



GOVERNMENT OF THE REPUBLIC OF MALAWI

**INTEGRATED SOCIAL PROTECTION FOR RESILIENCE AND OPPORTUNITY
(INSPIRE-O) PROJECT**

**ENVIRONMENTAL AND SOCIAL MANAGEMENT
FRAMEWORK (ESMF) FOR INSPIRE-O PROJECT**

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EXECUTIVE SUMMARY

The Government of Malawi, through the National Local Government Finance Committee (NLGFC) is preparing the implementation of the Integrated Social Protection for Resilience and Opportunity (Inspire-O) Project with support from the World Bank. The objective of the project is to strengthen the resilience to climate and economic risks and enhance job opportunities for the poor and vulnerable in Malawi. The project is expected to be in operation for three years from 2027 to 2030 with an estimated total budget of US\$165.9 million. The project will have 3 components as follows: **Component 1:** Adaptive Safety Nets and Delivery Systems, **Component 2:** Jobs NOW- Creating Job Opportunities through entrepreneurship support, **component 3:** Institutional Strengthening and Project Management.

The pillar activity of INSPIRE-O will be Social Cash Transfer complemented by the Labour-Intensive Public Works Program for Resilient Catchments and Infrastructure (PWP-RCI), the Jobs Now, and the adaptive cash transfers. INSPIRE O will build on results achieved and lessons learned from SSRLP on enhancing climate and economic risk resilience and creating economic inclusion and job opportunities for the poor.

The Adaptive Safety nets component is expected to reach out to approximately 115,000 households in 18 districts with the Social Cash Transfer program and about 83,000 households in 12 districts with the cash for Work Labour Intensive Public Works Program for Resilient Catchments and Infrastructure. The jobs NOW component is targeted to reach out 17600 households. The specific locations of subproject activities are not known at this stage.

The Environmental and Social Management Framework (ESMF) was prepared through a consultative, expert-led process that involved reviewing the proposed activities and implementation approaches, identifying and analysing potential environmental and social risks through stakeholder consultations and development of generic risk mitigation and monitoring plan to guide the prevention and control of risks throughout the planning implementation phases of project.

This Environmental and Social Management Framework (ESMF) identifies potential environmental and social risks and impacts of proposed Project activities and proposes suitable mitigation measures to manage these risks and impacts. It also maps out Malawi's laws and regulations and the World Bank Environmental and Social Standards applicable to the Project, and describes the principles, approaches, implementation arrangements, and environmental and social mitigation measures to be followed.

Summary of Environmental Risks and Impacts Associated with the Project and proposed mitigation measures

The key potential environmental and social risks for the project activities were identified, and the corresponding mitigation measures are presented in the table below;

Table 1: Potential Environmental & Social Risks

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
POSITIVE IMPACTS		
All subcomponents	Improved people's livelihoods	<ul style="list-style-type: none"> • Provide adequate financial literacy trainings • Encourage participants to join savings and loans groups • Update the Malawi Social Registry to reduce inclusion and exclusion errors, ensuring that the project targets the most deserving beneficiaries • Promote income-generating activities • Pay project participants and beneficiaries timely according to schedule • Address and resolve case management issues promptly
All subcomponents	Enhanced response and resilience to shocks	<ul style="list-style-type: none"> • Respond to shocks timely • Provide adequate financial literacy trainings
All components	Increased employment opportunities	<ul style="list-style-type: none"> • Sensitize the community on employment opportunities and its requirements through many outlets • Develop and maintain a Unified Beneficiary Register for all potential beneficiaries. • Provide equal employment opportunities to both women and men who qualify.
PWP-RCI Jobs Now	Promotion of knowledge and skill	<ul style="list-style-type: none"> • Provide relevant capacity-building programs for frontline staff • Establish and train community-relevant committees, including Catchment Management Committee and Grievance Redressal Management Committee.
PWP-RCI Jobs Now	Increased business opportunities	<ul style="list-style-type: none"> • Timely payment of beneficiaries • Train beneficiaries in Village Loans and savings

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
PWP-RCI	Increased vegetative cover	<ul style="list-style-type: none"> • Limit working only in areas specified in the catchment management plans and approved by the District Council • Avoid unnecessary clearing of pre-existing vegetation in working areas. • Sensitise community on natural tree regeneration • Develop and enforce forest management bylaws
PWP-RCI	Reduced soil erosion and sedimentation of downstream	<ul style="list-style-type: none"> • Construct soil and water conservation structures in strategic areas • Plant trees that will hold the soils together
ESS1: Assessment and Management of Environmental and Social Risks and Impacts		
All subcomponents (SCTP, Jobs Now, PWP-RCI and ASR)	Inadequate capacity of local level and district level structures to identify and manage the potential risks associated with the assigned subcompacts projects	<ul style="list-style-type: none"> • Undertake capacity by training all personnel responsible for subcomponents at the district level and ensuring that knowledge and skills are effectively cascaded to community and local-level structures • Prepare and share generic INSPIRE O project ESMPs to guide district councils and local levels structures in impact identification and ESMP development • Conduct monitoring and supervision during impact identification and ESMP development in the catchments
	Limited capacity of local communities to understand and comply with proposed mitigation and enhancement measures	<ul style="list-style-type: none"> • Share a basic ESMP with local communities and conduct sensitisations based on that basic ESMP
	Inability of the Local Authorities to effectively enforce compliance and adherence to	<ul style="list-style-type: none"> • Provide standardized monitoring checklists and clear corrective actions to improve adherence at local and district levels

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
	environmental and social requirements	<ul style="list-style-type: none"> • Provide and safeguard a clear budget line for DESC to undertake adequate safeguards monitoring and supervision of project works
ESS2: LABOR AND WORKING CONDITIONS		
Jobs Now and Labour Intensive Public Works Programme	Incidents (accidents/injuries, near misses and diseases)	<ul style="list-style-type: none"> • Conduct project site risk assessment of all activities on site and train workers • Undertake Initial OHS awareness to project participants • Undertake daily OHS safety toolbox talks • Provide first aid boxes and trained first aiders at the construction site • Provide adequate and appropriate personal protective clothing and equipment and enforce its use during facility use for participants involved in harmful activities such as working in deep gullies • Record and report timely all accidents at the construction site
	Snake bites and bee and wasps stings	<ul style="list-style-type: none"> • Raise awareness of the potential risks and precaution measures • Use of indigenous knowledge (snake repelling herbs) • Seek medical attention at nearest health facility • Adjust timing of activities to morning hours when bees are less agitated
	Communicable diseases	<ul style="list-style-type: none"> • Provide workers with WASH facilities • Provide WASH awareness to participants • Encourage participants to construct toilets
	Child labour Conflicts and grievances	<ul style="list-style-type: none"> • Conduct sensitizations to participants that children are not to participate in the project • Send back home children when they report for work • Establish functional GRMCs

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
All subcomponents	Irregular payments and inadequate transfer value	<ul style="list-style-type: none"> • Establish fixed payment schedules (publicly communicate clear payment dates (e.g., monthly/bi-monthly)) • Use digital payment systems to reduce delays and leakage. • Ensure backup funding at the centre to avoid interruptions. • Improve coordination between government including district councils and payment providers.
	GBV / SEA / SH risks	<ul style="list-style-type: none"> • Sensitize participants on SEA/SH issues as per the SEA Plan attached in Annex 5. • Establish code of conducts and let participant sign • Set up a functional GRM
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
PWP-RCI and Jobs Now	Dust generation	<ul style="list-style-type: none"> • Use of dust masks • Suppress dust by spraying water
	Waste generation	<ul style="list-style-type: none"> • Promote reuse of packaging products for seedling production such as empty card boards • Provide awareness to participants on proper waste disposal
PWP-RCI (Soil and Water Conservation)	Water pollution	<ul style="list-style-type: none"> • Do not locate manure production sites too close to open water sources
	Soil erosion resulting from poor management of excavated soils during pitting but also unnecessary clearing	<ul style="list-style-type: none"> • Backfill soon after pitting is completed • Dig half-moons on downslope side of the tree, to catch runoff water • Promote spot clearing as opposed to removal of all surrounding vegetative cover
	Risk of water logging and flooding if structures are not properly located and done	<ul style="list-style-type: none"> • The design of the trenches should be able to handle the largest likely storm each year and the number and size should be based on factors such as drainage area, slope and type of soil

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
PWP-RCI (Forest Establishment and Management)	Waste generation (polythene tubes)	<ul style="list-style-type: none"> • Procure durable polyethylene tubes to be reused in the subsequent cycle • Collect, reuse, and dispose through approved facilities or waste handlers.
PWP-RCI (River Bank Protection)	Siltation	<ul style="list-style-type: none"> • Limit vegetation clearance in necessary places • Maintain vegetated buffer strips along the river to trap sediment before it enters the watercourse.
Jobs Now (Sustainable Enterprise Development)	Land contamination due to activities such as motorcycle mechanic	<ul style="list-style-type: none"> • Store oils and fuels properly to avoid spillages • Confine all mechanical work to impervious, demarcated surfaces • Use mats or trays when changing oils or handling solvents • Reuse used/drained oils
ESS4: COMMUNITY HEALTH AND SAFETY		
All components	Risks of walking long distances to work and in search for mobile money agents	<ul style="list-style-type: none"> • Locate participants to work closer to their homes <p>Ensure PSP (Project/Program Support Personnel) agents are spread across the catchment</p>
	Risk of GBV, SEA and SH	<ul style="list-style-type: none"> • Provision of Grievance boxes in impacted communities • Implementation of GBV Action Plan in impacted areas • Undertake community and stakeholder’s sensitisation on SEA/SH/GBV prevention and case management • Establish and Train community GRMC members on SEA/SH/GBV case management
	Risk of spread of HIV and AIDS	<ul style="list-style-type: none"> • Undertake monthly community and workers sensitisations meetings • Provide easily accessible supply points of condoms to staff • Distribution of Information Education and Communication (IEC) materials (on prevention of communicable disease transmission such as HIV and AIDS, Cholera,

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
	Risks of overborrowing	<ul style="list-style-type: none"> • Provide financial literacy training
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
PWP-RCI, Jobs Now	Restricted access to natural resources under conservation activities	<ul style="list-style-type: none"> • Undertake proper community engagement, and sensitisation • Administer voluntary land-use agreement forms
	Disruption of access routes and paths, and damage to existing crops	<ul style="list-style-type: none"> • Establish and maintain a functional grievance redress mechanism to receive and address the complaints in a timely and satisfactory manner
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
River Bank Protection and Forest Establishment and Management	Propagation of invasive and alien species,	<ul style="list-style-type: none"> • Do not use invasive vegetation e.g. spreading bamboo for struts (some bamboo are suitable – others not)
	Introduction of crop pests and diseases through use of diseased planting materials	<ul style="list-style-type: none"> • Use disease-free planting materials
	Poor seed germination and survival rate due to use of poor-quality seeds	<ul style="list-style-type: none"> • Use of healthy seeds collected from within the local area should be prioritized • Ensure correct timing of planting, correct way of planting and proper post planting management including watering and setting up of barriers to protect the trees from livestock
	Continued loss of vegetation in afforestation and natural regeneration sites	<ul style="list-style-type: none"> • Setting up and enforcement of community bye laws to protect the designated sites
ESS 8: CULTURAL HERITAGE		
PWP-RCI Jobs Now	Risk of chance findings	<ul style="list-style-type: none"> • Implement chance find procedures • Train workforce on the chance finds procedure
All subcomponents	Risk of exclusion and inclusion errors	<ul style="list-style-type: none"> • Conduct community validation •

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
	Risk of one Household Participating in Multiple Programmes	<ul style="list-style-type: none"> • Integrate the different programme systems to ensure one participant is at one beneficiary project
ESS 10: STAKEHOLDER ENGAGEMENT		
All components	Complaints and Grievances from project activities and delivery processes	<ul style="list-style-type: none"> • Establish and maintain a functional and reliable grievance redress mechanism • Establish and implement and an effective Implement an effective and regular stakeholder engagement program

Implementation Arrangements. The NLGFC will implement the ESMF for the INSPIRE O project in collaboration with local authorities across the country. Other stakeholders in INSPIRE O implementation include the EAD, MEPA, Ministry of Labour, local authorities through the District Environmental Sub Committees (DESC) and extension workers, Catchment Management Committees (CMCs), Foremen, project beneficiaries and the World Bank. Monitoring of implementation of this ESMF will be carried out by NLGFC, Malawi Environment Protection Authority (MEPA), relevant national Ministries, Departments and Agencies including ministries responsible for lands, gender, community development, social welfare; community leaders, project beneficiaries, Community Savings and Investment Promotion (COMSIP), and contractors.

Monitoring. Environmental and social monitoring of the project will be carried out by stakeholders at community, district, national and development partner levels. The monitoring process at all levels will be guided by monitoring tools and indicators which will be developed for subproject specific ESMPs. The NLGFC project PIU will coordinate the monitoring among the stakeholders and reporting to stakeholders including the World Bank and other partners.

A separate **Stakeholder Engagement Plan (SEP)** has been prepared for the Project guided by the World Bank’s Environmental and Social Standard 10 on Stakeholder Engagement. The SEP will be disclosed on the websites of the NLGFC (www.nlgfc.gov.mw) and Ministry of Finance (www.finance.gov.mw).

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LIST OF ACRONYMS AND ABBREVIATIONS

Acronym	Full Meaning
CESPWP	Climate Smart Enhanced Public Works Program
COMSIP	Community Savings and Investment Promotion
CRI	Cooperate Results Indicator
EAD	Environmental Affairs Department
EDO	Environment District Officer
ESCP	Environment and Social Commitment Plan
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
FAMA	Financial and Market Access and Linkages
GBV	Gender Based Violence
GoM	Government of Malawi
GRMC	Grievance Redress Mechanism Committee
INSPIRE-O	Integrated Social Protection for Resilience and Opportunity
IPF	Investment Project Financing
LMP	Labour Management Procedures
MEPA	Malawi Environment Protection Authority
MDTF	Multi Donor Trust Fund
NLGFC	National Local Government Finance Committee
PIU	Project Implementation Unit
PWP-RCI	Public Works Program for Resilient Catchments and Infrastructure
RPF	Resettlement Policy Framework
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SEP	Stakeholder Engagement Plan
SCTP	Social Cash Transfer Program
SSRLP	Social Support for Resilient Livelihoods Project
ToC	Theory of Change

CHAPTER 1: INTRODUCTION

The Government of Malawi, through the National Local Government Finance Committee (NLGFC), with funding from the World Bank are preparing the implementation of the Integrated Social Protection for Resilience and Opportunity (Inspire-O) Project. The INSPIRE O will be structured as an Investment Project Financing (IPF) operation, focusing on strengthening resilience to climate and economic risks and creating economic inclusion and jobs opportunities for the poor and vulnerable. The project will build on the results achieved and lessons learned from the Social Support for Resilient Livelihoods Project (SSRLP) in enhancing climate and economic risk resilience and creating economic inclusion and jobs opportunities for the poor. It will incorporate sustainability aspects, including through: (i) building support for social protection through government structures and reshaping the domestic agenda on sustainable social protection investments; (ii) phasing in increased domestic financing over the medium term for social cash transfers and public works; (iii) building partnerships with donors and the private sector on jobs and economic inclusion; (iv) continuing social protection evidence generation and reforms, including alignment with energy and other infrastructure reforms; and (v) maintaining activities for graduation from core programs. 13. The project will include activities of high strategic priority for both the World Bank and the GoM, addressing key development challenges.

The Labour Intensive Public Works Programme for Resilient Catchments and Infrastructure (PWP-RCI) subcomponent activities are expected to take place in Four (4) broad catchments (Water resource Areas) spread across the districts of Blantyre, Thyolo, Mwanza, Lilongwe, Ntchisi, Karonga, Rumphu, Kasungu, Salima, Nkhotakota, Mzimba and Chikwawa targeting an estimated total of 83,000 participating households. It is proposed that participants will work for 3 or 4 months a year. Specific locations of subproject activities are not known at this stage. On the other hand, Social Cash Transfer Program (SCTP) coverage is projected to reach out to 115,000 households in 18 districts. This will be a reduced coverage compared to the predecessor program and will focus on poorest and most vulnerable households without labor capacity, prioritizing child-headed households, the elderly, and people with disabilities representing approximately 3 percent of the population of Malawi. INSPIRE-O, leveraging both IDA and MDTF resources will provide support to approximately two-thirds of the projected coverage, equivalent to 77,000 SCTP beneficiary households.

The Malawi Environment Management Act, 2017, and the Guidelines for Environmental Assessment (2025) do not have guidelines for the screening process for the identification, assessment, and mitigation of potential localized impacts, where the project details and specific project sites are not yet known. This ESMF therefore follows the World Bank Environmental and Social Framework (ESF). The objective of the ESMF is to provide a guiding framework for assessing and mitigating the potential negative environmental and social risks and impacts of the Project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements.

The Environmental and Social Management Framework (ESMF) was prepared through a consultative, expert-led process that involved reviewing implementation approaches, identifying and analysing potential environmental and social risks, stakeholder consultations and compilation of a comprehensive management and monitoring plan was compiled to guide the prevention and control of risks throughout the planning, design, implementation, operation, and maintenance phases of the project.

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP), Labour Management Procedures (LMP) which is attached as an annex to this ESMF, and the Resettlement Policy Framework.

CHAPTER 2: PROJECT DESCRIPTION

2.1 Project development objectives

The PDO contains two clearly discernible parts. The key expected project results will be measured through a set of five Project Development Indicators (PDIs). The PDIs will be aligned with, and where relevant, incorporate standardized indicators from the new World Bank Group Corporate Scorecard, and reflect the current project development priorities as follows:

Objective 1: Strengthen the resilience to climate and economic risks

- PDI 1: Proportion of cash-transfer beneficiary households with acceptable Food Consumption Score (Percentage); Definition: refers to SCTP beneficiaries
- PDI 2: Percentage of beneficiary households employing positive coping strategies during the nationally defined lean season or shock-activation periods (could include sub-indicators for a) SCTP and PWP for lean season; and b) scalable – for shock periods)
- PDI 3: People benefitting from enhanced resilience of terrestrial and aquatic systems (Number of people) (Corporate Results Indicator (CRI))

Objective 2: Enhance job opportunities for the poor and vulnerable

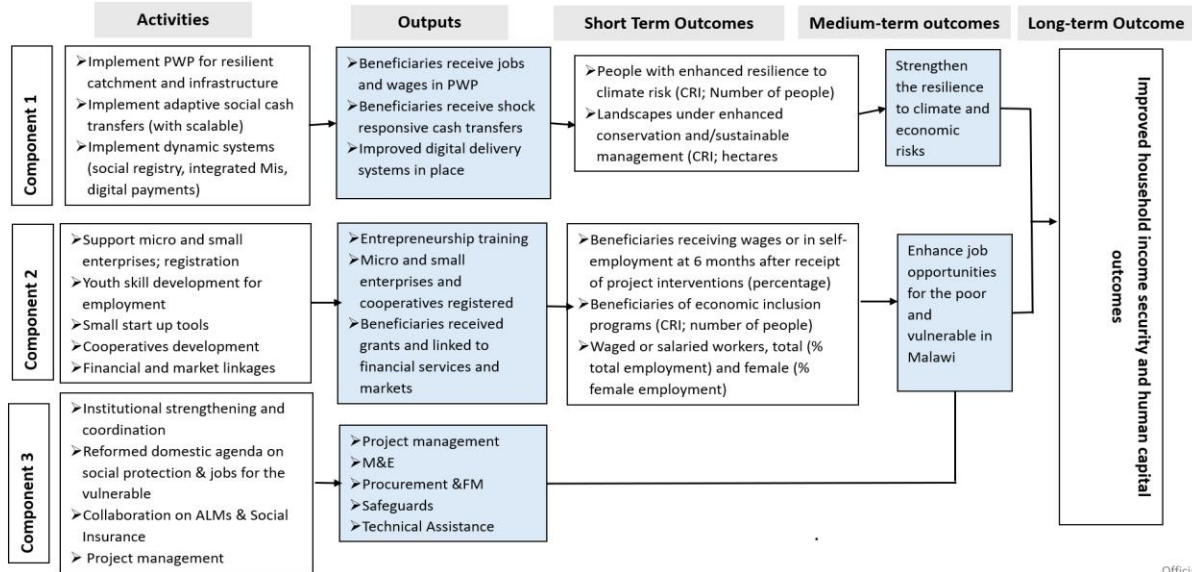
- PDI 4: Beneficiaries in wage or self-employment at 6 months after receipt of project interventions
- PDI 5: Share of self-employed beneficiaries with an operating business in the last 30 days, six months after completion (%)

Theory of Change. A Theory of Change (ToC) is presented in Figure 1.

Figure 1: Theory of Change

PDO: To strengthen the resilience to climate and economic risks and (ii) enhance job opportunities for the poor and vulnerable in Malawi.

Development Challenge: Large proportion of poor/vulnerable population, high vulnerability to climate shocks, low household incomes and food insecurity; limited access to job opportunities



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The project will be structured around the following three components:

Component 1: Adaptive Safety Nets will be contributing to Objective 1, by strengthening risk resilience. It will have three sub-components:

Sub-component 1.1: Social Cash Transfers

Coverage, Targeting and Benefit Level: The tentative budget for this sub-component is US\$59.9 million (US\$21 Million from IDA and complemented by US\$38.9 million from the Malawi Social Protection MDTF). Based on revised donor and government commitments, SCTP coverage is projected to decrease by approximately 70 percent, from 381,735 households in 2025 to 115,000 in 2027. This reduced coverage will represent approximately 3 percent of the population of Malawi. INSPIRE-O, leveraging both IDA and MDTF resources will provide support to approximately two-thirds of the projected coverage, equivalent to 77,000 SCTP beneficiary households. SCTP will target the poorest and most vulnerable households without labour capacity, prioritizing child-headed households, the elderly, and people with disabilities. Recognizing the impact of high inflation and currency depreciation on the current benefit level, which now falls below the recommended threshold of 20 percent of household consumption needs, it is anticipated that the average transfers per household will increase from the current MK16,000 to MK32,000 beginning in 2027.

Sub-component 1.2: Labor-intensive PWP for Resilient Catchments and Infrastructure (PWP-RCI) PWP-RCI will be a successor to the Climate-smart Enhanced Public Works Program (CS-EPWP) under the ongoing SSRLP. In addition to providing short term employment for the poor and vulnerable with labour capacity, the program will focus on restoration of soil, water and land resources in strategic catchment areas that contribute to resilience of critical national infrastructure, including national main roads,

irrigation infrastructure for commercial agro-production, and hydropower generation infrastructure. It will also pilot a payment for ecosystem services (PES) model to strengthen partnerships with the private sector and mobilize complementary private sector financing towards scaling up PWP-RCI. The tentative budget from both IDA and MDTF is estimated at US\$51 million over three years, with the program expected to reach approximately 83,000 households (approx. 373,500 individuals). Participants will engage in three phases of paid work per year, each lasting 40 days, at a daily wage of MWK 2,500, equivalent to MWK 100,000 per phase. In addition, participants and communities will contribute up to 40 additional days of voluntary community work across the three phases per year. The program will continue to prioritize catchment restoration through activities such as riverbank protection, tree planting, promotion of natural regeneration, and runoff management. Given the labour-intensive nature of these activities, the program will deliberately target youth and women of working age.

Sub-component 1.3: Adaptive Shock Response Financing will build on the successes of the scalable component under SSRLP to allow additional transfers to be paid to households facing acute shocks, in a timely and equitable way. The sub-component has two key objectives, firstly to serve as a platform for channeling funds from INSPIRE O or other programs for additional cash transfers to shock affected communities, and secondly to implement the pre-financed, rules-based Scalability Mechanism that triggers additional transfers when rainfall conditions are meaningfully below normal. The Mechanism will target the same eight districts as under SSRLP and focus primarily on drought risk, increasing support for existing PWP and SCT participants in districts where both programs will be implemented, and some non-program participants identified through the social registry. An operational handbook will be prepared ahead of effectiveness. The total budget for this subcomponent is US\$15.2 million, with US\$6 million in IDA financing, used to capitalize the contingency fund, and a US\$9.2 million grants from the Global Shield Financing Facility, where US\$6 million is for risk transfer, and US\$3.2 million for implementation support and delivery systems strengthening.

Component 2: Jobs NOW - Creating Job Opportunities through entrepreneurship support will contribute to Objective 2. The component will have three sub-components: (1) Jobs NOW mobilization and Savings Promotion; (2) Sustainable Enterprise Development for Youth and Women; and (3) Financial and Market Access and Linkages (FAMA). In addition to supporting rural beneficiaries enrolled in the SCTP and PWP-RCI, the component will also support vulnerable urban women and youth, to ensure that economically at-risk urban populations are not left behind. Guided by evidence from the SSRLP livelihoods support impact evaluation midline survey, the component design is guided by the ultra-poor graduation approach, aimed at promoting jobs for the vulnerable population through entrepreneurship support. Specifically, the component will promote digital savings and entrepreneurial skills development, provide start-up tools and productive matching grants (for both individuals and groups), and facilitate product certification as well as linkages to microfinance, insurance, and markets. Supported enterprises under this component will align with priority growth sectors including

agriculture (supporting AgriConnect agenda), artisanal manufacturing, and tourism for sustainability, job creation potential, and market relevance. The component will require a comprehensive management information system to ensure transparent beneficiary identification and monitoring of supported households and incorporating mechanisms for recognizing prior learning and existing skills in the beneficiaries. The tentative budget from both IDA and MDTF is estimated at US\$30 million over three years, with the program expected to reach approximately 17,600 households (approx. 80,000 individuals), with a focus on women and youth entrepreneurs.

Component 3: Institutions, Systems, and Management, is an integrating component, budgeted at contributing to both parts of the PDO. It will provide capacity-building, learning, and operational support for the setting up of the institutional structure necessary for project implementation. The tentative budget for this component is US\$10.8 million over three years and it will also support sector coordination and domestic agenda reshaping of a sustainable and adaptive social protection sector and active labour market policies for Malawi. Component 3 will have three sub-components: (1) Digital Delivery Systems prioritizing digital payments of SCTP and PWP-RCI benefits, dynamic Malawi Social Registry and COREMIS; (2) Institutional Strengthening and Coordination for Social Protection and Active Labour Market Policies and (3) Project Management.

Sub-component 3.1, Digital Delivery Systems: The INSPIRE O will prioritize digital payments, the Dynamic Malawi Social Registry, and Core MIS. Plans include expanding harmonized digital payment services for SCTP and PWP-RCI to improve efficiency and reliability. Drawing from SSRLP lessons, efforts will strengthen digital and financial literacy, payment service contract management, and performance monitoring. A twin rollout model project-driven digital payment contracts and a beneficiary choice approach will launch under INSPIRE-O, with further expansion guided by evidence. The dynamic Malawi Social Registry will scale up demand-based registration using community structures, existing databases, and mobile technology for timely data updates. INSPIRE O will continue enhancing the open-source COREMIS for integrated MIS, supporting PWP-RCI and Jobs NOW, with longer-term plans for SCTP inclusion.

Subcomponent 3.2: Institutional Strengthening and Coordination for Social Protection and Active Labour Market Policies. The INSPIRE will support coordination of the Malawi National Social Protection Strategy within the Poverty Reduction and Social Protection Division of MoFEPD, aiming to ensure both financial and technical sustainability of adaptive social protection programs and delivery systems. Support will also be extended to Ministry of Labour, Innovation and Skills Development for Active Labour Market Policy and Institutional Strengthening, with priorities including the development of Jobs portal, Labour market Management Information System (LMIS), facilitation of labour and talent export agreements, and review of selected labour market and employment policies and legislation.

Sub-component 3.3 Project Management will focus on supporting the independent PIU located within the NLGFC, enabling them to oversee technical implementation and coordinate INSPIRE O with assistance from appropriate fiduciary and technical expertise. The component will comprise environmental and social safeguards, financial management, monitoring and evaluation and procurement.

2.2 LOCATION OF THE PROJECT

The activities of the Labour Intensive Public Works Programme for Resilient Catchments and Infrastructure (PWP-RCI) subcomponent of the INSPIRE-O project are expected to be implemented in Four (4) broad catchments (Water resource Areas) spread across the districts of Blantyre, Thyolo, Mwanza, Lilongwe, Ntchisi, Karonga, Rumphu, Kasungu, Salima, Nkhonkhotakota, Mzimba and Chikwawa targeting an estimated total of 83,000 participating households. It is proposed that participants will work for 3 or 4 months a year. Specific locations of subproject activities are not known at this stage. On the other hand, Social Cash Transfer Program (SCTP) coverage is projected to reach out to 115,000 households in 18 districts of the country. The final list of selected districts is yet to be finalised at this stage.

2.3 ESMF Implementation

The NLGFC will implement the ESMF for the INSPIRE O project in collaboration with local authorities across the country. Other stakeholders in INSPIRE O implementation include MEPA, local authorities through the District Environmental Sub Committees (DESC) extension workers, Catchment Management Committees (CMCs), Foremen, project beneficiaries and the World Bank. Monitoring of implementation of this ESMF will be carried out by NLGFC, Malawi Environment Protection Authority (MEPA), relevant national Ministries, Departments and Agencies including ministries responsible for lands, gender, community development, social welfare; community leaders, project beneficiaries, Community Savings and Investment Promotion (COMSIP), and contractors.

The NLGFC and the local authorities have personnel entrusted with the responsibility to implement and monitor Project activities. A dedicated Project Implementation Unit (PIU) will be established for the project, comprising two specialists under the Environmental and Social Safeguards function: an Environmental Safeguards Specialist, and a Social Safeguards Specialist. Local authorities have the District Environmental Sub Committee (DESC), comprising heads of MDAs responsible for environment and natural resources management. The Environmental District Officer (EDO) coordinates the DESC. However, there is inadequate capacity at all levels to implement the ESMF. This ESMF, therefore, has included capacity building of all key stakeholders in core elements related to environmental and social management of multi-disciplinary sub-projects, project cycle management, legal and institutional framework for environmental management in Malawi, World Bank Environmental and Social Standards, the ESMF and associated environmental and social management instruments and checklists, among others

CHAPTER 3: REVIEW OF RELEVANT ENVIRONMENTAL AND SOCIAL POLICIES, REGULATIONS, AND LAWS

This chapter outlines the relevant national policy and legal framework applicable to this project. It outlines the relevant national policies and legislation that are relevant to providing a technical and legal framework that will guide and ensure the sustainability of the project. In addition, it summarizes applicable World Bank Environmental and Social Standards (ESS).

3.1 National Policies and Legal Framework

This ESMF has been prepared with adherence to World Bank Environmental and Social Standards, Environmental, Health, and Safety guidelines for health care facilities, World Bank Environmental, Health, and Safety (EHS) Guidelines and considerations of National Legislation. These standards, guidelines and National Legislation will be adhered to by NLGFC and local Authorities during implementation of any activities throughout the project life cycle. Table 2 below summarizes the relevance of these policies and legislations and how the project will ensure compliance.

Table 2: summary of relevant National Policies and Legislations

Policy Frameworks	Description and Relevance to the Project
National Policies	
Malawi 2063 Vision	The Malawi 2063 Vision serves as the overarching development strategy for the country, aimed at building a productive, competitive, and resilient nation. It is anchored on three key pillars: Agriculture productivity and Commercialisation, Industrialisation and Urbanisation and supported by seven enablers, including mindset change, effective governance, human capital development, and environmental sustainability. The project will adhere to this policy by ensuring that project interventions align with environmental sustainability.
The National Environmental Policy, 2004	The Malawi National Environmental Policy, 2004 aims to promote sustainable environmental management, addressing issues such as pollution, natural resource degradation, and public health. It emphasizes integrating environmental concerns into development planning and improving health through clean water, sanitation, and waste management. The policy focuses on environmental health and resource management, as it helps mitigate risks related to waterborne diseases, pollution, and the spread of infections during emergencies. The project will adhere to this policy by ensuring that project interventions align with environmental policy objectives

National Sanitation Policy, 2006	The policy as indicated in section 2.4 aims to improve sanitation and hygiene practices for health and socioeconomic development. It provides guidelines and an action plan for access to improved sanitation, safe hygienic behaviour, and recycling of waste. The proposed project will ensure inclusion of waste management measures in the site specific ESMPs in compliance with policy provisions.
Decentralization Policy Second Edition, 2024	The Policy outlines the roles of the Council, which include implementing or facilitating development projects in a sustainable manner and mobilising masses for socio-economic development at the local level. In addition, the Policy provides for environmental services such as refuse disposal, sewage removal and disposal, environmental reclamation, and environmental education. Therefore, for effective implementation of the project the NLGFC will ensure that Local Authorities are fully involved.
The National Gender Policy (2015)	The policy advocates for gender responsiveness in development projects and programs, aiming to reduce poverty in rural and urban areas by considering gender needs and benefits. The project will ensure that both men and women are given equal employment and training opportunities and remuneration through the development and implementation of Gender in preparedness resilience and response plan
National Occupational Safety and Health Policy (2025-2030)	The policy aims at reducing workplace accidents and diseases by developing and implementing Robust management systems, focusing on prevention, worker participation, and addressing new risks such as digitalization, ultimately boosting productivity, investment, and job satisfaction, moving beyond mere compliance to become a competitive advantage for businesses. In order to comply with the policy, the project develops tools for hazards assessment, training councils and beneficiaries on OSH, recording and analysing accidents and incidents and ensuring that OSH is integrated in all project activities.
Agriculture Land Sources Management Policy, 2024	This policy seeks to enhance land productivity and climate resilience in line with the Malawi 2063 vision by addressing challenges such as reliance on rain-fed agriculture, market access, and land degradation. It emphasizes sustainable land use, improved tenure security, research integration, and institutional strengthening to ensure food security, raise farmer incomes, and promote agricultural commercialization through effective resource management and investment. The project will comply with this policy as most activities will focus on dealing with challenges of land degradation, promoting efficient and sustainable use of agricultural land to increase productivity and resilience, protecting water resources, soil and water conservation

National water policy	The policy establishes a comprehensive framework for Integrated Water Resources Management (IWRM) in Malawi, addressing challenges like climate change, population growth, and rising water demand. It is aimed at guiding the water and sanitation sector through a coordinated, participatory approach that includes all stakeholders, particularly local communities. Key thematic areas covered by the policy are water resources management and development, climate-resilient infrastructure, water quality control, water supply and sanitation services, and institutional coordination with financing mechanisms. The project will comply to this act as by ensuring all relevant stakeholders are involved in river bank protection and watershed management activities.
Land policy	This policy emphasizes enhanced land administration, environmental conservation, and inter-sectoral coordination. In section 5.1 it outlines land administration, covering aspects like land rights delivery, use planning, survey, registration, and environmental monitoring. Additionally, guidelines for managing sensitive ecosystems mandate environmental impact assessments prior to development activities are provided in sections 9.9 to 9.10. To ensure compliance with this policy the project will develop voluntary land use agreement forms which land owners where conservation activities under the project are planned to be done will be engaged to sign in agreement to exercise their land rights.
National Forestry Policy (2016)	The policy introduces sustainable management of forests on customary land or define community rights to use indigenous trees sustainably. It recognizes that individuals and communities should have clearer rights and responsibilities regarding tree ownership and forest management on customary lands. In addition, the policy acknowledges the need for greater private-sector involvement in forest conservation, which was not included in the older framework. To ensure compliance the communities will be consulted on potential impacts of activities on forests, the tree to be planted, develop and implement forest management by laws and promotes measures for sustainable forest management.
Legal Frameworks	
Environment Management Act (2017)	The Act does not provide any guidance on ESMF. However, in section 31 of the Act and associated guidelines prescribed by the Minister establish a legal framework for environmental impact assessments for projects, requiring stakeholder consultations for Environmental and Social Impact Assessments (ESIA). Therefore, the implementation of the project will require conducting environmental and social screening

	to determine the need for ESIA and the development of ESMP to comply with this Act's requirement.
National Government Act, 1998	Local Act, The Act mandates local councils to manage waste, urbanize, afforestation, and control soil erosion, ensuring effective planning, environmental planning, and development programs. In section 2 second schedule the act provides environmental functions of the councils. Therefore, District Environmental Subcommittees will coordinate the project's implementation of ESS, providing advice to front-line staff and beneficiaries on waste disposal, tree planting and management, soil and water conservation structures and river bank protection in their districts.
Occupational Health and Welfare Act, 1997	and The Act regulates the requirements for adequate environmental health and safety measures within workplaces. Section 66 provides for the procedure for accidents causing injury or death from doing his normal duties. Section 55 stipulates measures relating to confined space and section 56 provides for fire preventive measures. The project will develop and implement Labour management plans First Aid kits and training.
Gender Equality Act, 2013	Equality The Act aims to promote gender equality, prohibit sex discrimination, and raise public awareness. In section 11(1) requires public service authorities to appoint 40% and 60% of either gender in public service. The project will ensure equal employment and training opportunities and where possible observe the 60:40 rule. In addition, the project will develop and implement sexual Harassment Action plan and Gender in preparedness resilience and response plan
Public Health Act, 1948	Part X of the Act requires developers to provide adequate sanitary and health facilities to avoid harmful effects of waste on public waters. In addition, the act regulates and control among others handling of water supply, sewerage and solid waste among others with respect to preventing diseases. The project proponent will, therefore, comply with the requirements of this Act by ensuring that health facilities have adequate toilets for both male and female and putting in place waste management facilities and ensuring proper disposal.
HIV and AIDS Prevention and Management Act (2018)	AIDS Section 6 (1) prohibits discrimination on a basis related to HIV or AIDS. Section 7 gives rights to persons living with HIV to access medication necessary for anti-retroviral therapy or treatment. Ministry of Health will

	ensure that HIV/ AIDS is not a precondition for securing employment and participating in trainings.
The Labor Relations Act, 1996	The Labour Relations Act covers freedom of association, trade and unions and employers' organization, collective bargaining and organizational rights and disputes settlement. The Labour Relations Act promotes sound labour relations through the protection and promotion of freedom of association, the encouragement of effective collective bargaining and promotion of orderly and expeditious dispute settlement, conducive to social justice and economic development. The Act establishes the Tripartite Labour Advisory Council and Industrial Relations Court to Arbitrate matters of labour. The MSSRLP will undertake to ensure that there is adherence to this act by allowing for the establishment of labour unions and its activities to take place. It will also encourage effective collective bargaining, freedom of association and has established a grievance redress mechanism for handling all grievances related to the project including labour issues.
Water resources Act, 2013	The Water Resources Act aims to ensure sustainable water resource utilization and makes water pollution an offence. It applies to all activities, whether directly related to water abstraction or not. Section 89 (1) mandates landowners to prevent water pollution unless authorized, and requires measures to safeguard against siltation, pollution, hydrological disturbances, and impediments to water flow according to the Act's provisions. The implementation of the activities will mostly be protecting the river bank hence in line with this act. However, the beneficiaries will be sensitized on waste management to prevent water pollution from poor waste disposal.
Agriculture (General Purposes) Act, 1987	The act is the basis of Malawi Agricultural laws that regulate production, marketing, quality control, and trade of agricultural products, ensuring standards and supporting farmer income through mechanisms like minimum pricing. The project will be implementing Land resources conservation activities in peoples farms with guidance from Agricultural front line staff to ensure full compliance to these laws.
National Forestry Act, 2016	The Act focuses on participatory forestry, management, research, education, and the protection of fragile areas. It aims to maintain environmental stability, prevent resource degradation, and enhance social and economic benefits, while also managing trees on customary land to meet local communities' needs for fuel wood and forest products and to conserve soil and water. The project activities includes planting trees and promoting natural regeneration which are in line with the Act.

	The communities will be fully involved in raising seedlings and identifying land where trees will be planted. planting trees and their management. .
Environment Management (Waste Management & Sanitation) Regulations, 2008	Part III of these regulations outlines the management of general and municipal waste, requiring individuals to sort and separate hazardous waste from general or municipal solid waste. The project will encourage beneficiaries to segregate of waste and put clearly labelled refuse bins in strategic areas.
Environment Management (Chemicals and Toxic Substances Management) Regulations, 2008	The regulations in Malawi apply to anyone involved in handling toxic substances and chemicals, including manufacturing, repackaging, and exporting. Section 19 prohibits the importation of chemical products with less than half of their shelf-life remaining upon arrival. The project will ensure that they get guidance from MEPA prior to the procurement of chemicals on transportation and management of chemicals.

3.2 National Environmental and Social Assessment and Permitting

Malawi Environmental Protection Authority (MEPA) is the regulatory body that was established under the Environment Management Act of 2017. The EMA specifies a need to carry out environmental and social assessments for specific projects that have significant impacts on social and physical environmental aspects. The EMA is also implemented along other environmental-related regulations, which make provisions of acquiring specific permits and licenses for interventions concerning a particular project.

Development and Implementation of this ESMF supports the aspirations of the MEPA in ensuring protection of the people and their environment and sustainable management of natural resources. The nature of the activities which are being proposed to be implemented under this project are generally considered to be of low and moderate risk hence may not require specific permits to be obtained. However should circumstances change and acquisition of specific permits be deemed necessary, then due process will be undertaken accordingly as required.

3.3 World Bank Standards and Key Gaps with the National Framework

The INSPIRE O project will be implemented in line with the World Bank Environmental and Social Standards (ESSs), as well as the World Bank Group Environmental, Health and Safety Guidelines.

There are several ESS standards which are applicable to the project, and these have been provided under the following table 4. Since the project will follow the ESF and National environmental and social regulations and legislations, the project has ensured that the two regulatory frameworks are implemented in a complimentary manner. The report identified the

gaps existing between the World Bank ESF and the Malawi regulations. Furthermore, the project has provided measures on how the gaps will be bridged as shown in the following table 4.

Table 3: Relevant World Bank ESF & Key Gaps with the National Framework

ESS triggered by the project	Description and Relevance to the Project	Gaps with national requirements and measures applied to bridge the gap
Environmental and Social Risks and Impacts (ESS1)	This standard sets the requirements for environmental and social assessments and management of development projects and activities that the Bank finances. This requires that borrowers conduct environmental and social assessments of proposed projects and activities, identify and assess the environmental and social risks and impacts, and put in place measures to avoid, minimize or manage these impacts. This ESMF is developed in compliance to this standard which also includes integration of health and safety impacts, climate change management measures, social impact assessments, and post-project monitoring	The EMA (2017) does not have a provision for ESMF, but they are consulted in the process of developing the ESMF. In addition, EMA does not clearly specify measures to deal with health and safety measures, climate change management, social impact assessment and post -project monitoring. However, the project will be developed site specific ESMPs which will include measures to all mitigate the negative impact and enhance the positive impacts of the project.
Labour and working conditions (ESS2)	ESS2 is part of the World Bank Environmental and Social Framework (ESF) and deals with "Labour and Working Conditions." This standard sets the requirements for ensuring that labour and working conditions in development projects and activities funded by the Bank are safe, fair, and decent for all workers. ESS2 requires that borrowers comply with relevant national and international labour laws and standards, and that workers on Bank-financed projects have access to safe and healthy working conditions, fair wages, and opportunities for training and advancement. This project will ensure that health workers	The project has developed a labour management plan but Labour Management Plans (LMP) or Procedures are not explicitly outlined in national legislation. However, national laws such as the Labour Relations Act mandate the establishment of committees to mediate labour disputes. To address this gap, the project will develop site specific Environmental and Social Management Plan (ESMP) that will include measures to manage the labour force which will be involved in the project implementation.

	are treated in respect of the provisions in this standard ensuring a functional grievance redress mechanism to address any deviations.	
Resource Efficiency and Pollution prevention and management (ESS3)	Focuses on minimizing environmental impacts by promoting efficient use of resources and controlling pollution. It emphasizes sustainable resource use, waste reduction, and proper management of emissions and effluents.	National laws and regulations focus on pollution prevention and not on resource efficiency and to bridge this gap the project will develop and implement site-specific ESMPs which will include mitigation measures for waste management and prevention of water pollution.
Community Health and Safety (ESS4)	ESS4 is designed to promote safe and healthy working and living conditions for communities in Bank-financed projects, and to ensure that the Bank's operations do not have adverse impacts on health and safety.	Addresses the health, safety, and security risks and impacts on project-affected communities. While Community health and safety (CHS) is not emphasized in the national laws such as the Occupational Safety, Health and Welfare Act, (1997). Therefore, to merge this gap, potential risks and impacts on communities will be identified and included in the site-specific ESMPs.
Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement (ESS 5)	This ESS 5 requires that involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it will be minimized and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.	Both the Malawi legislation and the world bank policies aim at avoiding or minimizing involuntary resettlements and, where this is not feasible, to assist displaced persons. World Bank policy however require that borrowers ensure that the lives of displaced people are improved or at least their livelihoods and standards of living are restored in real terms relative to pre- displacement levels or to levels prevailing prior to the beginning of project

		implementation, whichever is higher. The Malawi legislation does not have such provisions. It only stresses on ensuring that affected persons are compensated for the loss of property and not improving lives of affected persons. The project has developed RPF which will guide all activities requiring use of other people's land.
Biodiversity conservation and sustainable management of living natural resources (ESS 6)	ESS 5 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development and it recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support.	Both the World Bank and Malawi aim at the protection and conservation of biodiversity and also consider benefits to affected communities
Stakeholder engagement and information disclosure (ESS10)	ESS10 requires that borrowers engage with stakeholders, including affected communities and other relevant parties, in the assessment and management of environmental and social impacts of development projects and activities. This includes providing opportunities for stakeholders to participate in the decision-making process, giving consideration to their views and concerns, and providing relevant information and feedback.	The project recognizes the significance of open and transparent engagement between the Borrower and project stakeholders. Although national legislation does not require the development and implementation of a Stakeholder Engagement Plan (SEP) or a Grievance Redress Mechanism (GRM), the project has proactively developed a SEP and will enhance the existing GRM in all districts. Additionally, a National Grievance Redress Mechanism Committee (GRMC) will be established to promote transparency and accountability.

CHAPTER 4: POTENTIAL ENVIRONMENTAL AND SOCIAL RISK IMPACTS AND STANDARD MITIGATION MEASURES

This section presents and discusses the probable positive and negative environmental and social risks and impacts that might emanate from implementation of activities under the INSPIRE-O. It also provides measures that could be employed to avoid, minimize or mitigate the potential adverse impacts. These potential environmental and social risks and impacts and their mitigation measures have been derived from the consultations with stakeholders based on their knowledge of and experience with the types of activities that will be carried out in the project. More specific risks and impacts and mitigation measures will be determined after specific subproject locations are known and the site specific environmental and social screening is carried out.

Table 4-1. Environmental and Social Risks and Mitigation Measures

SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION/ENHANCEMENT MEASURES
POSITIVE IMPACTS		
All subcomponents	Improved people's livelihoods	<ul style="list-style-type: none"> • Provide adequate financial literacy trainings • Encourage participants to join savings and loans groups • Update the Malawi Social Registry to reduce inclusion and exclusion errors, ensuring that the project targets the most deserving beneficiaries • Promote income-generating activities • Pay project participants and beneficiaries timely according to schedule • Address and resolve case management issues promptly
All subcomponents	Enhanced response and resilience to shocks	<ul style="list-style-type: none"> • Respond to shocks timely • Provide adequate financial literacy trainings
All components	Increased employment opportunities	<ul style="list-style-type: none"> • Sensitize the community on employment opportunities and its requirements through many outlets • Develop and maintain a Unified Beneficiary Register for all potential beneficiaries. • Provide equal employment opportunities to both women and men who qualify.

PWP-RCI Jobs Now	Promotion of knowledge and skill	<ul style="list-style-type: none"> • Provide relevant capacity-building programs for frontline staff • Establish and train community-relevant committees, including Catchment Management Committee and Grievance Redressal Management Committee.
PWP-RCI Jobs Now	Increased business opportunities	<ul style="list-style-type: none"> • Timely payment of beneficiaries • Train beneficiaries in Village Loans and savings
PWP-RCI	Increased vegetative cover	<ul style="list-style-type: none"> • Limit working only in areas specified in the catchment management plans and approved by the District Council • Avoid unnecessary clearing of pre-existing vegetation in working areas. • Sensitise community on natural tree regeneration • Develop and enforce forest management bylaws
PWP-RCI	Reduced soil erosion and sedimentation of downstream	<ul style="list-style-type: none"> • Construct soil and water conservation structures in strategic areas • Plant trees that will hold the soils together
ESS1: Assessment and Management of Environmental and Social Risks and Impacts		
All subcomponents (SCTP, Jobs Now, PWP-RCI and ASR)	Inadequate capacity of local level and district level structures to identify and manage the potential risks associated with the assigned subcompacts projects	<ul style="list-style-type: none"> • Undertake capacity by training all personnel responsible for subcomponents at the district level and ensuring that knowledge and skills are effectively cascaded to community and local-level structures • Prepare and share generic INSPIRE O project ESMPs to guide district councils and local levels structures in impact identification and ESMP development • Conduct monitoring and supervision during impact identification and ESMP development in the catchments
	Limited capacity of local communities to understand and comply with proposed mitigation and enhancement measures	<ul style="list-style-type: none"> • Share a basic ESMP with local communities and conduct sensitisations based on that basic ESMP

	Inability of the Local Authorities to effectively enforce compliance and adherence to environmental and social requirements	<ul style="list-style-type: none"> • Provide standardized monitoring checklists and clear corrective actions to improve adherence at local and district levels • Provide and safeguard a clear budget line for DESC to undertake adequate safeguards monitoring and supervision of project works
ESS2: LABOR AND WORKING CONDITIONS		
Jobs Now and Labour Intensive Public Works Programme	Incidents (accidents/injuries, near misses and diseases)	<ul style="list-style-type: none"> • Conduct project site risk assessment of all activities on site and train workers • Undertake Initial OHS awareness to project participants • Undertake daily OHS safety toolbox talks • Provide first aid boxes and trained first aiders at the construction site • Provide adequate and appropriate personal protective clothing and equipment and enforce its use during facility use for participants involved in harmful activities such as working in deep gullies • Record and report timely all accidents at the construction site
	Snake bites and bee and wasps stings	<ul style="list-style-type: none"> • Raise awareness of the potential risks and precaution measures • Use of indigenous knowledge (snake repelling herbs) • Seek medical attention at nearest health facility • Adjust timing of activities to morning hours when bees are less agitated
	Communicable diseases	<ul style="list-style-type: none"> • Provide workers with WASH facilities • Provide WASH awareness to participants • Encourage participants to construct toilets
	Child labour Conflicts and grievances	<ul style="list-style-type: none"> • Conduct sensitizations to participants that children are not to participate in the project • Send back home children when they report for work • Establish functional GRMCs

All subcomponents	Irregular payments and inadequate transfer value	<ul style="list-style-type: none"> • Establish fixed payment schedules (publicly communicate clear payment dates (e.g., monthly/bi-monthly)) • Use digital payment systems to reduce delays and leakage. • Ensure backup funding at the centre to avoid interruptions. • Improve coordination between government including district councils and payment providers.
	GBV / SEA / SH risks	<ul style="list-style-type: none"> • Sensitize participants on SEA/SH issues • Establish code of conducts and let participant sign • Set up a functional GRM
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
PWP-RCI and Jobs Now	Dust generation	<ul style="list-style-type: none"> • Use of dust masks • Suppress dust by spraying water
	Waste generation	<ul style="list-style-type: none"> • Promote reuse of packaging products for seedling production such as empty card boards • Provide awareness to participants on proper waste disposal
PWP-RCI (Soil and Water Conservation)	Water pollution	<ul style="list-style-type: none"> • Do not locate manure production sites too close to open water sources
	Soil erosion resulting from poor management of excavated soils during pitting but also unnecessary clearing	<ul style="list-style-type: none"> • Backfill soon after pitting is completed • Dig half-moons on downslope side of the tree, to catch runoff water • Promote spot clearing as opposed to removal of all surrounding vegetative cover
	Risk of water logging and flooding if structures are not properly located and done	<ul style="list-style-type: none"> • The design of the trenches should be able to handle the largest likely storm each year and the number and size should be based on factors such as drainage area, slope and type of soil
PWP-RCI (Forest Establishment)	Waste generation (polythene tubes)	<ul style="list-style-type: none"> • Procure durable polyethylene tubes to be reused in the subsequent cycle • Collect, reuse, and dispose through approved facilities or waste handlers.

and Management)		Collect all tubes and bury them at one place
PWP-RCI (River Bank Protection)	Siltation	<ul style="list-style-type: none"> • Limit vegetation clearance in necessary places • Maintain vegetated buffer strips along the river to trap sediment before it enters the watercourse.
Jobs Now (Sustainable Enterprise Development)	Land contamination due to activities such as motorcycle mechanic	<ul style="list-style-type: none"> • Store oils and fuels properly to avoid spillages • Confine all mechanical work to impervious, demarcated surfaces • Use mats or trays when changing oils or handling solvents • Reuse used/drained oils
ESS4: COMMUNITY HEALTH AND SAFETY		
All components	Risks of walking long distances to work and in search for mobile money agents	<ul style="list-style-type: none"> • Locate participants to work closer to their homes <p>Ensure PSP (Project/Program Support Personnel) agents are spread across the catchment</p>
	Risk of GBV, SEA and SH	<ul style="list-style-type: none"> • Provision of Grievance boxes in impacted communities • Implementation of GBV Action Plan in impacted areas • Undertake community and stakeholder's sensitisation on SEA/SH/GBV prevention and case management • Establish and Train community GRMC members on SEA/SH/GBV case management
	Risk of spread of HIV and AIDS	<ul style="list-style-type: none"> • Undertake monthly community and workers sensitisations meetings • Provide easily accessible supply points of condoms to staff • Distribution of Information Education and Communication (IEC) materials (on prevention of communicable disease transmission such as HIV and AIDS, Cholera,
	Risks of overborrowing	<ul style="list-style-type: none"> • Provide financial literacy training

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
PWP-RCI, Jobs Now	Restricted access to natural resources under conservation activities	<ul style="list-style-type: none"> • Undertake proper community engagement, and sensitisation • Administer voluntary land-use agreement forms
	Disruption of access routes and paths, and damage to existing crops	<ul style="list-style-type: none"> • Establish and maintain a functional grievance redress mechanism to receive and address the complaints in a timely and satisfactory manner
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
PWP-RCI (River Bank Protection and Forest Establishment and Management)	Propagation of invasive and alien species,	<ul style="list-style-type: none"> • Do not use invasive vegetation e.g. spreading bamboo for struts (some bamboo are suitable – others not)
	Introduction of crop pests and diseases through use of diseased planting materials	<ul style="list-style-type: none"> • Use disease-free planting materials
	Poor seed germination and survival rate due to use of poor-quality seeds	<ul style="list-style-type: none"> • Use of healthy seeds collected from within the local area should be prioritized • Ensure correct timing of planting, correct way of planting and proper post planting management including watering and setting up of barriers to protect the trees from livestock
	Continued loss of vegetation in afforestation and natural regeneration sites	<ul style="list-style-type: none"> • Setting up and enforcement of community bye laws to protect the designated sites
ESS 8: CULTURAL HERITAGE		
PWP-RCI Jobs Now	Risk of chance findings	<ul style="list-style-type: none"> • Implement chance find procedures • Train workforce on the chance finds procedure
All subcomponents	Risk of exclusion and inclusion errors	<ul style="list-style-type: none"> • Conduct community validation
	Risk of one Household Participating in Multiple Programmes	<ul style="list-style-type: none"> • Integrate the different programme systems to ensure one participant is at one beneficiary project

ESS 10: STAKEHOLDER ENGAGEMENT		
All components	Complaints and Grievances from project activities and delivery processes	<ul style="list-style-type: none"> • Establish and maintain a functional and reliable grievance redress mechanism • Establish and implement and an effective Implement an effective and regular stakeholder engagement program

4.1 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

“Disadvantaged and vulnerable groups” refer to persons who may be disproportionately impacted or further disadvantaged by the project(s) compared with other groups due to their vulnerable status (for example, due to age, gender identity, sexual orientation, ethnicity, disability, economic disadvantages, etc.) and may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project¹. In Malawi, disadvantaged and vulnerable groups include women, orphans, and widows, People Living with HIV and Aids (PLHA), persons with disabilities, and the elderly) (GoM, 2015). These are the disadvantaged and vulnerable groups who are more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project’s benefits. The specific risks for these groups are:

- Risk for Gender Based Violence and Sexual Exploitation and Abuse
- Risk of child labour
- Risk for verbal or physical worksite harassment
- Increased risk of STDs, HIV and AIDS
- Risk of unplanned pregnancies and child marriages

The major risk factors that escalate vulnerability include but are not limited to the following:

- High levels of poverty in rural areas;
- Large population of young women;
- Low education levels of women;
- Unstable marriages;
- Low employment rate of women (limited economic opportunities)

Mitigation measures for risks and impacts to disadvantaged and vulnerable groups such as GBV, SEA/SH, and child labour, are included in the table of impacts and mitigation measures in Table 4-1. One of the key measures for protecting and safeguarding the vulnerable groups is to ensure the availability of effective mechanisms for engaging and providing them with access to information for their decision making providing actionable feedback. In this regard the SEP of the project has outlined measures for effective engagement of vulnerable groups which are going to be applied accordingly through-out the course of project implementation.

4.2 Planning and Design Considerations for Avoidance of Environmental and Social Risks and Impacts

The NLGFC will orient the DESC, and in turn, the DESC will orient local-level institutions on environmental and social safeguards planning and implementation protocols to avoid or minimize some of the potential environmental and social impacts during subproject implementation as per this ESMF. The subprojects to be implemented under the projects have been pre-determined through criteria setting to avoid the implementation of subprojects with severe adverse environmental and social impacts.

CHAPTER 5: PROCEDURES AND IMPLEMENTATION ARRANGEMENTS

5.1 Environmental and Social Risk Management Procedures

The environmental and social risk management process will be aligned to the project planning and implementation cycle and will be comprised of four key steps of assessment and analysis, formulation and planning, implementation and monitoring and review and evaluation. The procedures that need to be followed to ensure adherence to the expectations and requirements of the of the Environmental and Social Standards are summarised in Table 5-1

Table 5-1. Project Cycle and E&S Management Procedures

Project Stage	E&S Key Activity	E&S Management Procedures
Assessment and Analysis: Subproject identification	Screening	i. During subproject identification, each participating district is to ensure subproject eligibility by referring to the <i>Exclusion List in table 5</i> below. ii. For all proposed activities, the district shall use the <i>Screening Form in Annex 2</i> to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject. -
b. Formulation and Planning: Planning for subproject activities, including human and budgetary resources and monitoring measures	Planning	i. Based on <i>Screening Form</i> , the district shall adopt and/or prepare relevant environmental and social procedures and plans. ii. Each district shall submit to the NLGFC PIU one copy of the micro-catchment management plan (MP) and a consolidated thematic environmental and social risk management (ESMP) plan for all the interventions proposed in the catchment management plan for the particular implementation year (period) for review. iii. The NLGFC shall review the district submissions and select 3 copies of the CMP and ESMP and submit to the Bank for further review and clearance. One district copy shall be selected from the Northern, Central and Southern Districts iv. The district shall ensure that the copies of approved ESMPs are shared with relevant stakeholders in an accessible manner and orientations are held with the affected

		communities on the contents of the ESMPs in accordance with the SEP.
c. Implementation and Monitoring: Implementation support and continuous monitoring for projects	Implementation	<ol style="list-style-type: none"> i. Each district shall ensure implementation of plans through site visits, regular reporting from the field, and other planned monitoring. ii. Each district to ensure recording, review, and timely solution of grievances/beneficiary feedback. iii. Each district to undertake regular awareness raising and/or training for relevant staff, volunteers, contractors, communities.
d. Review and Evaluation: Qualitative, quantitative, and/or participatory data collection on a sample basis]	Completion	<p>Each district to:</p> <ol style="list-style-type: none"> i. Assess whether plans have been effectively implemented. ii. Document good practices and lessons for imbedding in future programmes of similar nature.

Further details on each of the key E&S management processes are outlined in the subsequent paragraphs

a. Subproject Assessment and Analysis – E&S Screening

As a first step, all proposed activities should be screened to ensure that they are within the boundaries of the Project’s eligible activities, and they are not considered as activities listed on the E&S Exclusion List in the table below.

Table 5-2. Exclusion List

- | |
|--|
| <ul style="list-style-type: none"> • Weapons, including but not limited to mines, guns, ammunition, and explosives • Support of the production of any hazardous good, including alcohol, tobacco, and controlled substances • Any construction in protected areas or priority areas for biodiversity conservation, as defined in national law • Activities that have the potential to cause any significant loss or degradation of critical natural habitats, whether directly or indirectly, or which would lead to adverse impacts on natural habitats • Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes • Activities involving changing forestland into agricultural land or logging activities in the primary forest • Purchase or use of banned/restricted pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides) |
|--|

- Construction of any new dams or rehabilitation of existing dams, including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water
- Activities that involve the use of international waterways
- Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures
- Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development
- Any activity on land that has disputed ownership or tenure rights
- Any activity that will cause the physical relocation of households or will require the use of eminent domain
- Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA)
- Any activity that will require Free, Prior and Informed Consent (FPIC) as defined in ESS7.]

As a second step, district councils are required to check each of the proposed activity against the list of prescribed projects contained in the national Environmental Assessment guidelines (<https://www.mepa.mw/downloads/guidelines-for-eia-in-malawi>) in order to be sure that none of the proposed subprojects falls within the list of activities for which Environmental and Social Impact Assessment is Mandatory. Any subproject that will be found to require a full ESIA shall be excluded from implementation under this project, in line with the provisions of the ESMF.

As third step, the local authority will use the *E&S Screening Form in Annex 4.1* to identify and assess relevant environmental and social risks specific to the activities, and identify the appropriate mitigation measures. The *Screening Form* lists the various mitigation measures and plans that may be relevant for the specific activities.

Using the Environmental and Social (E&S) Screening Procedure, District Councils are also required to determine whether a Checklist ESMP or a full ESMP is required. A sample of the Checklist ESMP is provided in Annex 1, while a full ESMP is more detailed and will be prepared with support from the project safeguards team when required.

To determine whether a full ESMP or Checklist ESMP is required, Councils shall use the likelihood and severity matrix, calculated as follows:

Table 5-2. Risk assessment methodology

		Effects/Consequences				
		Negligible	Small	Medium	High	Very High
Probability of Occurrence	Very Likely					
	Likely					
	May Occur (50 % of the time)					
	Unlikely					
	Very Likely					

Overall risk rating of the impact	High	Substantial	Moderate	Low

Table 5-4 Risk rating Guide

Severity / Consequence Scale		
Severity Category	Description	Score
Negligible	No meaningful impact, easily reversible, minimal effects	1
Small	Minor, localized impact, reversible with minimal effort	2
Medium	Noticeable impact requiring mitigation, short-term but manageable	3
High	Significant impact affecting people or environment, requires substantial mitigation	4
Very High	Severe, long-term or irreversible impact, major concern	5
Probability / Likelihood Scale		
Very Likely	Expected to occur frequently or repeatedly	5
Likely	Will occur under normal conditions	4
May Occur (50% chance)	Possible depending on circumstances	3
Unlikely	Could occur but not expected	2
Very Unlikely	Rare or highly improbable	1

The scoring approach will be applied consistently across all identified negative project risks and impacts to ensure a transparent and standardised evaluation process. Each risk is assessed by multiplying its likelihood score by its severity score using the formula:

$$\text{Risk Score} = \text{Likelihood} \times \text{Severity}$$

For example, if a risk is classified as Likely (score 4) and its consequences are High (score 4), the resulting calculation $4 \times 4 = 16$ places it within the Substantial Risk category. This classification indicates that the risk requires focused mitigation measures, strengthened monitoring, and closer supervision throughout implementation.

Applying this formula allows for prioritization of higher-rated risks, effective allocation of resources, and ensures consistent application of the mitigation hierarchy as required by the ESMF. Using the Average Score Method, the overall project risk rating is assessed as Substantial, reflecting the medium scale and sensitivity of the project activities prior to mitigation.

Table 5-5. Risk scoring Bands

Risk Score Range	Risk Level
1–4	Low
5–9	Moderate
10–16	Substantial
17–25	High

Based on the above risk classification, the assigned risk level determines the appropriate environmental and social management instrument. Low-risk activities (1–4) shall adopt a Checklist ESMP with standard mitigation measures. Moderate-risk activities (5–9) shall require a site-specific (full) ESMP with detailed mitigation and monitoring measures. Activities classified as Substantial (10–16) or High Risk (17–25) are considered likely to generate significant environmental and social impacts and would typically require a full ESIA under Malawi regulations; therefore, such activities shall be excluded from implementation under this project.

This process provides a clear decision flow from screening to risk rating to safeguards instrument selection, enabling District Councils to consistently determine when a checklist ESMP is sufficient, when a full ESMP is required, and when an activity exceeds the acceptable threshold and must be excluded.

b. Subproject Formulation and Planning – E&S Planning

Based on the process above and the Screening Form, the local authority will adopt the necessary environmental and social management measures already included in the Annexes of this ESMF (such as the ESCOPs, the LMP, etc.) or relevant site-specific environmental and social management plans.

The local authority will adopt/prepare the consolidated thematic ESMP in a table format and other applicable documents as needed. The consolidated thematic ESMP will provide mitigations measures for all potential risks identified for all the intervention planned to be implemented in the target micro-catchment for the particular implementation year/period. The NLGFC will review selected copies submitted by the Districts and share samples to the Bank for further review and clearance prior to commencement of sub project activities. The contents of the ESMPs will be shared with relevant stakeholders in an accessible manner, and orientations and consultations will be held with the affected communities on the environmental and social risks and mitigation measures. preparation of a site-specific environmental and social assessment prior to the preparation of an ESMP.

Where needed, the NLGFC will support the districts to complete the documentation, permits and clearances required under the government's Environmental Regulation before any project activities begin.

The NLGFC PIU and the districts will also orient staff who will be working on the various subproject activities on the environmental and social management plans relevant to the activities they work on.

The NLGFC shall also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for executing the deliverables of their contract. The districts shall also ensure that the entities or communities responsible for ongoing operation and maintenance of the investments have received training on the operations stage environmental and social management measures as applicable.

c. Implementation and Monitoring – E&S Implementation

The local authorities will be responsible for E&S implementation and monitoring of sub-projects. The NLGFC will collaborate with local authorities across the country to monitor E&S implementation through quarterly monitoring visits, among other strategies. Other stakeholders in E&S implementation and monitoring include Environmental Affairs Department, extension workers, Catchment Management Committees (CMCs), Foremen and relevant national Ministries, Departments and Agencies including ministries responsible for lands, gender, community development, social welfare; community leaders, project beneficiaries, and Community Savings and Investment Promotion (COMSIP).

Mobile devices can be used for monitoring of projects with numerous subproject locations in pursuit of digitalization. If there are contractors implementing subproject activities, the contractors will be responsible for implementing the mitigation measures in the E&S risk management documents, with local authority oversight.

The NLGFC will ensure that monitoring practices include the environmental and social risks identified in the ESMF and will monitor the implementation of E&S risk management mitigation plans as part of regular project monitoring.

At a minimum, the reporting will include (i) the overall implementation of E&S risk management instruments and measures, (ii) any environmental or social issues arising as a result of project activities and how these issues will be remedied or mitigated, including timelines, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP. Reports from the local levels will be submitted to the E&S specialists the national level, where they will be aggregated and submitted to the World Bank on a quarterly basis.

Throughout the Project implementation stage, the NLGFC will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 6.3.

The NLGFC will also track grievances/beneficiary feedback (in line with the SEP) during project implementation to use as a monitoring tool for implementation of project activities and environmental and social mitigation measures.

Last, if the NLGFC becomes aware of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it shall notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings.

d. Review and Evaluation – E&S Completion

Upon completion of Project activities, the NLGFC will review and evaluate progress and completion of project activities and all required environmental and social mitigation measures. The NLGFC shall ensure that any pending issues are resolved before a subproject is considered fully completed. The NLGFC will prepare the completion report describing the final status of compliance with the E&S risk management measures and submit it to the World Bank.

5.2 Implementation Arrangements

At the national level, the NLGFC will coordinate the design and implementation of E&S. At the district level, the local authority (through the DESC) will coordinate the design and implementation of all E&S activities through screening of sub projects and supporting integration of environmental and social safeguards in ESMPs. At the community level,

Catchment Management Authorities and beneficiary communities will implement ESMFs. EAD, COMSIP and other relevant sector institutions will support monitoring activities.

The INSPIRE-O project shall establish and maintain a project implementation unit (PIU) within the National Local Government Finance Committee with qualified staff and adequate resources to support the coordination and management of environmental, social, health and safety (E&S) risks and impacts of the Project. The project will recruit one (1) Environmental and (1) Social Safeguards Specialist to coordinate ESHS management under the PIU.

The NLGFC PIU will set-up and maintain a project E&S support team at national level comprising of qualified and experienced government officers drawn from Environmental Affairs Department, Department of occupational Health and Safety in the Ministry of Labour, skills and Innovation, Ministry of Lands and Ministry of Gender, Social Welfare and Community Development. The team shall provide additional technical expertise to the target districts in managing Environmental, Social, Health and Safety risks associated with the project.

Each Project beneficiary district shall maintain a functional environmental and social risk management organizational structure with a multi-disciplinary E&S safeguard focal team members coordinated by the district environmental affairs office. The district project E&S safeguards focal team shall on a minimum include qualified officers from the district environmental affairs office, district gender office, district community development office, district labour office, and OHS officer from the labor office to provide expertise on environment, social and OHS issues. The district project E&S focal team shall report to the District Environmental Subcommittee (DESC) which is chaired by the Director of planning and Development.

The project shall also recruit project officers to be placed in each of the beneficiary districts to oversee and coordinate planning and implementation of project activities. The project officers shall also provide support to the district E&S focal team in ensuring full compliance with the ESSs and relevant instruments.

To ensure availability of adequate and quality capacity to implement this ESMF throughout the project implementation period, the project will undertake regular capacity building training of all key relevant stakeholders at all levels in core elements related to environmental and social management of multi-disciplinary sub-projects, project cycle management, legal and institutional framework for environmental management in Malawi, World Bank Environmental and Social Standards, the ESMF and associated environmental and social management instruments and checklists, among others as per section 5.4 of this ESMF.

The table below summarizes the roles and responsibilities regarding the implementation arrangements for environmental and social management.

Table 5-6. Implementation Arrangements

Level/ Responsible Party	Roles and Responsibilities
National Local Government Finance Committee (NLGFC)	<ul style="list-style-type: none"> - Provide support, oversight, and quality control to field staff working on environmental and social risk management. - Collect, review, and provide quality assurance and approval to Screening Forms and ESMPs as relevant. Keep documentation of all progress. - Oversee overall implementation and monitoring of environmental and social mitigation and management activities, compile progress reports from local levels/subprojects, and report to the World Bank on a quarterly basis. - Train central and field staff and contractors who will be responsible for implementing the ESMF. - If contracting is managed centrally, ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, and ESCOPs.
District E&S focal tea/ DESC/local field staff	<ul style="list-style-type: none"> - Ensure project activities do not fall under the Negative List. Fill out Screening Forms for relevant subproject activities and submit forms to the national level. - If relevant, complete site-specific ESMPs for subproject activities and submit to the national level (NLGFC). - Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the national level on a monthly basis. - Provide training to local contractors and communities on relevant environmental and social mitigation measures, roles, and responsibilities. - If contracting is managed by the council, ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, and ESCOPs.
Project Implementation Committees and participants	<ul style="list-style-type: none"> - Comply with the Project's environmental and social mitigation and management measures as specified in ESMPs, ESCOPs, and contract documents, as well as national and local legislation. - Take all necessary measures to protect the health and safety of workers and community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities.

5.4 Proposed Training and Capacity Building

The successful implementation of the Project will depend, among others, on the effective implementation of the environmental and social risk management measures outlined in this ESMF. Training and capacity building will be necessary for the key stakeholders in order to ensure effective implementation of the ESMF, SEP, and other environmental and social

documents. An initial training approach is outlined in the table below. To the extent possible, training on environmental and social risk management will be integrated into the project cycle and operational procedures. Given the need to raise awareness among project workers and stakeholders at many levels, a cascading model is proposed where information will flow from the national level to the field levels.

Table 5-7. Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
[National level	World Bank	National staff responsible for overall implementation of ESMF	ESMF and approach: <ul style="list-style-type: none"> - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures/instruments - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct, incident reporting, SEA/SH, - Application of SEP and the grievance/beneficiary feedback mechanism
District Level	National staff	District Staff Local contractors	ESMF and approach: <ul style="list-style-type: none"> - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct, incident reporting, SEA/SH, - Application of SEP and the grievance/beneficiary feedback mechanism
Community level	District and Local staff	Community members Community Workers, if relevant	<ul style="list-style-type: none"> - Basic OHS measures and Personal Protective Equipment - Community health and safety issues - Worker Code of Conduct - SEA/SH issues, prevention, measures] - Grievance redress

			- Workers' grievance redress
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5.5 Estimated Budget

The estimated budget for implementing the ESMF is USD **725,000** and it will mainly cater for costs for the preparation of safeguards tools and protocols (Table 5-5). The funds will be provided by the NLGFC. The budgets for implementation of Environmental and Social Mitigation measures will be included in the ESMPs and other tools as necessary. This budget is separate from, and additional to the SEP budget. The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget.

The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget:

Table 5-8. ESMF Implementation Budget

Activity/Cost Item	Potential Cost (USD)
Training for staff (venue, travel, refreshments etc.)	
Environmental and Social Screening of multiple subproject activities initiated at various times during the project life span in the target districts	30,000
Preparation of site-specific ESMPs and other site-specific plans	45,000
Procurement of safeguards, tools, and materials to support implementation of ESMPs	100,000
Train extension workers, CMCs, and Foremen on E&SS planning and implementation, including OHS issues and community-based environmental monitoring	375,000
Support the rollout of the Harmonized GRM and training of committees	25,000
Support District and Central Level Monitoring of safeguards implementation	50,000
External monitoring or supervision consultant	200,000
TOTAL	725,000

CHAPTER 6: STAKEHOLDER ENGAGEMENT, GRIEVANCE REDRESS MECHANISM, DISCLOSURE, AND CONSULTATIONS

This chapter outlines the approaches and strategies for stakeholder engagement and grievance redress throughout the course of the project implementation. Effective communication and consultation with stakeholders are essential to ensure the success of the project, particularly in addressing the needs and concerns of affected communities. The chapter describes the processes for engaging relevant stakeholders, including local communities, government bodies, and non-governmental organizations, to ensure their active participation. Additionally, it details the grievance redress mechanism (GRM) designed to address any complaints or concerns raised by stakeholders during project implementation.

6.1 Stakeholder Engagement

The project has developed a Stakeholder Engagement Plan (SEP) based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. This ESMF, Labour management plan, Resettlement Policy framework as well as the SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for this project, and other relevant project documents will be made available on the websites of the NLGFC (www.nlgfc.gov.mw) and Ministry of Finance (www.finance.gov.mw).

During the development of the Environmental and Social Management Framework (ESMF), various stakeholders were consulted in line with ESS10 through meetings, Key Informant Interviews and Focus Group Discussions. These consultations aimed to integrate stakeholder input from national, district, and community levels, as detailed in the corresponding appendices. National consultations included multiple entities such as the District Councils, Environmental Affairs Department, the Ministry responsible for Lands, the Ministry of labour and existing project beneficiaries. To ensure representative engagement, all the districts proposed for the INSPIRE O were engaged from the district level to the community level from February to March 2026. A summarised overview of the issues raised is documented in Appendix 1.

6.2 Grievance Redress Mechanism

The National Local Government Finance (NLGFC), through the existing PIU project, will adopt the existing Harmonized Grievance Redress Management committees (GRMC) system which is being championed by the Poverty Reduction and Social Protection Division in the Ministry of Finance Economic Planning and Decentralisation. The harmonised grievance redress mechanism operates through committees established at national, district, traditional authority, and group village head level who receive, record and resolve the grievances brought to them from persons affected by project activities in their area of jurisdiction. Grievance uptake is through the group village head grievance committee which is at the lowest level where resolution of the grievance is first attempted. If satisfactory resolution of the grievance is not attained at this level then the matter is referred to higher level structure by the committee or the complainant. There is also an additional toll free platform being housed at the Ministry of

Gender through which affected persons submit their complaints by dialling 351 on their mobile phones for free.

The project will also setup workers GRM committees in the target micro-catchments and clusters of work to handle internal program delivery issues affecting the community workers under PWP-RCI and beneficiaries of the SCTP. Clear demarcation of issues to be handled by the workers GRM and Community GRM will be made and the respective committees will be sensitized accordingly. Internal program matters which fail to be resolved by the workers GRM committees shall be referred to community GRM committees for external intervention starting with the harmonized group village grievance redress committee.

Complaints or grievances will be reported through face-to-face, use of grievance box, use of a dedicated GRM phone number with WhatsApp and text facilities and a dedicated email address. The councils will ensure that complaints are attended to within a maximum of 14 days. It will be the responsibility of the councils to sensitise all beneficiaries on the GRM process and referral process, where applicable.

The NLGFC in collaboration with the District councils, will ensure that there is effective grievance reporting and recording, complaint handling and assessment, case resolution and closure, registry update and GRM monitoring and evaluation.

ANNEX 1: LABOUR MANAGEMENT PROCEDURES

LABOUR MANAGEMENT PROCEDURES

Delivery of Integrated Social Protection for Resilience and Opportunity (INSPIRE-O) Project is designed to use government, private and community human resources from national, district and community levels. The Malawi Government recognizes that good worker-management relationships, fair treatment of workers, promotion of gender equality and protection of women and men from violence and harassment including gender-based violence (GBV) and provision of safe and healthy working conditions play a bigger role in achieving project's goals and objectives. It is for this reason that these labour management procedures have been developed for the INSPIRE-O Project. The Labour Management Procedures aim to achieve the following objectives: -

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

1. ANTICIPATED LABOUR USE IN THE PROJECT

1.1 Number of Project Workers

The implementation of INSPIRE-O Project is expected to involve about 117,000 different types of workers in total. This includes about 115,000 community workers who are expected to be engaged in labour intensive public works programme in 4 water resource catchments across 12 districts. About 1,000 volunteers from various community committees will assist in coordination of the programme activities. The delivery of the project activities will also involve involvement of about government staff, direct project staff and workers of contracted financial service providers.

1.2 Characteristics of Project Workers

The INSPIRE-O Project will use community workers, direct project workers, contract workers and short-term consultants.

I. Community Workers (Beneficiaries)

The project shall engage only local community members as community workers. In this regard, a local community member is defined as a person residing or household which is within a selected catchment where the project activities are being performed. These workers include beneficiaries of the project who will be targeted by councils using the Unified Beneficiary Register/Malawi Social Registry and verified with communities to implement the project in the instituted catchments.

Furthermore, the project will make use of volunteers from various community committees such as Area and Village Development Committees, Community Social Support Committees, Promoters, Care Groups, and Grievance Redress Committees to assist in coordination of the programme activities. As a safety net programme, the INSPIRE-O Project for PWP-RCI targets ultra-poor households with labour capacity. A registered representative of targeted households will be required

to undertake some forms of labour initiatives in order to receive their benefits. Young persons, which are those

Timing of labour requirements: For the PWP-RCI, community workers will not be required to have special skills to qualify for the engagement. However, they will be required to complete their assigned tasks for three hours per day, twenty-six days per month, over a period of three consecutive months in a year. The three-month cycle will be divided as follows: the first two months will focus on soil and water conservation activities, while the third month will be dedicated to afforestation. Both men and women aged from 18 to 60 will have the opportunity to participate. The work will be done in the earmarked catchments. Since community work is performed by project beneficiaries, a community worker in this context, therefore, does not qualify as a regular employee or worker under employment law. Work locations and types of jobs will be determined by the catchment according to the needs identified in the Village Level Action Plans (VLAPs).

II. Direct Project Workers

Implementation of the Project will mainly use civil servants both at national and district council levels who will be involved either on full-time or on part-time basis. These include National Local Government Finance Committee (NLGFC) staff, district council staff, and sector experts from Ministries of Labour, Agriculture, Forestry, Water, Environment, Water, Community development and other sectors relevant to the programme, who will support activities on part-time basis. The civil servants' salaries are financed through government coffers. Further, the project will utilise about 12 district project facilitators who will be recruited on contractual basis and deployed to the targeted district councils in order to strengthen fiduciary oversight as well as environmental and social safeguards implementation.

Timing of labour requirements: Civil servants who have been assigned to coordinate the project will be expected to work on full-time basis throughout the project while the rest of the team will be expected to render their duties whenever need arises. The project facilitators will work on contract which is to be renewed annually subject to performance and are expected to work full-time for the project during their tenure of office. Detailed terms and conditions to manage these workers will be developed to serve the purpose of the project.

III. Contracted Workers and Short-term Consultants

The project will engage financial service providers or agents to ensure the effective, timely and efficiency of cash disbursement. Consultants will also be engaged to undertake certain assignments such as assessment and systems design for short periods of time. Both contracted workers and short-term consultants will be guided by specific contractual agreements between them and the Malawi Government through the NLGFC.

Timing of labour requirements: The firms contracted to provide financial services will be engaged under a long-term period of not less than 12 months, renewable based on performance and the labour requirement. Additionally, the time schedule and deliverables will be stipulated in their respective contracts. Short-term consultants, on the other hand, will be engaged on fixed number of days depending on the type and amount of work.

IV. Primary Supply Workers

Primary supply workers are personnel employed by external suppliers or service providers who work on or visit the project activities site to support project operations by goods and/or service delivery. Even though Primary Supply workers are not directly involved in executing the project's activities,

still, they need to operate within the site boundaries and adhere to all conditions required by the contractor.

Timing of Labour Requirements: The involvement of primary supply workers is typically intermittent and aligned with specific project needs rather than continuous site operations

V. Migrant Workers

This project will not allow migrants (whether domestic or international) to work as community workers and the use of Malawi Social Registry (MSR) in selection of beneficiaries will support this requirement.

Timing of Labor Requirements: No migrants will be involved as community workers as such no specifications are needed for this category.

2. ASSESSMENT OF KEY POTENTIAL LABOUR RISKS

2.1 Project Activities

Significant use of labour is expected to arise from the implementation of activities under PWP-RCI of the INSPIRE-O Project. In the LI- PWP, qualified households will be required to provide labour for the implementation of various catchment management activities aimed at creating community assets within designated Water Resource Areas.

The identification and siting of sub-projects under the PWP-RCI will be guided by the Public Works Guidelines and the Project Implementation Manual, which outline the types of eligible projects under the catchment management approach. These include sub-projects such as:

- Afforestation, including tree planting, natural regeneration, and nursery establishment;
- Land, soil, and water resource conservation activities, such as riverbank protection, gully reclamation, manure making, vetiver planting, construction of marker ridges, swales, contour bunds, soak pits, etc.;
- Selected access roads, with associated drainage improvements such as culverts, drifts, check dams, and drains (mostly undertaken using hand tools rather than heavy machinery);
- Sanitation and environmental conservation projects.

The health and safety risks to which community workers and all other persons who may be affected by the activities, are potentially exposed will be assessed for each type of sub-project. The assessment will also examine the feasibility of preventing or eliminating these risks, or, where prevention or elimination is not possible, implementing appropriate measures to protect community workers and affected persons from exposure. This process will be carried out through the sub-project environmental and social screening procedures.

2.2 Key Labour Risks

Based on current evidence from the Social Support for Resilient Livelihoods Project, which is now phasing out, the associated risks are assessed as low to moderate and are largely addressed through existing national legislation. Nevertheless, the following potential labor risks have been identified as issues that may arise during the project lifespan and therefore require mitigation measures:

- Bites from snakes and bees
- Slips and trips
- Falls from height

- Drowning and lightning
- Mudslides/landslides
- Cuts and bruises from sharp objects
- Working in confined spaces (e.g., culverts)
- Child labour
- Violence and harassment including Gender-based violence
- Risk of contracting HIV
- Ergonomic hazards due to lifting of heavy loads
- Exposure to pesticides and chemicals
- Sexual exploitation and abuse
- Heat stress
- Gender discrimination due to pregnancy and lactation
- Conflicts and social tensions over work allocation, payment, or beneficiary targeting
- Poor sanitation and hygiene conditions at work sites leading to diarrheal diseases

The Project will address these risks by conducting site-specific risk and hazard assessments and incorporating appropriate mitigation measures into the Environmental and Social Management Plan (ESMP) for each sub-project. Mitigation measures will include provision of relevant training, provision of suitable personal protective equipment (PPE) for individuals engaged in high-risk activities, and enhanced site supervision.

The risk of child labour will be mitigated through verification of community workers' ages using legally recognized documents such as National Identification Cards and Birth Certificates. Where such documents are unavailable, an Affidavit of Birth will be accepted. Additionally, regular awareness sessions will be conducted to educate communities on the prohibition and negative impacts of child and forced labour. Table 1 below presents a summary of the possible mitigation measures for the identified risks.

Table 1: Possible Mitigation Measures for Potential Risks

Potential Risks	Mitigation Measures
Bites from snakes and bees	<ul style="list-style-type: none"> • Sensitization of beneficiaries on control and avoidance measures • Provision and use of appropriate PPE • Provision of well-stocked first aid kits • First aid training
Slips and trips	<ul style="list-style-type: none"> • Maintain good housekeeping and safe working surfaces • Provision of warning signs • First aid training • Provision of well-stocked first aid kits
Falls from height	<ul style="list-style-type: none"> • Provision of appropriate PPE • Use of harnesses and scaffolding where applicable • First aid training • Provision of well-stocked first aid kits
Drowning & lightning	<ul style="list-style-type: none"> • Develop and implement procedures for working near water bodies and during the rainy season • Training on emergency preparedness and response • Installation of warning signs and barricades • First aid training

Cuts and bruises from sharp objects	<ul style="list-style-type: none"> • Maintain a safe working environment • Develop and train workers on safe work procedures\ • Provision of warning signs • First aid training • Provision of well-stocked first aid kits
Working in confined spaces (e.g., culverts)	<ul style="list-style-type: none"> • Provision of warning signs • Training on confined-space safety • First aid training • Provision of well-stocked first aid kits
Child labour	<ul style="list-style-type: none"> • Sensitization of beneficiaries on child labour issues • Prohibit involvement of persons under 18 in the PWP • Verification of workers' ages and removal of underage participants
Violence and Harassment including Gender-based violence (GBV)	<ul style="list-style-type: none"> • Sensitization on violence and harassment including GBV risks and prevention • Equal employment opportunities for men, women, youth, and persons with disabilities • Implementation of a Code of Conduct
Risk of contracting HIV	<ul style="list-style-type: none"> • Sensitization on HIV and AIDS • Provision of condoms • Distribution of IEC materials
Ergonomic hazards from lifting heavy loads	<ul style="list-style-type: none"> • Adherence to national labour laws, including working hours and rest periods • Training on safe lifting techniques
Exposure to pesticides and chemicals	<ul style="list-style-type: none"> • Provision and use of PPE • Implementation of a Pesticide Management Plan (PMP)
Sexual exploitation and abuse (SEA)	<ul style="list-style-type: none"> • Community sensitization • Empowerment of women and girls • Enforcement of a Code of Conduct
Conflicts and social tensions	<ul style="list-style-type: none"> • Provision of a comprehensive Grievance Redress Mechanism (GRM) • Sensitization of beneficiaries on the GRM
Poor sanitation and hygiene leading to diarrheal diseases	<ul style="list-style-type: none"> • Provision of appropriate temporary welfare facilities, including gender-sensitive and disability-inclusive sanitation facilities
Gender discrimination affecting pregnant and lactating women	<ul style="list-style-type: none"> • Provide deliberate work arrangements that accommodate the needs of pregnant and lactating women • Provide suitable and safe shelters/areas for breastfeeding

3. BRIEF OVERVIEW OF LABOUR LEGISLATION: TERMS AND CONDITIONS

In relation to terms and conditions of employment, the project will be guided by three key pieces of legislation; the Employment Act (2000), the Labour Relations Act (1996), and the Occupational Safety, Health and Welfare Act (1997). Together, these Acts provide a comprehensive legal framework for the protection of workers' rights and effective labour management. The Employment Act governs employment matters such as minimum wages, fair labour practices, non-discrimination,

and the prohibition of child labour. The Labour Relations Act promotes sound labour relations by safeguarding freedom of association, encouraging social dialogue and collective bargaining, and providing mechanisms for the settlement of labour complaints and disputes through formal dispute resolution systems. The Occupational Safety, Health and Welfare Act requires employers to provide a safe and healthy working environment by identifying and controlling workplace hazards and ensuring the protection of workers' health, safety, and welfare

4. BRIEF OVERVIEW OF LABOUR LEGISLATION: OCCUPATIONAL HEALTH AND SAFETY

The Occupational Safety, Health and Welfare Act (1997) and the National Occupational Safety and Health (OSH) Policy 2025 provide a comprehensive framework for ensuring safe, healthy, and productive working conditions across all sectors. The 1997 Act mandates the prevention of accidents to workers, authorised visitors, and the public through mitigation of identified hazards, while the 2025 OSH Policy emphasizes hazard assessment and management, provision of safe equipment and PPE, maintenance of welfare facilities, training and supervision, and reporting and compensation for work-related accidents or illnesses.

For the INSPIRE-O project, this legislation guides the implementation of robust occupational safety measures, including hazard assessments, PPE provision, training and awareness programmes, accident reporting and response procedures, and compliance monitoring. By integrating these requirements, the project will ensure a safe and healthy work environment, protect all personnel and participants, and align with national OSH standards and best practices.

5. RESPONSIBLE STAFF

The NLGFC, which is the coordinating institution for the INSPIRE-O Project will assume overall responsibility for management of workers in the project. However, implementation of the INSPIRE-O Project will be done in collaboration with other stakeholders at national, district and community Level who will also be expected to assist in management of workers within their areas of jurisdiction in the project. Thus successful management of project workers requires clear definition of roles and responsibilities of key players and stakeholders at community, district and national levels.

5.1 National Level

The NLGFC in collaboration with the Ministry of Labour, will be responsible for:

- Preparing necessary guidelines and all forms needed,
- Building capacity of district level staff in labour management issues
- Provision of expert advice on labour management,
- Carrying out enforcement and monitoring role as stipulated by law,
- Carrying out periodical review of labour and working conditions
- Facilitating training for staff that will carry out LMP at district level
- Providing funding for implementation of Labour Management Procedures at district level
- Monitoring and supervision of contracted service providers to ensure that management of their workers comply with the agreements in the contract

5.2 District Level

The District Social Support Committee and the District Environmental Subcommittee will be responsible for management of community workers at district level. The District Labour Officers who are also members to these committees will take the lead in coordination of labour management issues in the project at district level. Among other roles, their responsibilities will include:

- Training of extension staff on labor management issues related to the project;
- Monitoring and supervising community workers to ensure compliance with occupational and community health and safety procedures for prevention of accidents; and
- Administration of relevant forms and preparation of quarterly monitoring reports.

5.3 Community Level

The Area Executive Committee which is comprised of extension workers from government departments and Non State Actors will be responsible for management of community workers at community level. The extension workers will be responsible for:

- Training of catchment management committees and subproject implementation committees on labour management procedures
- Creating awareness on labour management practices and safety procedures amongst community workers
- Monitoring and supervision of implementation of labour management procedures in subproject sites
- Preparation and submission of quarterly monitoring reports on labour management issues from their areas to the district labor officer

5.4 Sub-project Site

At the sub-project site level, the sub-project project implementation committee shall appoint one person to be responsible for ensuring compliance with labour and community health and safety procedures among the workers at their subproject site. This will also include undertaking both compliance monitoring and effects monitoring.

6. POLICIES AND PROCEDURES

The INSPIRE-O project will implement policies and procedures in accordance with national legislation, including the Occupational Safety, Health and Welfare Act (1997) and the National OSH Policy (2025). Key measures include hazard assessment, guided by a step-by-step template provided in Annex 1, with additional tools and guidance on conducting Job Hazard Analysis, inspection of work tools, and standard operating procedures for various tasks, including emergency response.

The project will also support relevant committees in the procurement, management, and proper use of personal protective equipment (PPE) and first aid kits, where necessary. Implementation of OHS will be guided by the Policy in Appendix 2, which requires the provision of essential welfare facilities, including sanitary facilities and safe spaces for breastfeeding mothers. The policy further mandates training to prevent accidents and occupational illnesses.

A robust system for reporting, monitoring, and investigating incidents will ensure compliance and support continuous improvement. In addition, the project will enforce policies on non-discrimination, inclusion, and the prohibition of child labour and forced labour in accordance with the Employment Act. Project workers will be required to sign code of conduct in Appendix 3

7. AGE OF EMPLOYMENT

As stipulated above, the Employment Act (2000) stipulates that the minimum age of employment in Malawi is 18, which is also stipulated in the International Labour Organisation Conventions (138) on minimum age. These two legislations prohibit the employment of underage children. However, according to section 21 of the Employment Act, children between the ages of 14 and 18 are allowed to participate in light work so long as it does not interfere with the child's education or harm the child's health or physical mental, spiritual, moral or social development.

Under the INSPIRE-O Project, children under the age of 18 will **NOT** be allowed to be enrolled in the PWP-RCI because its activities are deemed to be labour intensive hence unsuitable for children.

As selection of beneficiary household will be guided by the Unified Beneficiary Registry, the specific programme components will take additional measures in identifying suitable participants within the household. As such, the following mechanisms will be put in place to verify the age of project worker:

1. The National Identity card;
2. Birth Certificate;
3. Project Identification Card (Pass books)

The following procedure will be followed if underage worker (s) is (are) found in the PWP-RCI:

- Household labour capacity assessment will be conducted;
- Failing to demonstrate eligible labour capacity the household will be removed;
- The Household then will be referred to relevant alternative programmes under the INSPIRE-O such as the Adaptive Social Cash Transfer Programme.

In circumstances where these documents are not available, the Affidavit of Birth will be used. Further, awareness raising sessions will be conducted regularly to the communities to sensitise them on prohibition and negative impact of child and forced labour.

8. TERMS AND CONDITIONS

As already indicated, the INSPIRE-O Programme will involve three main categories of workers namely:

- (i). Direct Project Workers;
- (ii). Contracted Workers and Short-term consultants;
- (iii). Community workers.

The government officials at District Level and National Level and the Project facilitators who will be employed and deployed to District Councils. The Terms and Conditions of the employment for the staff of Government Departments and the NLGFC are guided by the National Civil Service regulations and other National Labour and Employment legislation. The Project facilitators are guided by Terms and Conditions of their contractual agreements with NLGFC. In addition to the general terms and conditions of work provided by the Civil Service regulations, NLGFC staff are also guided by NLGFC Terms and Conditions of Service.

The community workers will work on PWP-RCI sub-projects using guidance provided in the PWP-RCI Implementation Manual and Guidelines. The PWP-RCI implementation Manual stipulates, among other things, the eligibility criteria to participate in the PWP-RCI. Further to the guidance

contained in the PWP-RCI Implementation Manual and Guidelines, the following terms and conditions will guide management of community workers enrolled under the PWP-RCI:

- Community workers must be targeted and enrolled as ultra-poor household with labour capacity;
- Eligible members must be resident in the respective target catchment area and be between the age of 18 and 60;
- Where applicable, community workers will be given ex-gratia payment at a rate established by the project.
- Enrolled households should be willing and able to undertake at least three hours of work per day for a period of twenty-six days in a month for three consecutive months in a year. Ex-gratia payments will be done monthly and will be conditional to completion of work as per agreement within the project plan and work allocation per households; and
- Failure to complete work allocated will lead to forfeiting of payment. Project supervisors are then tasked to assess the amount of ex-gratia payment to be paid, based on work completed.

During beneficiary enrollment, extension workers will explain to beneficiaries and the entire community the objectives of the enhanced public works. The working conditions will be made clear to the community members prior to commencement of work.

Given that community workers are beneficiaries of the project; they shall not be considered as employees of the project. As such, they are not covered by Employment Act, Labour Relations Act and workers Compensation Act provisions except for: -

- Protection from violence and discrimination
- Protection from forced labour
- Protection from being involved in child labour
- Health and safety of workers
- Protection of unfair labour practices

In the same vein, the project shall not provide compensation for work-related injuries or occupational diseases. Community workers participating in the public works program shall be made aware of this exclusion prior to commencement of work and shall be required to acknowledge the same through consent forms.. This notwithstanding, the project will still exercise its duty of care to ensure activities are implemented safely. In this regard, the project will among other measures, undertake the following:

- promote and strengthen awareness of worksites and activities safety risks, safe work procedures and practices among the beneficiaries,
- setup a medical emergency response fund to provide speedy medical referral transportation support in case of serious injuries (See Annex 3)
- make arrangements for timely incident response and investigation for serious injuries and fatalities, in line with national systems and project procedures

9. GRIEVANCE MECHANISM

The Project recognises the vulnerability of the target communities, beneficiaries and the different types of workers to be involved or affected by the project. In this regard, the project will utilize the the existing harmonised GRM committees. The Grievance Redress and Management Committees, which are established at village, area, and district levels, will be adequately capacitated on the project. The GRM will also be extended to the national level and be expanded to handle all types of

grievances, including work related grievances, arising from implementation of all the programmes under the INSPIRE-O Project .

In the case of community workers, the sub-catchments site level workers committees will be the first opportunity for resolution of grievances through discussion and mutual agreement between the project-affected person and members of the sub-project implementation committees. Each Sub-project implementation committee will facilitate receiving, recording and resolution of grievances at their project site through a designated member of the committee. The Workers will be sensitised to put-forward their grievances or concerns about anyone or anything in the project through appropriate channels of their choice which will include:

- Face- to-face meetings with sub project committee members, extension workers, district staff, and national staff during visits to their project site;
- Grievance boxes and desks to be set up at pay points during pay-parades;
- Written letters; and
- E-mail or SMS.
- Toll free number

Upon receipt of the grievance, the sub-project committee shall assess it to establish whether it could be resolved locally or be referred to a higher level. Where possible, the sub-project committee shall attempt to resolve and close the matter if the Project Affected Person (PAP) is satisfied with the resolution. Where the matter has failed to be resolved or where it is deemed to be beyond the capacity of the sub-project committee, the matter shall be referred to the Village Grievance Redress and Management Committee at village level or another relevant institution for further redress. The PAP/worker will be informed and the determination will be appropriately recorded in a grievance register. Upon receiving a written referral from the Sub-project Implementation Committee, the Village Grievance Redress and Management Committee shall also attempt to resolve the matter by convening concerned parties where possible. The same process will be repeated with further referral levels until the case is resolved.

The GRM for the INSPIRE-O Project is complimentary to other existing grievance redress mechanisms within the communities such as traditional chiefs, courts, police, Anticorruption bureau, human rights bodies and Civil Society Organisations. As such, communities shall be informed about the other existing mechanisms and be allowed to make use of them when and where ever they find it necessary. This would also assist in creating alternative space for PAPs who would otherwise not be able to voice out their concerns through the main GRM structure for fear of reprisals despite repeated assurances of their protection. The project will, therefore, also identify and engage institutions that provide alternative grievance redress mechanism services in project target areas in order to create linkages that would provide necessary feedback to the Project GRM.

The composition of members of the grievance redress and management committees at all levels is carefully selected to ensure the balance between representatives of the supply and demand side of the project and also neutral actors and institutions where possible. For instance, the village grievance redress and management committee will include Youth representative, Elected PAPs representative (SCT, PWP, Livelihoods), Community Based Organisation /Faith Based Organisation representative, Women representative from groups/committees, Chairperson of the VDC as an ex-officio member, Representative of the community social support committee, and Member of the Area Land Management Committee.

10. CONTRACTOR MANAGEMENT

The Project anticipates contraction of financial service providers for the E-payment under Dynamic Delivery Systems sub-component. The service provider will have personnel who will be involved in the delivery of ex-gratia payments and cash transfers to the beneficiaries.

In order to ensure fair competition and transparency, the selection of contractors will be based on the Government of Malawi's Public Procurement and Disposal of Assets Authority (PPDA) procedures which regulate the engagement of contractors. This includes:

- Competitive bidding through transparent open advertising;
- Shortlisting and selection of contractors; and
- Contractual signing.

The NLGFC will ensure that there is compliance with the requirements of ESS 2 by service providers. The project will regularly monitor and evaluate activities of contract workers and service providers in line with the INSPIRE-O Project M & E framework. The project will also strengthen awareness among project workers to ensure that they are aware of their entitlements

11. COMMUNITY WORKERS

As already indicated, the INSPIRE-O Project will enroll ultra-poor households with labour capacity as beneficiaries of the PWP-RCI to work as community workers. Beneficiary households for the project will be selected by district councils from the Unified Beneficiary Registry (UBR) and entered into the Nthandizi Management Information System (NMIS). The UBR serves as a centralized data base for households eligible for social support programmes while NMIS has built in eligibility criteria for participants to be included in Public Works Programme. As stated earlier only households meeting the PWP eligibility criteria of "ultra-poor households with labour capacity" will be selected as potential community workers or beneficiaries. List of eligible households in a target community will be vetted by the community through an open community meeting facilitated by extension workers in collaboration with the catchment management committee. The names will be vetted for the following factors:

- (a) Whether the selected household stays within the vicinity of the earmarked catchment;
- (b) Whether the selected household has migrated or dissolved;
- (c) Whether the selected household is now labour constrained (i.e. the household member with labour capacity has developed a condition (pregnancy, disability, chronic illness) to prevent them from working in the Adaptive SCTP;
- (d) Whether the selected household is a participant in the Social Cash Transfer Programme; and
- (e) Whether the selected household is not ultra-poor.

12. PRIMARY SUPPLY WORKERS

INSPIRE-O Project will involve suppliers to supply PPE, work tools, seedlings and tubes which will be procured by councils by following PPDA procedures. As such, there will be no direct interface between suppliers and the community. The councils will also be required to follow ESS 2 requirements when engaging the suppliers. Consequently, there will be no forced labour and child labour.

ANNEXES

ANNEX 1: RISK ASSESSMENT TOOL

<i>What are the hazards?</i>	<i>Who may be harmed and how?</i>	<i>What are you already doing?</i>	<i>What further action is necessary?</i>	<i>How will you put The assessment into action?</i>			
Spot hazards by: <ul style="list-style-type: none"> ■ Walking around the workplace; ■ Asking workers what they think; ■ Checking safety instructions; ■ Contacting your supervisors <p><i>Don't forget long-term hazards</i></p>	Identify groups of people. Remember: <ul style="list-style-type: none"> ■ Some workers have par-ticular needs; ■ People who may not be in the workplace all the time; ■ If you share your work- place think about how your work affects others; ■ Members of the public <p><i>Say how the hazard could cause harm</i></p>	List what is already in place to reduce the likeli-hood of harm or make any harm less serious	You need to make sure that you have reduced risks “so far as is reasonably practicable”. An easy way of doing this is to compare what you are already doing with best practice. If there is a difference, list what needs to be done	Remember to prioritise. Deal with those hazards that are high-risk and have serious consequences first.	Acti on by who m	Acti on by whe n	Don e
Review your assessment to make sure you are still improving, or at least not sliding back If there is a significant change in your worksite, remember to check your risk assessment and where necessary, amend it			Review Date:				
Assessment completed by:			Signature:				

ANNEX 2: THE OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY OF THE INSPIRE-O PROJECT

Applies to all sites where project activities are conducted. INSPIRE-O is committed to providing a safe and healthy working environment for all beneficiaries, volunteers, and other individuals who may be affected by project operations. The primary objective of this policy is to prevent injuries, illnesses, and harm arising from project activities and to promote a culture of safety and wellbeing across all project sites.

To uphold this commitment, specific principles and responsibilities have been established for INSPIRE-O management, supervisors, and beneficiaries or volunteers. INSPIRE-O management is responsible for supporting beneficiaries and volunteers in preventing injuries and illnesses related to project activities. This includes developing and disseminating appropriate training manuals, safety protocols, and standard operating procedures, including incident-reporting procedures. Management is also responsible for facilitating access to personal protective equipment (PPE), first-aid kits, and other necessary safety resources, and for supporting relevant committees to ensure their proper use.

Supervisors designated under the project are trained and accountable for ensuring compliance with this OHS Policy. Their responsibilities include informing beneficiaries and volunteers of workplace hazards, providing appropriate instruction and training, and ensuring the safe use, maintenance, and suitability of all tools, equipment, and facilities. Supervisors also work with relevant committees to ensure the availability of welfare facilities, including sanitary conveniences and safe breastfeeding spaces where needed.

Beneficiaries and volunteers are recognized as having an important role in maintaining a safe and healthy working environment. They are expected to actively identify and report hazards, protect their own health and safety as well as that of others, and comply with all applicable legislation, project procedures, rules, and instructions. Additionally, they are responsible for ensuring that any safety equipment, tools, or protective measures provided are used correctly and not intentionally or recklessly tampered with or misused.

Through the combined responsibilities of management, supervisors, and beneficiaries or volunteers, the INSPIRE-O project seeks to foster a safe, healthy, and productive working environment, aligned with national legislation and international best practices in occupational health and safety.

ANNEX 3: SET UP AND OPERATION OF THE MEDICAL EMERGENCY RESPONSE FUND

Background

The implementation of the Labour-Intensive Public Works Program under the INSPIRE-O project may occasionally register incidences of injuries and emergencies requiring referral to district level health facilities. Experience from the predecessor project (the SSRLP) it was noted that communities often struggled to effectively support the affected person access appropriate medical assistance as the transport requirements are often beyond the capacity of the household and the community. It was however also noted that communities were able to proactively initiate voluntary participant cash and kind contributions to support transportation of the affected person and the guardian. This however was observed often falls short of the need thereby forcing affected persons to fail to access the required medical on time. It is against this background that the medical emergency response fund is being set up.

Modus Operandi for the fund

1. The mechanism seeks to build on the local initiative and arrangements where program participants have been able to voluntarily mobilise small sums of contributions to assist on mobility of fellow participants during medical emergencies requiring immediate referral to community or district health facility.
2. The fund will only complement the locally mobilised contributions recognising that in some cases such funds may not be enough to adequately facilitate mobility of the victim during the referrals.
3. When a particular micro-catchment registers a major injury or medical incident (*defined as an injury or medical incident requiring hospitalization and capable of incapacitating the participant(s) from participating in the works for a period of more than at three days*), it will first report to the district level. The district will examine and verify the report and also establish the local initiatives towards facilitating a referral and the gap. The district will then issue instruction to the community to arrange for referral with support from the medical response fund based on the established need and gap.
4. In cases where there are no emergencies, the funds will be directed to restocking of first aid boxes in the micro-catchment in the last quarter of the financial year.
5. The same mechanisms that are available for ensuring prudent use and accountability of the District level managed project budget shall be applied. Furthermore, approval and utilisation of the resources from the fund shall be accompanied by appropriate incident notification, evidence of local community contribution and medical reports documentation
6. Care should be exercised to ensure that the mechanism is not perceived as compensation fund by stakeholders.

ANNEX 4: SAMPLE OF A CODE OF CONDUCT FOR SUB-PROJECTS UNDER INTEGRATED SOCIAL PROTECTION FOR RESILIENCE OPPORTUNITY (INSPIRE-O)

1.0 AIM OF THE CODE OF CONDUCT

The main aim of the Code of Conduct is to prevent and/or mitigate the social risks within the context of interventions for the INSPIRE-O. The Codes of Conduct are to be adopted by. The social risks that may arise include but not limited to Gender Based Violence (GBV), Violence Against Children (VAC), HIV and AIDS infection/spread, and occupational health and safety.

2.0 KEY DEFINITIONS

The following definitions apply:

Gender-Based Violence (GBV)

This is defined as any conduct, comment, gesture, or contact perpetrated by an individual (the perpetrator) on the work site or in its surroundings, or in any place that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to another individual (the survivor) without his/her consent, including threats of such acts, coercion, or arbitrary deprivations of liberty.

Violence Against Children (VAC)

This may be defined as physical, sexual or psychological harm of minor children (i.e. under the age of 18), including using for profit, labour, sexual gratification, or some other personal or financial advantage. This also includes other activities such as using computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any mediums.

Child Labour

This involves employment of underage. Any person under the age of 18 should not be employed in the project sites.

Child Protection (CP)

An activity or initiative designed to protect children from any form of harm, particularly arising from VAC, and child labour.

Child

The word is used interchangeably with the term ‘minor’ and, in accordance with the United Nations Glossary on Sexual Exploitation and Abuse, refers to a person under the age of 18.

Grooming

This is defined as behaviours that make it easier for a perpetrator to procure a child for sexual activity. For example, an offender might build a relationship of trust with the child, and then seek to sexualise that relationship (for instance by encouraging romantic feelings or exposing the child to sexual concepts through pornography).

Online Grooming

This is the act of sending an electronic message with indecent content to a recipient who the sender believes to be a minor, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender.

Survivor/Survivors

This is defined as the person(s) adversely affected by GBV, VAC, and child labour. Women, men and children can be survivors of GBV, VAC, and child labour.

Perpetrator

This is defined as the person(s) who commit(s) or threaten(s) to commit an act or acts of GBV, VAC, and child labour.

Work site

This is defined as the area in which infrastructure development works are being conducted, as part of interventions planned under the SSRLP, funded by the World Bank.

Work Site Surroundings

These are defined as the 'Project Area of Influence' which is any area, urban or rural, directly affected by the project, or located within the distance of three kilometres' radius from the work site and/or worker's camps, including all human settlements found on it.

Consent

This word is defined as the informed choice underlying an individual's free and voluntary intention, acceptance, or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. Any use of a threat to withhold a benefit, or of a promise to provide a benefit, or actual provision of that benefit (monetary and non-monetary), aimed at obtaining an individual's agreement to do something, constitutes an abuse of power; any agreement obtained in presence of an abuse of power shall be considered non-consensual. In accordance with the United Nations, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the code of conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defence.

3.0 CODES OF CONDUCT

This chapter presents two Codes of Conduct (CoC) for use:

1. **Catchment Supervisor's/Community Committee Members Code of Conduct:** Commits them to implementing the project's Code of Conduct, as well as those signed by individual community workers; and,
2. **Community Workers Code of Conduct:** Code of Conduct for each community worker working on INSPIRE-O Project

3.2 Code of Conduct for Catchment Supervisor/ Community Committee Members

Catchment Supervisors at all levels play an important role in creating and maintaining an environment, which prevents workers misconduct. They need to support and promote the implementation and enforcement of Community Workers Codes of Conduct. Catchment supervisors must adhere to this Code of Conduct. This commits them to develop and support systems, which maintain a safe working environment.

Catchment Supervisor responsibilities include but are not limited to:

1. Ensure there is zero tolerance to child labour practices;
2. Promote gender inclusion at all levels;
3. Collaborate with all relevant project committees in overseeing issues of workers misconduct including violence and harassment, GBV and VAC
4. Ensure compliance to occupational health and safety requirements for all workers;
5. Ensure that workers dress code is promoted and adhered to appropriately;
6. Assist in the formulation of relevant by-laws. Facilitate workers training and capacity building on social, environmental and health and safety;
7. Ensure that all workers are sensitized on HIV and AIDS issues, provided with condoms and HTC services;
8. Ensure fairness when assigning tasks and recording of attendance register
9. Ensure that possession of alcohol and illegal drugs and other controlled substances in the workplace and being under influence of these substances on the job and during workings hours should be strictly prohibited;
10. Ensure availability of welfare facilities including, sanitary facilities and safe and private lactating shelters
11. Ensure that pregnant mothers are considered for lighter work
12. Ensure compliance to all legal requirements;
13. Supervisors failing to comply with such provision can be in turn subject to disciplinary measures including expulsion from the project.
14. Ensure that every employee under his/her supervision has been oriented on the Code of Conduct and has signed.
15. Prosecution of those who commit any such misconduct of criminal in nature shall be pursued as appropriate.
- 16.

I do hereby acknowledge that I have read the foregoing Code of Conduct, and agree to comply with the standards contained therein and understand my roles and responsibilities to comply to all rules of this code of conduct. I understand that any action inconsistent with this

Code of Conduct or failure to take action mandated by this Code of Conduct may result in disciplinary action.

Signed by : -----

Signature : _____

Date : -----

FOR THE PROJECT

Signed by : _____

Signature : _____

Date : -----

3.3 Community Workers' Code of Conduct

I, _____, acknowledge that preventing any misconduct as stipulated in this code of conduct, including gender based violence (GBV), child abuse/exploitation (CAE) are important. Any activity, which constitute acts of gross misconduct are therefore grounds for sanctions or even expulsion from the program. . All forms of misconduct are unacceptable, be it on the work site, the work site surroundings, or in the community. Prosecution of those who commit misconduct of criminal in nature shall be pursued as appropriate.

I agree that while working on this project, I will:

1. Consent to security background check;
2. Treat women, children (persons under the age of 18) and persons with disability with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, birth or other status;
3. Not use language or behaviour towards men, women or children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
4. Not participate in sexual activity with children—including grooming or through digital media. Mistaken belief regarding the age of a child and consent from the child is not a defence;
5. Attend trainings related to HIV and AIDS, GBV, CAE, occupational health and any other relevant courses on safety as required by the project. ;

6. Report to the relevant committee any situation where I may have concerns or suspicions regarding acts of misconduct by a fellow worker, or any breaches of this code of conduct provided it is done in good faith;
7. I will not involve any child under the age of 18 to work on my behalf on this project.
8. Refrain from any form of theft for assets and tools including from surrounding communities;
9. Complete allocated work effectively within time.
10. Refrain from possession of alcohol and illegal drugs and other controlled substances in the workplace and being under influence of these substances on the job and during workings hours;
11. I will not misuse any PPE or work toll provided to me by the project .
12. Follow prescribed environmental occupational health and safety standards; and
13. Channel grievances through the established grievance redress mechanism.
14. I understand that my involvement in this project is not formal employment as such I will not be eligible for workers compensation in case of incapacitation due to bodily injury.

I will always use common sense and avoid actions or behaviours that could be construed as misconduct or breach this code of conduct.

I acknowledge that I have read and understand this Code of Conduct, and the implications have been explained with regard to sanctions on-going employment should I not comply.

Signed by : _____

Signature : _____

Date : _____

FOR THE PROJECT

Signed by : _____

Signature : -----

Date : _____

4.0 ACTION PLAN

The action plan for the Implementation for the Code of Conduct outlines the key stakeholders, their roles and responsibilities. The main key stakeholders for the implementation of the action plan are INSPIRE-O PIU, Ministry of Labour (MoL), EAD, and District Councils. Table 2 shows a typical example of how an implementation action plan for codes of conduct for INSPIRE-O subprojects may constitute.

Table 2: Typical Example of an Implementing action plan for the INSPIRE-O Project Codes of Conduct

Key stakeholder	Roles and responsibilities	Time Frame
INSPIRE-O Project Implementation Unit, MoL and EAD	Awareness raising to other key stakeholders	Onset of the project
	Monitoring compliance	On-going
	Recording, processing and reporting grievances	On-going
Ministry of Local Government/ INSPIRE-O Project Implementation Unit	Inclusion of Code of Conduct as addendum to contract	Before signing of the contract
	Monitoring compliance	On-going
	Recording, processing and reporting grievances Translation of Code of Conduct in relevant local language	On-going
Catchment Supervisor and Community Project Implementation Committees	Explain Code of Conduct to all community workers in local language they understand	During recruitment
	Conduct toolbox talks on Code of Conduct issues	On-going
	Recording, processing and reporting grievances to respective councils	On-going
	Monitoring community worker compliance on Code of Conduct	On-going
	Comply to Catchment Supervisor/Community Committee members Code of Conduct	On-going
Community Workers/ Beneficiaries	Attend tool box talks/induction prior to commencement of work and sign attendance registers	On-going
	Understand Code of Conduct and sign	During recruitment
	Comply with Code of Conduct	On-going
District Councils	Awareness raising to other key stakeholders	On-going
	Monitoring compliance	On-going
	Community engagement	On-going
	Recording, processing and reporting grievances	On-going
	Designate suitable personnel responsible for Code of Conduct implementation	Before commencement of catchment activities

Key stakeholder	Roles and responsibilities	Time Frame
	Raise awareness of the code of conduct to all workers including supervisors	During recruitment
	Keep record of signed code of conduct	On-going
	Compiling, processing and reporting grievances to PIU	On-going
		On-going

SUMMARY OF LABOUR RELATED ISSUES FROM FIELD PUBLIC CONSULTATIONS

SN.	Issues Raised	How the issues have been addressed
1	Skills transfer (business skills and in other areas). Making the families resilient even in the months when they had no food.	Business and financial trainings will be provided
2	Create employment among the youth (make sure many youths are engaged in the programme)	Most of the beneficiaries will be the youth
3	Late provision of ex-gratia payments on PWP	System will be improved to ensure timely payment. Payments will be made every 2 months E-payment will improve efficiency of payment
4	Enhancement of child labour at household level emanating from the fact that adults are going to be preoccupied with project activities	Sensitisation of household beneficiaries on child labour
5	Risk of injury	Adequate safety awareness will be undertaken among participants Protective gear will be provided for those who are working on risky areas
6	PWP timing should not coincide with farming period	Fund transfer accounting and liquidation system will be improved to ensure timely implementation of activities
7	Construction of roads during the dry season has been hard for the elderly and the sickly because the work is more energy intensive than is the case during rainy season.	All systems will be improved to ensure implementation of subprojects according to their appropriate times and seasons. The UBR will also ensure that only eligible people (i.e. those with labour capacity) are recruited for CS-EPWP
8	Need for first aid kit during PW cycle.	The project will provide first aid kits for high risk activities such as construction, farming, sanitation and hygiene activities

ANNEX 2: SEXUAL EXPLOITATION AND ABUSE/HARASSMENT PREVENTION AND RESPONSE ACTION PLAN

INTRODUCTION

This is a Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH) Prevention and Response Action Plan for the INSPIRE-O Project. The Action Plan identifies concrete, actionable recommendations to prevent and respond to SEA/SH in the sub projects that will be implemented under the Project. It presents operational activities as well as recommendations for SEA/SH risk mitigation measures that build on existing mechanisms. The SEA/SH Prevention and Response Plan is based on the commitments made by the Government of Malawi Malawi in its respective gender policies and laws, and on the commitment made in the ESCP of the Project. It provides procedures for grievances related to such abuses in relation to project activities.

Key Terminology

Gender-based violence (GBV)	Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (i.e. gender) differences between males and females. GBV includes acts that inflict physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life.
Violence against women	Violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women
Exploitation	Exploitation includes, at a minimum, the exploitation of the sex work of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs
Sexual Abuse	Sexual abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Women, girls, boys and men can experience SEA.
Sexual Exploitation and Abuse (SEA)	Sexual Exploitation and Abuse (SEA) refers to any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty.

Sexual Harassment (SH)	Sexual harassment is a manifestation of GBV consisting of any unwelcome sexual advance, request for sexual favor, or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.
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SEA/SH RISKS OF THE INSPIRE-O PROJECT

According to the National Plan of Action to Combat Gender Based Violence in Malawi, all of the four main types of GBV (physical, sexual, emotional or psycho-social and economic) are prevalent in Malawi in varying degrees (GoM, 2014). Just like many other African societies, the main root cause of GBV in Malawian communities and societies is the unequal power relations between men and women, which ensure male dominance over women. Other factors exacerbating GBV and violence against children include gender inequality, child marriage, harmful traditional practices, religious beliefs, and limited women empowerment. Such is the context of communities in which the programs and activities under the INSPIRE will be implemented. While the nature of the INSPIRE-O activities are designed to target the most poor and vulnerable members of communities so as to positively empower them socially and economically, there still exists potential risk for unintended cases of SEA and SH in the program delivery mechanisms.

Delivery of INSPIRE-O project component activities will involve use of male and female project and government officers at national, district and community level. There will also be involvement of members of community level structures such as project implementation committees, community social support committees, village development committees, grievance redress and management committees, foremen, traditional leaders and savings and loans groups executive committee members. The spaces occupied by the entities outlined above carry with them some level of power and authority in the project target communities. The Social Cash Transfer (SCT), Labour Intensive Public works, and Jobs Now components of the INSPIRE-O project will mostly target poor and ultra-poor members of the community. Most of such households are also the most vulnerable in the communities. The scenario just described presents potential for risks of Sexual Exploitation and Abuse (SEA) as well as other GBV related risks. The populations at high risk SEA/SH are women and girls because gender-based violence is largely rooted in societal norms that perpetuate power differentials between men and women.

The potential forms of SEA/SH anticipated in the project target areas and delivery mechanisms include:

- a) Sexual Exploitation where project officers, government officers, local leaders, members of community committees, and supervisors may use their powers to demand sexual favours from participants in exchange for special consideration, fair treatment, money and other benefits from program activities or threat for denial of the same if not complied to the demand

- b) Sexual harassment among program officers well as among program participants where male/female counterparts may make unwanted sexual advances including touching; use of abusive, sexually provocative, demeaning or culturally inappropriate language towards the opposite sex
- c) Sexual Abuse in form of rape where a program officer, local leader, participant, or community member may use force or unequal power vis-a- vis a community member or colleague to perpetrate or threaten to perpetrate an unwanted sexual act

KEY ELEMENTS OF THE PREVENTION AND RESPONSE ACTION PLAN TO ADDRESS SEA/SH RISKS

The Action Plan for addressing GBV/SEA/SH risks in the INSPIRE-O will constitute the following key elements:

1. Strengthening institutional capacity for GBV/SEA/SH risk mitigation and response

The implementation of the components of the INSPIRE-O involves a number of institutions at national, district, and community level. At national and district level, the institutions include government ministries, departments and agencies as well as other non-governmental organisations. At community level the, stakeholders mostly include local leaders and the various community level program committees which support the delivery of the component activities on the ground. Building capacity of these institutions on GBV/SEA/SH prevention and response will be crucial in mitigation of the risks.

The key activities under this area will include the following:

- 1.1 Sensitization and training of implementing partners staff on expectations around GBV/SEA/SH. These include the direct project staff and government officers assigned to deliver INSPIRE-O activities in the following collaborating institutions:

- The National Local Government Finance Committee (NLGFC)
- Poverty Reduction and Social Protection Division in the Ministry of Finance and Economic Affairs
- Ministry of Gender, Social Welfare and Community Development
- Ministry of Labour
- Land Resources Conservation Department in the Ministry of Agriculture
- Community Savings and Investment Promotion Cooperative Union Ltd (COMSIP)
- Environmental Affairs Department
- E-payments service providers and any other service providers which may be contracted to support delivery of the INSPIRE-O activities
- All the target Local Authorities implementing the INSPIRE-O activities
- The community level structures supporting the delivery of activities

Once sensitized, the collaborating institutions will ensure that their direct workers, partners, sub-contractors, and suppliers are made aware of the Code of Conducts and GBV/SEA/SH and Child protection risks.

1.2 Establishment of misconduct response systems. The project implementing partners will be supported to develop SEA/SH misconduct response systems which will apply under the INSPIRE-O activities implementation, and which will ensure organizational responses for misconduct of any worker of the IPs. These responses will comply with the relevant government regulations and Bank's protocols on management of workers indiscipline and will include the implementation of sanctions for violations of worker CoCs.

2. Strengthening existing SEA/SH channels and procedures for the Grievance Mechanism

The INSPIRE-O has in place a Grievance Mechanism that handles complaints and feedback from all stakeholders involved in the project. Cases of SEA/SH can be reported through the main channels of the general Project Grievance Mechanism as detailed in the Project Stakeholder Engagement Plan (SEP), as well as the Project Labor Management Procedures (LMP). Activities to strengthen the mechanism will include:

- a. Enhancement of reporting mechanisms to enable reporting of SEA/SH cases by
 - Providing multiple channels to receive complaints;
 - IT-based solutions such as web-based Grievance registration systems and hotlines;
 - Communicate GRM services at the community level to create SEA/SH awareness and enable project-affected people to file complaints
- b. Undertake regular refresher trainings of the GRM handling committees and operator(s) on key protocols including referral, reporting and informed consent protocols to receive those cases in an appropriate manner and immediately forward it to the GBV/SEA/SH referral system.

3. Strengthening communication and awareness to project affected communities about GBV/SEA/SH and redress mechanisms

Sustained education and raising of awareness of project beneficiaries on SEA and their legal rights will be a key tool for preventing and addressing GBV/SEA/SH risks in the project. This will be provided as part of the project activities and stakeholders' engagements. Project beneficiaries should will be made aware of the laws and services that can protect them and provide redress in case of an incident. The project will create any necessary IEC materials with the help of the communication experts and collaborating officers from the Ministry of Gender, Community Development and Social Welfare and Community. Copies of CoCs will be made available to the public in the project areas, especially to identified project stakeholders, to raise awareness of expected behavior of any project related worker and mechanisms for reporting should those workers be in breach of the CoC. The project will take advantage and support domestication of national led initiatives such as 16 days of Gender Activism at community level in the project target areas.

4. Incorporation of GBV/SEA/SH risks in subproject site environmental and social risk assessment and management plans

The environmental and social risk assessment process for proposed subprojects under the components of the INSPIRE-O also takes on board potential GBV/SEA/SH risks. Consequently, the measures proposed in this action plan will be expected to also be reflected

in the environmental and social management plans which will be developed for the individual sub-project sites as appropriate.

5. Strengthening GBV services provision and referral pathways

The project will carry out a capacity assessment of existing GBV service providers in project target areas with the objective of establishing effective referral pathways for survivors. The NLGFC in collaboration with the Local Authorities and collaborating officers from the Ministry of Gender, will produce an assessment report that will serve as baseline data on service providers. The project will further delineate the project-related referral pathways and protocols based on available information on GBV referral services in project areas. The objective is to enable provision of quality response services for survivors (e.g., case management, medical, legal and psychosocial support) in project areas.

- o Classification of existing Service Providers according to their technical capacity on GBV (according to global standards) to update existing referral pathways.
- o Development of referral protocols and procedures (e.g., informed consent protocols) to enable access to services for survivors.

6. Establishment of a Reporting Protocol

The aim of the following reporting protocol is to ensure timely and safe reporting of SEA/SH incidents. Key elements of the protocol are as follows:

- i. Beneficiaries and communities shall be informed of the availability of varying channels of reporting for allegations related to SEA/SH. This will be made explicit in all community awareness sessions, as well as be part of the publicly disclosed information. The approaches and materials used in raising awareness shall include considerations of accessibility measures for persons with disabilities and remote communities.
- ii. Appointment of GBV/SEA/SH Focal points within the GRM committees at sub-project level and District Level. The project will ensure that a SEA focal point is designated for all sub-projects from the membership of the GRM committee. The SEA Focal points will be the designated person to adequately refer SEA/SH complaints, if received directly and outside of the GRM. They will have specific responsibilities and will be trained on GBV/SEA/SH mechanisms.
- iii. Cases of GBV/SEA can be reported through the Project GRM, SEA focal points, or through other the grievance mechanisms existing in the community. The project GRM and SEA focal points will ensure appropriate response by 1) providing a safe, non-judgmental and caring environment and respect the confidentiality and wishes of the survivor; 2) provide reliable and comprehensive information on the available services and support to survivors of GBV; 3) If the survivor agrees, obtain informed consent and make referrals.
- iv. If such cases are reported through the Project GRM, the GRM committee will report the case within 24 hours to the District GBV/SEA/SH focal person in the District Grievance Committee who will then inform the Environmental and Social Safeguards Unit of the NLGFC. The NLGFC will be required to notify the World Bank within 48

hours following informed consent by the survivor. The GRM committee SEA focal person will also inform the survivor about referral pathways and available GBV support services.

Grievance Handling Timelines

Item number	Description	Timeframe
1.	Recording & consolidation	2–7 days
2.	Screening, resolution and feedback provision	7–14 days
3.	SEA/SH urgent referral	24–48 hours

- v. Cases of SH shall be reported through the established GRM if the incident concerns a direct project worker or a participant assigned with leadership position a worker from a subcontractor. Response options shall similarly follow a survivor-centered approach. The procedures and processes of the project implementing partners for handling cases of SH shall be assessed. If deemed appropriate, those existing systems will be used; if there are gaps or such procedures do not exist, support will be provided to establish them.
- vi. Staff who receive and/or report allegations who are not a designated SEA focal point must:
- Inform a designated SEA Focal Point or GRM operator as soon as possible, preferably with consent of the survivor. If no consent is obtained, the case must still be reported, however without identifying details.
 - Provide accurate information about where to receive assistance e.g., medical/clinical, legal, psychosocial support (address, phone number).
 - Maintain confidentiality of all reported allegations, including the identity of complainant/s and subject/s.
 - If requested, the staff that received the complaint can act as a liaison between the complainant (including his/her family) and those persons conducting any subsequent investigation, ensuring at all stages that the safety, health and legal needs of the complainant are taken into consideration and that he or she is not subject to intimidation as a result of lodging the complaint.
- vii. If the complaint is a rumor or the alleged perpetrator (s) affiliation is unknown, the NLGFC SEA focal point shall be informed within 24 hours and a copy of the incident report subsequently forwarded. The NLGFC SEA focal point will inform the Bank's Social Safeguards team who will assist in assessing the veracity of the rumors or allegations. If an investigation is deemed to be warranted and NLGFC or IPs personnel are suspected to be involved, the matter will be taken forward by the Bank Social Safeguards Team.
- viii. In case the survivor is a child, the consent of parents or guardians should be sought where it is in the best interest of the child and if they are not the perpetrators. All service provider interventions to child survivors must be undertaken with staff trained in child-friendly procedures in regards to the handling of cases. A child survivor should continue to go to school while procedures are on-going and all efforts should

be done to ensure her/his protection. In addition to this, all the above reporting and referral procedures should be applied.

- ix. The following procedure will be undertaken using an established standardized report:
- Fill up the Incident Notification Form (Annex II). This information should be shared with NLGFC SEA focal point who will then make a decision about further investigation
 - Provide accurate information about where to receive assistance e.g., medical/clinical, legal, psychosocial support (address, phone number).
 - Establishing the appropriate procedure including the need for medical examination of the victim and the perpetrator where possible (Clinical Management of Rape preferably must take place within 72 hours from the incident).
 - Follow up of GBV Cases and victims to ensure appropriate services are accessed by the survivor

7. SEA/SH Referral Pathway

- The GBV/SEA referral system will support survivors in receiving all necessary services they may choose, including medical, legal, counselling, and that cases are reported to the police with informed consent of the survivor. A standardized Incident Notification Form will be used to register GBV/SEA/SH incidents.
- A survivor has the right to make an informed choice of services. GRM, SEA Focal points and service providers should be able to provide comprehensive information about existing referral pathways. When the survivor is referred, explanation on services available and which conditions apply should be thorough. For instance, there is a 72 hours' time limit for Post –Exposure Prophylaxis (PEP) in case of a sexual abuse survivor.
- Prioritized response actions for GBV survivors are:
 - Medical examination and treatment of the survivor
 - Early psychosocial counselling to avoid or reduce traumatic feeling for the GBV survivor
 - Police investigation and protection intervention for physical safety, social re-integration, where deemed necessary, and with consent of the survivor
 - Access to Justice
 - Place of safety/shelter

8. Accountability Framework

- The GRM committees in coordination with SEA focal points, will be trained to receive and refer SEA/SH cases in an appropriate manner
- GBV/SEA/SH handling of cases within IPs and contractors will be closely coordinated with the NLGFC due to the presumed low capacity of these partners to handle such cases. Responses will include the implementation of sanctions for violations of worker CoCs.
- SH cases reports will be handled through project worker GRM and existing mechanisms of the implementing partners, where its deemed adequate.

- All implementers of INSPIRE-O components commit to timely and expeditious action to provide assistance to survivors, to prevent, respond and to comply with all timelines for action laid out in the Action Plan.
- If requested, IP staff, SEA Focal points and GRMC members that received the complaint can act as a liaison between the complainant (including his/her family) and those persons conducting any subsequent investigation, ensuring at all stages that the safety, health and legal needs of the complainant are taken into consideration and that he or she is not subject to intimidation as a result of lodging the complaint.
- Any acts of SEA/SH, including any sexual activity with anyone under the age of 18, shall constitute serious misconduct and will be grounds for disciplinary measures, including summary dismissal and referral to enforcement authorities for criminal prosecution where appropriate. For implementing partners and service providers, any failure to take preventive measures against sexual exploitation or abuse, to investigate allegations thereof or to take corrective action, constitutes grounds for termination of the Agreement or Contract with the NLGFC.

9. Monitoring and Supervision of the Action Plan

The NLGFC will monitor and periodically report SEA/SH cases and the measures on their prevention and mitigation. This will include conducting verification exercise on the beneficiaries and proxies' interaction and collaboration between different stakeholders that includes:

- Community members including women and girls/children at risk, as well as other vulnerable populations in the targeted communities;
- Committees such as Project Implementation Committees (PICs) and GRM Committees
- Community leaders that can play a role in GBV mitigation; such as chiefs, religious leaders etc.;
- Service providers² and consultants;
- Government agencies at central and local levels, such as Ministry of Gender, Ministry of Labour, Malawi Police service, and District Councils; and
- Civil society organizations working on GBV issues in project target areas

Note:

Serious cases of GBV such as rape, sexual assault and physical violence should be reported to the Police as early as possible as they are criminal in nature.

Aspects to be monitored include:

- Monitoring and reporting on the effectiveness of the implementation of the SEA/SH Plan

² Service providers should always keep records of worker grievances, GBV training offered and attendance, workforce satisfaction survey, regular audit reports, and kick-off meeting minutes.

- Reporting on progress on all activities and re-assessment of risks, monitoring of the situation as appropriate.
- Nature and extent of gender inclusion activities and initiatives implemented
- Number of GBV/SEA/SH cases reported/ referred to another level
- Number of grievances recorded related to gender issues;
- Percentage of grievances resolved within stipulated timeframe (Quarterly);
- Percentage of non-compliances closed within the assigned timeline (Quarterly);

ANNEX 3A: LIST OF CONSULTED PEOPLE

LIST OF GOVERNMENT AND DONOR PARTNERS CONTINUALLY ENGAGED IN INSPIRE O DESIGN		
NAME	POSITION	INSTITUTION
Kondwani Santhe	Executive Director	NLGFC
Phillip Kamwendo	Program Manager	British High Commission
Susanne Meltl	Deputy Head of Cooperation	German Embassy
A.B. Hamilton Chimala	Knowledge Management Specialist	NLGFC
Phina Rhocha	Social Protection Advisor	Embassy of Ireland
Kondwani Mjumira	UBR Manager	PRSP-UBR MU
Johnfunny Mwale	Principal Economist	EPD-PRSP
Neeline Chamdimba	Principal ICT Officer	EPD-ICT
Paul Chipeta	SSRLP Coordinator	NLGFC
Robins Gausi	Deputy SSRLP Coordinator	NLGFC
Clotilda Sawasawa	Director	Community Development
Georgina Ntaba	EDO	Ministry of Trade and Industry
Arnold Chikavanga	Programme Manager	EU
Kate Langwe	Director (PRSP)	EP & D
Judith Msusa	Director of Youth	Ministry of Youth and Sports
Wantwa Mwangomba	M and E Officer	NLGFC
Jane Chidengu	E-Payment Specialist	NLGFC
Tenneson Gondwe	COMSIP	CEO
Ina Thombozi	Social Protection Officer	NLGFC
Jacqueline Misanjo	Social Safeguard Officer	NLGFC
Prisca Malenga	Environmental Safeguards Officer	NLGFC
Mulder Mkutumula	Scalable Mechanism Coordinator	NLGFC
Kettie Mwandira	DDOY	Ministry of Youth and Sports

Linda Kapanda	Director of Finance	NLGFC
Stanley Chuthi	CDPS	NLGFC
Mirriam Saiwa	Enterprise Development Specialist	NLGFC
Symon Lubanga	Communication Officer	NLGFC
Agnes Majawa	ICT Officer	NLGFC
Amon Chirambo	Procurement Specialist	NLGFC
Magombo Mgaluzanga	ICTO	NLGFC
Thompson Longwe	Internal Audit Manager	NLGFC
Mulder Mkutumula	Scalable Coordinator	NLGFC
Mateso Kazembe	SDO	NLGFC
Martha Liwonde	DMO Help desk and Capacity Building	NLGFC
Khumbo Mologo	DMO – Software Apps	NLGFC - UBR
Erasmus Chikupila	IECO	NLGFC
Magombo Galumzanga	ICT Officer	NLGFC
Benjamin Kayala	Monitoring and Evaluation Officer	NLGFC
Dalitso Kalimba	Deputy Director (PRSP)	EP & D
Timothy Nuka	DD – ICT	EP & D
Laurent Kasinjiro	DDSW	MOGCDSW
Innocent Phiri	Chief Social Welfare Officer	MOGCDSW
Ishmael Kaunda	Chief Social Welfare Officer	MOGCDSW
Chifundo Nanchuka	Chief Social Welfare Officer	MOGCDSW
Francis Chitseko	Accountant	NLGFC
Llyod Sinoya	Accountant	NLGFC
Steve Chapola	ICT Manager	NLGFC
Chimvano Thawani	PDAO	Min of Finance
Isaah Ellias	Economist	Min of Finance
Allan Jere	Principal Economist	PRSP
Chinsinsi Phiri	Economist	Min of Finance



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : Dedza

DATE : 28th January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Zenak Matekenya	Information	I.O	0997430200	zenakmatekenya@gmail.com
2	Harold Nkomo	DCCUMS	mer.O	0997470283	nkomoahard@gmail.com
3	Samuel Goneta	Forestry	FO	0881927482	samuelgoneta@gmail.com
4	Julie Tsoka	Environment	E.S.O	0991653016	julietsoa@gmail.com
5	Leticia Lapken	Gender	G.O	0995320993	lapkenleticia@gmail.com
6	IDA KAMDUIZE	FISHERIES	DFO	0991929222	idamapeto@gmail.com
7	Glenn Lombani	Agriculture	SARCO	0996753601	glennlombani@gmail.com
8	Glenn Lombani	DOC	PSA	0999118571	mwale48@gmail.com
9	Chris Salaniponi	Dedza DC	DOA	0993435219	chrisrajiv@gmail.com
10	Juliet Jinazhi	DOC	NHAO	0999361372	julietjinazhi@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : CHIKWA WA

DATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Natasha Mahiye	CK-DC	ICT	0884471694	mahiye.natasha@gmail.com
2	Samuel Katamba	CK-DC	Messenger	0888942496	
3	Wonderford Jonasi	CK-DC	Messenger	0881875489	
4	Rhodes Mizedya	CK-APR	Driver	0999620214	
5	Stanley Ndiwa	CK-DFD	FA	0994253748	Rnndiwa@gmail.com
6	JACQUELINE MISAHO	NLGTC	SSO	0995874221	jmisa@gmail.com
7	Shadiack Magumbo	MOL	Chief - ^{labur} officer	0999419252	smagumbo@gmail.com
8	Owen Malivaka	Ministry of local Government	Chief - Economist	0999224760	omalivaka@gmail.com
9					
10					



INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWAWA

DATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Chifundo Thungwa	CK-DC	DPF	0999413585	chifundavn@gmail.com
2	Ackin Dickson	CK-DC	SLRCO	0999604724	ackindickson@gmail.com
3	Ellen Kasang	CK-DC	DE	0998970588	kasangellen2@gmail.com
4	Leah Malimbwa	CK-DC	DIO	0888404251	malimbwa1@gmail.com
5	Levius Mafuta	CK-DC	EDD	0995388922	mafutalevius@gmail.com
6	Clement Thumbi	CK-DC	IA	0999476060	thumbiclement88@gmail.com
7	Charles Kaunda	CK-DC	Accountant	0999640174	Kaundaclb@gmail.com
8	McDonald Malinga	CK-DC	AGD Inten	0996222509	momalinga2@gmail.com
9	David Kizito	CK-DC	PO	0992650394	david.kizito@chikwawadc.gov.mw
10	Richard Banda	CK-DC	CDO	0995513226	Kazingalupsabanda@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : Lilongwe

DATE : 25th January, 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Setnda Mlambo	LLDC	LRCD	0888576645	Setndamlamba@gmail.com
2	Tadala Sendezera	LLDC	EDO	0999306648	tsendezera2017@gmail.com
3	Willard Chimwa	LLDC	DPS	0992256030	chimwa.wu@gmail.com
4	Peter Chumbumba	LLDC	DPS	099956771	shamchiumbumba@yahoo.co.uk
5	Audrey BANKE	LLDC	PIA	0995416341	odibanda@yahoo.com
6	Mphahisa Tizola	LLDC	MISO	0999627015	mphahisatizola@gmail.com
7	Tiyosike Salanjira	EAD	SEO	0999600444	tsalanjira@yahoo.com
8	Johnfunny MWALE	BPD	PR	0994271296	johnwafunny@gmail.com
9	Chiphundo Nanchwira	MOGCDSU	CSWO	0993850075	cnanchwira@gmail.com
10	Samuel Mwanthali	LLDC	RS	0997790097	Samuelmwanthali@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : Lilongwe

DATE : 28th January, 2025

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Margret Kawalewale	LLDC	DFD	0999117790	maggiekawalewale@yahoo.com
2	Ignatius Kaulendo	LLDC	DFD (FISH)	0999493943	ikaulendo@yahoo.com
3	Rute Chiotha	LLDC	Irrigation Agronomist	0991494947	rutechiotha80@gmail.com
4	Pani Chingwa	LLDC (Health)	DEHO	0999793186	pachywa@yahoo.com
5	Thason Ngoma	LLDC	IA	0999741069	thason-ngoma@gmail.com
6	Jonathan Sendeza	LLDC	CRS	0992344818	jonasendeza@gmail.com
7	Arnold Mumbwa	LLDC	SWD	0884849100	arnoldmumbwa@gmail.com
8	ETNA Mbandera	LL	DAS	0993898215	etnambandera@yahoo.com
9	Chipitso S. Salgh.	LLDC	PPD	0991990900	salghchipitso3@gmail.com
10	Blessings Machingira	LLDC	METEOR	0880845358	blessingsmachingira16@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : Dedera

DATE : 28 January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Esther T. Biliyati	RCRP2	D.E	0882249944	tbiliyati.2017@gmail.com
2	Jooster Mumba	NEDE	DPF	0999 484 879	Jmumba@gmail.com
3	ikandui kweguliku	DZ-DZ	WRS	0994099443	
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**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : KASUNGU

DATE : 29/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Sarah Kalande	KU-DC	DPF	0999 571 350	smandoloma@lgfc.gov.mw
2	Charles Lungu	KU-DE	ADP	0997158794	charleslungu@lgfc.gov.mw
3	Patricia Nyirenda	KU-DC	CRS	0888571941	pnnyirenda@gmail.com
4	Topsy Kachere	KU-DC	CEED	0993591864	tkachere@gmail.com
5	Lipatwa Lipatwa	KU-DC	DEO	0993376166	lipatwalipatwa@gmail.com
6	Cynthia Cindy Ngwiru	KU-DC	RCRP D.E	0993899348	cindyngwiru00@gmail.com
7	Patricia Kengika	KU-DAU	SAERW	0999645926	patriciakengika@gmail.com
8	JACKSON NYASULU	KU-DC	DRHD	0888644788	laxonyasulu@gmail.com
9	James Matamando	KU-DC	MO	0993719780	matamandojames03@gmail.com
10	Grace Kumikundi	KU-DC	Env - Intern	0994 1878 36	gracekumikundi@gmail.com



**INSPIRE-O PROJECT
DISTRICT STAKEHOLDER CONSULTATIONS**

DISTRICT : _____

DATE : _____

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Dhlanin Nkosi	KU-DC	IO	0994224616	nkosidhlanine@gmail.com
2	Wellington Mmora	KU-DC	MISO	0999551488	Wellington.mmorra @ kasungwe.gov.mw
3	Leah Ndouie	KU-DC	AFO	0993100825	nyandouieleah @ gmail.com
4	Mzamu Khonje	KU-DC	DPW	0992734559	mzamu.khonje @ gmail.com
5	Love Banda	KU-DC	MESS	0998 412 335	-
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INSPIRE-O PROJECT

DISTRICT STAKEHOLDER CONSULTATIONS

DISTRICT :

DEBRA

DATE :

28 JANUARY 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Zenak Makenya	Information	I.O	0997430200	zenakmatenyak@gmail.com
2	Hansel Mkhoma	ACCUS	NGO-O	0997480285	nhosamahwds@gmail.com
3	Samuel Gonets	Forestry	FO	0881927482	samuelgonets@gmail.com
4	Julie Tsoka	Environment	E.S.O	0991653016	julietsoke@gmail.com
5	Leticia Lapken	Gender	G.O	0995320993	lapkenleticia@gmail.com
6	IDA KANDIENZE	Fisheries	DFO	0991929222	idamapeto@gmail.com
7	Gloria Limbani	Agriculture	SALACO	0996753601	godengloria1@gmail.com
8	Gloria Mwaile	DPC	PSA	0999118511	mwaileg3@gmail.com
9	Chris Salariponi	Debra DC	DOA	0993435219	chrisrajivie@gmail.com
10	Juliet Jimzhi	DPC	NHAAO	099861372	Julietjimzhi@gmail.com



INSPIRE-O PROJECT

~~DISTRICT STAKEHOLDER CONSULTATIONS~~

ATTENDANCE SHEET

DISTRICT : KASUNGU

DATE : _____

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	CONTACT NUMBER	EMAIL ADDRESS
1	Coqueline Mismp	NIGFC	SSO	0909574221	mismp@nigfc.gov.mu
2	Blessing Maluw	COMSIP	MES	0999359210	bchikoluo@gmail.com
3	Ishmael Kanse	MAGCDSD	PSLO	0997584038	ishmael_kanse@yds.com
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**INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS**

DISTRICT : CHIKWAWA

TA : Chisufula

VILLAGE : Mmodzi

DATE : 27 / 01 / 2025

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Jenifa JOSEFE	nyaiapa	cmc	F	0997473844
2	Fanny Gwalangwa	uLaya	cmc	R	0991906138
3	Elaton Buijala	Kupatsa	cmc	M	0986783622
4	Million Ntaibu	chagalanganda	safeguard	M	0991015385
5	GERMAN LOFCK	M'modzi	SAFEGUARD	M	0990072678
6	ELIZA JONAS	m'modzi	participant	F	0987947482
7	Haston Mempel	Nyalapa	SafeGuard	M	0991406740
8	Anderson Dymon	Mmodzi	madando	M	0999451766
9	Matias Ramken	Kavalo	Madando	M	0992084085
10					0996777348



DISTRICT INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS



DISTRICT : MZIMBA

VILLAGE :

TA :

DATE : 28/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Pemphero Kabema	MDC	Planning officer	F	0986614143
2	Newton Nyinenda	MDC	SW OFFICER	M	0888055917
3	Xohane Makupa	MDC	BS Public work	M	0881981725
4	Phillip Gumbo	MDC	Surveyor	M	0883183260
5	Daniel Kipandula	MDC	Surveyor	M	0883656226
6	Wison Bota	leBa	Mesi ujicane	M	0884440811
7	Naomi Mwalu	MDC	Gender	F	0996747863
8	Owen Kumwenda	MZS - DAO	DAS	M	09935099409606
9	Mica Charula	AgriC	AEDC	M	0888815418
10	Ethel Qiras	AgriC	AEDC	F	0995276600

DISTRICT :

VILLAGE :

TA :

DATE :

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Zekani Soko	Agric	ASBO	M	0881074467
2	Gift Botha	Health	HSB	M	088853860
3	James Pelani	Environment	EDA	M	0888559892
4	Oliver Nyalira	Land Resource	SLRO	F	0994311433
5	Julius Banda	Agriculture	PCO	M	0993845710
6	Edward Shafi	Labour	DLO	M	0997632228
7	Masozzi Sheba	DFD	(Forestry)	F	0888756429
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INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT :

Deba

TA :

Kaphuka

VILLAGE :

Mwenje

DATE :

28th January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Piyo Koloneligo	CMC'mkonda	Chair	M	0999033558
2	Francisco Juphter	First Aid	Chair	M	0990122233
3	Eliasi Ahikanyo	GRC	chair	m	0991885361
4	Patileki Juvesiyo	First Aid member	member	m	0995750363
5	Lawrent ELIASI	Zogulagala member	Chair	M	0982150405
6	MASAWIZO DANIELE	First Aid	member	M	0996340233
7	Cosmas Ganizai	First Aid	Member	M	0996752196
8	Loveness Masula	BMC	Member	F	0980530145
9	Melesi matisoni	CMC	member	F	
10	Jesina Chitike	First Aid	Member	F	



INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT :

Dedza

TA :

Kaphuka

VILLAGE :

Mwenje

DATE :

28th January 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Grace Munthali	First aid member (FAD)	Member	F	0992120170
2	Elid Fanizo	First Aid	Secretary	F	—
3	Ireen Lefan	First aid	Member	F	0997896421
4	Cecilia Chikoti	First Aid	Member	F.	0992209092
5	JESTINA MODIYALA	FIRST AID	VICE	F	0993688133
6	Chawanangwa Soko	NLGFC	SSO	M	0999185129
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INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : CHIKWAWA

TA : Chirufu

VILLAGE : Mmodzi

DATE : 27/01/2028

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	TENNEX DICKSON	AGRICULTURE	EXTENSION WORKER	M	0998557417
2	Wiseman Zimba	Agri	ADD	M	0996645205
3	Billiat Kamwendo	Forestry	Extension	M	0999380790
4	Ellen Chindevu	Com Dev	Extension Worker	F	0881121931
5	patricia beason	m'modzi	cmc	f	0990262530
6	Rebecca Kabango	Executive	DDO	F	0884736645
7	Ambless Haji	m'modzi	cmc	f	0986783068
8	Steven Makala	Mmodzi Treasure	Treasure	M	0986790022
9	Matthew Dizi	Mmodzi	Chair	M	0883545892
10	LLOYD CHIKADZA	mmodzi	madando chair	m	0997325354



**INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS**

DISTRICT : CHIKWAWA

TA : CHIPUTULA

VILLAGE : _____

DATE : 27/10/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Patricia Leason	m'modziri	cmc Vactetea	F	0990262930
2	Ambless Haji	m'modzi	cmc	F	0986783068
3	Harlon Mubeu	nyalapa	Safeguard	M	0991406740
4	Million Ntaibu	Chagalanganda	Safeguard	M	0991015385
5	GERMAN LONECK	M'modzi	SAFAGUARD	M	0990072678
6	Elata Bingela	MModzi	CMC	M	0986783622
7	ELIZA SONASI	m'modzi	participant	F	0987947482
8	JENIFA JOSEFE	nyalapa	Participant	F	0997473844
9	Fanny Gwalangwa	ulaya	Participant	F	0991906138
10	Sammweke Jona	Musakala	Participant	M	0986777308



INSPIRE-O PROJECT

COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : BLANTYRETA : CHIGARAVILLAGE : MWASIYADATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Patrick Houwa	BMC	Member	M	0882802356
2	Ronald Kadzilawa	CMC	Secretary	M	0884242470
3	Emmanuel Kafalimula	CMC	Chair	M	0881011673
4	Evuliano Kalo	CMC	TREASURER	M	0888397274
5	Annie Bonda	CMC	member	F	0880318656
6	MC LEAN JOSIAH	CMC	CHAIR	M	0994119343
7	Richard Malanga	CMC	fore man	M	0885108681
8	Sturwest Brown	CMC	Member	M	0882118356
9	Tvonne Kitchini	CMC	vic. Chair	F	0881725213
10	ASSAN HOLISSON	CMC	member	M	0384801606



INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : BLANTYRE

TA : CHIGARA

VILLAGE : MWASIYA

DATE : 27/01/2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Ethel Lodi	MAFAC CMC	member	F	0886632548
2	Bridget Affat	CMC	member	F	0899451179
3	Amina JAMES	CMC	member	F	0884563107
4	Enifa Mtembo Smart	CMC	foreperson	f	0888203345
5	LINDA KASONYA	CMC	Foreperson	f	0893192805
6	Aisha Austin	CMC Fore Person	foreperson	f	0893390369
7	EUSTER CHIMASULA	CMC	Digitiser	F	0882958558
8	Maggie Nkonde	CMC	Secretary	F	0886020597
9	Michael Pakundikang	EXTENSION KwaZulu	AEDO	M	0888 66 96 92
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**INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS**

DISTRICT : Kasungu TA : Mphomwa
 VILLAGE : Mwambo & Matuwambi and Nzama DATE : 28th January, 2026

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Jellings Nyirenda	CMC	Member	M	0998203535
2	Simon: TCHWA	CMC TCHWA	Member	M	- - -
3	Austin Chizombu	CMC	member	M	0991561412
4	Monica Ngulube	CMC	member	F	-
5	Estina Banda	CMC	member	F	-
6	Chisomo mathias	CMC	member	F	0991341060
7	Daniel Phiri	CMC	member	M	0994355964
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MATHANDAN 1



INSPIRE-O PROJECT
COMMUNITY STAKEHOLDER CONSULTATIONS

DISTRICT : MZIMBA

TA : KAMPINHO SIBANDE

VILLAGE : WALULA CATCHMENT

DATE : 28/01/2022

NO.	NAME OF PARTICIPANT	NAME OF INSTITUTION	POSITION	GENDER (M/F)	CONTACT NUMBER
1	Mica Chavula	Agriculture	AEDO	M	088881548
2	Ethel Gwara	Agriculture	AEDC	F	0995276600
3	Zikani Soko	Agriculture	AEDO	M	0881074467
4	Isaac Mwanje	WALULA CATCHMENT	FOREPERSON	M	0880447227
5	Dominic Banda	Walula Catchment	Secretary	M	0885206500
6	Geoffrey Tembwa	Walula catchment	foreperson	M	0880498199
7	Dhumisani Thole	Walula catchment	foreperson	M	0888051519
8	Samuel Lunzwa	Walula catchment	foreperson	M	0892174098
9	Paul Kamanga	WALULA catchment	foreperson	M	0894023800
10	Phillip Lungu	Walula catchment	self guard	M	0888197592

ANNEX 3B: SUMMARY VIEWS OF CONSULTED PEOPLE

a) MWENJE VILLAGE (MKONDA CATCHMENT) - DEDZA DISTRICT COUNCIL

Stakeholder	Key Feedback	Project Response
Lawrent Elias (Procurement Chair)	Concerned with delays in payments after work and recommended that measures should be put in place to address delays caused by digital payments, ensuring that challenges previously encountered under the SSRLP are not repeated	Measures have been put in place to resolve challenged encountered due to digital systems of payments
Piyo Koronelio (Community Member) and Francisco Jepther (First Aid Chair)	Concerned with exclusion of targeting men at a household that will affect culture of some communities and therefore inquired where men fit in and timing of UBR lists	The project still focuses on households and not individuals and UBR remains basis; men included, though women/youth prioritized
Cosmas Ganizani (First Aid Member)	Commended MK 72,000 wage Enquired whether committees will be instituted as in the case of CSEPWP, the criteria for selecting committee members, and proposed that the project design continue as it was under CSEPWP	New committees will be instituted according to the project design. The criteria will be communicated.
Cecilia Chikondi (First Aid Member)	Concerned with the impact of exclusion and inclusion and recommended that the system be improved to reduce the omission of eligible names from beneficiary lists, including ensuring that missed beneficiaries are included in subsequent cycles	Comment acknowledged
Lawrent Elias (Procurement Chair)	Occupational health and safety accidents concern and recommended that the project should ensure that PPEs are adequate covering almost everyone working under LI-EPWP	Safety materials will be procured for the project according to resources allocated for that. Participants will also be trained on safety to ensure that they also protect themselves even without PPE.
Project Management Committee	Requested assurance regarding improvements to the digital payment system and participant selection, due to delays in payments and the start of project activities.	Continuous improvement emphasized

NATHENJE VILLAGE (MKONDA CATCHMENT) – LILONGWE DISTRICT COUNCIL

STAKEHOLDER (GROUP OR INDIVIDUAL)	SUMMARY OF FEEDBACK	RESPONSE OF PROJECT IMPLEMENTATION TEAM
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Maxwell Paul	Beneficiary selection using UBR was good and should continue, the system minimizes accusations of favouritism against traditional leaders and reduces conflicts and enmity within communities Consider the age of the beneficiaries against the proposed work. Some elderly people are given work beyond their physical capacity	The project team explained the information in registered in the UBR is collected from the community as such Community members are encouraged to provide correct and accurate information as it helps to allocate beneficiary to the appropriate programme, where there are changes, they should be flagged out during verification exercise
Pachalo Pofera	Concerned with the risk of delayed payments after works and recommended that the project procure more phones for foremen in the new project as in the current project there are 2 phones against 5 foremen this affects data entry	The project team acknowledged the need to provide additional phones to match the number of foremen in the area as it will expedite data capturing process
Mavuto Chapinga	Concerned with the risk of some participants not receiving their wages due to lack of knowledge on E payment including use of wrong pins, lost sim card among others. Recommended that the project should provide awareness to participants on digital payment. Currently, people in only have sim card without mobile phone, sometimes during payment these cards are dormant sometimes these beneficiaries re defrauded as they are not conversant with the mobile money platforms	Community members will be sensitized on how to access the mobile payment platforms as well as ensuring that they SIM cards are active
Legina Henderson	Consider revising the wages to 100,000MK for beneficiaries Foremen revise upward by 70,000MK	The project team explained that the suggested figures have been noted, but cannot guarantee that they will be implemented in the that the proposed figures will be used in the next cycles
Herbert Chikhokho	Increase the number of working tools and and PPE in the new project so that they should be adequate to all workers s	Community are responsible for procurement of working tools and PPE therefore they need to prioritize, the funding for PPE and working tools will be reconsidered

WALULA VILLAGE, TA: KAMPINGO SIBANDE – MZIMBA DISTRICT

Stakeholder (Group or Individual)	Summary of Feedback	Response of the Project Implementation Team
Isaac Mhone (Foreperson)	The current wage is not enough, considering the rise in prices of goods and services. Increasing the amount to MK100,000 is recommended.	The new program proposes downscaling the number of beneficiaries and increasing the wage to MK100,000 per month.
Samuel Lunda (Foreperson)	There is still a need for more interventions as the problem persists. If beneficiaries are to be reduced, only the hard - working should be selected.	Number of catchments and people to work in the catchments have been identified according to the funds allocated for the project. The new program will ensure only abled beneficiaries are selected.
Joice Lunda (CMC Member)	Women do most of the work, but payments are often made to men who may misuse or withhold the funds. Beneficiaries agree that women should be registered and receive payments, but this should be on a case-by-case basis, as in other households, women are the problem. Also consider deserving families that do not have women but only men	The new program will aim to balance this and ensure that those who are working receive the payments.
Bipa Enock (Foreperson)	The proposed work period is 3 months, 3 hours daily. Beneficiaries feel this is too short; they prefer 6 months.	This has been done according to availability of funds and sustainability of the project
	Beneficiaries support youth training via COMSIP and recommended the inclusion of COMSIP in the new project	Noted
Dominic Banda (Secretary)	It is recommended that adequate first aid supplies and comprehensive training be provided to cover all beneficiaries, given the labour-intensive nature of the project.	Prioritize comprehensive and timely training before rolling out the new program, and train committee members or foremen to handle first aid locally to reduce dependency on clinicians.
	Consider replacing equipment every two years in the new project. Previously equipment was worn out in the second year of the project	The program will assess the feasibility of regular equipment replacement.
Phillip Zuman (Safeguards Committee member)	The new project should ensure procuring more GRM boxes to ensure that each hotspot in a catchment has a grievance box. Currently, the GRM boxes are located far from beneficiaries since its only one per catchment, limiting its use in the current project.	Improve accessibility by relocating the GRM to a more central location; promote awareness, or increase the number of GRM boxes

M'MODZI VILLAGE, T/A CHIPUTULA - CHIKWAWA DISTRICT COUNCIL

Stakeholder (Group / Individual)	Response from Project Implementation Team	Agreed Follow-up Actions / Next Steps
Mr. Steve Makala	The team appreciated the feedback and reaffirmed that livelihood improvement is a core objective of the PWP component.	Continue documenting livelihood success stories for learning and reporting purposes.
Mr. Million Taibu	The team acknowledged the effectiveness of the trainings and emphasized the need for regular refresher sessions.	Maintain routine safety and first aid trainings and strengthen compliance monitoring at worksites.
Mr. Royd Chikadza (Chairperson – GRM)	The team welcomed the recommendation and reaffirmed environmental sustainability as a key project outcome.	Expand conservation activities and strengthen community sensitization on natural resource management.
Mr. Elton Mphoya	The team recognized enhanced social cohesion as a positive secondary outcome of the project.	Promote group-based activities and inclusive engagement to further strengthen teamwork.
Mr. Samuel Juma	The team acknowledged the concern and indicated that payment challenges are being addressed with service providers.	Follow up with service providers to reduce payment delays and improve communication on payment timelines.
Mr. Ronald Jema	The team acknowledged the concern and emphasized the importance of seasonal alignment in planning.	Improve planning and coordination to ensure timely release of resources for seasonal activities.
Ms. Ida James	The team reiterated that beneficiary selection follows established targeting and verification procedures using UBR data.	Enhance community sensitization on targeting criteria and promote use of grievance redress mechanisms.
Community Participants	The team noted that coordination efforts are ongoing at higher institutional levels.	Engage relevant authorities to improve harmonization of social protection programmes.
Community Participants	The team acknowledged the challenge and highlighted the value of recognition and non-monetary incentives.	Explore recognition mechanisms such as certificates, training opportunities, and public acknowledgment.
Community Participants	The team acknowledged the safety concern and agreed on the importance of PPE for participant protection.	Review budget and procurement plans to improve PPE availability and distribution.
Community Participants	The team acknowledged reliance on outdated UBR data and agreed on the need for engagement with the NRB team.	Liaise with the NRB team to support UBR updates and improve registry accurac

Mwasiya Village (Mikundi Catchment) - BLANTYRE District Council

Stakeholder	Key Feedback	Project Response
Maggie Mkonde (CMC Secretary)	UBR has many challenges; inclusion of elderly from CS-EPWP may affect INSPIRE-O targeting therefore recommended the data that is in the	UBR system will undergo review

	UBR and conducting verification before finalising the list of beneficiaries for the project	
Richard Malunga (Foreman)	Raised concerns regarding the perceived exclusion of men as a result of the project's focus on women and youth, and recommended comprehensive community sensitization from the outset to promote understanding of the project design and mitigate potential cultural sensitivities	The project maintains a household-level targeting approach. This design is informed by observations from CSEPWP, where women carried out the majority of the work, but men were registered on log sheets and received wages. The team emphasized the importance of sensitizing communities on this approach from the start of the project.
Macleon Josiah (CMC Chair)	Concern about multiple members from same household participating as happened under CS-EPWP and recommended that the system be updated and that verification should be done to filter out such scenarios	Verification mechanisms will be strengthened
Efelo Rodi	Concern was raised regarding persistent delays and non-payment of participant's wages, which may negatively affect participation of people in the INSPIRE O project if not resolved/ addressed	The team acknowledged the challenge and ensured the meeting participants that there will be changes
Hassan Harrison	UBR selected individuals unwilling to participate which necessitates replacement and therefore recommended that replacements should be done timely so that other people willing to work should be able to work in the same phase	Replacements will be made to ensure that the project maintains the required number of participants, preventing any gaps in workforce
Graciano Koloko	PPE provided was insufficient and recommended provision of adequate PPEs considering that the labour in this project will be intensive	Safety concerns acknowledged. Safety lessons will be conducted to ensure that participants are aware of their safety responsibilities in addition to the PPE use

Mwambo, Matuwamba and Mzamo Villages, T/A Mphomwa - Kasungu District Council

Stakeholder (group /individual)	Key Feedback	Project Response
CMC Member-Phomwa	Orient thoroughly all committees of their roles and responsibilities in project supervision at the onset of the project. .	The project acknowledged the concern.
CMC Member-Phomwa	The project should consider updating participants data in the UBR to ensure that there are no inclusion errors where ineligible individuals, including those unfit for work, were enrolled in the PWP. In SSRLP, inconsistencies in enrolment data also contributed to some participants exiting livelihoods groups.	The project acknowledged the issue and committed to strengthening targeting, verification, and data management processes.
CMC Member-Phomwa Catchment	The new project should put measures to ensure that delays in wage payments challenges should be addressed to avoid participants dropping out of the subprojects including participation in VSLs by COMSIP.	The project recognized the linkage between wage reliability and livelihoods participation and committed to improving payment timeliness.
CMC Member-Phomwa Catchment	Sensitize male participants on the importance of participating in Livelihoods activities such as joining VSLs as it was noted that there is disinterest amongst male participants joining livelihoods groups, despite the programs design encouraging all participants and beneficiaries under CSEPWP and SCTP to join livelihood groups such as VSLs	The project recognized the linkage between commitment of men in participating in SLGs and retention efforts of SLGs...
CMC Member-Phomwa Catchment	Weak coordination among committees resulted in inadequate supervision of project activities.	The project will strengthen coordination mechanisms among PMCs, DESC, and other relevant structures.
CMC Member-Phomwa Catchment	The SLG savings model, where shares are not distributed at the end of the cycle, discourages some participants who prefer alternative savings platforms and considers revision of terms so that participants get their shares as well.	The project noted the concern and will review sensitization approaches to improve understanding of the SLG model.

Dedza District Council

Table 4: Stakeholder Consultation Minutes

Stakeholder	Key Feedback	Project Response
Gloria Mwale (PSA)	Concerned about vulnerable households without women/youth being excluded; registry outdated due to migration and new households	Exceptional households without women/youth will be considered; men may be principal beneficiaries. Project will support registry updates

Harold Nkhoma (Meteorology Officer)	Climate Smart wages perceived as too low; Inquired if wages are revised	Wages are incentives for environmental work and reviewed periodically; INSPIRE-O wage set at MK 72,000 for 3 hours/day
Leticia Lapken (Gender Officer)	Concerned with withdrawal fees and network challenges forcing long-distance travel of participants to access agents	Two withdrawals covered; extra withdrawals incur fees. INSPIRE-O will apply a Choice Model for service providers
Ida Kandiuze (District Fisheries Officer)	Concerned with elderly excluded from INSPIRE-O especially on labour intensive public works programme. Also raised riverbank degradation concerns	Elderly to be supported under SCT (MK 32,000/month); riverbank management to be discussed later
Grolia Limbani (SALRLO)	Concerned about distant sub-catchments which makes participants walk long distances to work posing risks of getting tired before work starts. In addition, raised concern on registry errors which result to inclusion and exclusion errors	INSPIRE-O will work in different catchments; community verification required before targeting
Zenac Matekenya (Information Officer)	Raised concern on the risk of accidents during work and recommended that there should be a fund to compensate works for work place related injuries	No compensation under Climate Smart approach; beneficiaries work for their own environmental benefit
Jocaster Mnemba (DPF)	Concerned with misuse of funds for PPE misused; Inquired how INSPIRE-O will manage PPE	The project is likely to provide few PPEs due to cost constraints, safety responsibility rests with beneficiaries

Lilongwe District Council

STAKEHOLDER (GROUP OR INDIVIDUAL)	SUMMARY OF FEEDBACK	RESPONSE OF PROJECT IMPLEMENTATION TEAM
Setrida Mlamba (LRCO)	The proposed 3 hours per day design approach may not align with productivity levels or the varying capacities of participants	Project team expressed that Based on experience from the previous project councils can propose alternative approaches that will yield maximum results
Samuel Munthali (RS)	The current project targets households while the project is targeting women, youth and other vulnerable group, the project selection criteria should be revised so that the proposed percentages are achieved	The new project continues to target households; however, under CSEPWP, men were considered household heads, and their names appeared on the log sheets and received payments, despite women carrying out most of the work. Under the new project, priority will be given to women and youth, whose names will

		appear in the log books and who will therefore receive wages on behalf of their households.
Chipiliro Sakah (PPD)	Youth are categorized as 18-35 years, the project should clearly define, women, men and youth. Can a married person aged 28 with children be considered as a woman/ man or youth what is the cutoff point	The project targets household and not individuals. The appearance of the names on the log sheet will be clearly defined in the UBR and Mthandizi Monitoring Tool
Thomson Ngoma (IA)	Recommended that councils should be engaged in selection of payment service providers and directly engage with them. This recommendation emitted from the experience with service providers under CSEPWP that are not cooperative	The project team explained that the government is recommending that people should be given an opportunity to choose, currently this is being piloted in some districts.
Arnold Mdolo (SWO)	The targeting criteria is categorical and considers children under 2 years. However, registration in the Unified Beneficiary Registry (UBR) was conducted in 2023 and 2024, and by the time these children were enrolled in 2025, they were already above 2 years. Suggested to update the UBR to ensure that those children are considered in the system and reduce the risk of exclusion and inclusion errors	The observation has been noted and will be taken into consideration
Tadala Sendeza (EDO)	The screening form and ESMP designs and content is different and was always changing during CS-EPWP. There is need to have standardised screening and ESMP templates at the onset of the project	The project team responded that the screening form will be revised to be inline with the project components and activities and will be standard and shared before the start of the project
TADALA Sendeza (EDO)	In the current PWP one ESMP was developed for a catchment now with the new project the catchments are falling in more than 2 districts how will it be handled?	The project team responded that the project will consider the activities being proposed in the catchment and will advise accordingly whether the councils can develop one ESMP or individual ESMP
Jonathan Sendeza (CRS)	The PPE and first aid kits procured were inadequate, which made it difficult to establish fair	The project team acknowledged the concern and agreed that funding allocations for PPE and first aid kits

	and consistent criteria for distributing PPE to beneficiaries. Recommended that the project should consider procuring more safety materials including PPE if possible, for all workers of the project.	should be revisited to ensure adequacy and compliance with safety requirements. However, it was emphasized that the new project has limited resources hence the reduced number of beneficiaries
Setrida Mlamba (LRCO)	It is recommended that safety training begin at the onset of the project rather than midway through implementation, as early training was found to be beneficial in reducing risks and accidents during the follow up phases after the trainings were conducted	The project team acknowledged the importance of safety trainings beginning at the onset of the project and agreed that will be factored at an appropriate time
Tadala Sendeza (EDO)	Need to provide logbooks to the committees at the onset of the project and not midway as that results to other grievances not recorded	The project team acknowledge the need to conduct refresher trainings of GRMC and provision of logbooks to ensure proper record keeping
	Provide trainings on grievance management and handling at the onset of the project so that committees are aware of their duties and responsibilities	
	Consider providing incentives GRM committee members especially if the project requires that GRMC members should also include those that are not participants of the project.	

Mzimba Distrist Concil

Stakeholder (Group or Individual)	Summary of Feedback	Response of the Project Implementation Team
John Mwambaghi (M&E Officer)	Concerned with the risk of exclusion and inclusion errors arising from not updated system. The UBR and Mthandizi Monitoring Systems are largely centrally controlled, which limits the ability of ICT officers to update information directly. It is therefore recommended that ICT officers be granted advanced access rights to enable them to update system issues in a timely and efficient manner.	Initiative underway to decentralize the Social Registry

Francis Puleni (MIS Officer)	Concerned with the risk of delays in payments resulting from incoordination of other service providers like KAKUPE.	Beneficiaries will be allowed to choose desirable payment methods
Andrew Mayaka (CDA)	Will the women and youth will be sampled from households? Will it be household-level targeting or individual targeting?	The project remains a household project and not an individual project
Masozi Shaba (DF Officer)	The area is degraded with charcoal burning and is suitable for the initiative and therefore recommended the project	Acknowledge degradation issues; consider environmental factors in planning
Lucy Mayarula (SL Officer)	CSEPWP focused on small gullies; the new project should be address bigger problems for example reclaiming larger gullies and maintaining river banks	The project will ensure that both small and large gullies for reclamation are prioritized
Silence Chirambo (CI Officer)	PPEs and first aid materials are in short supply making safety interventions untimely. Proposed if the project provides safety lessons timely and increase the number of PPE and first aid materials provided to the project sites.	Prioritize PPE and first aid training; consider increasing PPE in catchments
John Mwambaghi (M&E Officer)	Many grievances related to social welfare or payments. The project should come up with strategies on timely payment of wages	Strategies are already in place to address these challenges. One such strategy is the transition to e-payment, which ensures that project participants receive their wages promptly while also reducing the need to travel to catchments for payment.
Julius Banda (PAO)	Dispersed beneficiaries; committee mobility issues. The project should therefore consider employing adequate foremen so that one foreman oversees one hotspot or subproject.	Empower committees and digitizers; provide airtime for reporting

Chikwawa District Council

Stakeholder (Group / Individual)	Key Issues Raised / Feedback	Response from Project Implementation Team
Richard Banda (CDO)	Raised concerns on transparency and clarity of participant selection criteria.	Selection will follow established guidelines and UBR-based targeting.
Natasha Mahiye (ICT Officer)	E-payments are cost-effective but face delays due to service provider capacity, data mismatches, and limited participant knowledge. Proposed to strengthen the system so that they are no delays in payment due to issues that can easily be addressed like those mentioned above.	Challenges acknowledged; emphasis placed on system strengthening and sensitization.

Stanly Ndiwo (FA)	Concerned that participants will be walking long distances to work since the number of catchments will be reduced	The team acknowledged the issue and noted flexibility in implementation.
Chifundo Thandizo (DPF)	Delayed payments cause frustration among participants. Proposed if measures are put in place to ensure that payments are made timely	The team acknowledged the concern and committed to improving timelines.
Stanly Ndiwo (FA)	Proposed that participants and beneficiaries should sensitized on withdraw fees deduction and delays linked to payments. Communication on progress made is critical in cases of delays in payment of wages	Emphasized the need for awareness and effective grievance mechanisms.
David Kizito (PO)	Emphasized that tools should match the number of participants.	The team agreed.
Richard Banda (CDO)	Recommended inclusion of youth and women structures in DESC/steering committees.	The team agreed on inclusive representation.
Charles Kaunda (Accountant)	Limited mobility at the council level negatively affects effective coordination and supervision. It is therefore recommended that funds allocated for monitoring be increased to improve mobility and enhance oversight in the new project	The challenge was acknowledged.
Natasha Mahiye (ICT Officer)		Extension workers require motorbikes for effective supervision.
Chifundo Thandizo (DPF)	PPEs and first aid materials are in short supply making safety interventions untimely. Proposed if the project provides safety lessons timely and increase the number of PPE and first aid materials provided to the project sites.	Prioritize PPE and first aid training; consider increasing PPE in catchments
Levitus Mafuta (EDO)	Consider procuring PPE for DESC to be used during monitoring visits.	The team agreed on the need for compliance, but mentioned that procurement of materials depends on project budget allocation. Money for the project is mainly for payment of wages and the other items are just complementary
	Requested a dedicated vehicle for coordination and monitoring.	The need was acknowledged but not guaranteed as the design has not been completed including on issues of procurement.
	Proposed that proportional support should be at least 50%.	Subject to final approved budgets.

	Need for standardized screening templates prior to rollout.	The team agreed, screening tools will be designed and disseminated before the projects start
Clement Thumba (IA)	Requested clarification on the upper age limit; proposed 55 years.	Proposal noted.
Chifundo Thandizo (DPF)	Inquired whether foremen and similar structures will be maintained.	Existing effective structures will largely be maintained.
Ackim Dickson (SLRCO)	Unequal support to committee members affects GRM performance. HGRMCs should be supported by the project if they are to be used efficiently and effectively	Emphasized strengthening harmonized GRM structures.
	Need for capacity building, clear ToRs, and defined subcommittee roles.	The need was acknowledged.

Blantyre District Council

Stakeholder	Topic	Key Feedback	Project Response	Follow-up Actions
Luka Dumbuwa (Community Development)	Workdays per Month	Sought clarity on number of workdays and whether CS-EPWP 30-day model continues	The team indicated that the project will involve beneficiaries working for 30 days for 3 months per year. The working time is proposed for 3 hours unlike the 4 hours they were working under CSEPWP.	Finalize and communicate approved workdays to councils
Aubrey Jazza (DPF)	Target Sites	Requested clarity on targeted sites	Local Authorities to identify hotspots using agreed criteria	Develop and disseminate standardized site-selection tools
Community Representatives	Community Contribution	Inquired if unpaid community labor will continue	Community contribution remains, subject to guidelines	Clarify scope and expectations of community contributions
Melayi Mhone (DPD)	Participant Selection	Raised concerns on transparency and focus on women/youth	Criteria explanation acknowledged	Strengthen sensitization on transparent selection criteria
Bingula Mhone	Capacity building	Recommended that DESC and local committees training prior to project implementation is necessary,	The team acknowledged and confirmed that the trainings and	Onset awareness and sensitisation

		including raising awareness among beneficiaries on issues such as work duration, payment modalities, grievance reporting mechanisms, and safety considerations, so that the project can be implemented smoothly and transparently.	awareness meetings will be conducted at the onset of the project	
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KASUNGU DISTRICT COUNCIL

Stakeholder (Group / Individual)	Topic of Discussion	Key Issues Raised / Feedback	Response from Project Implementation Team	Agreed Follow-up Actions / Next Steps
Topsy Kachere (DESC Member)	Workdays and Targets	Requested clarification on the number of workdays per month and applicable implementation targets.	Clarified that workdays and targets will be guided by approved project design	Disseminate clear guidance on participant targets and work days
Wellington Mmora (DESC)	Data & Unified Beneficiary Registry (UBR)	Reported that the UBR has not been updated since 2019, affecting targeting accuracy.	Acknowledged the concern and emphasized the importance of updated beneficiary data	Engage NRB to prioritize UBR updating, verification
James Matamando (DESC Member)	E-Payment System	The INSPIRE O should put in place measures to ensure the timely payment of participants and beneficiaries, in order to avoid delays and payment challenges similar to those experienced under the SSRLP	The issue was acknowledged by the project team	Engage Payment Service Providers and relevant authorities to resolve delays and strengthen payment tracking
Wellington Mmora (DESC Member)	Community & GRM Committees	Will project committees be instituted as was the case under CSEPWP? If so, what criteria will be used to select committee members? It is recommended that the project design continues to follow the CSEPWP mode	The issue was acknowledged by the project team	Engage relevant authorities and strengthen GRM through capacity building, equitable support, and clear operational guidance Engage relevant authorities to determine whether there is an opportunity to promote and roll out a harmonized GRM under GESD projects.

Dlamini Nkozi (DESC Member)	Social Inclusion (SCTP)	The project should consider including a higher number of persons with disabilities under SCTP.	Concern noted for further engagement	Engage relevant SCTP institutions to review inclusion gaps and improve targeting of persons with disabilities.
Ignatius Lipato (DESC Member)	Selection of Participants	Concerns raised on transparency and clarity of participant selection processes.	Reaffirmed project participants will come from the UBR and verifications will be conducted before start of works	Develop participant selection guidelines and provide clear guidance on participant's selection
Charles Lungu (DESC Member)	Working Tools	The project should consider procuring adequate working and safety tools and materials as it was reported that were inadequate during implementation of CSEPEP activities	Issue acknowledged.	Procure tools proportionate to participant numbers per site.
Charles Lungu (DESC Member)	Procurement Committees & Financial Controls	Raised concerns that procurement committees directly access bank funds, leading to misuse and accountability risks for councils. Recommended that all resources should be sent to district councils and procurement committees should be accessing the resources from the district councils.	Concern acknowledged.	Review and strengthen procurement procedures,
Wellington Mmora (DESC Member)	Data Management	Lack of ICT equipment (laptops, smartphones) limits effective data management and reporting and suggest that ICT and Data Entry clerks be provided with enough laptops for data entry for the project	Challenge acknowledged.	Explore options to improve access to ICT equipment and harmonize data reporting mechanisms.
	Transport / Mobility	Limited mobility at the council level negatively affects effective coordination and supervision. It is therefore recommended that funds allocated for monitoring be increased to improve mobility and enhance oversight in the new project	The challenge was acknowledged.	Liaise the issue with the relevant authorities and provide feedback

ANNEX 3C: Stakeholder Consultations in Pictures



Stakeholder Consultation meeting in progress in Blantyre



Community Stakeholder Consultation meeting in GVH Mwenje, TA Kaphuka – Dedza District Council



Stakeholder Consultation meeting at Chikwawa District Council



Community Stakeholder engagement meeting in Kasungu

ANNEX 4.1: Environmental and Social Screening Checklist subprojects under INSPIRE-O



INTEGRATED SOCIAL PROTECTION FOR INFRASTRUCTURE RESILIENCE AND OPPORTUNITIES (INSPIRE-O) PROJECT

Environmental and Social Screening Checklist for subprojects under Labour Intensive PWP-RCI and Jobs Now Subcomponent

For low-risk topologies, such as “PWP-RCI” integrated catchment management activities, the NLGFC safeguards team has developed an alternative to the commonly used “full-text” ESMP format. The **goal** is to provide an opportunity for a more streamlined approach to minor public works or small-scale livelihoods subproject activities. The ESS-checklist-type format has been developed to provide examples of “good practices” for mitigation and designed to be user-friendly and compatible with the Bank’s Safeguard requirements. The ESS-checklist-type format attempts to cover typical core mitigation approaches to small scale public works and livelihoods subprojects activities with localized impacts. It is anticipated that this format provides the core element of an Environmental and Social Management Plan (ESMP) to meet World Bank Environmental & Social Impact Assessment requirements under Environmental and Social Standard Number One (ESS1).

In terms of **process**, during preparation for projects in which the specific topologies and /or sites are not known, a brief Environmental Management Framework would be prepared in compliance with ESS1. The ESMM-checklist would be included as an annex in the ESMF and recommended to be used as the Environmental and Social Management Plan (ESMP) for individual subproject-activities once identified during the scoping identification phase. Once the typologies are identified, the application of the ESMM checklist is put in place. For each Catchment Management Plan (CMP) which the specific sites for implementation is known, the ESMM-checklist is completed. The checklist has four sections:

1. **Part 1** includes the descriptive part that describes the project specifics in terms of the physical location, institutional arrangements, and applicable legislative aspects, the project description, inclusive of the need for a capacity building program and description of the public consultation process. This section could be up to two pages long. Attachments for additional information are requested if needed.
2. **Part 2** includes the environmental and social risk management screening of potential issues and impacts, in a simple Yes/No format followed by mitigation measures for any given activity. Currently, the list provides examples of potential issues and impacts. This list can be expanded to specific site issues and /or impacts.
3. **Part 3,4 and 5** includes the good practice mitigation measures checklist, ESMP template, and monitoring plan template for activities during subprojects implementation. It retains the same format required for current ESMPs.

4. The practical **application** of the ESMP-checklist would include the filling in of Part 1 to obtain and document all relevant site characteristics. In **Part 2** the type of foreseen activities, would be checked, and then appropriate reference made to the relevant section in **Part 3** to review, adopt or add to the proposed best practice mitigation measures based on the unique characteristics of and issues around the project site. **Part 4** would be filled in during the subproject field appraisal and screening consultation process to fix agreeable key mitigation measures and monitoring criteria which can be checked during and after implementation for compliance assurance. All sections of **Part 3** which are found not to be applicable to the activities of the specific subproject being screened can be deleted or crossed out. During the subproject implementation phase environmental and social compliance is checked by foremen, catchment management committees, extension workers, DESC and national level supervision team using the monitoring criteria indicated in **Part 5**

**Environmental and Social Screening and the Mitigation Measures Checklist for Climate Smart
Public Works and Livelihoods Activities**

PART 1: INSTITUTIONAL & ADMINISTRATIVE INFORMATION				
Name of District				
Name of Micro-catchment				
VNRMC name-afforestation				
Sub-Project Name				
Size				
Major activities				
SITE DESCRIPTION				
Name of project site				
Describe site location (including co-ordinates in UTM)	TA:	Attachment 1: Site sketch Map-		
	GVH(s):	E :		
	Village (s):	N :		
Who owns the land?	:			
	Attachment 2: Voluntary land donation/land use agreement form			<input type="checkbox"/> Y <input type="checkbox"/> N
	If, not attached, explain why ³ :			
PUBLIC CONSULTATION				
Identify when / where the public consultation process took place. Attach attendance sheet				
DETAILS OF SCREENING TEAM				
Name, Signature & Designation of Evaluator(s)	Name and contact phone #	Designation	Signature	Date
		Extension Worker	/...../.....
		Catchment Designated Officer	/...../.....
	District Liaison Officer	/...../.....	
DETAILS OF QUALITY REVIEW & ENDORSEMENT TEAM				
Name, Signature & Designation of Evaluator(s)	Name	Designation	Signature	Date
		Environmental District Officer	/...../.....
		Director of Planning and Development	/...../.....

³ Please note that proof of signed landuse agreement is a prerequisite condition for subproject approval for all subprojects requiring use of land. Failure to attach may lead to the project not being approved by authorities

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
POSITIVE IMPACTS		
All subcomponents	Improved people's livelihoods	<ul style="list-style-type: none"> • Provide adequate financial literacy trainings • Encourage participants to join savings and loans groups • Update the Malawi Social Registry to reduce inclusion and exclusion errors, ensuring that the project targets the most deserving beneficiaries • Promote income-generating activities • Pay project participants and beneficiaries timely according to schedule • Address and resolve case management issues promptly
All subcomponents	Enhanced response and resilience to shocks	<ul style="list-style-type: none"> • Respond to shocks timely • Provide adequate financial literacy trainings
All components	Increased employment opportunities	<ul style="list-style-type: none"> • Sensitize the community on employment opportunities and its requirements through many outlets • Develop and maintain a Unified Beneficiary Register for all potential beneficiaries. • Provide equal employment opportunities to both women and men who qualify.
PWP-RCI Jobs Now	Promotion of knowledge and skill	<ul style="list-style-type: none"> • Provide relevant capacity-building programs for frontline staff • Establish and train community-relevant committees, including Catchment Management Committee and Grievance Redressal Management Committee.
PWP-RCI Jobs Now	Increased business opportunities	<ul style="list-style-type: none"> • Timely payment of beneficiaries • Train beneficiaries in Village Loans and savings

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
PWP-RCI	Increased vegetative cover	<ul style="list-style-type: none"> • Limit working only in areas specified in the catchment management plans and approved by the District Council • Avoid unnecessary clearing of pre-existing vegetation in working areas. • Sensitise community on natural tree regeneration • Develop and enforce forest management bylaws
PWP-RCI	Reduced soil erosion and sedimentation of downstream	<ul style="list-style-type: none"> • Construct soil and water conservation structures in strategic areas • Plant trees that will hold the soils together
ESS1: Assessment and Management of Environmental and Social Risks and Impacts		
All subcomponents (SCTP, Jobs Now, PWP-RCI and ASR)	Inadequate capacity of local level and district level structures to identify and manage the potential risks associated with the assigned subcompacts projects	<ul style="list-style-type: none"> • Undertake capacity by training all personnel responsible for subcomponents at the district level and ensuring that knowledge and skills are effectively cascaded to community and local-level structures • Prepare and share generic INSPIRE O project ESMPs to guide district councils and local levels structures in impact identification and ESMP development • Conduct monitoring and supervision during impact identification and ESMP development in the catchments
	Limited capacity of local communities to understand and comply with proposed mitigation and enhancement measures	<ul style="list-style-type: none"> • Share a basic ESMP with local communities and conduct sensitisations based on that basic ESMP
	Inability of the Local Authorities to effectively enforce compliance and adherence to environmental and social requirements	<ul style="list-style-type: none"> • Provide standardized monitoring checklists and clear corrective actions to improve adherence at local and district levels
		<ul style="list-style-type: none"> • Provide and safeguard a clear budget line for DESC to undertake adequate safeguards monitoring and supervision of project works
ESS2: LABOR AND WORKING CONDITIONS		

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
Jobs Now and Labour Intensive Public Works Programme	Incidents (accidents/injuries, near misses and diseases)	<ul style="list-style-type: none"> • Conduct project site risk assessment of all activities on site and train workers • Undertake Initial OHS awareness to project participants • Undertake daily OHS safety toolbox talks • Provide first aid boxes and trained first aiders at the construction site • Provide adequate and appropriate personal protective clothing and equipment and enforce its use during facility use for participants involved in harmful activities such as working in deep gullies • Record and report timely all accidents at the construction site
	Snake bites and bee and wasps stings	<ul style="list-style-type: none"> • Raise awareness of the potential risks and precaution measures • Use of indigenous knowledge (snake repelling herbs) • Seek medical attention at nearest health facility • Adjust timing of activities to morning hours when bees are less agitated
	Communicable diseases	<ul style="list-style-type: none"> • Provide workers with WASH facilities • Provide WASH awareness to participants • Encourage participants to construct toilets
	Child labour Conflicts and grievances	<ul style="list-style-type: none"> • Conduct sensitizations to participants that children are not to participate in the project • Send back home children when they report for work • Establish functional GRMCs
All subcomponents	Irregular payments and inadequate transfer value	<ul style="list-style-type: none"> • Establish fixed payment schedules (publicly communicate clear payment dates (e.g., monthly/bi-monthly)) • Use digital payment systems to reduce delays and leakage. • Ensure backup funding at the centre to avoid interruptions. • Improve coordination between government including district councils and payment providers.

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
	GBV / SEA / SH risks	<ul style="list-style-type: none"> • Sensitize participants on SEA/SH issues • Establish code of conducts and let participant sign • Set up a functional GRM
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
PWP-RCI and Jobs Now	Dust generation	<ul style="list-style-type: none"> • Use of dust masks • Suppress dust by spraying water
	Waste generation	<ul style="list-style-type: none"> • Promote reuse of packaging products for seedling production such as empty card boards • Provide awareness to participants on proper waste disposal
PWP-RCI (Soil and Water Conservation)	Water pollution	<ul style="list-style-type: none"> • Do not locate manure production sites too close to open water sources
	Soil erosion resulting from poor management of excavated soils during pitting but also unnecessary clearing	<ul style="list-style-type: none"> • Backfill soon after pitting is completed • Dig half-moons on downslope side of the tree, to catch runoff water • Promote spot clearing as opposed to removal of all surrounding vegetative cover
	Risk of water logging and flooding if structures are not properly located and done	<ul style="list-style-type: none"> • The design of the trenches should be able to handle the largest likely storm each year and the number and size should be based on factors such as drainage area, slope and type of soil
PWP-RCI (Forest Establishment and Management)	Waste generation (polythene tubes)	<ul style="list-style-type: none"> • Procure thin and durable polyethylene tubes to be reused in the subsequent cycle • Collect all tubes and bury them at one place
PWP-RCI (River Bank Protection)	Siltation	<ul style="list-style-type: none"> • Limit vegetation clearance in necessary places • Maintain vegetated buffer strips along the river to trap sediment before it enters the watercourse.

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
Jobs Now (Sustainable Enterprise Development)	Land contamination due to activities such as motorcycle mechanic	<ul style="list-style-type: none"> • Store oils and fuels properly to avoid spillages • Confine all mechanical work to impervious, demarcated surfaces • Use mats or trays when changing oils or handling solvents • Reuse used/drained oils
ESS4: COMMUNITY HEALTH AND SAFETY		
All components	Risks of walking long distances to work and in search for mobile money agents	<ul style="list-style-type: none"> • Locate participants to work closer to their homes Ensure PSP (Project/Program Support Personnel) agents are spread across the catchment
	Risk of GBV, SEA and SH	<ul style="list-style-type: none"> • Provision of Grievance boxes in impacted communities • Implementation of GBV Action Plan in impacted areas • Undertake community and stakeholder’s sensitisation on SEA/SH/GBV prevention and case management • Establish and Train community GRMC members on SEA/SH/GBV case management
	Risk of spread of HIV and AIDS	<ul style="list-style-type: none"> • Undertake monthly community and workers sensitisations meetings • Provide easily accessible supply points of condoms to staff • Distribution of Information Education and Communication (IEC) materials (on prevention of communicable disease transmission such as HIV and AIDS, Cholera,
	Risks of overborrowing	<ul style="list-style-type: none"> • Provide financial literacy training
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
PWP-RCI, Jobs Now	Restricted access to natural resources under conservation activities	<ul style="list-style-type: none"> • Undertake proper community engagement, and sensitisation • Administer voluntary land-use agreement forms
	Disruption of access routes and paths, and damage to existing crops	Establish and maintain a functional grievance redress mechanism to receive and address the complaints in a timely and satisfactory manner
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
LIEPEP	Propagation of invasive and alien species,	<ul style="list-style-type: none"> • Do not use invasive vegetation e.g. spreading bamboo for struts (some bamboo are suitable – others not)

PART 3: Environmental and Social Codes of Practice (ESCOPS)		
SUB COMPONENT ACTIVITY	RISKS AND IMPACTS	MITIGATION MEASURES
(River Bank Protection and Forest Establishment and Management)	Introduction of crop pests and diseases through use of diseased planting materials	<ul style="list-style-type: none"> • Use disease-free planting materials
	Poor seed germination and survival rate due to use of poor-quality seeds	<ul style="list-style-type: none"> • Use of healthy seeds collected from within the local area should be prioritized • Ensure correct timing of planting, correct way of planting and proper post planting management including watering and setting up of barriers to protect the trees from livestock
	Continued loss of vegetation in afforestation and natural regeneration sites	<ul style="list-style-type: none"> • Setting up and enforcement of community bye laws to protect the designated sites
ESS 8: CULTURAL HERITAGE		
PWP-RCI Jobs Now	Risk of chance findings	<ul style="list-style-type: none"> • Implement chance find procedures • Train workforce on the chance finds procedure
All subcomponents	Risk of exclusion and inclusion errors	<ul style="list-style-type: none"> • Conduct community validation
	Risk of one Household Participating in Multiple Programmes	<ul style="list-style-type: none"> • Integrate the different programme systems to ensure one participant is at one beneficiary project
ESS 10: STAKEHOLDER ENGAGEMENT		
All components	Complaints and Grievances from project activities and delivery processes	<ul style="list-style-type: none"> • Establish and maintain a functional and reliable grievance redress mechanism • Establish and implement an effective and regular stakeholder engagement program

ANNEX 4.2: Sample of Consolidated Thematic Environmental and Social Management and Monitoring Plan

SAMPLE ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLAN (ESMMP)

PROJECT COMPONENT	IMPACT	MITIGATION MEASURE	OUTPUT INDICATOR	TARGET	RESPONSIBILITY		PHASE	INPUTS REQUIRED	MGT COST	MON COST
					MANAGEMENT	MONITORING				
Positive Impacts										
All subcomponents	Improved people's livelihoods	Provide adequate financial literacy trainings	Number of literacy trainings conducted per cycle	1	District Councils	NLGFC	Planning and design	Training materials	500,000	500,000
		Encourage participants to join savings and loans groups	Number of participants joined VSLs against the total number of people	All	Case workers CMCs	District Councils NLGFC	Planning	None	N/A	Cost included in providing literacy trainings
		Update the Malawi Social Registry to reduce inclusion and exclusion errors, ensuring that the project targets the most deserving beneficiaries	Updated system	1	NLGFC Ministry of Gender	EP&D MoLG	Planning	None	Costs already in main budget	0
		Promote income-generating activities	Number of sensitisation meetings conducted	1	Case workers CMCs	District Councils NLGFC	Planning	None	N/A	Cost included in providing literacy trainings

		Pay project participants and beneficiaries timely according to schedule	Number of times participants are paid timely within the agreed period	All phases	Foremen, Digitisers District Councils MoGDSW, NLGFC COMSIP	EP&D MoLG MoL	Planning	None	Costs already in main budget	0
		Address and resolve case management issues promptly	Percentages of cases resolved timely	100 %	Local structures District Councils NLGFC MoGDSW	EP&D MoLG MoL	Planning	None	Costs already in main budget	0
All subcomponents	Enhanced response and resilience to shocks	Respond to shocks timely	Number of times shocks are responded timely	All required payment periods	NLGFC	EP&D	Planning	None	Costs already in main budget	0
		Provide adequate financial literacy trainings	Number of literacy trainings conducted per cycle	1	District Councils	NLGFC	Planning and design	Training materials	500,000	500,000
All components	Increased employment opportunities	Sensitize the community on employment opportunities and its requirements through many outlets	Number of sensitisation meetings conducted	1	District Councils	NLGFC	Planning	None	N/A	Cost included in providing literacy trainings

		Develop and maintain a Unified Beneficiary Register for all potential beneficiaries.	Updated system	1	NLGFC Ministry of Gender	EP&D MoLG	Planning	None	Costs already in main budget	0
		Provide equal employment opportunities to both women and men who qualify.	Number of people denied opportunities	0	District Councils	NLGFC	Planning	None	N/A	0
PWP-RCI Jobs Now	Promotion of knowledge and skill	Provide relevant capacity-building programs for frontline staff	Number of capacity-building activities implemented	1	Case workers District councils	NLGFC COMSIP	Implementation	Standard materials	0	0
		Establish and train community-relevant committees, including Catchment Management Committee and Grievance Redressal Management Committee.	Number of committees established and trained	1	Case workers District Councils	NLGFC COMSIP	Implementation	Standard materials	0	0
PWP-RCI Jobs Now	Increased business opportunities	Timely payment of beneficiaries	Number of times participants are paid timely within the agreed period	All phases	Foremen, Digitisers District Councils MoGDSW, NLGFC COMSIP	EP&D MoLG MoL	Planning	None	Costs already in main budget	0

		Train beneficiaries in Village Loans and savings	Number of trainings conducted per cycle	1	Case workers CMCs	District Councils NLGFC	Planning	None	N/A	Cost included in providing literacy trainings
PWP-RCI	Increased vegetative cover	Limit working only in areas specified in the catchment management plans and approved by the District Council	Percentage of projects done in approved areas	100	Foremen Extension workers	NLGFC District councils	Implementat ion	Catchment managem ent plans	Cost included in the project cost	500,000
		Avoid unnecessary clearing of pre-existing vegetation in working areas.	Hectarage of unwanted areas cleared	0	Foremen Extension workers	NLGFC District councils	Implementat ion	Catchment managem ent plans	Foremen Extension workers	0
		Sensitise community on natural tree regeneration	Number of sensitisation meetings conducted	1	Extension workers Foremen	NLGFC District councils	Implementat ion	Standard materials Allowance s	300,000	Cost included in monitoring projects done in approved areas
		Develop and enforce forest management bylaws	Presence of bylaws	1	Extension workers Local leaders	NLGFC District councils	Implementat ion	Standard materials Allowance s	0	Cost included in monitoring projects done in approved areas

PWP-RCI	Reduced soil erosion and sedimentation of downstream	Construct soil and water conservation structures in strategic areas	Hectarage of land SWC structures constructed in nonstrategic places	0	Extension workers Foremen	NLGFC District councils	Implementat ion	Standard materials Allowance s	300,000	Cost included in monitoring projects done in approved areas
		Plant trees that will hold the soils together	Area planted with trees against the total land excavated for making pits, trenches, swales etc	All exca vate soils land	Extension workers Foremen	NLGFC District councils	Implementat ion	Standard materials Allowance s	300,000	Cost included in monitoring projects done in approved areas
ESS1: Assessment and Management of Environmental and Social Risks and Impacts										
All subcompone nts (SCTP, Jobs Now, PWP-RCI and ASR)	Inadequate capacity of local level and district structures to identify and manage the potential risks associated with the assigned subcompacts projects	Undertake capacity by training all personnel responsible for subcomponents at the district level and ensuring that knowledge and skills are effectively cascaded to community and local-level structures	Number of capacity building sessions undertaken	1	District Environme ntal and Social Committee (DESC)	National Local Governm ent Finance Committ ee (NLGFC)/DESC	Pre construction	Fuel, lunch allowance s, refreshme nts, Flip charts, paintal markers, Masking tapes	450,000	400,000
		Prepare and share generic INSPIRE O project ESMPs to guide district councils	Standard ESMP developed and shared	1	DESC	NLGFC	Pre construction	Ream of papers	50,000	450,000

		and local levels structures in impact identification and ESMP development								
		Conduct monitoring and supervision during impact identification and ESMP development in the catchments	Monitoring and supervision conducted	1	DESC	NLGFC	Pre construction	Ream of papers	300,000	0
	Limited capacity of local communities to understand and comply with proposed mitigation and enhancement measures	Share a basic ESMP with local communities and conduct sensitisations based on that basic ESMP	Basic ESMP developed, shared and sensitisations conducted	1	DESC	NLGFC	Planning	Ream of papers	300,000	0
	Inability of the Local Authorities to effectively enforce compliance and adherence to	Provide standardized monitoring checklists and clear corrective actions to improve adherence at local and district levels	Number of updated standard procurement documents provided	1	NLGFC PIU and Environmental and Social Safeguards specialist Units	EP&D	Pre construction	Guide book	0	0

	environmental and social requirements	Provide and safeguard a clear budget line for DESC to undertake adequate safeguards monitoring and supervision of project works	Clear budget line for Safeguards	1	DESC	NLGFC PIU	Pre construction	None	0	0
ESS2: LABOR AND WORKING CONDITIONS										
Jobs Now and Labour Intensive Public Works Programme	Incidents (accidents/injuries, near misses and diseases)	Conduct project site risk assessment of all activities on site and train workers	Risk assessments and number of safety training conducted	1	Foremen Safeguards Committees	District councils, NLGFC	Implementation	Training materials	500,000	150,000
		Undertake Initial OHS awareness to project participants	Initial participants trainings on OHS conducted per cycle	1	Foremen Safeguards Committees	District councils, NLGFC	Implementation	Training materials	500,000	200,000
		Undertake daily OHS safety toolbox talks	Number of tool box talks conducted per week	7	Foremen Safeguards Committees	District councils, NLGFC	Implementation	OHS materials	Included in undertaking initial OHS trainings and risk assessments	Included in undertaking initial OHS trainings and risk assessments
		Provide first aid boxes and trained first aiders at the construction site	Number of first aiders and stocked boxes per catchment	5	District councils	NLGF	Implementation	First aid boxes	2,500,000	0
		Provide adequate and appropriate personal protective clothing	Percentage of participants using appropriate PPEs	100	District councils Foreman	NLGFC	Implementation	Gloves, helminth,	10,000,000	0

		and equipment and enforce its use during facility use for participants involved in harmful activities such as working in deep gullies	correctly for tasks that very harmful per catchment					safety boots		
		Record and report timely all accidents at the construction site	Number of accidents timely reported	All	Foremen	District Councils	All	Accident reporting tools	200,000	0
	Snake bites and bee and wasps stings	Raise awareness of the potential risks and precaution measures	Number of meetings	1	EWs	District councils NLGFC	Implementation	Allowances	200.000	0
		Use of indigenous knowledge (snake repelling herbs)	Number of snake repelling herbs	Various	EWs	District councils NLGFC	Implementation	Allowances	200.000	0
		Seek medical attention at nearest health facility	Percentage of affected workers seeking medical attention from snake bites	100 %	CMCs	District councils NLGFC	Implementation	Allowances	200.000	0
		Adjust timing of activities to morning hours when bees are less agitated	Starting time	6am	CMCs	District councils NLGFC	Implementation	Allowances	200.000	0
	Communicable diseases	Provide workers with WASH facilities	Presence of WASH facilities such as buckets with taps cups and basins per catchment	Bucket (5), cups (5)	Foremen, safeguards committees and district council	NLGFC	Implementation	Bucket (5), cups (5) and basins (5)	500,000	500,000

				and basins (5)						
		Provide WASH awareness to participants	Number of sensitizations conducted per cycle	1	Safeguards Committee, Extension Workers	NLGFC District Councils	Implementation	Training materials	200,000	
		Encourage participants to construct toilets	Number of toilets per catchment	4 (2 females and 2 males)	Foremen, Safeguards Committees	Extension Workers, District Council and NLGFC	Implementation	Toilet materials (tree branches, plastic papers and grass)	200,000	
	Child labour Conflicts and grievances	Conduct sensitizations to participants that children are not to participate in the project	Cases reported	0 cases	Foremen	Labour Office NLGFC	Implementation	None	0	500,000
		Send back home children when they report for work	Number of children sent back home	All	Foremen	Extension workers	Implementation	None	0	0
		Establish functional GRMCs	Number of GRMCs established at catchment level	1	Extension workers	District Councils NLGFC	Implementation	Allowances	100,000	500,000
All subcomponents	Irregular payments and inadequate transfer value	Establish fixed payment schedules (publicly communicate clear	Number of cycles payments delay according to fixed schedule	0	NLGFC	EP&D WB	Implementation	Allowances	0	500,000

		payment dates (e.g., monthly/bi-monthly)								
		Use digital payment systems to reduce delays and leakage.	Number of phases payment delays reported under digital system	0	NLGFC	EP&D WB	Implementation	Allowances	0	Allowances included in establishment of fixed payment plan
		Ensure backup funding at the centre to avoid interruptions.	Number of times delays occur due to lack of funds at the centre	0	NLGFC	EP&D WB	Implementation	Allowances	0	Allowances included in establishment of fixed payment plan
		Improve coordination between government including district councils and payment providers.	Number of times feedback is given timely	Always	SPSs NLGFC District councils	EP&D WB	Implementation	None	0	0
All subcomponents	GBV / SEA / SH risks	Sensitize participants on SEA/SH issues	Number of sensitizations conducted per cycle	1	Foremen CMCs Safeguards Committee	Gender, Social Welfare Offices	Implementation	IEC materials	700,000	400,000
		Establish code of conducts and let participant sign	Number of sensitizations conducted per cycle	1	Foremen CMCs	Gender, Social	Implementation	Realm	300,000	Cost included above

					Safeguards Committees	Welfare Offices				
		Set up a functional GRM	Number of sensitizations conducted per cycle	1	Extension workers	Gender, Social Welfare and Environment Offices	Implementation	Allowances	100,000	Cost included above
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT										
PWP-RCI and Jobs Now	Dust generation	Use of dust masks	Percentage of workers using masks	100 %	Foremen and CMCs	District councils NLGFC Extension workers	During implementation period	Masks	300,000	0
		Suppress dust by spraying water	Absence of dust at the work place	Always	Foremen Participants CMCs	Extension workers and District council	During implementation period	Water	0	0
	Waste generation	Promote reuse of packaging products for seedling production such as empty card boards	Proportion of waste packaging products being used for nursery production	20%	Foremen and CMCs	Extension workers and District council	Implementation	Cardboards	0	0

		Provide awareness to participants on proper waste disposal	Proportion of plastic tubes collected for reuse or safe disposal	100 %	Foremen and CMCs	Extension workers and District council	Implementation	None	0	0
PWP-RCI (Soil and Water Conservation)	Water pollution	Do not locate manure production sites too close to open water sources	Number of manure sites located too close to open water sources	None	Foremen and CMCs	Extension workers and District council	During implementation period	None	NA	0
	Soil erosion resulting from poor management of excavated soils during pitting but also unnecessary clearing	Backfill soon after pitting is completed	Percentage of pits properly back filled	100 %	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
		Dig half-moons on downslope side of the tree, to catch runoff water	Proportion of target areas with half moons	100 %	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
		Promote spot clearing as opposed to removal of all surrounding vegetative cover	Percentage of spot clearing	100 %	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0

	Risk of water logging and flooding if structures are not properly located and done	The design of the trenches should be able to handle the largest likely storm each year and the number and size should be based on factors such as drainage area, slope and type of soil	Level of compliance to the principle	100 %	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
PWP-RCI (Forest Establishment and Management)	Waste generation (polythene tubes)	Procure thin and durable polyethylene tubes to be reused in the subsequent cycle	Percentage of polyethene tubes reused	100	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
		Collect all tubes and bury them at one place	Percentage of polyethene tubes buried	100	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
PWP-RCI (River Bank Protection)	Siltation	Limit vegetation clearance in necessary places	Hectarage unwanted land cleared	0	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0

		Maintain vegetated buffer strips along the river to trap sediment before it enters the watercourse.	Hectarage of unwanted land stripped off vegetation	0	Foremen and CMCs	Extension workers and District council	During implementation period	0	NA	0
Jobs Now (Sustainable Enterprise Development)	Land contamination due to activities such as motorcycle mechanic	Store oils and fuels properly to avoid spillages	Number of spill incidents recorded	0	Case workers	Extension workers and District council	During implementation period	Allowances	NA	400,000
		Confine all mechanical work to impervious, demarcated surfaces	Percentage of area of impervious surface coverage	100	Case workers	Extension workers and District council	During implementation period	0	NA	0
		Use mats or trays when changing oils or handling solvents	% of oil changes or solvent handling done using mats/trays	100	Case workers	Extension workers and District council	During implementation period	Mats Allowances	300,000	0
		Reuse used/drained oils	Percentage of oil reused after draining	100	Case Worker	Extension workers and District council	During implementation period	Mats Allowances	300,000	0

ESS4: COMMUNITY HEALTH AND SAFETY										
All components	Risks of walking long distances to work and in search for mobile money agents	Locate participants to work closer to their homes	Average distance between residence and worksite	4km maximum	District councils Extension workers	NLGFC	Pre construction and construction	None	0	0
		Ensure PSP (Project/Program Support Personnel) agents are spread across the catchment	Geographic coverage of PSP agents	Throughout the catchment	District councils	NLGFC	Pre construction and construction	None	0	0
	Risk of GBV, SEA and SH	Provision of Grievance boxes in impacted communities	Number of Grievances boxes distributed	1	DESC	NLGFC	Pre construction and construction	GRM boxes	0	0
		Implementation of GBV Action Plan in impacted areas	Number of GBV activities implemented	3	DESC	NLGFC	Pre construction and construction	Fuel, allowances for DESC members	350,000	300,000
		Undertake community and stakeholder's sensitisation on SEA/SH/GBV prevention and case management	Number of SEA/SH/GBV sensitisation sessions undertaken	3	DESC	NLGFC	Pre construction and construction	Fuel, allowances for DESC members	300,000	0
		Establish and Train community GRMC members on SEA/SH/GBV case management	Number of Workers and Community GRMCs trained	1	DESC	NLGFC	Pre construction and construction	Fuel, allowances for DESC members	500,000	0

	Risk of spread of HIV and AIDS	Undertake monthly community and workers sensitisations meetings	Number of community sensitisations	3	DESC	NLGFC	Pre construction and construction	Fuel, allowances for DESC members	0	0
		Provide easily accessible supply points of condoms to staff	Number of access points established	N/A	DESC	NLGFC	All	Condoms	350,000	280,000
		Distribution of Information Education and Communication (IEC) materials (on prevention of communicable disease transmission such as HIV and AIDS, Cholera,	Number of IEC materials developed and disseminated	N/A	Contractor	DESC	Pre construction and construction	Printed materials	600,000	0
	Risks of overborrowing	Provide financial literacy training	Number of literacy trainings conducted per cycle	1	District Councils	NLGFC	Planning and design	Training materials	500,000	500,000
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT										
PWP-RCI, Jobs Now	Restricted access to natural resources under conservation activities	Undertake proper community engagement, and sensitisation	Number of community sensitisation sessions	1	District Councils	NLGFC	Planning	Orientation Materials	500,000	200,000

	Disruption of access routes and paths, and damage to existing crops	Establish and maintain a functional grievance redress mechanism to receive and address the complaints in a timely and satisfactory manner	Number of GRMCs established	1 per cathment	District Councils	NLGFC	Planning	GRM guidelines	500,000	200,000
		Administer voluntary land-use agreement forms	Number of forms administered	1 for each site	District Councils	NLGFC	Planning	Stationery		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES										
PWP-RCI (River Bank Protection and Forest Establishment and Management)	Propagation of invasive and alien species,	Do not use invasive vegetation e.g. spreading bamboo for struts (some bamboo are suitable – others not)	Number of invasive species identified in use	0	Foremen and CMCs	District council NLGFC	During implementation period	N/A	0	0
	Introduction of crop pests and diseases through use of diseased planting materials	Use disease-free planting materials	Percentage of diseased planting materials identified in use	0	Foremen	District council	During implementation and operation periods	N/A	0	0
	Poor seed germination and survival rate due to	Use of healthy seeds collected from within the local area should be prioritized	Proportion of seeds locally collected and used	80%	Foremen and CMCs	NLGFC	During implementation period	N/A	0	0

	use of poor-quality seeds	Ensure correct timing of planting, correct way of planting and proper post planting management including watering and setting up of barriers to protect the trees from livestock	Survival rate	90%	Foremen and CMCs	District council	During implementation period	N/A	0	0
	Continued loss of vegetation in afforestation and natural regeneration sites	Setting up and enforcement of community bye laws to protect the designated sites	Number of bye laws established	1	Foremen and CMCs	During implementation period	N/A	0	0	0
ESS 8: CULTURAL HERITAGE										
PWP-RCI Jobs Now	Risk of chance findings	Implement chance find procedures	Percentage of Chance finds implemented procedurally	N/A	Foremen CMCs Extension workers	DESC	Pre construction	Stationary	0	0
		Train workforce on the chance finds procedure	Number of workers trained	All	Foremen CMCs Extension workers	DESC	Pre construction	Stationary	0	100,000
ESS10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE										
All subcomponents	Risk of exclusion and inclusion errors	Conduct community validation	Percentage of beneficiaries meeting eligibility criteria	100	Foremen CMCs	DESC	Pre construction	Stationary	0	100,000

	Risk of one Household Participating in Multiple Programmes	Integrate the different programme systems to ensure one participant is at one beneficiary project	Functional integrated beneficiary management system	1	NLGFC	EP&D	Pre construction	Stationary	0	100,000