

REPUBLIC OF RWANDA



NGORORERO DISTRICT

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

**FOR CONSTRUCTION OF 111 CLASSROOMS AND 162 LATRINES UNDER
QUALITY BASIC EDUCATION FOR HUMAN CAPITAL DEVELOPMENT (QBE-
HCD) PROJECT IN NGORORERO DISTRICT**

Final Report

December, 2019

CONTENTS

List of Acronyms.....	3
List of Tables.....	4
List of Figure.....	5
I. INTRODUCTION.....	6
1.1 Project background.....	6
1.2. Overview of Ngororero District.....	6
1.3 Description of sub-projects activities.....	8
1.4 Purpose of the ESMP.....	10
CHAPTER II: POLICY, LEGISLATIVE AND INSTITUTIONAL FRAMEWORK.....	11
2.1 Institutional Framework.....	11
2.2 National Policy Framework.....	12
2.3 National Legislative Framework.....	12
2.4 International legislative framework.....	13
2.5 World Bank Environmental and Social Standards applied.....	13
CHAPTER III: POTENTIAL IMPACTS AND MITIGATION MEASURES.....	13
3.1 Potential positive impacts.....	14
3.2 Potential negative impacts.....	14
CHAPTER IV: ENVIRONMENTAL AND SOCIAL MANAGEMENT/MONITORING PLAN.....	18
4.1 Environmental and Social Management Plan.....	18
4.2 Environmental and Social Monitoring Plan.....	29
4.2.1 Monitoring roles.....	42
CHAPTER V. REPORTING AND DOCUMENTATION.....	43
CHAPTER VI.CONCLUSIONS AND RECOMMENDATIONS.....	43
ANNEXES:.....	44
Annex 1: Occupational Health and Safety Plan.....	44
Annex 2: Chance Finds Procedure.....	47
Annex 3: Grievance Redress Mechanism Log Frame Template.....	48
Annex 4: Reporting format of the ESMP implementation progress.....	49

List of Abbreviations and Acronyms

AIDS:	Acquired Immune Deficiency Syndrome
EDPRS:	Economic Development and Poverty Reduction Strategy
EIA :	Environmental Impact Assessment
EMP :	Environmental Management Plan
ESIA:	Environmental and Social Impact Assessment
ESMP :	Environmental and Social Management Plan
GOR:	Government of Rwanda
HIV:	Human Immunodeficiency Virus Infection
MININFRA:	Ministry of Infrastructure
NST1:	National Strategy for Transformation
RAPs:	Resettlement Action Plans
RDB:	Rwanda Development Board
REMA:	Rwanda Environmental Management Authority
RHA:	Rwanda Housing Authority
RLMUA:	Rwanda Land Management and Use Authority

List of Tables

Table 1: Sub-projects proposed to be implemented under QBE – HCD Project	9
Table 2: Identified potential impacts and mitigation measures.....	14
Table 3: Environmental and Social Management Plan for generic impacts for construction classrooms and latrines in Ngororero District.....	19
Table 4: Environmental and Social Monitoring Plan for construction of classrooms and latrines in Ngororero District	29
Table 5: Monitoring roles and responsibility	42
Table 6: Occupational Health, Safety and Security Management Plan	44

List of Figure

Figure 1: Kirehe District Administrative Map..... 7

I. INTRODUCTION

1.1 Project background

The Government of Rwanda (GoR) is increasingly emphasizing human capital development to support the socioeconomic transformation of the country thus is among twenty-eight early adopter countries of the Human Capital Projects of the World Bank. With support from the Bank, the GoR is implementing the Quality Basic Education for Human Capital Development (QBE-HCD) project with intention to improve teacher competency and student retention and learning in basic education. The project governance is led by Ministry of Education (MINEDUC) that coordinates and implement the project's activities at National level. At local level, the QBE-HCD project is implemented by all thirty district governments.

The project seeks to supports the ongoing government's program to phase out double-shifting, and reduce class overcrowding, which is currently the highest national priority as set out in the National Strategy for Transformation (NST1, 2017-2024). In addition, it will replace existing overage substandard primary classrooms, kitchens and sanitation facilities and expand access to pre-primary education (pre-school classrooms) to improve pupil's school readiness. The QBE-HCD project is implemented countrywide through the Rwanda's Home-Grown School Construction Approach (HGSCA), and is denoted construction program B, to make the distinction from the parallel government-funded school construction program A, which is the continuation of past program. The project has the following three main components: (i) Enhancing teacher effectiveness for improved student learning, (ii) Improving the school environment to support student learning and (iii) Developing institutional capacity to strengthen teaching and learning

Under component 2, the project will finance the construction of 11,000 furnished classrooms and approximately 14.680 latrines, amongst other investments, so as to reduce overcrowding in classrooms and distance to schools from learns' home. As the project will be implemented across Rwanda, part of sub-projects will be constructed in Ngororero District of Western Province, those include 111 classrooms and 162 latrines among others.

Ngororero District acknowledges its corporate responsibility towards the protection of environment, social set up, health and safety of its workers and surrounding communities and accordingly, is committed to the elimination, reduction and control of potential negative environmental and social impacts associated with project activities through implementation of measures contained in this ESMP.

1.2. Overview of Ngororero District

The District of Ngororero is one of the beneficiaries of QBEHCD project. It is one of the 7 districts of the Western Province and shares its borders with the following districts: Gakenke to the North East, Nyabihu District to the North, Karongi to the South, Muhanga to the East, and Rutsiro to the West. The

District has an area of 679 Km² and it is subdivided into 13 administrative Sectors, 73 administrative Cells, and 419 Villages.

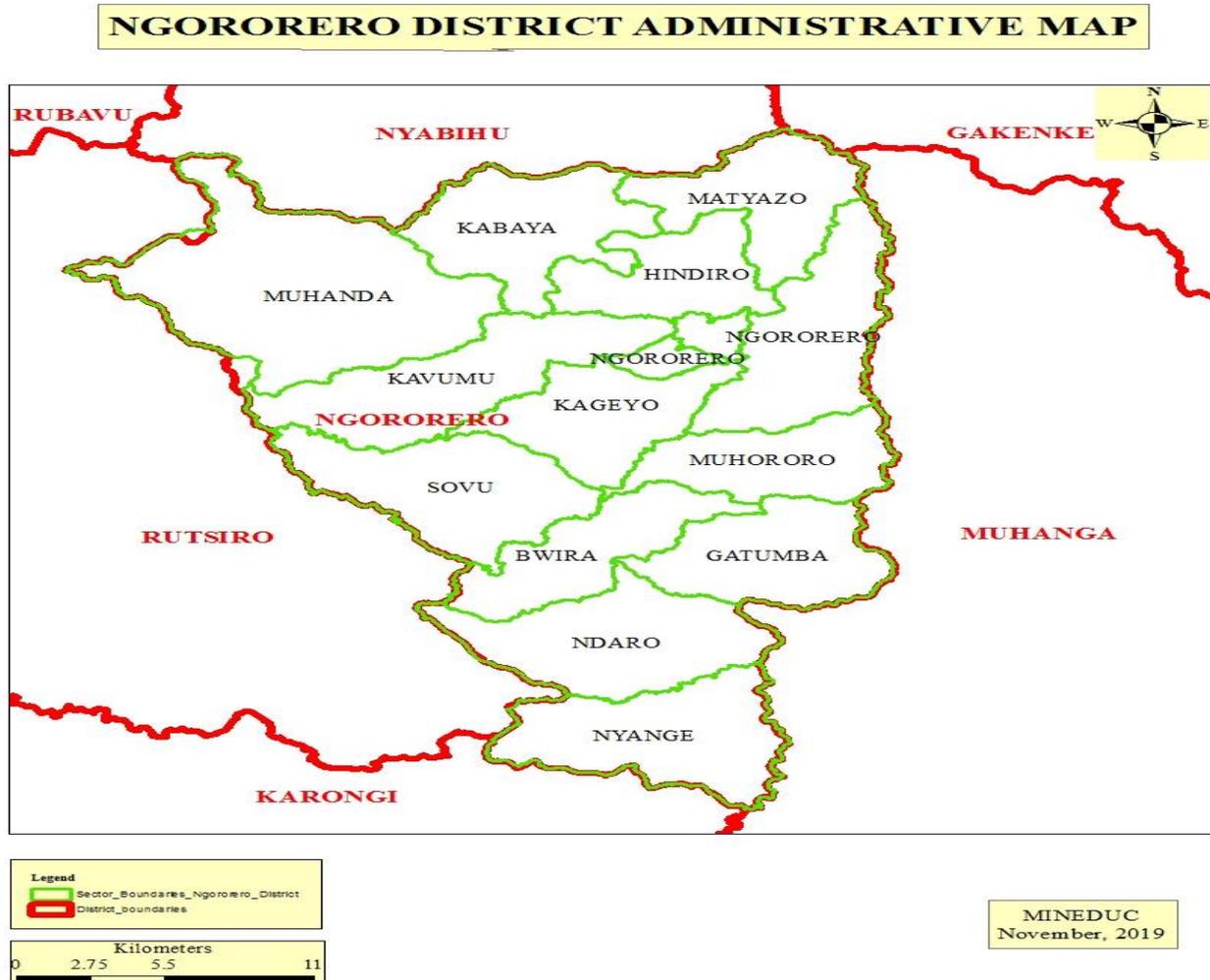


Figure 1.1: Kirehe District Administrative Map

The District spreads over 679 Km², with 333,713 inhabitants (53.7% female and 46.3% male). Its population density is 493 inhabitants /Km². Population growth rate is 4.6%. This rate is high compared to national average of 1.8. The District has an area covered with forest representing 28.6% while the national percentage is 29.8%. Erosion control is at 84.3% of land protected against soil erosion and area of watershed protected is estimated at 684.5 ha

Ngororero District has a relief characterized by high mountains with very steep slopes that flow into valleys. The altitude varies between 1,460 m and 2,883 m above sea level. The average annual

temperature is 18°C which varies with the altitude. The agriculture and livestock constitute the backbone of Ngororero economy. However, this sector is yet to reach the satisfactory production.

Fauna is essentially composed of birds of different species eagles, ravens, owls, pigeons and partridges, sparrows and the crowned cranes. As far as vegetation is concerned, species that are most dominant are eucalyptuses and cypress. The most remarkable forests are Gishwati and Mukura natural forests recently adopted as national parks. This variety of fauna and flora offer a great potential for tourism and specifically the Gishwati pasture area is suitable for cattle breeding.

District sources expressed that the gap in classrooms is 227 both for primary and secondary schools and construction of those classrooms is among the targets of DDS for the next 6 years in order to reduce the pupil classroom ratio so that students can learn in good conditions. This will go hand in hand with promoting quality by recruiting and training qualified teachers, targeting high level of use of ICT under the smart schools, integration and addressing some gender issues such as availing a girl room at each school.

1.3 Description of sub-projects activities

The project will finance 17 sub-projects which consists of 111 classrooms and 162 latrines located in ten (10) sectors of Ngororero District namely: Bwira, Gatumba, Kabaya, Kageyo, Kavumu, Muhanda, Ndaru, Ngororero, Nyange, and Sovu. sectors in which overcrowding and long distances to schools have been noticed as major factors that inhibit learning in Ngororero District.

This was decided following public consultations conducted by District authority with all concerned and interested parties, whereby a quite number of sub-projects were identified as priorities during 2019/2020 fiscal year under this program to address overcrowding in classrooms and long distance between learns' homes and schools in Ngororero District.

During construction of classrooms and latrines the following activities will be carried out: Site clearing, land preparation for classrooms and latrines, extraction of construction materials, excavation works, foundation works, concrete works, elevation of walls, roof trusses, roof covering, fixing windows and doors, internal and external finishing, painting, pavement.

Table 1: Sub-projects proposed to be implemented under QBE – HCD Project

No	Sub Project names	School Name	Location		
			Sector	Cell	Village
1	Construction of 7 Classrooms and 24 latrines	G.S. BWIRA	BWIRA	GASHUBI	RUKERI
2	Construction of 4 Classrooms and 6 latrines	E.P. MUKINGI	BWIRA	KABARONDO	MUKINGI
3	Construction of 4 Classrooms	E.P.KIRENGO	GATUMBA	RUHANDA	KABEZA
4	Construction of 5 Classrooms and 6 latrines at	G.S NGURUGUNZ U	GATUMBA	KARAMBO	GAHINGA
5	Construction of 6 Construction	G.S. KINANIRA	KABAYA	BUSUNZU	KINYAMIY AGA
6	Construction of 8 Classrooms and 12 latrines	G.S.GATOVU	KAGEYO	MURAMBA	RURAMBO
7	Construction of 4 Classrooms and 12 latrines	E.P.MUTAKE	KAVUMU	RUGESHI	MWIYANIK E
8	Construction of 6 Classrooms and 8 latrines	E.P.KASUMO	KAVUMU	TETERO	KASUMO
9	Construction of 8 Classrooms and 12 latrines	G.S.RWIRI	MUHAND A	GASIZA	GASIZA
10	Construction of 8 Classrooms	G.S.RUSEBEY A	NDARO	KINYONI	RUSEBEYA
11	Construction of 9 Classrooms and 24 latrines	GS RUSUSA (Satellite)	NGORORE RO	KAZABE	KAZABE
12	Construction of 3 Classrooms	G.S.RUSUSA	NGORORE RO	RUSUSA	RUSUSA
13	Construction of 8 Classrooms and 12 latrines	E.P.KIZIGURO Catholique	NGORORE RO	KASEKE	GATARE

14	Construction of 7 Classrooms and 12 latrines	G.S. VUNGU	NYANGE	NSIBO	VUNGU
15	Construction of 9 Classrooms and 12 latrines	G.S.MAHEMBE	SOVU	BIREMBO	MAHEMBE
16	Construction of 8 Classrooms and 10 latrines	E.P.NYAMPIN GIRA Satellite	SOVU	KANYANA	RUGANDA
17	Construction of 7 Classrooms and 8 latrines	EP SANZARE (Satellite)	SOVU	NYABIPFURA	SANZARE

During the implementation of these sub-projects, the possession of health insurance and Personal Protective Equipment (PPEs) will be a must for all workers at all sites during their daily activities. However, for an individual who do not have a personal medical insurance, an agreement should be reached at the recruitment that the individual's first payment will be used to pay for the individual medical insurance. The local people will be the first to be employed in order to reduce risk that may be resulted from the labor influx.

The classrooms and latrines construction activities in year 1 will not disturb the local people because during the sites selection, the priority has been accorded to sites that will not involve land acquisition, restriction on the use of the land/assets and involuntary resettlement. Impact from the noise caused by construction activities at the sub-project sites will be minor as the sub-project activities will not involve machines and will be mitigated by not working during the night.

The QBE – HCD Project is of Impact Level two (IL-2) according to the national project environmental impact classification and as Substantial Risk projects following World Bank environmental and social risk classification, hence QBE – HCD sub-project will be implemented in accordance with National Law and any requirement of the Environmental and Social Standards that the Bank deems relevant to such sub-project.

1.4 Purpose of the ESMP

The purpose of this Environmental and Social Management Plan (ESMP) is to provide a consolidated summary of all the Environmental and Social (E&S) commitments relevant for the Construction of classrooms and latrines sub-projects planning and implementation. The measure focuses on environmental (such as sanitation and waste management problems, dust emission, noise pollution, soil erosion, natural resources extraction such as sand gravels, etc., chemical wastes related to paints,

biodiversity and environmental contamination, including surface water and groundwater) and social aspects (such as protection of human rights, communication with local stakeholders, labor influx, spread of sexually transmitted diseases and HIV/ AIDS, safety of workers and communities).

For Year 1, the implementation of Rwanda QBE - HCD Project will not involve land acquisition because the targeted land is the property of the Government and Religious organizations who will avail their land voluntarily as they will sign consent Form in the regards of the existing `Prime Minister's order N°290/03 of 13/11/2015 determining special regulations governing government subsidized schools.

This ESMP also gives an overview about the Environmental Management that must be implemented to ensure systematic and effective execution of these commitments, including roles and responsibilities between the District, sector and community.

Prior to the commencement of any sub-project or individual activity, it is required to understand the nature of the tasks involved and any hazards that may be associated with it in order to ensure that all potential hazards are identified and suitably controlled or mitigated. As part of this, the ESMP is being prepared in parallel with the sub-projects' design works with intention to include environmental and social considerations in the design works at the earliest appropriate stage and tiers of decision making or prior to their final approval. Also, an update of ESMP by the sub-project management shall complete a review of the ESMP periodically to assess its on-going effectiveness, adequacy and suitability.

CHAPTER II: POLICY, LEGISLATIVE AND INSTITUTIONAL FRAMEWORK

This ESMP has been prepared to fully comply with environmental legislations and procedures in Rwanda and the World Bank environmental and social framework. The Project implementation will comply with national laws, international regulations and different conventions ratified by GoR as well as world bank environmental and social standards.

2.1 Institutional Framework

The institution to which this project will have to consult and relate to include:

- i. Ministry of Education;
- ii. Ministry of Finance (MINECOFIN);
- iii. Rwanda Education Board (REB);
- iv. Ministry of Local Government (MINALOC);
- v. Ministry of Infrastructure (MININFRA);
- vi. Rwanda Information Security Authority (RISA);
- vii. Rwanda Housing Authority (RHA);
- viii. University of Rwanda (UR);

- ix. National Early Childhood Development Program (NECP);
- x. Rwanda Development Board (RDB);
- xi. Rwanda Environmental Management Authority (REMA);
- xii. Rwanda development Board (RDB)
- xiii. Rwanda Social Security Board (RSSB)

2.2 National Policy Framework

The Policy frameworks that will guide the project include

- i. Environmental Policy, 2004
- ii. National Land policy, 2004
- iii. Water and Sanitation Policy, 2010
- iv. Vision, 2020
- v. National Strategy for transformation (NST1)

2.3 National Legislative Framework

Amongst the laws that will have a bearing to the project this site includes:

- i. The Constitution of the Republic of Rwanda, 2003 as revised in 2015
- ii. Law on Environment, 2018
- iii. National Land Law, 2013
- iv. Law on Mining and Quarry Operations, 2014
- v. Law Regulating Labor in Rwanda, 2009
- vi. Law governing the preservation of air quality and prevention of air pollution in Rwanda, 2016
- vii. Ministerial order relating to the requirements and procedure for environmental impact Assessment (EIA), 2018
- viii. Ministerial Order establishing the list of projects that must undergo environmental impact assessment, instructions, requirements and procedures to conduct environmental impact assessment, 2019
- ix. Ministerial Order determining modalities of establishing and functioning of occupational health and safety committees, 2012
- x. Ministerial Order determining conditions for occupational health and safety, 2012
- xi. Rwanda building control regulation, 2012
- xii. Sector guidelines for EIA for Roads development projects in Rwanda, 2009

2.4 International legislative framework

Rwanda is a signatory to a number of conventions on sustainable development and is member of various bilateral and multilateral organizations amongst those that have an impact to this project include:

- i. The international Convention on Biological Diversity (CBD) and its habitat signed in Rio de Janeiro in Brazil on 5 June 1992, as approved by Presidential Order no 017/01 of 18 March 1995;
- ii. The United Nations Framework Convention on Climate Change, signed in Rio de Janeiro in Brazil on 5 June 1992, as approved by Presidential Order no 021/01 of 30 May 1995
- iii. The Kyoto Protocol to the framework on climate change adopted at Kyoto on March 6, 1998 as authorized to be ratified by Law no 36/2003 of December 2003;
- iv. The Ramsar International Convention of February 2, 1971 on Wetlands of International importance, especially as water flows habitats as authorized to be ratified by Law No 37/2003 of 29 December 2003;
- v. Paris Agreement/Paris Climate Agreement or COP21 of December 2015 on reduction of the emission of gases that contribute to global warming. This agreement was signed by Rwanda on 22/04/2016 and ratified on 06/10/2016;

2.5 World Bank Environmental and Social Standards applied

The Rwanda QBE – HCD Project is financed by the World Bank that has in place environmental and social framework with ten (10) environmental and social standards (ESS) that are designed to avoid, minimize, and/or mitigate adverse environmental and social impacts of projects supported by the Bank. The World Bank Environmental and Social Standards applied to the sub-projects to be implemented in Ngororero District are following:

- i. ESS1: Assessment and Management of Environmental and Social Risks and Impacts
- ii. ESS2: Labor and Working Conditions
- iii. ESS3: Resource Efficiency and Pollution Prevention and Management
- iv. ESS4: Community Health and Safety
- v. ESS8: Cultural Heritage
- vi. ESS10: Stakeholder Engagement and Information Disclosure

CHAPTER III: POTENTIAL IMPACTS AND MITIGATION MEASURES

The construction of classrooms and latrines at all stages of sub-projects will involve a number of activities associated with potential risks and impacts on biophysical environment (air, water, aquatic

and terrestrial ecology, soil), and socioeconomic environment (land use, finance, employment, hazard and health, security, safety of graveyards, etc.). An impact is any change to the existing condition of the environment caused by human activity or an external influence. Impacts therefore may be positive/beneficial or negative/adverse.

3.1 Potential positive impacts

The positive impacts are beneficial and will thus not require any mitigation. The following are considered as major positive impacts:

- i. Overcrowding in schools will be reduced after completion of construction activities,
- ii. The distance covered by learners from their homes to schools will be reduced,
- iii. Creation of employment to local people during construction,
- iv. There will be income generation to local entrepreneurs through procurement or supply of construction materials,
- v. Improve quality and aesthetics of schools’ infrastructure,
- vi. Generation of revenue to Government and the District,
- vii. Increased value and efficient use of government land,
- viii. Improved resilience to climate shocks (destruction of schools, heat, flooding, etc.)

3.2 Potential negative impacts

In terms of environmental degradation, the project is likely to lead to very minimal negative impacts, which shall be easily taken care of in the proactive design and the proposed mitigation measures suggested in this project brief. The negative impacts can be divided into those that will directly come from the constructional and operational activities and those that will be due to socio-economic issues. This can be summarised as follows:

Table 2: Identified potential impacts and mitigation measures

Potential Impacts/issues	Management/Mitigation Measures
Acquisition of non-governmental land for construction/extension of schools that belong to religious organizations.	<ul style="list-style-type: none"> • Sign consent form by religious organizations as per Prime Minister’s order n°290/03 of 13/11/2015
Loss of vegetation cover	<ul style="list-style-type: none"> • Clear only the area designed for classrooms and latrines construction • Preserve (or stockpile) excavated topsoil for future site restoration procedures; • Greening by grasses
Potential risks of wasting raw materials	<ul style="list-style-type: none"> • Accurate estimate of needed materials

	<ul style="list-style-type: none"> • Get supply of raw-materials (such as sand, stones, bricks, etc.) from authorized suppliers and sites
Access roads	<ul style="list-style-type: none"> • Locate access roads in consultation with local community and officials
Risk of loss of landscape scenic value and associated effects on ecosystem	<ul style="list-style-type: none"> • Hold top soils and vegetation matter near quarries, borrow pits and dumping sites
	<ul style="list-style-type: none"> • Rehabilitate (green landscaping) the borrow pits, quarries and dumping sites at the end of construction activities
Valuable artefacts or culturally valuable materials	<ul style="list-style-type: none"> • Use and follow chance find procedures as per the ESCP
Accidental injuries	<ul style="list-style-type: none"> • Checking daily if the materials are in good conditions before starting the activities, • Equip all site workers with Individual protective equipment (such as boots, helmets, and high visibility jackets) • Avail first aid kit on-site, • Ensure that all workers have medical insurance such as “Mutuelle de santé”, RAMA or any other recognized medical insurance • Ensure provision of regular briefing on occupational health and safety to workers • Having distance between workers
Deterioration of workers' health and child right violation	<ul style="list-style-type: none"> • The site will be provided with clean drinking water • Construction workers should be given break to go for lunch; • Child labor should be avoided at all stages of construction (child under 18years old) • Fair treatment of workers and provision of safe and health working condition • Respect of working hours
Risk of conflict	<ul style="list-style-type: none"> • Local residents will be given the priority during workforce selection; • Wearing uniform (jacket) • Grievance redress mechanism
Risk of insecurity at the sub project site	<ul style="list-style-type: none"> • Ensure only authorized personnel get to site • Ensure security persons are available on the site

<p>Risk of contamination by HIV/AIDS and other STDs, Sexual harassment and abuse, GBV (gender based violation)</p>	<ul style="list-style-type: none"> • Sensitize site workers on HIV/AIDS, Sexual harassment and abuse, GBV (gender based violation) to avoid negative effects from social& multicultural inclusion at the area. • Voluntary testing to determine HIV status; counselling at existing medical facilities; • Enforce and sensitize code of conducts
<p>Poor hygiene and sanitation</p>	<ul style="list-style-type: none"> • Provide means for handling waste generated by construction workers • Avail handwashing facilities • Always keep clean toilets • Install toilets away from rivers or areas with shallow groundwater • Sensitize workers about handwashing culture
<p>Risk of exhaust emissions (e.g. Sulphur, Carbon, Nitrogen, chlorofluorocarbons,...) from truck movements</p>	<ul style="list-style-type: none"> • Before hiring a supplier, make sure that his/her vehicle has a valid vehicle technical control certificate • Sensitize drivers to avoid unnecessary racing of vehicle engines at loading/offloading points and parking areas;
<p>Risk of noise and/or vibration pollution of civil works/heavy trucks to the school environment and local people</p>	<ul style="list-style-type: none"> • Notify and coordinate with local people adjacent to sub-project sites and school administration to inform them of the possibility of temporary noise disruption & related issues, and how to report complaints if any; • Limit civil work activities to daytime hours to the extent feasible; • Sensitize vehicle drivers to switch off engines when the vehicle is parked; • Perform welding and other noise producing activities during weekend in order to minimize noise pollution during school days
<p>Degradation of air quality due to the dust emissions;</p>	<ul style="list-style-type: none"> • Manual compaction of unstable soil and wearing dust mask • Watering while soil works and construction are being executed and where dust is emitted; • Reduce vehicle speed in working area
<p>Soil erosion due to the runoff</p>	<ul style="list-style-type: none"> • Installation of rain water harvesting system (Water tanks and waterways) • Plantation of ornamental trees and grasses on exposed slopes

Generation of solid waste in the form of construction spoils	<ul style="list-style-type: none"> • Implement 3R principles (Reducing, reusing, recycling) wastes; • Avail solid waste bins and sort garbage according different categories (e-wastes, chemicals, plastics, metals, glasses papers/wood and biodegradable wastes); • Dispose of solid waste to existing dumpsite
Fire outbreak due to welding activities	<ul style="list-style-type: none"> • Avail sand and water on site for fire fighting • Employ skilled people in welding activities • Ensure a quick contact to concerned security institution in case of strong fire outbreak
Soil pollution due to toxic or hazardous chemical from paints or solvents	<ul style="list-style-type: none"> • Hazardous/toxic materials shall be stored in appropriate containers/stores with clearly visible labels; & regularly inspect for signs of leaks. • Disposal of waste from paint in existing toxic liquid waste pit • Company certified in collected waste will be hired in collecting the produced waste wherever possible • Work closely with the district hospital in handling hazardous waste • Provide training on management of all hazardous chemicals/materials and wastes for workers including use of Personal Protective Equipment
Soil pollution due to infiltration of microbes from faeces Ground water pollution due to infiltration of faeces	<ul style="list-style-type: none"> • Proper construction of foundation and walls for pit by cementing

In order to put these measures into practice, an Environmental and Social Management Plan (ESMP) needs to be developed and elaborated. The EMP is developed to guide all activities of the project concerning the protection of the environment. This plan specifies the nature of the negative impacts, the proposed mitigation measures for these impacts, the indicators in the execution of these mitigation measures, the time period, the responsibilities and the follow-up needed from concerned authorities. Other plans and procedures are developed as part of this ESMP, those include Occupational Health and Safety Plan to deals with occupational health and traffic, Chance Find Procedure to provide appropriate protocol in case a valuable artefacts or culturally valuable materials is found during civil works.

CHAPTER IV: ENVIRONMENTAL AND SOCIAL MANAGEMENT/MONITORING PLAN

4.1 Environmental and Social Management Plan

Referring to data collected during Environmental and Social screening, all the sites have almost similar environmental and social impacts; hence only one table combining all the possible impacts was developed. However, the government owns land at only five (5) sites namely: GS RUSUSA Satellite, EP KIRENGO, GS GATOVU, GS KINANIRA, and SANZARE (Satellite). The remaining sites are owned by religious organizations, mainly ADEPR (EP NYAMPINGIRA Satellite, GS BWIRA, GS MAHEMBE, GS RWILI, and GS VUNGU), Catholic Church (EP KASUMO, EP KIZIGURO Catholic, EP MUKINGI, GS RUSEBEYA, and GS RUSUSA), and EAR (GS NGURUGUNZU).

A Consent form will be signed in the regards of the existing Prime Minister's order n°290/03 of 13/11/2015 determining special regulations governing government subsidized schools.

It is important to note that during the course of the project new environmental aspects and impacts may be identified, this ESMP will be revised every time once new impact is identified. Environmental and social safeguard officers will have the responsibility to report on the progress of implementation of this ESMP. The budget of ESMP will be managed by MINEDUC and Districts, the rainwater harvesting tanks will be acquired by MINEDUC.

During the implementation of Environmental and social management plan, there is a well-planned way of managing the cost of ESMP according to the project phase and project activity. There are some mitigation measures to be implemented at the national level, district level and others at site level according to the respective implementing responsibility.

The purchase and supply of rainwater harvesting tanks will be conducted at National procurement level as well as the supply of Personnel protective equipment. Other mitigation measures will be conducted in respect to the implementing responsibility.

Table 3: Environmental and Social Management Plan for generic impacts for construction classrooms and latrines in Ngororero District

Sub-Project Phase	Sub-Project Activity	Potential Impacts/issues	Management/Mitigation Measures	Implementation responsibility	Time Frame	Estimated Cost (Frw)
Pre-construction phase	Avail land for 12 sub-project sites from religious organizations (EP NYAMPINGIR A Satellite, GS BWIRA, GS MAHEMBE, GS RWILI, and GS VUNGU, EP KASUMO, EP KIZIGURO Catholique, EP MUKINGI, GS RUSEBEYA, GS RUSUSA, GS NGURUGUNZ U) for classrooms and latrines construction	Religious Land use for 22 sub-projects for classrooms and latrines construction	Sign consent form by religious organizations as per Prime Minister's order n°290/03 of 13/11/2015	Religious Legal Representative, Government of Rwanda	Before commencing civil works	No cost

	Site clearing	Loss of vegetation cover	<ul style="list-style-type: none"> • Clear only the area designed for classrooms and latrines construction • Preserve (or stockpile) excavated topsoil for future site restoration procedures; • Greening by grasses 	Foreman, School Head Teacher	During site clearance	3,108,000 (of which 28,000 per one Classroom)
Construction phase	Extraction and transportation of materials	Potential risks of wasting raw materials	<ul style="list-style-type: none"> • Accurate estimate of needed materials • Get supply of raw-materials (such as sand, stones, bricks, etc.) from authorized suppliers and sites 	Foreman, School construction officer	During construction period	No cost
		Access roads	<ul style="list-style-type: none"> • Locate access roads in consultation with local community and officials 	Foreman, School construction officer, Suppliers with local community	During construction period	No cost
		Risk of loss of landscape scenic value and associated	<ul style="list-style-type: none"> • Hold top soils and vegetation matter near quarries, borrow pits and dumping sites 	Suppliers	During implementation of the sub project activities	No cost

		effects on ecosystem	<ul style="list-style-type: none"> Rehabilitate (green landscaping) the borrow pits, quarries and dumping sites at the end of construction activities 	Suppliers	At the end of construction activities	No cost
	All activities: Excavation and foundation, elevation of walls, ceilings, roof works.	Valuable artefacts or culturally valuable materials	<ul style="list-style-type: none"> Use and follow chance find procedures as per the ESCP 	Foreman, School construction officer	Prior to & during excavation	3,400, 000 (of which 200,000 per site)
		Accidental injuries	<ul style="list-style-type: none"> Checking daily if the materials are in good conditions before starting the activities, Equip all site workers with Individual protective equipment (such as boots, helmets, and high visibility jackets) Avail first aid kit on-site, Ensure that all workers have medical insurance such as “Mutuelle de santé”, RAMA or any 	Foreman, School Head Teacher	During the timeframe of the implementation of the project	<p>No cost</p> <p>7,833,600 (460,800 per site)</p> <p>408,000 (24,000 per 1kit per site)</p> <p>No cost</p>

			<p>other recognized medical insurance</p> <ul style="list-style-type: none"> • Ensure provision of regular briefing on occupational health and safety to workers • Having distance between workers 			<p>No cost</p> <p>No cost</p>
		Deterioration of workers' health and child right violation	<ul style="list-style-type: none"> • The site will be provided with clean drinking water • Construction workers should be given break to go for lunch; • Child labor should be avoided at all stages of construction (child under 18years old) • Fair treatment of workers and provision of safe and health working condition • Respect of working hours 	School Head Teacher, Foreman, Safeguards Team	During sub-project implementation	<p>306, 000 (of which 18,000 per site)</p> <p>No cost</p> <p>No cost</p> <p>No cost</p> <p>No cost</p>

		Risk of conflict	<ul style="list-style-type: none"> Local residents will be given the priority during workforce selection; Wearing uniform (jacket) Grievance redress mechanism 	Foreman, School Head Teacher and Social Safeguard Team	During the timeframe of the implementation of the project	<p>No cost</p> <p>Provided</p> <p>No cost</p>
		Risk of insecurity at the sub project site	<ul style="list-style-type: none"> Ensure only authorized personnel get to site Ensure security persons are available on the site 	Foreman ,Local Authorities	During the timeframe of the implementation of the project	<p>No cost</p> <p>5,100,000 (of which 300,000 per site)</p>
		Risk of contamination by HIV/AIDS and other STDs, Sexual harassment and abuse, GBV (gender based violation)	<ul style="list-style-type: none"> Sensitize site workers on HIV/AIDS, Sexual harassment and abuse, GBV (gender based violation) to avoid negative effects from social& multicultural inclusion at the area. Voluntary testing to determine HIV status; counselling at existing medical facilities; 	School Head Teacher, Foreman ,Health Centers, Local Authorities	During the timeframe of the implementation of the project	<p>No cost</p> <p>No cost</p>

			<ul style="list-style-type: none"> Enforce and sensitize code of conducts 			No cost
		Poor hygiene and sanitation	<ul style="list-style-type: none"> Provide means for handling waste generated by construction workers Avail handwashing facilities Always keep clean toilets Install toilets away from rivers or areas with shallow groundwater Sensitize workers about handwashing culture 	Social affairs at sector level, School head teacher, Foreman	During the timeframe of the implementation of the sub-project	1,530,000 (of which 90,000 per site)
		Risk of exhaust emissions (e.g. Sulphur , Carbon, Nitrogen, chlorofluorocarbons,...) from truck movements	<ul style="list-style-type: none"> Before hiring a supplier, make sure that his/her vehicle has a valid vehicle technical control certificate Sensitize drivers to avoid unnecessary racing of vehicle engines at loading/offloading points and parking areas; 	Foreman, National police District Environmental officer Environmental and Social Safeguards Officer	During implementation of the activities	No cost

		<p>Risk of noise and/or vibration pollution of civil works/heavy trucks to the school environment and local people</p>	<ul style="list-style-type: none"> • Notify and coordinate with local people adjacent to sub-project sites and school administration to inform them of the possibility of temporary noise disruption & related issues, and how to report complaints if any; • Limit civil work activities to daytime hours to the extent feasible; • Sensitize vehicle drivers to switch off engines when the vehicle is parked; • Perform welding and other noise producing activities during weekend in order to minimize noise pollution during school days 	Foreman	During implementation of the activities	No cost
--	--	--	--	---------	---	---------

		Degradation of air quality due to the dust emissions;	<ul style="list-style-type: none"> • Manual compaction of unstable soil • Watering while soil works and construction are being executed and where dust is emitted; • Reduce vehicle speed in working area 	Foreman, drivers, Traffic Police, safeguards team	During implementation of the sub project activities	No cost 408,000 (24,000 per site)
		Soil erosion due to the runoff	<ul style="list-style-type: none"> • Installation of rain water harvesting system (Water tanks and waterways) • Plantation of ornamental trees and grasses on exposed slopes 	MINEDUC in collaboration with, FONERWA, MINEMA, Ministry of Environment, Districts, School head teacher, Foreman	During the timeframe of the implementation of the sub-project	44,400,000 (one tank per 3 classrooms cost 1,200,000) 3,108,000 (of which 28,000 per 1classroom)
Construction	Elevation of walls, roof trusses, roof covering, Fixing windows and doors, internal and external	Generation of solid waste in the form of construction spoils	<ul style="list-style-type: none"> • Implement 3R principles (Reducing, reusing, recycling) wastes; • Avail solid waste bins and sort garbage according different 	District Environmental Officer, School head teacher, Foreman	During the timeframe of the implementation of the project	No cost 85,000 (of which 5,000 per site)

	finishing and pavement.		<p>categories (e-wastes, chemicals, plastics, metals, glasses papers/wood and biodegradable wastes);</p> <ul style="list-style-type: none"> • Dispose of solid waste to existing dumpsite 			No cost
		Fire outbreak due to welding activities	<ul style="list-style-type: none"> • Avail sand and water on site for fire fighting • Employ skilled people in welding activities • Ensure a quick contact to concerned security institution in case of strong fire outbreak 	School head teacher, foreman and police fire brigade	During welding activities	<p>No cost</p> <p>No cost</p> <p>No cost</p>
	Painting	Soil pollution due to toxic or hazardous chemical from paints or solvents	<ul style="list-style-type: none"> • Hazardous/toxic materials shall be stored in appropriate containers/stores with clearly visible labels; & regularly inspect for signs of leaks. 	District Environmental officer, School head teacher, Foreman	During the timeframe of the implementation of the sub-projects	<p>No cost</p> <p>No cost</p>

			<ul style="list-style-type: none"> • Disposal of waste from paint in existing toxic liquid waste pit • Company certified in collected waste will be hired in collecting the produced waste wherever possible • Work closely with the district hospital in handling hazardous waste • Provide training on management of all hazardous chemicals/materials and wastes for workers including use of PPEs 			<p>No cost</p> <p>No cost</p> <p>1,700,000 (of which 100,000 per site)</p>
Operation	Use of toilet	Soil and groundwater pollution due to infiltration of microbes from faeces	Proper construction of foundation and walls for pit by cementing	School construction officer and specialist	During pit cementing and foundation works	11,665,815 (of which 106,665 per Latrine)

Total estimated budget						83,152,415
------------------------	--	--	--	--	--	------------

4.2 Environmental and Social Monitoring Plan

The below monitoring plan is applicable to all impact summarized in the above table and it is common to all sites within Ngororero District. As stated above, for sub-projects owned by religious institutions; they shall sign consent forms with the government prior the construction works.

Table 4: Environmental and Social Monitoring Plan for construction of classrooms and latrines in Ngororero District

Sub-project phase	Potential impacts	Management/ Mitigation Measures	Monitoring indicator	Frequency/ Time frame	Responsible	Estimated cost (Frw)
Pre-construction phase	Avail land for 12 sub-project sites from religious organizations (EP NYAMPINGIRA Satellite, GS BWIRA, GS MAHEMBE, GS RWILI, and GS VUNGU, EP KASUMO, EP KIZIGURO Catholique, EP MUKINGI, GS	Sign consent form by religious organizations as per Prime Minister's order n°290/03 of 13/11/2015	Number of signed consent form	Before the commencement of civil works	Monitoring and Evaluation Specialist and Social safeguards Specialist/MINEDUC	No cost

	RUSEBEYA, GS RUSUSA, GS NGURUGUNZU) for classrooms and latrines construction					
	Loss of vegetation cover	<ul style="list-style-type: none"> • Clear only the area designed for classrooms and latrines construction • Preserve (or stockpile) excavated topsoil for future site restoration procedures; • Greening by grasses 	<p>Area cleared in square meter</p> <p>Quantity of excavated soil in cubic meter</p> <p>Area greened in square meter</p>	<p>Once</p> <p>Once</p> <p>Once(after construction works)</p>	Local authorities, Foreman and MINEDUC Safeguards Team	<p>55,000</p> <p>55,000</p> <p>55,000</p>
Construction phase	Potential risks of wasting raw materials	<ul style="list-style-type: none"> • Accurate estimate of needed materials • Get supply of raw-materials (such as sand, stones, bricks, etc.) from 	Quantity of remaining materials	Monthly	Foreman	No cost

		authorized suppliers and sites				
	Access roads	<ul style="list-style-type: none"> Locate access roads in consultation with local community and officials 	Number of complaints			
	Risk of loss of landscape scenic value and associated effects on ecosystem	<ul style="list-style-type: none"> Hold top soils and vegetation matter near quarries, borrow pits and dumping sites; Rehabilitate (green landscaping) the borrow pits, quarries and dumping sites at the end of construction activities 	<p>All accumulated top soils and vegetation matter used for rehabilitation of sites;</p> <p>Rehabilitated area in square meter</p>	Once after construction works	Local authorities, Foreman, Suppliers and MINEDUC Safeguards Team	220,000
	Valuable artefacts or culturally valuable materials	<ul style="list-style-type: none"> Use and follow chance find procedures as per the ESCP 	Number of complains	During construction period	Local authority , MINEDUC safeguards Team	No cost
	Accidental injuries	<ul style="list-style-type: none"> Checking daily if the materials are in 	Number of Materials in	Daily	Local authorities, Foreman, schools'	No cost

		<p>good conditions before starting the activities,</p> <ul style="list-style-type: none"> Equip all site workers with Individual protective equipment (such as boots, helmets and high visibility jackets); Avail first aid kit on-site, Ensure that all workers have medical insurance such as “Mutuelle de santé”, RAMA or any other recognized medical insurance Ensure provision of regular briefing on occupational health and safety to workers 	<p>good condition</p> <p>Number of workers with personnel protective equipment</p> <p>Number of first aid kit on site</p> <p>Number of workers with medical Insurance</p> <p>Number of briefings on safety to</p>	<p>Daily</p> <p>Daily</p> <p>Daily</p> <p>Daily</p>	<p>construction Engineers, and MINEDUC Safeguards Team</p>	<p>No cost</p> <p>No cost</p> <p>No cost</p> <p>No cost</p>
--	--	---	---	---	--	---

		<ul style="list-style-type: none"> Having distance between workers 	<p>workers provided</p> <p>Distance in meter</p>	Daily		No cost
	Deterioration of workers' health and child right violation	<ul style="list-style-type: none"> The site will be provided with clean drinking water 	Quantity of drinking water in jericans	Daily	Local authorities, Foreman and MINEDUC	No cost
	child right violation	<ul style="list-style-type: none"> Construction workers should be given break to go for lunch; Child labor should be avoided at all stages of construction (child under 18years old) Fair treatment of workers and provision of safe and health working condition Respect of working hours 	<p>Number of hours for break</p> <p>Number of checking made on site</p> <p>Number of complains resolved</p> <p>Number of working hours/day</p>	<p>Daily</p> <p>Daily</p> <p>Daily</p> <p>Daily</p>	Safeguards Team	<p>No cost</p> <p>No cost</p> <p>No cost</p> <p>No cost</p>

	Risk of conflict	<ul style="list-style-type: none"> Local residents will be given the priority during workforce selection; Wearing uniform (jacket) Grievance Redress Mechanism 	<p>Number of local residents on work</p> <p>Number of workers with jackets</p> <p>Number of grievances resolved</p>	<p>Once, during recruitment</p> <p>Daily</p> <p>Monthly</p>	Local authorities, Site supervisor and MINEDUC Safeguards Team	<p>55,000</p> <p>No cost</p> <p>55,000</p>
	Risk of insecurity at the sub project site	<ul style="list-style-type: none"> Ensure only authorized personnel get to site, Ensure security persons are available on the site 	<p>Entry Register book</p> <p>Contract of security personnel employed</p>	Daily	Local authorities, foreman and MINEDUC Safeguards Team	<p>No cost</p> <p>55,000</p>
	Risk of contamination by HIV/AIDS and other STDs, Sexual harassment and abuse, GBV (gender based violation)	<ul style="list-style-type: none"> Sensitize site workers on HIV/AIDS, Sexual harassment and abuse, GBV (gender based violation) to avoid 	Minutes and attendance lists	Monthly	Local authorities, Health Centers, Foreman and MINEDUC Safeguards Team	55,000

		<p>negative effects from social & multicultural inclusion at the area;</p> <ul style="list-style-type: none"> • Voluntary testing to determine HIV status; counselling at existing medical facilities; • Enforce and sensitize code of conducts 	<p>Number of voluntary tested personnel</p> <p>Number of Site supervision</p>	<p>Quarterly</p> <p>Weekly</p>		<p>55,000</p> <p>No cost</p>
	Poor hygiene and sanitation	<ul style="list-style-type: none"> • Avail handwashing facilities; • Always keep clean toilets; • Install toilets away from rivers or areas with shallow groundwater; 	<p>Number of handwashing facilities on site</p> <p>Cleanliness</p> <p>Field visit report</p>	<p>Daily</p> <p>Daily</p> <p>Once during project startup</p> <p>Monthly</p>	<p>Local authorities, Foreman, head teachers and MINEDUC Safeguards Team</p>	<p>No cost</p> <p>No cost</p> <p>No cost</p>

		<ul style="list-style-type: none"> Sensitize workers about handwashing culture 	Minute and attendance list			220,000
	Risk of exhaust emissions (e.g. Sulphur, Carbon, Nitrogen, chlorofluorocarbons,...)	<ul style="list-style-type: none"> Before hiring a supplier, make sure that his/her vehicle has a valid vehicle technical control certificate; Sensitize drivers to avoid unnecessary racing of vehicle engines at loading/offloading points and parking areas; 	<p>Inspection report</p> <p>Minute and attendance lists</p>	Once at every contracting	Local authorities, traffic police, foreman and MINEDUC Safeguards Team District Environmental officer	<p>55,000</p> <p>55,000</p>
	Risk of noise and vibration pollution of heavy trucks to the school environment and local people	<ul style="list-style-type: none"> Notify and coordinate with local people adjacent to sub-project sites and school administration to inform them of the possibility of temporary noise disruption & related 	Number of complaints raised and resolved about noise and vibration	Daily	Local authorities, Foreman and MINEDUC Safeguards Team	55,000

		<p>issues, and how to report complaints if any;</p> <ul style="list-style-type: none"> • Limit civil work activities to daytime hours to the extent feasible; • Sensitize vehicle drivers, operators to switch off engines when the vehicle is parked; • Perform welding and other noise producing activities during weekend in order to minimize noise pollution during school days 		<p>Daily</p> <p>Weekly</p> <p>During work implementation plan</p>		<p>No cost</p> <p>No cost</p> <p>No cost</p>
	Degradation of air quality due to the dust emissions;	<ul style="list-style-type: none"> • Manual compaction of unstable soil ; • Watering while soil works and construction are being executed and 	Area of compacted soil in square meter	During excavation and foundation works	Local authorities, Fore man and MINEDUC Safeguards Team	55,000

		<p>where dust is emitted;</p> <ul style="list-style-type: none"> • Reduce vehicle speed in working area 		Daily		No cost
	Soil erosion due to the runoff	<ul style="list-style-type: none"> • Installation of rain water harvesting system (Water tanks and waterways). • Plantation of ornamental trees and grasses on exposed slopes 	<p>Number of installed water tanks</p> <p>Number of planted ornamental trees</p>	Monthly	Local authorities, Foreman and MINEDUC Safeguards Team	55,000
	Generation of solid waste in the form of construction spoils	<ul style="list-style-type: none"> • Implement 3R principles (Reducing, reusing, recycling) wastes; • Avail solid waste bins and sort garbage according different categories (e-wastes, 	<p>Awareness provided for workers on 3R principles</p> <p>Number of solid waste bins and garbage on site</p>	<p>Twice a week</p> <p>Daily</p>	District Environmental Officer, Local authorities, Site Foreman and MINEDUC Safeguards Team	<p>55,000</p> <p>No cost</p>

		<p>chemicals, plastics, metals, glasses papers/wood and biodegradable wastes);</p> <ul style="list-style-type: none"> Dispose of solid waste to existing dumpsite 	Amount of solid waste disposed at existing dumpsite	Weekly		55,000
	Fire outbreak due to welding activities	<ul style="list-style-type: none"> Avail sand and water on site for fire fighting Employ of skilled people in welding activities' Ensure a quick contact to concerned security institution in case of strong fire outbreak 	Quantity of sand and water in cubic meter	<p>Daily</p> <p>Once at contracting</p> <p>Instantly</p>	Local authorities, Site supervisor and MINEDUC Safeguards Team	<p>No cost</p> <p>55,000</p> <p>No cost</p>
	Soil pollution due to toxic or hazardous	<ul style="list-style-type: none"> Hazardous/toxic materials shall be stored in appropriate 		Monthly	Local authorities, foreman and	55,000

	chemical from paints or solvents	<p>containers/stores with clearly visible labels; & regularly inspect for signs of leaks.</p> <ul style="list-style-type: none"> • Disposal of waste from paint in existing toxic liquid waste pit; • Company certified in collected waste will be hired in collecting the produced waste wherever possible; • Work closely with the district hospital in handling hazardous waste • Provide training on management of all hazardous chemicals/materials and wastes for workers including 	<p>Quantity of waste disposed in existing toxic liquid waste pit.</p> <p>Number of personnel protective equipment</p>	<p>Once during and after painting works</p> <p>Monthly</p>	MINEDUC Safeguards Team	<p>55,000</p> <p>No cost</p> <p>55,000</p>
--	----------------------------------	---	---	--	-------------------------	--

		use of Personal Protective Equipment.				
Operation	Soil and groundwater pollution due to infiltration of microbes from toilets	<ul style="list-style-type: none"> Cementing the walls of pit 	Inspection report	Once after completion	Local authorities, foreman and MINEDUC Safeguards Team	55,000
Total estimated budget						3,912,000

4.2.1 Monitoring roles

Table 5: Monitoring roles and responsibility

Institution	Roles	Responsible department/person
WORLD BANK	<ul style="list-style-type: none"> Responsible for issuing no objection before the project implementation Monitoring of the implementation of ESMP Capacity building of MINEDUC safeguards Team and social protection unit Staff on ESMP 	WB Safeguards Team
RDB	<ul style="list-style-type: none"> Issuance of the clearance certificate for the projects 	EIA Department
MININFRA	<ul style="list-style-type: none"> Technical support to classrooms and latrines construction activities 	Staff in charge of construction
MINEDUC	<ul style="list-style-type: none"> Review the ESMP from District and submit it to WB for no objection Address the comments from WB and submit it to RDB for clearance Monitoring of ESMP implementation Training of District staff on ESMP Report the implementation of ESMP to WB 	<ul style="list-style-type: none"> MINEDUC Safeguard Team
Districts	<ul style="list-style-type: none"> Preparation of ESMP and submit it to MINEDUC to be reviewed and submitted to WB and RDB Training of stakeholders at Sector level and technicians on ESMP Monitoring of ESMP implementation and report to MINEDUC Supervise the implementation of Mitigation Plan Supervision of putting in place and operationalization of grievance committees 	<ul style="list-style-type: none"> Environmental officer Schools Construction Engineer Director of Education unit
Sector and Cells	<ul style="list-style-type: none"> Training of stakeholders at Sector level and technicians on ESMP Monitoring of ESMP implementation and report to District Supervise the implementation of Mitigation Plan Supervision of putting in place and operationalization of grievance committees 	<ul style="list-style-type: none"> Sector land officer Sector Social Protection Officer Executive secretary of concerned Cells Sector agronomist

<p>Community</p>	<ul style="list-style-type: none"> • Execute ESMP guidelines and report any Environmental and Social issue occurred on the site to local authorities • Election of grievance committee's members 	<p>Community and Workers</p>
-------------------------	--	------------------------------

CHAPTER V. REPORTING AND DOCUMENTATION

The Environmental and Social Safeguards Officers (ESSO) at District level; in close collaboration with District Environmental Officer; will ensure if monthly and quarterly reports of the implementation and monitoring of the ESMP are provided timely to the Ministry which shall consolidate and submit all the reports to the World Bank as agreed in the commitment plan. The ESSO shall ensure the documentation of all designed mitigation measures in this plan. He/ She shall notify within 24 hours any incident or accident related to the project implementation or that has impact on it, and that has or could have a significant adverse effect on the environment, the affected communities, the public, or the workers included, for example, occupational accidents and electrocution.

CHAPTER VI. CONCLUSIONS AND RECOMMENDATIONS

Prior to the commencement of any sub-project or individual activity, it is required to understand the nature of the tasks involved and any hazards that may be associated with it. To ensure that all potential hazards are identified and suitably controlled or mitigated, there are 5 key process elements to be continually implemented as follows: identify the hazards; assess who may be harmed and how; evaluate the risks and decide on appropriate control measures; record the findings and implement the controls; periodically review the assessments and update as required.

Plans and procedures that describe the actions to be taken and control measures to be applied, in order to reduce risk to health and welfare of sub-project personnel and other stakeholders, resulting from construction activities to all levels, are developed and reviewed as necessary, to meet both legal and employer contract specific ESMP requirements.

Given the nature and location of the project development activities, the conclusion is that the potential impacts associated with the proposed development are of a nature and extent that can be avoided, reduced, and eliminated by the application of the proposed appropriate mitigation measures suggested; hence the construction of 106 classrooms and 120 latrines sub-projects under Quality Basic Education for Human Capital Development (QBE-HCD) Project in Ngororero District shall be successfully implemented.

ANNEXES:

Annex 1: Occupational Health and Safety Plan

This plan provides remedies for potential community health, safety and a security risk associated with the implementation of Rwanda QBE – HCD sub-projects and helps to provide guidance that respond and mitigate the identified risks. Under this plan all applicable laws and standards stated in legal and institutional framework shall apply. The table below shows the potential risks of sub-projects activities under QBE – HCD Project in Ngororero District, the proposed mitigation measures and the responsibilities. The following table summarizes the Community Health, Safety and Security Management Plan.

Table 6: Occupational Health, Safety and Security Management Plan

Potential Risk	Mitigation Measures	Responsible
The influx of new workers from outside areas to the project area will increase demand on existing health services	➤ Health services of the new workers shall be provided especially the medical insurance “Mutuelle de santé”	District in collaboration with RSSB
The influx of new workers to the area could bring with it an increase of communicable diseases.	➤ Awareness campaigns on hygiene and sanitation and how these diseases spread.	Sectors Districts
Dust from transport and vehicles and machineries on roads	<ul style="list-style-type: none"> ➤ Control speed limits; ➤ Haul truck transporting volatile construction materials ➤ Ensure haul trucks are not overloaded and are covered where necessary; 	Site environmental and social officers Site construction engineers District environmental officer
Road accidents	<ul style="list-style-type: none"> ➤ Restrict speed limits 20km/hour; ➤ Erect speed control signs post; ➤ Community awareness on proper use of roads. 	Traffic policy
Diffuse run-off from roads, construction areas and other disturbed areas may contain elevated concentrations of suspended solids or pollutants	<ul style="list-style-type: none"> ➤ Ditches will channel surface water runoff to the designated areas; ➤ Maximum reuse or recycle of process waste water; 	Site construction engineers

Potential Risk	Mitigation Measures	Responsible
	<ul style="list-style-type: none"> ➤ Water monitoring will be conducted. 	
Noise will be significant during construction.	<ul style="list-style-type: none"> ➤ Monitoring will be conducted; ➤ Operating hours of the open pit activities only during the daily hours; ➤ Speed restrictions on site traffic; 	<p>Environmental and social officer</p> <p>District environmental officer</p>
Gas emissions from project vehicles, trucks and construction machineries	<ul style="list-style-type: none"> ➤ Constant preventative emission control; ➤ Ensure all project vehicles and trucks have valid vehicle inspection certificates, 	<p>Environmental and social</p> <p>District environmental officer</p>
Dust from construction activities including quarries and borrow pits	<ul style="list-style-type: none"> ➤ Sprays water to avoid lift of dust; ➤ Workers provided with appropriate PPE. 	<p>Environmental and social officer</p> <p>District environmental officer</p>
Interaction between learners and project workers	<ul style="list-style-type: none"> ➤ Head teacher, foreman, environmental and social officer to prevent any interactions between learners and project workers by keeping learners far from construction sites and enforcing strict security measures; ➤ Learners plays and interactions between themselves must be from construction sites ➤ Increase security awareness among learners and restrict them from crossing danger/warning tape. 	

Potential Risk	Mitigation Measures	Responsible
Site intrusion, theft, and other insecurity at construction site	<ul style="list-style-type: none"> <li data-bbox="655 241 1050 360">➤ Put in place warning tape across construction perimeter <li data-bbox="655 367 1050 566">➤ Ensure security of construction site by appointing security staffs 24/7 till completion of construction 	

Annex 2: Chance Finds Procedure

Institute of National Museums of Rwanda (INMR) is responsible for recovering these items. Chance find procedures will be used as follows:

- i. Stop the construction activities in the area of the chance find;
- ii. Delineate the discovered site or area;
- iii. Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be present until the responsible local authorities and the equivalent take over;
- iv. Notify the supervisory Engineer who in turn will notify the responsible local authorities and the General Authority of Antiquities immediately (within 24 hours or less);
- v. Responsible local authorities and the General Authority of Antiquities would be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the archeologists of the General Authority of Antiquities (within 72 hours). The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values;
- vi. Decisions on how to handle the finding shall be taken by the responsible authorities and the General Authority of Antiquities. This could include changes in the layout (such as when finding an irremovable remain of cultural or archeological importance) conservation, preservation, restoration and salvage;
- vii. Implementation for the authority decision concerning the management of the finding shall be communicated in writing by the General Authority of Antiquities; and
- viii. Construction work could resume only after permission is given from the responsible local authorities and the General Authority of Antiquities concerning safeguard of the heritage.

These procedures must be referred to as standard provisions in construction contracts, when applicable, during project supervision, the Site Engineer shall monitor the above regulations relating to the treatment of any chance find encountered are observed.

Annex 3: Grievance Redress Mechanism Log Frame Template

The log form to be filled by grievance redress committees

Grievance Reference Number	Names and ID of complainant	Date for grievance reception	Means of grievance reception (SMS, Phone call, letter, email, verbal,...)	Location of grievance reception	Type of issue raised (Grievance, Concern, request, ...)	Summarized description of the complaint	Action undertaken	Date of action	Status +30 days	Status +60 days	Status +90 days

TEMPLATE FOR CONSOLIDATED REPORT OF GRCs ACTIVITIES

No	Names, Area of residence and ID of complainant	Date for grievance reception	Means of grievance reception (SMS, Phone call, letter, email, ...)	Type of issue raised (Grievance, Concern, request, ...)	Summarized description of the complaint	Action undertaken	Date of action	Level of GRC that took action on grievance	Status of grievance during the reporting time

Annex 4: Reporting format of the ESMP implementation progress

1. Sub/projects background (locations' description etc.,)
 2. Actual impacts including unforeseen effects of the project
 3. Level of staff awareness on operational issues relating to environmental performance
 4. Overall status of environmental performance
- List all challenges encountered so far during project implementation & lessons & learnt
 - Provide photos and pictures that illustrate the changes onsite before intervention and after intervention)
5. Recommendation for continual improvement

Impact predicted	Proposed mitigation measures	Indicator (Parameter to be measured)	Color coding	Sub-project	Findings/Remarks (Describe status of completion, Does this measure seem effective? suggest solutions where problems are encountered)
District ESSO				Date/Name of reviewer:	
TOBE COMPLETED BY MINEDUC Progress monitoring - main findings:				Status of ESMP <input type="checkbox"/> On schedule/completed/ahead of time <input type="checkbox"/> slightly delayed <input type="checkbox"/> slightly delayed	

*Note: The progress of implementing mitigation measures should be color-coded in column 4: **Green** = On Schedule/ Ahead of Schedule/ Completed, **yellow** = Slightly Delayed, **Red** = Delayed*