the sound management of the environment and conservation of natural resources	The Ministry co-opted in the monitoring to ensure adopted policies are in line with our national environmental laws Support in the monitoring of greenhouse gases (i.e. methane) and waste management in intervention sites	Most of the staff are overwhelmed with many assignments	Identify a focal person to work closely with the ESIA working group on the project.	4000.00

Department of Water Resources	Responsible for dealing with water resources and hydrological issues	Support in the design, installation and operationalization of the irrigation system and effective use of water resources	Ensure water resources are used wisely Support in preventing water contamination and monitoring water quality			
Local Government Authorities	Regional authority within whose administrative area the project falls and a potential supporter in both project and post-project era	Project compliments responsibilities to the beneficiaries	Potential contributor towards the cost of sustainability of the project after implementation and life cycle in terms of technical and human resources as this would not be the project's responsibility	Lack of expertise to monitor the social aspect of the project	Train key staff on monitoring the project's social aspect, such as GBV/SEA/SH, Child labor etc.	4000.00
Directorate of Public Health Services	The project has implications for public health issues	Monitor and help in controlling public health issues relating to the project activities	Key stakeholders in the monitoring of controlling public health issues			
School Management Committee	Ensure school-going children are enrolled for ECD.	Ensure that the renovation work is done properly according to the contract and standards	Monitoring the workforce and the work activities at the health center	Lack of expertise in environmental and social safeguards	An environmental and social safeguard specialist should be attached to the school during the renovation phase of the project	2500.00

Beneficiaries' communities	communities within the selected school catchment areas	Project will enhance enrolment and teaching and learning environment of beneficiaries communities through easy access to quality education	• in-kind contributions, especially free labour towards plan implementation • Record-keeping aiding monitoring program. • Provide relevant information during project monitoring.	Lack of knowledge of construction-related environmental and social impacts and mitigations	Sensitize the beneficiary communities of the negative impacts of the project and mitigation measures as well as monitoring techniques	4000.00
Non-governmental Organizations:	those organizations working with beneficiary communities in the area of education	Project complements efforts in supporting Regional Education Directorate (RED), providing basic education to the communities.	• Share and provide expertise in implementing mitigation and monitoring programs. • Share expertise and resources in building the capacity of the beneficiaries.			
Total						**94,500.00**

8.4 Institutional Training and Sensitization

The principal objective of the training and sensitization is to ensure the sound and sustainable implementation of the ESMP. Social conflict can be addressed by bringing all stakeholders on board through sustained and regular consultations. The training will equip project personnel for effective communication and empower the community for social conflict resolution.

It is recommended to hold training workshops at the regional and community levels for the Regional Education Directorate (RED) Officials and School Management Teams (SMCs). These workshops will focus on identifying and discussing environmental and social issues that will arise during the implementation of the ESMP. These will also sensitize participants about environmental and social obligations under the ESMP, manage the site's relevant problems, and strategize the implementation of the ESMP activities.

Similarly, at the national level, every quarter during which key stakeholders are involved in the Vulnerable Youth and Women Support Project (VYWSP) field implementation will focus primarily on policy issues and share ideas and experiences. The Environmental and Social Safeguard consultants at NSPS will be responsible for organizing and reporting on these quarterly training. At the national level, it is also recommended that contractors working in the various project sites are trained. The training of contractors will focus on their responsibilities toward complying with the ESMP requirements.

8.4.1 Major Institutions

The main institutions to be involved with the implementation of the project and to ensure sound Management of the environmental and social aspects include:

-Office of the Vice President;

-National Social Protection Secretariat;

-Project Coordinating Unit

-Ministry of Higher Education, Research Science and Technology;

-Ministry of Transport Works and Infrastructure

-National Environment Agency

-Governor’s Office, Region 6

-Regional Education Directorate, Region 6

8.4.2 Capacity Building Requirements

Project institutions need to understand the purpose of the ESMP, their expected roles, and the extent to which the ESMP will facilitate the respective statutory functions. This will engender the required collaboration for the ESMP implementation.

Competence of government, i.e., the ability of active government parties to carry out their respective design, planning, approval, permitting, monitoring and implementation roles, will largely determine the project's success and sustainability or otherwise.

Therefore, the objectives and provisions of the ESMP, therefore cannot be achieved without relevant competencies on environmental and social management within the major instructions above, the PIU and other stakeholders. The following sections provide recommendations on capacity building to support the program's environmental and social management objectives.

Identification of Capacity Building Needs

The first step in pursuing capacity building will be to identify the capacity-building needs of the various stakeholders. Capacity building should be viewed as more than training. It is human resource development and includes equipping individuals with the understanding, skills, and access to information, knowledge, and training that enables them to perform effectively. It also involves organizational development, elaborating relevant management structures, processes, and procedures within organizations, and the management of relationships between the different organizations and sectors (public, private, and community).

The capacity-building requirements will mostly be in the form of training workshops as follows:

(1) A training workshop on the E&S Safeguards should be organized for the major stakeholders identified above.

(2) A training workshop for the key project implementers should cover the following:

- Inclusion of environmental mitigation measures & penalties in contract documents of contractor and contractor supervision;
- Environmental screening and monitoring; and
- Public/community participation techniques and procedures.

For each group, training will be provided at a different level of expertise in different areas and would include:

- In-depth training to a level that allows trainees to go on to train others, including environmental and social procedures where relevant; and
- Sensitization or awareness-raising in which the participants are familiarized with the significance or relevance of the issues to the extent that they can identify potential or emergent problems and request further assistance as necessary.

Table 29: Sensitization Measures & Capacity Building

Module	Capacity Building Activities	Proposed Themes	Target Beneficiary	Trainer	Budget (USD)
1	Training on Environmental and Social Management Plan Implementation	• Overview of Environmental and Social Impact Assessment Process • Overview of Potential Environmental and Social Impacts of Project • Environmental Pollution & Control • Environmental Engineering • Environmental and Social Management Plan • Environmental Performance Monitoring – Monitoring Mitigation Measures in ESMP • Environmental and Social	Relevant Officers of PIU-Environmental Specialist/Social of URR, NGOs, CBOs., Project Contractor	Environmental and Social Consultant/ NEA	16,000
2	Training on Construction HSE	• Introduction to Construction HSE • Overview of Health and Safety Hazards in Construction • Incidents: Causation, Investigation & Reporting • Excavation Safety • Construction Site Inspection • Personal Protective Equipment	NSPS/PIU, Regional NEA Staff, NGOs, CBOs, Project Contractor	Environmental and Social Consultant/ NEA	10,000
3	Beneficiary Communities Awareness Raising Campaign	• Raising public awareness on project issues (environmental and social issues, GBV, SEA/SH, VAC and GM, Emergency preparedness, etc.) • Assessment and prevention of accidents related to civil works and the movements of machines. • Prevention and management of GBV/SEA/SH/VAC, GM • Public awareness on diseases (HIV-AIDS/STI, COVID-19).	Local communities, CSOs/NGOs The public, especially the communities where the project will be implemented	PIU/Environmental and Social Consultant/ NEA	15,000
TOTAL Forty thousand US Dollars					**40,000**

8.5 E&S Monitoring for the Renovation of Julangel TVET Center

The overall objective of environmental and social monitoring will be to ensure that mitigation measures are implemented and are effective. Environmental and social monitoring will also enable the response to new and developing issues of concern during the project implementation, ensuring that project activities comply with and adhere to environmental provisions and standard specifications of the Bank and those of the Government of The Gambia. The monitoring plan shall be implemented and maintained to ensure these mitigation measures are effective and properly implemented. This chapter discusses the environmental and social performance monitoring that shall be undertaken to evaluate the efficiency of mitigation measures and provide feedback about the actual environmental and social impacts of rehabilitation/construction activities. Monitoring will also ensure compliance with environmental and social standards, facilitate any required changes, and seek solutions to emerging environmental and social problems. The monitoring requirements are discussed for each environmental and social aspect during rehabilitation/construction works in Table 31.

8.6 Environmental and social aftercare programmes

To reduce and manage the impacts of the proposed project, the surrounding local communities and the environment, the following are recommended for implementation as environment and social aftercare programmes in line with the ESMP for sustainability:

- Community and environmental education programme
- Water quality management programme
- Waste management programme
- Air quality management programme
- Occupational Health and Safety management programme
- Gender, SEA/SH& Social Management Programme

It should be noted that the proposed ESMP under this assessment will form the benchmark for any upcoming management programmes and related plans and addressing the monitoring factor in line with relevant laws and good practices for sustainable development.

Table 30**: Monitoring arrangements**

Issue	**Monitoring**	Method	**Frequency**	**Responsibility**	**Performance Indicator**	**Cost (US$)**
Air Quality (air pollution)	Emissions from vehicles and equipment Dust generated from construction activities, construction vehicle movement, stockpiles, storage of construction materials, etc.	○ Visual monitoring ○ Interview of workers and communities on and around project sites	Quarterly	Contractor/NSPS Environmental Safeguard and Social Specialists/NEA	○ Complete records of monitoring activities ○ Regular vehicle maintenance records. ○ No visible dust plumes originating from construction sites. ○ No irregular exhaust (heavy black or white smoke) from equipment and vehicles.	5,000
Water Pollution	Visual inspection of any erosion from the construction area and transport of sediments and contaminants (e.g., oil, grease).	○ Visual monitoring	On demand, run-off after heavy rainfall events	Contractor/NSPS Environmental Safeguard and Social Specialists	○ Up-to-date and complete records as required by spill prevention and response procedures	5,000
Waste Generation and Disposal	Site clean and proper storage and handling of (hazardous) waste and sewage. Segregated waste disposal or storage areas are clearly marked. Toilet facilities are readily available near the construction site for all workers	○ Visual monitoring	Daily throughout preparation, rehabilitation/construction phase	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA	○ Current and complete records of regular waste collection and disposal. ○ Records of workers attending follow-up health and safety training on a monthly basis. ○ Compliance with applicable	5,000

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
					regulations, including: ○ *Anti-littering Regulation of Solid Waste* ○ *Regulation of Harmful and Hazardous Waste Management*	
Community Health and Safety	Monitor health, safety and security requirements are considered and respected Ad hoc intervention in case any of the workers show symptoms of a COVID-19 infection	○ On-site visits and communication; interviews with community leaders As per government's recommendations	Monthly and When necessary	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA/EIA working group	○ No identified non-compliances of health and safety procedures. ○ Regular training records of personnel on health & safety procedures on site. ○ Review of grievance register Minimal rate of infection with positive COVID-19.	2,000
Occupational Health and Safety	Visual inspection of compliance with health and safety procedures Monitor working conditions: ○ H&S training provided ○ Use of personal protective equipment for workers ○ Accessibility of workers to a grievance	○ Visual Check training records Visual ○ Grievance mechanism in place and grievances recorded	Monthly	Contractor/NSPS Environmental Safeguard and Social Specialists/Public and Environmental Health Officers/NEA/ EIA working group	○ No identified non-compliances with health and safety procedures. ○ Regular training records of personnel on health & safety procedures on site. ○ Injuries or accidents to workers/personnel on site are reported and investigated promptly and in compliance with the	2,000

Issue	Monitoring	Method	Frequency	Responsibility	Performance Indicator	Cost (US$)
	mechanism				health and safety procedures. o H&S training provided o PPE used on-site by workers o Review of grievance register	
Gender-based Violence (GBV) and Sexual Exploitation and Abuse/Harassment (SEA/SH)	Monitor the existence of workplace Violence, Sexual Exploitation, and Abuse/Harassment (SEA/SH)	o Interview with the workers o Interview with the local community	Monthly during the preparation and rehabilitation/construction phase and, if necessary, randomly	Contractor/NSPS Environmental Safeguard and Social Specialists	o Whether cases of discrimination, GBV, and indiscipline are reported o Number of grievances addressed o All workers to comply to the Code of Conduct	8,000
o **Total**						**27,000**

8.7 Grievance Mechanism (GM)

It should be expected that grievances could arise in implementing the measures at the community level. Therefore, the following mechanism is proposed to redress any grievance or complaint.

1. Set up a grievance redress committee easily accessible to the beneficiaries; the composition needs to be discussed between the Project team and the beneficiaries.
2. Sensitise the beneficiaries on the existence of the Committee and its roles, how to contact the Committee and register grievances.
3. The following process should be followed in receiving and responding to grievances.
    i. The grievance is received by the Chairperson of the Committee and recorded in a grievance register.
    ii. The Chairperson summons a meeting within seven calendar days of receiving the grievance, inviting the representative of the Project in the Region
    iii. if the Committee agrees to an immediate action to satisfy the complainant, the latter shall be briefed by the Chairperson of the remedial action and how it will be implemented.
    iv. For a corrective action that requires a longer period, the Chairperson will inform the complainant of the action and proposed timeline for correction.
    v. In either 'iii' or 'iv' above, the Chairperson gets written satisfaction from the Complainant on the action taken and formally closes the case in the Register.

8.7 Waste Management Plan

The generation of waste is anticipated during the implementation and operation phases of the Julangel TVET Center. Thus, a Waste Management Plan (WMP) is important to sustainable waste management, including proper collection, storage, transportation, treatment, and disposal. It addresses the management of all solid and liquid refuse, including hazardous and non-hazardous waste, produced as a result of Project activities in the TVET center.

As per the renovation/construction activities, some waste will always be generated regardless of the project's scope and size. Thus, a Waste Management Plan (WMP) is key to sustainable waste management. It addresses the management of all solid and liquid refuse, including hazardous and non-hazardous waste, produced as a result of Project activities.

8.7.1 Legislative Requirements

Although there is no detailed general Waste Management Plan developed for The Gambia, this Waste Management Plan (WMP) is based on several legislations in the Gambia, including:

- **National Environment Management Act 1994**

***The act specifies that "waste** includes any matter prescribed to be waste,.and any rejected matter, whether liquid, solid, gaseous, or radioactive, which is discharged, emitted, or deposited in the environment in such volume, composition or manner likely to **affect the environment adversely**[3];…*

- **Anti-Littering Regulations, 2007**

The regulation states that waste "includes any substance or object, whether or not intended as waste that, when deposited in a place other than a litter receptacle or other place lawfully designated for the deposit, is or is likely to become unsightly, nauseous or unsanitary, whether by itself or with any other substance or object and regardless of its size or volume or the extent of the deposit;[4]

8.7.2 Waste Management Principles

The waste principle presents a waste management hierarchy commencing with the preferable option to the least preferable option. Waste prevention is the most preferred option for reducing volumes of waste is a priority, followed by reuse, recycling, and recovery, including energy recovery, and the last option is safe disposal. This Plan is the primary tool to guide employees toward waste management.

An integrated waste management flow on site is needed. Such a waste management flow is presented in the table below.

Table 31**. Waste Flow Management Options**

Stages	Waste Management Options	Description
1	**Prevention**	Minimize the production of waste materials in the construction process by ○ Assessing and taking into consideration the resultant waste from different design and construction options ○ Purchasing materials that will result in less waste and minimal packaging are pre-cut or fabricated. ○ Not over-ordering products and materials
2	**Reuse**	Ensure that, where ever possible, materials are reused either onsite or offsite. ○ Identify all waste products that can be reused ○ Put systems in place to separate and store reusable items ○ Identify the potential applications for reuse both onsite and offsite and facilitate reuse

[3] National Environment Management ACT. 1994. https://faolex.fao.org/docs/pdf/gam6275.pdf
[4] The Gambia Anti-Littering Regulations, 2007. https://faolex.fao.org/docs/pdf/gam173305.pdf

3	**Recycling**	Identify all recyclable waste products to be produced on site o Provide systems for separating and stockpiling recyclables o Provide clear signage to ensure recyclable materials are separated o Process the material for recycling either onsite or offsite
4	**Recovery**	Recovery of waste is usually most successful when done in bulk. Therefore, a centralized recovery facility is preferable. Forms of recovery include: o anaerobic digestion, o incineration with energy recovery, o gasification and pyrolysis produce energy (fuels, heat, and power) and materials from waste.
5	**Disposal**	Waste products that cannot be reused or recycled will be removed and disposed of. The following will need to be considered: o Ensure the chosen waste disposal contractor complies with OEH requirements o Implement regular collection of bins

8.8 Analysis of Waste Generation by the ECD Renovation/Construction Project

Throughout the cycle, including site preparation, renovation, exploitation, and closure phases, different categories of reusable and recyclable wastes will be generated from every construction process in connection with temporary or permanent works. Solid waste generation from project activities will generally include domestic waste, commercial waste, construction and demolition debris, sanitation residue, and street waste. These wastes will be in solid or semi-solid form and potentially include very low quantities of industrial hazardous wastes. Solid waste generation in the project will include domestic waste, commercial waste construction and demolition debris, and sanitation residue. The major waste generation anticipated will include:

- Biodegradable waste (food and kitchen waste, green waste (vegetables, flowers, leaves, fruits), etc.;
- Recyclable material (Plastic, paper, and cartons from pre-formed products and packaging, cardboard, wood, glass, bottles, cans, metals, certain plastics, etc.);
- Inert waste (construction and demolition waste, dirt, rocks, housekeeping, debris, etc.)
- Scrap metals from off-cuts, rebar, steel pipes unusable/surplus concrete/grout etc;
- Chemical waste - engine oils, hydraulic fluids, cleaning fluids, used oil filters and car batteries etc., and
- General refuse - generated from the onsite workforce.

8.8.1 Waste Assessment / Inventory

- The NSPS Environmental Safeguard specialist must develop, implement and maintain a waste inventory reflecting all waste generated during construction for general and hazardous waste streams.
- Given waste reduction, reuse, and recycling opportunities, construction methods and materials should be carefully considered.
- Once a waste inventory has been established, targets for waste recovery (minimization, reuse, recycling) should be set.

8.8.2 Waste Collection, handling, and Storage

- The project contractor must implement their waste recycling system, i.e., separate bins for food waste, plastics, paper, wood, glass, cardboard, metals, etc.
- In the case of fixed and portable toilets, they must be monitored and maintained daily.
- Below-ground storage of septic tanks must withstand the external forces of the surrounding environment. The area above the tank must be demarcated to prevent any vehicles or heavy machinery from driving around the area.
- The project contractor must provide waste collection bins and hazardous waste containers and place them around the site to store organic, recyclable, and hazardous waste.
- A dedicated waste area must be established onsite to store all waste streams before removal.
- Signage/ colour coding of waste bins must be used to differentiate disposal areas for the various waste streams (i.e., paper, cardboard, metals, food waste, glass, etc.).
- The location of all temporary waste storage areas must aim to minimize the potential for impact on the surrounding environment, including prevention of contaminated runoff, seepage, and vermin control.
- Waste storage shall be in accordance with all Regulations and best-practice guidelines, and under no circumstances may waste be burnt on site.
- Vegetation removed from the site must be chipped, removed, and disposed of at an appropriate waste disposal facility or used as mulch onsite.
- A dedicated waste management person/team must be appointed and responsible for ensuring the continuous sorting of waste and maintenance of the area. He/she must be trained in all areas of waste management and monitored by the project contractor.

8.8.3 Management of waste storage areas

- The position of all waste storage areas must be located away from water courses and ensure minimal degradation to the environment. The main waste storage area must have a suitable stormwater system separating clean and dirty stormwater.
- Waste storage areas must be under the roof, or the waste storage containers must be covered with tarpaulins (or similar material) to prevent water ingress.

- Collection bins placed around the site and at subcontractors' camps must be maintained and emptied regularly by the principal contractor.
- Waste must be stored in designated containers and not on the ground.
- Inspections and maintenance of bunds must be undertaken daily. Bunds must be inspected for leaks or cracks in the foundation and walls.

The Project Contractor will practice necessary design, proper planning, and good site management to minimize specific waste generated during the project cycle. Table 2 presents proposed waste management strategies for specific waste types.

Table 32 **. Specific waste management strategies**

Waste Type	Management
Chemical Waste	○ Repair and maintenance of plants and vehicles on site are not encouraged but minimized as far as practicable to reduce the generation of chemical waste on site. ○ Plants in poor condition will not be deployed onsite. ○ Chemical wastes expected from the Contract include engine oils, hydraulic fluids, waste fuel, spent solvent, spent cleaning fluids, spent lubricating oil, contaminated sawdust/sandbags, paint residual, and used oil filters. ○ All chemical waste generated by the construction works should be properly labelled, packaged, and temporarily stored at designated chemical waste storage areas within the construction site.
Solid/General Refuse	○ Enclosed bins for general refuse other than construction and chemical wastes should be provided at convenient locations within the site to collect general refuse from the workforce. ○ The bins and their storage areas should be cleaned regularly. Refuse should be removed from the site by a reputable waste hauler regularly. Burning of refuse on site is strictly prohibited. ○ Suppose volumes are large enough to warrant such collection. In that case, outside waste recycling companies will provide three-colored recycling bins to collect and segregate aluminum cans, plastic bottles, and paper waste onsite for subsequent collection.
Packaging Materials	○ Construction materials will be ordered as far as practicable in bulk quantity or in a container that requires the least packaging or wrapping. ○ For materials delivered to the site, reusable and recyclable cardboard, packaging materials, and pallets will be reused, recycled or returned to the supplier. Suppliers who accept the return of pallets and reusable and recyclable cardboard and packaging materials should

	be identified and given priority for the business. o Sufficient space will be provided for a proper stockpile of such recovered materials in dry condition and with cover to prevent cross-contamination by other Renovation/Construction materials. o The recovered materials will be arranged to be collected by or delivered to recycling contractors on a regular basis.
Plastic	o As plastic is now considered a highly recyclable material, much of the plastic generated during construction will be diverted from landfill and recycled. o The plastic will be segregated at the source, kept clean as possible, and stored in a dedicated skip.
Timber	o Timber waste will be generated from the construction work as off-cuts or damaged pieces of timber or from demolished buildings. Timber that is uncontaminated, i.e., free from paints, preservatives, glues, etc., will all be recycled. It will be collected onsite in a designated area and collected recycled.
Scrap Metal	o Steel is highly recyclable, and numerous companies will accept waste steel and other scrap metals. o A segregated skip will be available onsite for steel/metal storage, pending recycling.
Bedrock, Blocks, and Concrete	o Most of the renovation/construction waste will be clean, inert material, and it is proposed to reuse it for construction purposes where possible. If bedrock is encountered during excavations, it will either be crushed onsite and used for infill during construction or be removed from the site by appropriately permitted waste collectors. Rock recovered from the site will be recovered at an authorized site locally.

8.9 Disposal

The strategy for management and disposal of all renovation/construction materials arising from the project will be based on the principle of avoidance, minimizing, segregation, and salvage for reuse or recycling on or offsite wherever practicable, followed by the last resort of disposal to landfill as appropriate. The following approach should be adopted.

- Waste generated on-site must be removed regularly, as determined by the Project Contractor. This frequency may change during construction depending on waste volumes generated at different stages of the construction process.
- Waste must be removed by a suitably qualified contractor and disposed at an appropriately licensed landfill site. The contractor must provide proof of appropriate disposal.

8.10 Training

Although designated individuals shall be assigned to manage waste to ensure commitment, operational efficiency, and accountability during the renovation/construction phases of the project, training and awareness regarding waste management shall be provided to all employees and contractors as part of the toolbox talks or onsite awareness sessions.

All site employees and sub-contractors will be required to attend a site-specific induction that will outline the components of the WMP and explain the site-specific practicalities of the waste reduction and recycling strategies outlined in the WMP. All employees must clearly understand which products are being reused/recycled onsite and where they are stockpiled. They are also to be made aware of waste reduction efforts regarding packaging. The site manager will post educational signage in relation to the recycling activities on site in breakout areas, lunch rooms, etc

8.11 **Record Keeping**

Records will be kept for all waste material that leaves the site, either for reuse on another site, recycling, or disposal. A system will be put in place to record the construction waste arising onsite. The waste manager or delegate will record the following:

- Waste taken offsite for reuse
- Waste taken offsite for recovery
- Waste taken offsite for recycling
- Waste taken offsite for disposal
- Waste (soil & stone) accepted onsite for recovery

For each movement of waste offsite, a signed waste collection docket will be obtained by the waste manager (or delegate) from the contractor. This will be carried out for each material type. This system will also be linked with the delivery records.

8.12 Monitoring of Waste Management Activities

Records must be kept of the volumes/ mass of the different waste streams collected from the site throughout the project's life. The appointed waste contractor is to provide monthly reports to the operator containing the following information:

- Monthly volumes/ mass of the different waste streams collected;
- Monthly volumes/ mass of the waste that is disposed of at a landfill site;
- Monthly volumes/ mass of the waste that is recycled; and
- Data illustrating progress compared to previous months.

This report will aid in monitoring the progress and relevance of the waste management procedures.

8.13 Responsibilities

The roles and responsibilities inherent to the WMP are presented in Table 3 below.

Table 33 **. Roles and Responsibilities**

Entity	Responsibilities
Local Government Area Council/NEA/NSPS	○ Enforce the Waste Management Plan. ○ Contractually obligate the Enterprises to meet the requirements of the Waste Management Plan. ○ Manage the Solid Waste Management Area or appoint an appropriate contractor.
Contractor	○ Provide a minimum of two garbage receptacles for wet and dry waste segregation. An additional bin for hazardous waste is highly recommended. ○ Develop a site-specific Waste Management Plan for the Contractor's activities. ○ Site-specific Waste Management Plan must be aligned with the full site WMP and approved by the NSPS ESS before work commences. ○ Educate all members of staff on the waste hierarchy. ○ Educate all staff members on site-specific WMP and the Waste Management Plan for the ECD center renovation/construction project. ○ Education is to be provided to each staff member before the commencement of work. Regular refresher sessions will be undertaken through toolbox talks or training sessions throughout the contract period.

8.8 ESMP Disclosure

After this ESMP is approved, the NSPS will ensure it is published on the NSPS and Ministry of Basic and Secondary Education websites. NEA will also publish it on its website, including its Library at its head office in Kanifing and the various NEA Regional offices where subprojects are located, Regional Education Directorates. The Africa Development Bank will disclose it on its website. Additionally, hard copies of the report will be made available at designated locations for review by members of the general public. This will enable all interested stakeholders to read and understand how they stand to be affected by the project.

A key element of sustaining stakeholders' support in any project execution is to consult and communicate with the stakeholders effectively and to engage them as early as possible with the project, which has been done in the course of preparation of the intervention work and further enhanced during the preparation of this ESMP.

8.9 ESMP Implementation Budget

Table 34: Budget for implementation of the ESMP

No.	Activity	Timeframe	Cost (USD)	Responsibility
1	**Preparation of site-specific C-ESMP/ESIAs and other related sites studies, Environmental and social aftercare programmes**	Quarters 1&2 before actual project implementation works	25,000	NSPS/NEA/AfDB /Contactors
2	**Mitigation measures**	project implementation cycle	29,000	NSPS/NEA/ /Contactors
	○ Capacity Building of Technical Officers – environmental and Social matters	project implementation cycle	30,000	NSPS/NEA/Dept. of Social Welfare
	○ Capacity building of school authorities (REDs and SMCs) – environmental and social matters	Quarter 2&3 of project commencement	10,000	NSPS/NEA/Consultant
3	**ESMP Monitoring**			
	○ Regular supervision – environmental and social aspects	Project implementation cycle	27,000	NSPS/NEA/Dept. of Social Welfare
	○ Support to NEA to enhance its capacity for effective participation in the implementation of the project activities and delivery (MoU with NEA)	Project implementation cycle	40,000	NSPS/NEA/AfDB
4	Institutional Strengthening and Capacity building and general public awareness programmes	As and when necessary	25,000	NSPS/NEA/Dept. of Social Welfare
	Environmental and Social Audits	Annually during implementation years	20,000	NSPS/NEA/Consultants
	Public health issues ○ Provide information, instructions and training on STDs, drug abuse etc. to the workers to create awareness. ○ Provide female and male condoms to the community and workers. ○ Conduct daily temperature	Project implementation cycle	5,000	Directorate of Public Health Services/NSPS

	screening of workers and visitors. ○ Provide handwashing stations and sanitizers at all sites. ○ Ensure workers and visitors adhere to all COVID-19 protocols including wearing of face mask and social distancing.			
	Implementation of the GRM related activities	During all phases	10,000	NSPS/NEA/Dept. of Social Welfare
	Security and GBV concerns Number of conflicts/cases reported to the Grievance Redress Committee	Project implementation cycle	5,000	
Total			**226,000**	

9. CONCLUSION AND RECOMMENDATIONS

This ESMP has critically evaluated the individual sub-projects under the Vulnerable Youth and Women Support Project on the renovation of Julangel TVET Center, having reviewed the project documents and considering the project location's environmental and social characteristics. The potential environmental and social impacts have been assessed and are all considered to have minimal environmental impacts and are, thus, classified as Category A projects. Appropriate mitigation measures have been designed for these impacts. This ESMP, estimated at 226,000 USD, is set to guide the implementation process.

The ESMP has revealed the following with appropriate recommendations:

- The proposed renovation works are most desirable because of the obvious socio-economic benefits. These far outweighed the negative impacts that could arise during implementation.
- Given the hot weather condition at the project site, there is a need for the use of suitable construction materials locally available (non-cement blocks and roof) that will ensure conducive teaching and learning environment.
- Compliance with construction works with site management and landscape plans. Inspection of quarry licenses to ensure earth materials are obtained only from licensed operators.
- Ensure transportation of earth materials is done by covered trucks.
- Stockpiles of fine materials are placed away from drainage features and are not washed into the marine environment.
- As evident from the consultation, more than 88% of people who were consulted approved of the project, citing that it would improve the teaching and learning environment.
- Priority should be given to local workers in the recruitment of unskilled labour. There is a need to involve the community during project implementation.
- Mitigation measures and management plans have been suggested and developed for the negative impacts.
- Project works should be sensitized on GBV and SEA/SH upon recruitment and continuous toolbox meetings onsite periodically.

An appropriate institutional framework has been drawn up to implement the mitigation measures and environmental management plan, while the proposed monitoring programmes shall be set in motion as soon as possible.

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Annex 1. List of Stakeholders Consulted

	CONSULTATION REGISTER FOR RED 5 SOUTH\NORTH				
No	Nmaes	Gender	Name of District	Name of Community	Contact\Telephone
152	Ebrima Fatty (Education Officer)	M	Janjngbureh	RED 5 South	3146594
153	Lamin NS Sanneh(SEO)	M	Janjngbureh	RED 5 South	7494504
154	Kawsu AJ Sama	M	Janjngbureh	RED 5 South	3538539
155	Anthony Correa(Senoir Cluster Monitor	M	Janjanbureh	RED 5 South	7048666
156	Paa Sait Ceesay	M	Janjangbureh	Janjangbureh Area Council	7338279
157	Alagie Gaye	M	Janjangbureh	Department of community dev..	3967309
158	Fali Fofana	M	Wassu	RED 5 North	3578896
159	Fatim A. Jallow	F	Wassu	RED 5 North	7001050
	CONSULTATION REGISTER FOR RED 1 KANIFING MUNICIPAL COUNCIL				
No	Name	Gender	Name of District	Name of Community	Contact Number
160	Lamin A Manneh	M	Kanifing	RED 1	2163511
161	Matarr Jagne	M	Kanifing	RED 1	3587748
162	Abdul Kadir Sanneh	M	Kanifing	RED 1	7780694
163	Fanny Njie	F	Kanifing	RED 1	3988541
	CONSULTATION REGISTER AT THE MINSIRTY OF HIGHER EDUCATION RESEARCH SCIENCE AND TECHNOLGY				
No	Name	Gender	Name of District	Name of community	Contact Number
164	Anthony G Mendy	M	Kombo North	MOHERST	3948166
165	Marie Mendy	F	Kombo North	MOHERST	3140875
166	Lamin Ceesay	M	Kombo North	MOHERST	3052150
	CONSULTATION REGISTER AT THE NATIONAL ENVIRONMENT AGENCY				
No	Name	Gender	Name of District	Name of Community	Contact Number
167	Dawda Badjie	M	KM	NEA Executive Director	9966093
168	Lamin Samateh	M	KM	Senoior programme officer NEA	2159036
169	Kemo Kijera	M	KM	NEA	7272357
	CONSULTATION REGISTER SOCIAL PROTECTION OFFICE				
No	Name	Gender	Name of District	Name of community	
170	Momodou Dibba	M	BJL	National Cordinatotr Social protection office	7987858
171	Ramatulie Sillah	F	BJL	National Social Protection Office	3041750
172	Sulayman Fatty	M	BJL	Natioanl Social Protection Office	2643100
	CONSULTATION REGISTER AT MINISTRY OF GENDER AND SOCIAL WELFARE				
No	Name	Gender	Name of District	Name of Community	Contact Number
173	Filly Nyassi	M	KM	MOGCSW	3063660
174	Modou Sumareh	M	KM	MOGCSW	3681775
	CONSULTATION REGISTER AT GAFNA				
	Yusufa Gomez	M	KM	GAFNA	9924278\7984278
	CONSULTATION REGISTER AT MINISTRY OF TRANSPORT WORKS AND INFRASTRUCTURE				
175	Lamin S Kuyateh	M	KM	MOTWI	2017828
176	Ebrima Suwareh	M	KM	MOTWI	6692633\3557457
	CONSULTATION REGISTER AT CRS				
177	Amulai Touray	M	KM	CRS	7296009

CONSULTATION REGISTER FOR THE REHABILTATION\CONSTRUCTION OF ECDs AND TVET CENTERS in URR Al and North Bank Region

Consultation Register in Julangel TVET Center URR

No	Name	Gender	Name of District	Name of Community	Contact Number
1	Jabu Faye	F	Jimara	Julangel	7391372
2	Bubacarr Bah (Lecturer)	M	Jimara	Julangel	7118998
3	Simbara Sannoh	M	Jimara	Julangel	7954504
4	Aja Maimuna Jawo	F	Jimara	Julangel	2246982
5	Faramba Jaiteh	M	Jimara	Julangel	2897153
6	Momodou Baldeh (Head of the C	M	Jimara	Julangel	7112907
7	Nyima Njie	F	Jimara	Julangel	7438200
8	Mariama Dansira	F	Jimara	Julangel	7026747
9	Isatou Magasi	F	Jimara	Julangel	7244190

Consultation Register from Diabugu Batapa URR ECD Centre

No	Name	Gender	Name of District	Name of Community	Contact Number
1	Bintou Camar	F	Sandu Cluster	Diabugu Batapa	5019964
2	Haja Drammeh	F	Sandu Cluster	Diabugu Batapa	3214868
3	Sira Camara	F	Sandu Cluster	Diabugu Batapa	2082986
4	Numo Drammeh	M	Sandu Cluster	Diabugu Batapa	2369494
5	Sulayman Drammeh	M	Sandu Cluster	Diabugu Batapa	3014632
6	Ibrahim Ceesay (Chairman)	M	Sandu Cluster	Diabugu Batapa	9932326\3932326
7	Yahya Ceesay	M	Sandu Cluster	Diabugu Batapa	3662044
8	Sutay Jallow (Teacher)	F	Sandu Cluster	Diabugu Batapa	7607697
9	Jankey Jallow (Teacher)	F	Sandu Cluster	Diabugu Batapa	5871306
10	Omar H Bah (Teacher)	M	Sandu Cluster	Diabugu Batapa	7017842\3181919
11	Karim Darboe (Head Teacher)	M	Sandu Cluster	Diabugu Batapa	5332016
12	Penda Jallow	F	Sandu Cluster	Diabugu Batapa	2260257
13	Moriba Camara (Public Health Official	M	Sandu Cluster	Diabugu Batapa	3922195

Consultation Register taken from Tumana Agency for Development (TAD) TVET center in Tinkingo village URR

No	Name	Gendre	Name of District	Name of Community	Contact Number
1	Muhammadou B Drammeh	M	Tumana	TAD	3200258
2	Alhagie Jefang	M	Tumana	TAD	3173107
3	Muhammadou Touray	M	Tumana	TAD	7377147
4	Mayanding Sekilibe	F	Tumana	TAD	2060623
5	Faye Camara	F	Tumana	TAD	3188574
6	Fenda Kora	F	Tumana	TAD	3577337
7	Tida Balisa	F	Tumana	TAD	7471862
8	Aminatta Demba	F	Tumana	TAD	2159423
9	Kumba Drammeh	F	Tumana	TAD	7241083
10	Manneh Sowe	M	Tumana	TAD	2025287
11	Mustapha Sanneh	M	Tumana	TAD	7004337

Consultation Register from Basse Regional Education Directorate

No	Name	Gender	Name of District	Name of Community	Contact Number
1	Nfally Badjie	M	Fulladu East	Basse Mansajang	7990660
2	Ebrima Sanyang	M	Fulladu East	Basse Mansajang	2355234

Consultation Register taken from Tamba San Sang Village URR (ECD Centre)

No	Nmae	Gender	Name of District	Name of Community	Contact Number
1	Hawa Kijera	F	Tumana	Tambasansang	3295819
2	Kumba Kora	F	Tumana	Tambasansang	3032801
3	Kaddy Jagne	F	Tumana	Tambasansang	3837271
4	Isatou Jawara	F	Tumana	Tambasansang	0
5	Mamu Drammeh	F	Tumana	Tambasansang	3372669
6	Sona Trawally (Teacher)	F	Tumana	Tambasansang	3225550
7	Binta Njardo(Teacher)	F	Tumana	Tambasansang	7737405
8	Ebrima Suso (Teacher)	M	Tumana	Tambasansang	3720082
9	Muhammed Sisawo (Teacher)	M	Tumana	Tambasansang	3361676
10	Musa Sillah	M	Tumana	Tambasansang	0
11	Faye Sillah	M	Tumana	Tambasansang	3653221
12	Morry Kanuteh	M	Tumana	Tambasansang	2153201
13	Yankuba Gibba	M	Tumana	Tambasansang	3653296
14	Mutarr Bah	M	Tumana	Tambasansang	3777434
15	Mariama Mballow	F	Tumana	Tambasansang	0
16	Mustapha A Kuyateh (Teacher)	M	Tumana	Tambasansang	5015219

Consultation Register from Songhai Initiatives TVET Center

No	Name	Gender	Name of District	Name of Community	Contact Number
1	Mbye saine	M	Upper Badibu	G S I	3870222
2	Amie .M. Badjie	F	Upper Badibu	G S I	3927109

Annex 2. Interview guide

Introduction:

For the Government of The Gambia to improve the quality and utilization of essential health services in the country, funds were provided by the Gambia Government and Africa Development Bank in support of the proposed rehabilitation works of selected health facilities, TVET centers, and early childhood education centres

The development is anticipated to positively impact the health and livelihood of the local community and beyond and attract numerous other developments and opportunities. On the other hand, the project might pose adverse negative impacts and thus there is a need to conduct an Environmental and Social Impact Assessment (ESIA) study. The ESIA study identifies and assesses the potential impacts of project activities and develops enhancement and mitigation measures.

Stakeholder consultation is a core activity in the ESIA process. Thus, this consultation is initiated to enhance public awareness about the proposed project development, assess public views and perceptions about the project, and get their recommendations for the improvement of the project.

In order to develop a robust Environmental and Social Management Plan (ESMP), this questionnaire is geared towards finding out your view/opinion on the proposed project activities. The information you provide will assist the study team in appreciating your concerns/fears, proffer better operative procedures, and ensure sound environmental and social management practice in the course of the execution of the project.

Please, kindly answer honestly and complete the questions contained herein. Please, be assured that all information provided will be kept strictly confidential and used in combination with other opinions gathered.

If you have any concerns about privacy, please contact 'The Consultant team:+220 3331719/ 5255184/5327279'.

Thank you for taking time to do this interview.

The preferred methodology is focus group discussions with (i) a mixed group, (ii) women only group and (iii) men only group. Note: questions can be asked in groups and/or on an individual basis. This form is a guide to relevant questions.

Name of community			
For groups: Type of Group	Mixed	Women	Men
For individuals: Name of interviewee(s)			
Gender			
Position in the community group			
Place			
Date / time			
Interviewer(s)			

1. Please tell us briefly about your background.

- ✓ *For individuals:* social background and areas of responsibilities in your community
  - i. Age:
  - ii. Marital status:
  - iii. Education level:
  - iv. Economic activity/Employment:
  - v. Role in the community:

- ✓ *For community group:* about the community:
  - i. Population size:
  - ii. Number of households:
  - iii. Language/ethnicity:
  - iv. Religion (Majority and minority):
  - v. Economic activities/Employment:
  - vi. Social amenities (*School, health facility, playground etc*):
  - vii. Source of domestic water (*borehole or NAWEC*):
  - viii. Source of electricity (*NAWEC, generator, solar system*):

Transcript:

2. What is the state of the environment in your community now?

i. Air quality (i.e. clean air or polluted air):

.....

Water quality (i.e. clean or polluted water):

.....

ii. Water quantity (scarce or abundant):

.....

iii. Soil quality (fertile or infertile soil, contaminated soil):

.....

iv. *Vegetation (rich or poor vegetation; dominant types of trees):*

.....

Animal species (wildlife, livestock animals):

……

3. **What do you think about the rehabilitation of the *TVET centers, and early childhood education centres in your community* and expected results/outcomes?**

i. *Project Perception (support or not in support):*

……

Give reasons:

Good/Support	*Bad/Not in support*

ii. *What are the positive impacts the project might bring to your community?*

……

How do you think the project can enhance the above positive impacts for the benefit of the community?

……*What are the negative impacts the project might bring to your community?*

……

How do you think the project can mitigate the above negative impacts to minimize the effect on the community?

……

4. **Do you think the project activities (pre-rehabilitation/construction, rehabilation/construction, and operation) will impact the community's physical and biological environment?**

i. *Air Quality (yes/no): If no, explain why?*

……

If yes, explain how?

……

i. *Water Quality and quantity (yes/no): If no, explain why?*

……

If yes, explain how?

……

i. *Soil quality (yes/no): If no, explain why?*

……

If yes, explain how?

……

i. *Biological environment (vegetation and animal species) (yes/no):*

ii. *If no, explain why?*

iii. ……
……

iv. *If yes, explain how?*

v. ……
……

5. Do you think the project activities (pre-construction, construction, operation and decommissioning) will have impact on the socio-economic condition of the community?

i. *Employment opportunities (yes/no): If no, explain why?*
……
If yes, explain how?
……

ii. *Public health (yes/no): If no, explain why?*
……
If yes, explain how?
……

iii. *Improve livelihood and income earning (yes/no): If no, explain why?*
……
If yes, explain how?
……

iv. *Incidents and accidents (yes/no): If no, explain why?*
……
If yes, explain how?
……

v. *Waste generation (yes/no): If no, explain why?*
……
If yes, explain how?
……

vi. *Social stability/cohesion (yes/no): If no, explain why?*
……
If yes, explain how?
……

vii. *In-migration of workforce (yes/no):*
If no, explain why?
……*If yes, explain how?*
……

viii. *Change in lifestyle and culture (yes/no): If no, explain why?*
……*If yes, explain how?*

……

v. *Increase traffic congestion & road accidents (yes/no)*
If no, explain why?
……
If yes, explain how?
……

6. Is there anything important you think we have forgotten to ask about?

Transcript:

7. Do you have any questions, feedback or concern you want to raise?

Transcript:

Thank you for taking time for the interview. Please feel free to contact us if any other issues you think we should be aware of come to mind.

Observation of the environment:……

Interview guide – experts (government, NGOs, private sector)

The preferred methodology is individual semi-structured interviews.

Name of institution	
For individuals: Name of the interviewee(s)	
Gender	
Position	
Place	
Date / time	

Interviewer(s)	

1) **What do you think about constructing or rehabilitating TVET centers and early childhood education centres and its expected results/outcomes?**
    - *Project perception*

……
……
……

2) **What positive impacts might the project pose on the environment and socio-economic condition of the host community and the country?**

……
……
……

3) **How do you think the project can enhance the above positive impacts to benefit the host community and the country?**

……
……
……

4) **What negative impacts might the project pose on the environment and socio-economic condition of the host community and the country?**

……
……
……

5) **How do you think the project can mitigate the above negative impacts to minimize the effect on the host community and the country?**

……
……
……

6) **What do you think of the current state of the TVET centers/early childhood education centres?**

.....
.....

7) **What role does your institution have or offer in the implementation of this proposed project activities?**

……
……
……

8) **Any Capacity Building needs to be addressed to enable other partners and your active participation in the implementation of the proposed project development?**

……
……
……

9) How can your Institution support enhancing the positive impacts and mitigating the negative impacts of the proposed project activities?

……
……
……

10) Does your Institution have any legal document (Policies, Regulations, Acts etc) relevant to the implementation of the proposed project?

……
……
……

11) Are there anything more you would like to share on issues related to the proposed project and the way forward (Projects Impacts/Concerns and Recommendations)?

……
……
……

Thank you for taking time for the interview. Please feel free to contact us if any other issues come to mind that you think we should be aware.

Perception Survey - Individual Questionnaire (Including Staff, Students and Community Members)		
No	**Section A. Demographic Information**	
	Name of respondent	
	Age of respondent	
	Gender of the respondent	①Male ②Female
	Region of respondent	
	District of Respondent	
	Community of Respondent	
	Facility Type	①TVET Center ②ECD center
	What is your marital status?	①Single ②Married ③Divorced ④Widow
	What is your highest educational level?	①No formal education ②Primary ③ secondary ④ Tertiary ⑤ Others (specify)…… …..
	What is your employment status?	①Student ②Fully employed ③Partially employed ④ unemployed
	What is your occupation specialty in Building construction?	①Agricultural farming ②Non-agricultural labor ③Large/Medium business/Small business ④Industrial worker/factory Worker ⑤Service (Govt./NGO/Private) ⑥ Fisherman ⑦ Others
	What is the average monthly Income level in your household?	
	What is your household size? ***(Household size should include respondent***	

	and all children)	
	Do you have any member of your household who is into any of the following occupations	①Farming ②Trading ③Civil servant ④Service, Shop and Market Sales Workers ⑤Technician/Carpentry/Welding or related fields ⑥Student ⑦Unemployed ⑧Others
	PROJECT AWARENESS AND SUSTAINABILITY	
	Are you aware any construction /rehabilitation activities on this TVET/ECD Center?	① Yes ② No
	From whom did you first learn about the project?	① Ministry of Education ② Staff of the center ③Members of the community ④Others……..
	Do you think users or staff of the facility are well informed of plans to undertake renovations on the facility?	① Yes ② No ③Can't tell
	At what stage did you know there will be construction or rehabilitation work on this facility?	① When project was approved ② Before the construction started ③After the construction started
	Do you know how long the construction /rehabilitation work will last?	① Yes ② No
	Does this community have a management structure in place to ensure the sustainability of the project as a beneficiary?	① Yes ② No ③Can't tell Why?.....
	Do you think the facility has a management structure that is able to ensure that the project is sustainable?	① Yes ② No ③Can't tell Why?.....
	How satisfied are you with your or other stakeholders involvement in the project	① Satisfied ② Normal ③Dissatisfied ④Very Dissatisfied ⑤No idea
	ENVIRONMENTAL IMPACT OF PROJECT	
	How do you best describe the current healthcare services?	① Very Good ② Good ③ Fair ④ Poor ⑤I don't know
	How do you best describe the status of current healthcare facilities in this community?	①Strongly Agree ②Agree ③Don't Know ④Disagree ⑤ Strongly Disagree
	What constraints do you face due to the poor condition of the facilities?	①Poor learning environment ②Unmotivated staff workers ③Others……
	Do you think the project activities are following best environmental practices?	① Yes ② No
	What are the positive environmental and social impacts that will be associated with the project implementation? (***Tick all that apply)***	① Improve teaching and learning environment ② Enhance performance of staff and students ③Improve public health ④Employment creation ⑤Income generation ⑥Better learning facilities ⑦Safe and healthy working environment ⑧Others
	What are the potential negative health, safety and environmental impacts that you think will be associated with project implementation ***(Tick all that apply)***	
	To what extent do you agree or disagree that the Project Implementation Organization will do enough to address your main environmental concern?	①Strongly Agree ②Agree ③Don't Know ④Disagree ⑤Strongly Disagree
	What do you think can be done to avoid/reverse the potential negative environmental impacts?	

	9. What is your observation on the air quality within the community?	①Clean ②Not clean ③Don't Know
	What do you think could be responsible for polluting the air in your community	①Bush fires ② Dust from construction activities ③ Smoke generated from vehicle ④Smoke from burning agricultural by-product ⑤ Open burning of waste ⑥ Household smoke/Cooking ⑦Smoking ⑧ Others
	How do you find the quality of the water within the community?	①Clean ② Not clean ③ Don't Know
	What do you think could be responsible for polluting the water in your community	①Dumping of solid waste in water bodies ② Discharge of liquid water into water bodies ③ Oil spillage ④Agrochemicals ⑤Others
	SOCIAL IMPACT OF PROJECT	
	Do you have any relative or household member who works at the renovation site?	① Yes ② No
	How satisfied are they with the working conditions?	① Very Satisfied ②Satisfied ③Normal ④Dissatisfied ⑤Very Dissatisfied ⑥ No idea
	Do you know anyone who has relocated his/her business activity due to the renovation work on this facility?	① Yes ② No
	How would you gauge the impact of the Rehabilitation works on economic activity around the facility?	①Positive ②Negative ③No idea
	Why you think the construction or rehabilitation activity will have such an impact?	
	What do you think can be done to address the negative impact on Economic Activity?	
	Do you think the new/renovated facility will improve health service provision after completion?	① Yes ② No
	How will the renovation/construction affect health service delivery in the community?	①Reduce congestion at service points ②Provision of new services ③Improve quality of services ④Improve physical condition of health infrastructures ⑤Expansion of facility to handle more students ⑥Others……..
	Do you think the rehabilitation/construction will negatively affect health service delivery in this community?	①Positive ②Negative ③No idea
	How will it negatively affect health care delivery?	①Unavailability of some services in the community ②Increase congestion at the facility ③ longer waiting time at facilities ④Others……
	What type of Care is likely to be most affected by the construction or renovation?	
	How satisfied are you with the temporal measures adopted by the management of the facility to continue delivery of services during the construction/renovation works	①Very Satisfied ②Somewhat Satisfied ③Not Satisfied ④Very unsatisfied
	Why are you not satisfied with the measures?	
	What is/are your expectation concerning this project in terms of contributing to the socioeconomic wellbeing of facility users?	①Improve business opportunities ②Create employment opportunities ③Increase accessibility to services ④Reduce cost of using services ⑤Others……..

	How do you see the overall impact of this project on your livelihood?	① Excellent ② Good ③Fair ④ Poor
	Do you foresee the project having an impact on land availability and use in your community	① Yes ② No
	What are the potential negative social impacts that you think will be associated with project implementation?***(Tick all that apply)***	①Unfair treatment and discrimination to workers ②Displacement of businesses ③Disruption of healthcare services ④ Increase gender-based violence ⑤Increase in communicable diseases and STDs ⑥Promote child or forced labor ⑦High in-flux of workforce
	Does this project violate any of your rights?	① Yes ② No
	How does the project violate your rights? Please explain.	

Annex 3: Environmental and Social Codes of Practices

CHECKLIST 1 Environmental and Social Codes of Practice –

Renovation works at Julangel TVET Center

Target: Construction Workers OHS/Project Supervisor/Facility Manager

Worker Safety

- ✓ The local construction and environment inspectorates and communities have been notified of upcoming activities
- ✓ The public has been notified of the works through appropriate notification in the media and/or at publicly accessible sites (including the site of the works)
- ✓ All legally required permits have been acquired for construction and/or rehabilitation
- ✓ The Contractor formally agrees that all work will be carried out in a safe and disciplined manner designed to minimize impacts on neighboring residents and environment.
- ✓ Workers' PPE will comply with international good practice (always hardhats, as needed masks and safety glasses,

  harnesses and safety boots)
- ✓ Appropriate signposting of the sites will inform workers of key rules and regulations to follow.
- ✓ All incidents and accidents will be logged and reported
- ✓ Only qualified individuals will operate equipment, machinery and vehicles

General Rehabilitation and/or Construction

- ✓ During interior demolition debris-chutes shall be used above the first floor
- ✓ Demolition debris shall be kept in controlled area and sprayed with water mist to reduce debris dust
- ✓ During pneumatic drilling/wall destruction dust shall be suppressed by ongoing water spraying and/or installing dust screen enclosures at site

- ✓ Hazardous materials will be properly labelled, stored and maintained
- ✓ The surrounding environment (sidewalks, roads) shall be kept free of debris to minimize dust
- ✓ There will be no open burning of construction / waste material at the site
- ✓ There will be no excessive idling of construction vehicles at sites
- ✓ Construction noise will be limited to restricted times agreed to in the permit
- ✓ During operations the engine covers of generators, air compressors and other powered mechanical equipment shall be closed, and equipment placed as far away from residential areas as possible
- ✓ The site will establish appropriate erosion and sediment control measures such as e.g. hay bales and / or silt fences to prevent sediment from moving off site and causing excessive turbidity in nearby streams and rivers.
- ✓ excavation or trench will not remain open when not in immediate use

Waste Management

- ✓ Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities.
- ✓ Mineral construction and demolition wastes will be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers.
- ✓ Construction waste will be collected and disposed properly by licensed collectors
- ✓ The records of waste disposal will be maintained as proof for proper management as designed.
- ✓ Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos)

Wastewater Treatment

- ✓ The approach to handling sanitary wastes and wastewater from building sites (installation or reconstruction) must be approved by the local authorities
- ✓ Before being discharged into receiving waters, effluents from individual wastewater systems must be treated in order to meet the minimal quality criteria set out by national guidelines on effluent quality and wastewater treatment
- ✓ Monitoring of new wastewater systems (before/after) will be carried out
- ✓ Construction vehicles and machinery will be washed only in designated areas where runoff will not pollute natural surface water bodies.

Traffic Management

- ✓ avoid obstructing or blocking public roads
- ✓ permanently maintain the flow of traffic during the construction
- ✓ Use proper signal measures for trucks entering and exiting work site

Emergency Disaster and Preparedness Plan

- ✓ Fire safety measures will be designed including available firefighting equipment

- ✓ Hazardous response and containment plan operational
- ✓ Emergency response plans related to natural or man-made disasters fully functional.
- ✓ Regular training for staff, drills and evacuation tests, etc.

REFERENCES

- WHO technical brief water, sanitation, hygiene and waste management for COVID-19;
- WHO guidance on infection prevention and control at health care facilities (with a focus on settings with limited resources);

Annex 4. Consultation Attendance registers

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Basse Administrative Area

Name of Facility: Diabugu Batapa

Date of Consultation: 15/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Bintou Camara	F	Sandu Cluster	Diabugu	5019964	
2	Haja Dammel	F	Sandu Cluster	Diabugu	3214860	
3	Sira Camara	F	Sandu Cluster	Diabugu	2082986	
4	Numo Dammeh	M	Sandu Cluster	Diabugu	2369494	
5	Sulayman Dammeh	M	Sandu Cluster	Diabugu	3014632	
6	Ibrahim Ceesay	M	Sandu Cluster	Diabugu	9932226 3932326	
7	Yahya Ceesay	M	Sandu Cluster	Diabugu	3662044	
8	Sutay Jallow	F	Sandu Cluster	Diabugu	7607697	
9	Jankey Jallow	F	Sandu Cluster	Diabugu	5871806	
10	Omar H. Bah	M	Sandu Cluster	Diabugu	7017842 8781919	
11	Karim Barboe	M	Sandu cluster	Diabugu	5332016	
12	Penda Jallow	F	Sandu Cluster	Diabugu	2260257	
13	Moriba Camara	M	Sandu	PHO	3922195	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Jara Jara Bweh

Name of Facility: Jahanka CRR South

Date of Consultation: 13th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Ismaila Cham	Male	Upper Fulladu West	Jahanka	3072498	
2	Alieu Jallow	Male	Upper Fulladu West	Jahanka	3592601	
3	Yama Gai	female	Upper Fulladu West	Jahanka	3643773	
4	Muntaga Sallah	Male	Upper Fulladu West	Jahanka	3822327	
5	Kebba Chune	male	Upper Fulladu West	Jahanka	5063412	
6	Sora/a sowe	female	Upper Fulladu West	Jahanka	5239492	
7	Isatou Njaga	Female	Upper Fulladu West	Jahanka	5090837	
8	Ida John	Female	Upper Fulladu West	Jahanka	3419561	
9	Kadiatou Jallow	female	Upper Fulladu West	Jahanka	3089130	
10	Alieu Camara	male	Upper Fulladu West	Jahanka	3248674	
11	Kumba Sowe	female	Upper Fulladu West	Jahanka	5383887	
12	Alieu S. Jallow	Male	Upper Fulladu West	Jahanka	3823335	
13	Halimatou Camara	female	Upper Fulladu West	Jahanka	5239658	
14	Alhagie Fofana	male	Upper Fulladu West	Jahanka	3111466	
15	Kebba Bolle Bojang	Male	Upper Fulladu West	Jahanka	3797893	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Basse Administrative Area

Name of Facility: Julangel

Date of Consultation: 14th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Jabu Faye	F	Jimara	Julangel	7391372	
2	(Elected) Bubacarr Bah	M	Jimara	Julangel	7118998	
3	Simbara Sanoh	M	Jimara	Julangel	7954504	
4	Aja Meimuna Jawo	F	Jimara	Julangel	2246982	
5	Fasamba Jatteh	M	Jimara	Julangel	2897153	
6	Mamadou Baldeh	M	Jimara	Julangel	7112907	
7	Nyima Njie	F	Jimara	Julangel	7458200	
8	Mariama Dansira	F	Jimara	Julangel	7026747	
9	Isatou Magassi	F	Jimara	Julangel	7244190	
10						

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Jang Jang Bureh

Name of Facility: Kerr Layora

Date of Consultation: 13th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Mamadou S Bah	M	Niamina Dankunku	Kerr Layen	7014063	
2	Muctar Kanteh	m	Niamina Dankunku	Kerr Layen	7181699/3532254	
3	Fanta Nyie	F	Niamina Dankunku	Kerr Layen	3608001	
4	Mariama A. Gaye	F	Niamina Dankunku	Kerr layen	3067926	
5	Kaddiatou Jallow	F	Niaminadankunku	Kerr layen	3059095	
6	Sainey K. Camara	M	Niamina Dankunku	Kerr layen	3328267	
7	Jeka Bah	F	Niamina Dankunku	Kerr layen	7180803	
8	Isatou Ceesay	F	Niamina Dankunku	Kerr layen	7334896	
9	Wally Bah	M	Niamina Dankunku	Kerr layen	7497255	
10	Fatou Jobe	M	Niamina Dankunku	Kerr layen	7301472	
	Musa Colley	M	Niamina Dankunku	Kerr layen	3168298	
12	Sarjo L. Bah	M	Niamina Dankunku	Kerrlayen	3066600	
13	Kaja Jallow	F	Niamina Dankunku	Kerr layen	—	
14	Ramata Colley	F	Niamina Dankunku	Kerrlayen	—	
15	Aisan Jallow	F	Niamina Dankunku	Kerr layen	7139504	
16	Rugie Bah	F	Niamina Dankunku	Kerrlayen	3104433	
17	Adama Jallow	F	Niamina Dankunku	Kerrlayen	3797206	
	Isatou Jallow	F	Niamina Dankunku	Kerrlayen	7229880	
	Mariama Jallow	F	Niamina Dankunku	Kerrlayen	7104894	
20	Hulay Barry	F	Niamina Dankunku	Kerrlayen	3533605	
	Nyakur Jallow	F	Niamina Dankunku	Kerrlayen	—	
22	Isatou Keita	F	Niamina Dankunku	Kerrlayen	3352743	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Kuntaur LGA

Name of Facility: Madina Lamin Kantch

Date of Consultation: 16th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Jasi Ceesay	F	Niani	Madina	3015972	
2	Jokomba Keita	F	Niani	Madina	3667196	
3	Isatou Touray	F	Niani	Madina	7259709	
4	Kaddijatou Juwara	F	Niani	Madina	3183203	
5	Jainaba Drammeh	F	Niani	Madina	2743881	
6	Jainaba Cantch	F	Niani	Madina	3052394	
7	Mama Sillah	F	Niani	Madina	—	
8	Sirifunding Juwara	F	Niani	Madina	3568984	
9	Amie Juwara	F	Niani	Madina	3386088	
10	Fanna Jassi	F	Niani	Madina	3599601	
11	Pamsa Barry	F	Niani	Madina	2478806	
12	Wuday Sillah	F	Niani	Madina	3727967	
13	Jonaba Sillah	F	Niani	Madina	3553006	
14	Uday Juwara	F	Niani	Madina	3247002 7210351	
15	Fatou Bah	F	Niani	Madina	7256697	
16	Fanta Barry	F	Niani	Madina	2478806	
17	Fatou Camara	F	Niani	Madina	7479325	
18	Jainaba Cantch	F	Niani	Madina	—	
19	Mariama Jah (Mothers club president)	F	Niani	Madina	—	
20	Isatou Drammeh (Cashier)	F	Niani	Madina	5149156	
21	Bubacarr Jallow (Chairman)	M	Niani	Madina	7222484	
22	Dawda Jallow	M	Niani	Madina	2764963	

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
23	Fawsu Drammeh	M	Niani	Madina	3455783	
24	Santigie Sillah (Imam)	M	Niani	Madina	3653859	
25	Garankeh Jallow	M	Niani	Madina	2742350	
26	Amadou Barry	M	Niani	Madina	——	
27	Ma Sanneh Ceesay	M	Niani	Wassu	7701843	
28	Bubacarr Touray	M	Niani	Madina	7920973	
29	Muhammad Keita	M	Niani	Madina Lamin Kanteh	2725659	
30.	Sulayman Bah	M	Niani	Madina	7216350	
31	Lamin Kanteh	M	Niani	Madina Lamin Kanteh	5386223	
32	Madi Jerra	M	Niani	Madina	7114961	
33	Omar Ceesay	M	Niani	Madina	2283414	
34	Imam Barry	M	Niani	Madina	3493138	
35	Sering Gaye	M	Niani	Madina	7633157	
36	Yankuba Camara	M	Niani	Madina	2349189	
37	Musa Juwara	M	Niani	Madina	3595785	
38	Jimo Jallow (Alkalo or village head)	M	Niani	Madina Lamin Kanteh	7574944	
39	Ba Lamin Keita (Alkalo/village head) Wassu	M	Niani	~~Madina~~ Wassu	7670719	
40	Mamadou Sisie Jallow	M	Niani	Wassu	7256800	
41.	Madou Barry	M	Niani	Madina	3985343	
42	Alasie Ceesay	M	Niani	Madina	5167372	
43	Sainey Touray (ECD Teacher)	F	Niani	madina	3635920	
44	Binta Touray (ECD Teacher)	F	Niani	Madina	2694144	
	Ba Lamin Kinteh (Head master)	M	Niani	Madina	3421687	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Kanifing LGA

Name of Facility: Madina Lamin Kantel TVET

Date of Consultation: 15th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Pen Bah (Chief of Niani)	M	Niani	Kassa	7940966	
2	Modou Bary	M	Niani	~~Kassa~~ Madina Lamin	3985343	
3	Madi Jarra	M	Niani	~~Kassa~~ Madina Lamin	7114961	
4	Lamin Kantel	M	Niani	~~Kassa~~ Madina Lamin	3386223	Kantel
5	Kawsu Drammeh	M	Niani	Madina Lamin Kantel	3453783	
6	Jimo Juwara Village head	M	Niani	Madina Lamin Kantel	7574944	
7	Mustapha K. Bah	M	Niani	KTR	3076334	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Kuntaur Area Council

Name of Facility: Sami Karantaba

Date of Consultation: 15th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Fatoumatta Tambajang (Head teacher)	F	Sami	Sami Karantaba	3034630	
2	Woppa Dem (Mothers Club President)	F	Sami	Sami Karantaba	5840532	
3	Ousman Sawe (Teacher)	M	Sami	Sami Karantaba	2416954	
4	Alhagie E. Bah (T.T) Training Teacher	M	Sami	Sami Karantaba	7160668	
5	Muhammed Camara (Teacher)	M	Sami	Sami Karantaba	7684904	
6	Mamadi Jamneh (I.C Islamic teacher)	M	Sami S.	Sami Karantaba	2790856	
7	Katim Touray (Quality teacher)	M	Sami	Sami Karantaba	2200330	
8	Hamadi Jallow (School Chairman)	M	Sami	Sami Karantaba	7428663	
10	Adama Ghano (Qualified teacher)	M	Sami	Sami Karantaba	7936752	
1	Abdou Jobe (D.H.I)	M	Sami	Sami Karantaba	7868206	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Basse Administrative Area

Name of Facility: Tamba Sang Sang

Date of Consultation: 14th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Hawa Kijera	F	Tumana	Tamba Sansang	3295819	
2	Fumba Kora	F	Tumana	Tamba Sansang	3052801	
3	Kaddy Jasne	F	Tumana	Tamba Sansang	3057671	
4	Isedou Jawara	F	Tumana	Tambasansang	—	
5	Mamey Drammeh	F	Tumana	Tambasansang	3372669	
6	Sona Trawally	F	Tumana	Tambasansang	3225550	
7	Binta Njardo	F	Tumana	Tambasansang	7737405	
8	Ebrima Suso	M	Tumana	Tambasansang	3720082	
9	Muhammed Sisawo	M	Tumana	Tambasansang	3361676	
10	Musa Sillah	M	Tumana	Tambasansang	—	
11	Faye Sillah	M	Tumana	Tambasansang	3653221	
12	Momy Kanuteh	M	Tumana	Tambansang	2153207	
13	Yankuba Gubba	M	Tumana	Tambasansang	3653296	
14	Mutarr Bah	M	Tumana	Tambasansang	3774434	
15	Mariama Mballow	F	Tumana	Tambasansang	—	
16	Mustapha A. Kuyateh	M	TUMANA	"	5015219	

~~Village~~ URR

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Basse Administrative Area

Name of Facility: Tumana Agency for Development (TAD)

Date of Consultation: 14th/03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Muhamadou B. Emmanuel	M	Tumana	(TAD) Sanimding	3200258	
2	Alhaje Jefang	M	Tumana	TAD	3173107	
3	Muhamadou Fanay	M	Tumana	TAD	7577147	
4	Mayanding Saffitche	F	Tumana	TAD	2060623	
5	Faye Camara	M	Tumana	TAD	3885774	
6	Fenda Kora	F	Tumana	TAD	3577337	
7	Tida Bellisa	f	Tumana	TAD	7471862	
8	Aminata Damba	F	Tumana	TAD	2159423	
9	Kiemba Drammeh	F	Tumana	TAD	7241083	
10	Mamadou Sowe	M	Tumana	TAD	6025787	
11	Mustapha Sanneh	M	Tumana	TAD	7004357	

Environmental and Social Impact Assessment of the Rehabilitation of Selected TVET Centers, and Early Childhood Education Centres

Consultation Register

Name of Local Government Area (LGA): Basse URA

Name of Facility: Basse Educational Directorate

Date of Consultation: 14th /03/2023

No.	Name	Gender	Name of District	Name of Community	Contact Number	Signature / Thumb print
1	Alfally Badjie	M	Fulladu East	Basse Mansajang	7990660	
2.	Ebrima Sanyang	M	Fulladu East	Basse Mansajang	2355234	

Annex 5: Selected photos of Julangel TVET Center

Julangel TVET Center