



FEDERAL REPUBLIC OF NIGERIA

**ENVIRONMENTAL AND SOCIAL
MANAGEMENT FRAMEWORK**

FOR

**A SUSTAINABLE PROCUREMENT,
ENVIRONMENTAL AND SOCIAL
STANDARDS ENHANCEMENT PROJECT
(SPESSE)**

AUGUST 2019

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EXECUTIVE SUMMARY

ES1. Background/ Project description

The Federal Government of Nigeria (FGN) with assistance from the World Bank is implementing the Sustainable Procurement, Environmental and Social Standards Enhancement Project (SPESSE). The project development objective is to develop sustainable capacity in managing procurement, environment and social safeguards in the public sector. SPESSE is conceived on the need to bridge the gap between insufficient supply of quality professionals in the procurement, environmental and social sectors and the lack of academic programs and curriculum in these sectors in the Nigerian education system. The cornerstone of SPESSE implementation is the creation of Centers of Excellence (CE) in Nigerian Universities to deliver a series of capacity building tracks in a sustainable manner in procurement, environmental and social standards. Key stakeholders are involved in the strategic design of the tracks and will be engaged in their implementation.

This capacity development project is strategically and operationally planned in an aligned and coordinated manner across all tiers of government and involve all stakeholders (national and sub-national government, development partners, NGOs, private sector, etc.). The project is linked to a real-time performance and change management program, which will ensure the elevation of capacities in Nigeria with full reliance on technology, including E-learning tools and facilities.

ES 2. Project Components

SPESSE has 2 components:

Component 1: Technical Assistance and Support to Implementing Agencies. This component will provide technical assistance to implementing agencies, including procurement of ICT systems and operational support (through Disbursement-Linked Indicators (DLI)

Component 2: Establishment and Operating the Centers of Excellence. Component 2 will finance the setting-up of the Centers of Excellence (CE) and support their roll-out based on DLI-based payments.

Component 1 is composed of the following sub-components:

- a. Technical Assistance and DLI-based Support to BPP, EA Department and FMWASD
- b. Technical Assistance and DLI-based Support to National Universities Commission (NUC)
- c. Technical Assistance to NUC for the Campaign for Change
- d. Technical Assistance to the Ministry of Finance (MoF)

Component 2 is composed of the following sub-components:

- a. Funding support to the CE to facilitate project startup
- b. DLI-based support to operating CEs

ES3. Objectives of the ESMF

The objective of this project is to enhance sustainable capacity in the management of procurement, environment and social standards in the public and private sectors through established skill learning platforms and technical support. The ESMF is to enhance the quality and sustainability of the

project and ensure that the project follows the World Bank's Safeguards requirements as well as the Federal Government of Nigeria's environmental policy, laws and regulations. More specifically, the objective of the ESMF is to identify the environmental and social impacts and develop guidelines for assessing, monitoring and mitigating any adverse environmental and social impacts, from activities funded under the SPESSE project.

ES.4 Rationale for the Preparation of the ESMF

Activities under the proposed project are expected to have low environmental and social impacts, which can be readily mitigated through an environment and social impacts assessment process. The ESMF is the desirable instrument to be prepared prior to Board appraisal, because the locations and site-specific activities for the rehabilitation works planned to be carried out within the component 2 are not known in detail at this moment. It provides guidelines and procedures to be followed in undertaking site-specific Environmental and Social Management Plans (ESMPs) during project implementation phase.

ES.5. Environmental and Social Risks in the Project Implementation

The environmental impacts identified at this stage are preliminary in nature and will need to be further elaborated in terms of potential (likelihood) for occurrence and severity when the exact locations and sub-projects are known.

Environmental risks

- Poor handling and disposal of debris will cause air pollution and also deface the natural aesthetic
- Use of and movement of heavy-duty trucks transporting materials such as sand or stone to CoE sites may obstruct traffic flow and cause injury.
- Poor handling and disposal of e-waste materials generated from procured ICT systems may cause air pollution and also deface the aesthetic of the CE
- Burning of e-waste and debris as a disposal/management procedure may increase the risk of global warming and climate change

Social Impact

- During project preparation, potential GBV risks were identified and design measures for mitigating these risks have been imbedded into the project. Sexual harassment in institutions, sexual assault and verbal and physical harassment were among the risks identified.
- There may not be equal gender opportunity to entrance and participation in the PES program either as students or as resource persons due to gender sentiment and sexual exploitation. Women and girls may be vulnerable to the process by reason of their gender, thereby deepening marginalization and loss of confidence in SPESSE.
- The project footprint is envisaged to be relatively small and short term. Both skilled and unskilled laborers are expected to be sourced from local and surrounding communities. The likely labor risk may include health and safety of workers during the minor renovation/rehabilitation work at the Centers of Excellence, but also general labor working conditions and the protection of female workers.

- The ICT systems procured with funds from WB may be susceptible to theft

Occupational and public Health Impact and Safety:

- Air pollution from poor waste management may cause intravascular acute respiratory distress syndrome to workers and the public in general.
- Rehabilitation activities could cause occupational hazards and injuries including risk of falling from height.
- Dust particulate emissions and welding works from rehabilitation site may cause health concerns (e.g., respiratory and eye impairment) in workers and the public.

ES 5. Institutional framework, Laws and Regulations/Procedures

Administrative Framework - In Nigeria, the power of regulation of all environmental matters is vested in the Federal Ministry of Environment (FMENV), hitherto, the now defunct Federal Environmental Protection Agency (FEPA) that was set up by the Act of 1988.

Relevant Policies, Regulations & Acts - An outline of some of the relevant regulatory instruments for EIA is given as they relate to the Federal, State and International implications.

Federal Policy/Legislation

- National Policy on Environment, 1989 (revised 1999)
- Workmen Compensation Act 2010
- National Gender Policy 2010
- Environmental Impact Assessment (EIA) ACT 86, CAP E12, LFN 2004
- Land Use Act (1978)
- Other FMENV Regulations

The Federal Ministry of Environment through former FEPA also has the following regulations, policies and guidelines:

- i. National Guidelines and Standards for Environmental Pollution Control in Nigeria
- ii. National Effluent Limitations Regulations S.I. 8, 1991, lists the parameters in industrial effluents and gaseous emissions and their limitations and standards of discharges into the environment
- iii. National Pollution Abatement in Industries and Facilities General Wastes Regulations S.I. 9, 1991 requires every industry to install anti-pollution abatement equipment to treat effluent discharges and gaseous emissions to the standards and limits prescribed in Regulations S.I. 8
- iv. Management of Solid and Hazardous Wastes Regulations S.I.15.

National Environmental Protection Management of Solid and Hazardous Wastes Regulation (S.I 15, 1991) (FMENV)

- Harmful Waste (Special Criminal Provisions, Etc.) Act - CAP H1 L.F.N. 2004

- Regulations Gazetted as supplementary to NESREA Act

State Legislations - In order to protect public health and safety, and to restore and enhance environmental quality, and sustain economic vitality through effective and efficient implementation of environmental programmes, the States have State Ministries/EPA.

Applicable International Legal and Administrative Instruments - Some of the relevant international instruments to which Nigeria is a signatory include:

- United Nations Framework Convention on Climate Change (1992)
- Agenda 21 – United Nations Conference on Environment and Development.

ES6 Relevant Environmental and Social Standards of the World Bank and their Applicability to the Project

- ESS1 Assessment and Management of Environmental and Social Risks and Impacts
- ESS 2: Labour and Working Conditions
- ESS10 Stakeholder Engagement and Information Disclosure

ES.7 The Environmental and Social Management Plan (ESMP) is a detailed plan and schedule of measures consisting of a set of generic mitigation, monitoring and institutional measures to be taken during the implementation and operation of the proposed project to eliminate negative environmental and social impacts, offset them or reduce them to acceptable levels as shown in table ES 1 with a more detailed table shown in chapter six. The Plan is necessary to minimize, mitigate or control any potential negative environmental and social impacts identified under the SPESSE.

Table ES 1: Environmental and Social Management Plan (ESMP)

#	Project Activities	Risk/Impact Discussion	Mitigation Measures	Responsibility	Monitoring Indicators	Cost (NGN)
A 1	Procurement of ICT wares	Air pollution: this will result from bad handling and poor disposal of waste materials generated from procured ICT systems. Aside from defacing existing	The implementing agencies will ensure the preparation of e-waste management plan is in the contractors bidding document to strengthen compliance. Waste and debris, shall be managed and kept in temporary	SPESSE Contractor	Sanitation and Waste Management materials at the CEs and their adequacy (toilets for males separate for females)	

		aesthetics, this can cause intravascular acute respiratory distress syndrome	controlled area and transported in a secure manner for disposal in appropriate disposal facility.			
A 2	Ditto	Risk of vandalization of ICT system equipments	The beneficiary institutions will employ security measures to protect the ICT equipment	SPESSCE	Number of security personnel employed Evidence of any other security measure in place	
B 1	Rehabilitation of the CoE buildings/facilities	Air pollution from poor handling and disposal of debris	As in A1	SPESSCE	Sanitation and Waste Management materials at the CEs and their adequacy (toilets for males separate for	
B 2	Ditto	Movement and use of heavy duty trucks in transporting materials to CoE sites may obstruct traffic flow and may cause sand or stone to fly, which can cause injury.	Movement of trucks conveying materials is not expected to be substantial. However, where sand and other materials will be needed, the truck must be adequately covered to avoid sand/stone fly <ul style="list-style-type: none"> Sites of rehabilitation will be barricaded from public access. 	contractor	Documentation of sighting of trucks with tarpaulin cover Picture of sites barricaded during	

			<ul style="list-style-type: none"> Where necessary, traffic management plan shall be adopted and implemented 		rehabilitation Copy of TMP prepared	
3	Ditto	Noise from use of equipment and machines	<ul style="list-style-type: none"> Avoid working at night during rehabilitation Adopt and implement the steps in B4 below	Contractor		
B 4	Ditto	Risk of fall from heights/scaffold old which may cause injuries and death	<ul style="list-style-type: none"> Use of PPES by workers will be enforced First aid will be provided at site during CE facility rehabilitation OHS plan developed for this ESMF shall be adapted and implemented by each beneficiary facility 	contractor	Number of workers using PPEs Evidence of First Aid box provided at the facility Number of times sensitization on OHS is carried out per week	
B 5	Ditto	Labor influx induced insecurity in the universities and communities	Labor influx shall be reduced as much as possible during construction by using local contractors who have had proven records in carrying out services for the universities/institutions	SPESSCE	% of local people employed Number of insecurity cases reported	
B 6	Ditto	Safety and security of	The construction areas will be	Contractor	Availability and adequacy	

		communities and contractors during construction works	properly secured with signposting, warning signs, barriers and traffic diversions. Signage should inform the public of potential hazards. Provision of safe passages and crossings for pedestrians, along with active traffic management.		of signage and warning signs found at strategic places Availability of muster point in place Record of training on safety carried out	
C 1	Operation, training and management of the PES programme	Potential Labor related GBV/SEA in the Training/course work or in the recruitment of teachers There may also be verbal assaults on women at work places/learning centers or unequal opportunity to entrance admission and participation in the PES as a result of gender or political interference	The project will entrench good practices in recruitment and entrance into SPESSE employment or PES admission. Minimum criteria for recruitment/admission will be disclosed via wider reachable and accessible channel of information. Standards that indicate openness of process shall be followed, monitored and reported to World Bank	SPESSE	Evidence of minimum criteria that shows openness of process and channel for communicating this to all potential beneficiaries	

ES 8. Environmental Screening Process

Screening is the first step towards operationalizing this ESMF. The objective of environmental screening is to identify activities under the sub-projects that have minimal or no environmental or social concerns. The environmental and social screening process characterizes sub-projects and activities that will require thorough environmental review to prevent or mitigate negative environmental impacts, or those which will provide opportunities to enhance positive impacts. Consequently, a key objective of this screening process is to rapidly identify activities under the SPESSE project that have little or no environmental or social issues so that they can move to implementation in accordance with pre-approved standards or codes of practices for environmental and social management. The screening exercise will be carried out prior to initiation of the project preparation activities. This exercise will be used as a tool to identify the severity of impacts of environmental and social issues, and thereby integrate their mitigation measures into the project preparation accordingly. The screening criteria has been included in this ESMF.

ES .9 Summary of Stakeholders Consultations/Concerns

The following is the summary of consultations undertaken with relevant stakeholders visited.

- Women inclusion and opportunity for even participation in the SPESSE project
- Gender based violence, sexual exploitation and harassment against women and girls and how SPESSE project will guide against such in this project
- Labour influx and how to ensure that it is reduced or not pose a threat to women health and participation in SPESSE, either as workers or students
- Child labour occurrences during construction stage and how SPESSE project will avoid or manage this situation in its project
- Waste generation types from the project and how SPESSE will manage wastes including e-wastes from replacement of obsolete computers and ICT systems
- Mandate of MWASD and its capacity to implement its social responsibilities as will be assigned in SPESSE project
- Quality of ESIA/ESMPs submitted for disclosures in World Bank funded projects. The EA department expects World Bank, as the clearing institution, to ensure that reports meet international standards at all times
- The EA department wants to play a more meaningful role in the preparation and monitoring of projects
- The EA department assured of its commitment to participate in projects funded by the Bank to ensure facilitation and application of standards.

ES 10 Specific and Target Capacity Building

This ESMF recognizes the need for specific workshops on the ESMF/ES standards for all key stakeholders while the technical staff (those at the PIUs) will be trained in World Bank safeguards requirements and the agreed requirements and procedures in this ESMF, to routinely support and monitor the project activities. The following additional training topics are proposed:

1. Environmental and Social Screening Process and Checklists
2. Nigerian EIA Procedural Guideline
3. Preparation of simplified ESMP for Project
4. Environmental and Social Clauses in Contractors’ contract and bidding documents
5. Operationalization of Grievance Redress Mechanism
6. GBV and Labour influx management

ES.11: Monitoring Roles and Responsibilities

The monitoring roles and responsibilities would be carried out by the following:

- 1) **INFU Safeguard Unit** shall provide leadership to CE-PIUs in defining monitoring roles, responsibilities, tasks and targets and providing guidance in compliance requirements, while also liaising with the FMEnv, where necessary.
- 2) **CE-PIUs Safeguard Units** shall monitor effectively the activities of the contractors that have been engaged or the SPESSE adherence to the environmental and social clauses and principles for all the activities, which are yet to be identified. The outcome of the monitoring exercise shall thereafter be reported to the relevant agency for necessary action.
- 3) **MoE/EPA** (Federal and State levels) in pursuance of their mandate shall play the lead oversight role in pursuing social and environmental safeguards compliance.
- 4) **SPESSE partner MDAs** (BPP, MWASD, NUC, EA Department) would participate in the monitoring specific components as they relate to their areas of statutory responsibility.
- 5) **University Council and Community** would participate in the monitoring to ensure and verify adequacy of implementation of various measures.
- 6) **CBOs/NGOs** will be useful agents in collection of data that will be vital in monitoring and realigning the project to the path of sustainability; as such, they will play a role in monitoring the framework.
- 7) **World Bank** will continually assess the implementation of the ESMF and other safeguard instruments and offer suggestions regarding additional measures as the need may be, for effectiveness and efficiency.

ES. Table 2: Roles and responsibilities for the implementation of the Framework ESMF

Actors	Roles and Responsibilities
INFU SPESSE Project Implementation Unit (PIU)	<ul style="list-style-type: none"> • Responsible for the day-to-day implementation of the Project including the preparation of annual work plans, environmental and social safeguards coordination,

	<p>Grievance management and coordination, GBV management, progress reports and budgets, documentation, monitoring and evaluation, and ES consultations and information disclosures</p> <ul style="list-style-type: none"> • Discloses ES instruments prepared for the project in coordination with the EA department of the Ministry of Environment • Reports ES progress to the NUC, World Bank
INFU PC	<ul style="list-style-type: none"> • Approves in consultation with the funding Agency the work plan and the associated revisions and any adjustments in budget allocation • Acts as supervisor of the INFU PIU • Ensures that ES commitment clauses including labour and GBV management components are included in the contractors bidding documents and contracts • Approves funds for ES mitigations and monitoring
<p>INFU Safeguards Unit (Environmental Specialist, Social Safeguard Specialist and GBV Specialist)</p>	<ul style="list-style-type: none"> • Liaise with the EA department to ensure adherence and quick disclosure of instruments prepared for the project • Facilitate stakeholder engagements at the national level • Review ToRs and safeguard instruments prepared for the sub-project sites (CEs) • Reviews all ESMP documents prepared by environmental and social consultants and ensure adequacy under the World Bank Safeguard policies • Ensure that the project design and specifications adequately reflect the recommendations of the ESMPs • Co-ordinate application, follow up processing and obtain requisite clearances required for the project, if required • Prepare compliance reports with statutory requirements • Develop, organize and deliver training program for the SPIU staff, contractors and others involved in the project implementation, in collaboration with the INFU PC • Ensure that ES commitment clauses including labour and GBV management components are included in the contractors bidding documents and contracts

	<ul style="list-style-type: none"> • Provide training and guidance on GBV, SEA, child labour and labour influx and labour related cases
CE- PCs	<ul style="list-style-type: none"> • Supervise the entire ES work plan and operation at the Center of Excellence • Ensure that ES commitment clauses including labour and GBV management components are included in the contractors bidding documents and contracts before signing • Ensure stakeholder engagement as and when necessary • Ensure that necessary ES instruments are prepared, disclosed and implemented • Approve funds for ES mitigations, monitoring and operations
CE PIU Safeguards Units (TA Environment, TA Social TA GBV)	<ul style="list-style-type: none"> • Responsible for screening and scoping of ES impacts • Facilitate stakeholder engagements at the project site/CE level • Prepare ToRs and safeguard instruments that meeting World Bank ESS standards • Review all ESMP documents prepared by consultants and ensure adequacy under the World Bank Safeguard policies • Ensure that the project design and specifications adequately reflect the recommendations of the ESMPs • Ensure regular engagements with stakeholders for effective social and environmental standards implementation including handling of grievance matters • Supervise and monitor contractors and contractor staff to ensure adherence to this ESMF • Prepare compliance reports with statutory requirements • Ensure that ES commitment clauses including labour and GBV management components are included in the contractors bidding documents and contracts • Provide training and sensitization to students, contractor staff, teachers and all that are within the SPESSE project funding on GBV, SEA, labour influx and related cases
World Bank	<ul style="list-style-type: none"> • Assesses implementation process

	<ul style="list-style-type: none">• Recommends additional measures for strengthening the management framework and implementation performance• Reviews and clears final draft ESMF/ESMP reports• Discloses ES instruments prepared for the project in the World Bank external website
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ES 12: Estimated Budget to Implement ESMF/ESMP

Estimated Annual Budget to Implement ESMF/ESMP			
1	ESMF Requirements	Considerations	Total Cost per State (N)
A	Training & Capacity Strengthening		
2	Capacity Building for INFU PIU & CE PIU safeguard Unit and for PES stakeholders at various institutions	Training Programs to be held at each CE state	9,000,000.00
	Capacity Strengthening for relevant Stakeholders/MDA's	Venue to be determined	5,000,000.00
B	Mitigation & Management		
1	Preparation of ESMPs in 6 CEs	Preparation and Management of Safeguard Instruments	12,000,000.00
2	Cost of Mitigation measures including PPEs, first aid, etc.	Safeguard Instruments	12,000,000.00
3	GRM		3,000,000.00
4	GBV management		5,000,000.00
C	Environmental & Social Monitoring		
4	Monitoring Compliance with EMP on E&S Issues during pre-operations activities	Assume quarterly monitoring activities over 5 days each quarter per year	5,000,000.00
	Routine field visits for inspections of Safeguards Unit	To cover transport, accommodation and daily allowances	6,000,000.00

	Total Estimated Budget	
Total		N57,000,000.00

ES 13: Disclosure of Safeguard Instruments

Copies of this ESMF, like other safeguard instruments (e.g. ESIA/ESMPs, etc.) that would be prepared for the Nigeria SPESSE and its sub-projects will be made available to the public by the SPESSECE PIU, through the Federal Ministry of Environment. The SPESSE Coordinating office will disclose the ESMF as required by the Nigeria EIA public notice and review procedures as well as the World Bank Disclosure Policy at the World Bank external website. Copies of other safeguards instruments (e.g. ESMFs/ESMPs, Stakeholder Management Plan, etc.) are required to be disclosed in like manner.

CHAPTER ONE: GENERAL INTRODUCTION

1.1 Background

The Federal Government of Nigeria (FGN) with assistance from the World Bank is implementing the Sustainable Procurement, Environmental and Social Standards Enhancement Project (SPESSE). The credit associated to the project is 80 million USD. The project development objective is to develop sustainable capacity in managing procurement, environment and social safeguards in the public sector. SPESSE is conceived on the dire need to bridge the gap between insufficient supply of quality professionals in the procurement, environmental and social sectors and the lack of academic programs and curriculum in these areas in the Nigerian education system. The SPESSE PAD aptly identified lack of adequate procurement capacity in Nigeria caused by absence of a capacity development strategy. This has direct impacts on the economy in general and the implementation of government and donor budgets in particular. On the other hand, it is believed that Nigeria has acceptable legal and institutional frameworks to ensure compliance on environmental issues but lacks institutional coordination and regulation on the emerging social protection issues such as gender based violence, sexual exploitation and abuse, labour, protection of vulnerable groups, social inclusion, community health and safety, and land acquisition and resettlement.

The cornerstone of SPESSE implementation is the creation of Centers of Excellence (CoE) in Nigerian Universities to deliver a number of capacity building tracks in a sustainable manner in procurement, environmental and social standards. To accompany such an initiative, key stakeholders are involved in the strategic design of tracks and will be effectively engaged in their implementation and monitoring. This capacity development project is strategically and operationally planned in an aligned and coordinated manner across all tiers of government and involves all stakeholders (national and sub-national government, development partners, NGO's, private sector, etc.). The project is linked to a real-time performance and change management program, which will ensure the elevation of capacities in Nigeria with full reliance on technology, including E-learning tools and facilities.

Potential beneficiaries include practitioners and students, youth, females and skilled-disadvantaged job seekers. Others are employers of labour who will benefit from the pool of abundant and quality supply of procurement, environmental and social (PES) professionals.

1.2 Objectives of the ESMF

The objective of this project is to enhance sustainable capacity in the management of procurement, environment and social standards in the public and private sectors through established skill learning platforms and technical support. The ESMF is to enhance the quality and sustainability of the project and ensure that the project follows the World Bank's Safeguards requirements as well as the Federal Government of Nigeria's environmental policy, laws and regulations. More specifically, the objective of the ESMF is to identify the environmental and social impacts and develop guidelines for assessing, monitoring and mitigating any adverse environmental and social impacts, from activities funded under the SPESSE project.

1.3 Rationale for preparation of ESMF

The proposed project activities are expected to have low environmental and social impacts, which can be readily mitigated through an environment and social impacts assessment process. The ESMF

is the desirable instrument to be prepared prior to Board appraisal, because locations and site-specific activities of the rehabilitation works planned to be carried out within the component 2 are not known in detail at this moment. The ESMF provides guidelines and procedures to be followed in undertaking site specific Environmental and Social Management Plans (ESMPs) during project implementation phase. The ESMPs will be prepared, stakeholders will be consulted, and the documents will be made available to beneficiary agencies prior to commencement of detailed planning and physical works, consistent with ESS1 Assessment and Management of Environmental and Social Risks and Impacts and supervision requirements for the physical, chemical and biological environment, health and safety of construction workers and safety and security of neighboring communities are built into the ESMF.

Consequently, this ESMF establishes a unified process for addressing all environmental and social standard issues throughout the different sub-project implementation at project effectiveness. The effective implementation of this ESMF will ensure that both substantive concerns of the required World Bank Environmental and Social Framework and national environmental laws are satisfactorily addressed.

1.4 Scope of Work

The preparation of this ESMF involves the consideration of relevant World Bank Environmental and Social standards proportionate to their risk level in the project. Specifically, the ESMF will at a minimum, mainstream 4 applicable ESSs including ESS1 (Assessment and Management of Environmental and Social Risk and Impact), ESS2 (Labour and Working Conditions), ESS4 (Community Health and Safety), and ESS10 (Stakeholder Engagement and Information Disclosure). In doing this, this ESMF will involve stakeholder consultation, participation and information sharing. It will entail the review of relevant documents of the World Bank on Sustainable Environmental and Social standards and national laws and regulations pertinent to the project. Consultations will be carried on other ESMFs prepared using the current WB ESF.

Other E&S standard documents that will be prepared and disclosed along with this ESMF are: (1) Labour Influx Management Plan; (2) Stakeholder Engagement Plan; and (3) Environmental & Social Communication Plan. These documents shall be prepared and disclosed locally in line with national extant laws and disclosure procedures, and at World Bank website before project implementation.

1.5 Approach to the Study

The preparation of this ESMF was based on the ToRs and involved the following tasks:

1.5.1 Review of Literature

Existing literature was the primary source for describing institutional, policy and legal frameworks. From the literature, all possible envisaged environmental and social impacts at generic level were listed and evaluated based on industry and international standards, policy and legal requirements. Secondary sources of information were obtained through a review of available documents obtained from World Bank and stakeholder institutions in country, as well as consultations held with key stakeholders across the Country.

1.5.2 Analysis of Baseline Environmental and Social Data

The ESMF recognizes the existence of available environmental and baseline information. This data was compiled with the purpose of describing and evaluating the current environmental and social status of targeted beneficiaries, groups and institutions affected or expected to play a role in this project. The baseline information included environmental and social information relevant to all project components, drawing on existing information from similar Bank projects in Nigeria. The baseline data was drawn from:

- Physical environment: The information collected included geology, topography, soils, climate and ecosystem and hydrology.
- Biological environment: Data on flora, fauna, endemic and endangered species, critical/sensitive habitats, including protected areas and reserves was collected.
- Social: Labour participation and legislations, gender concerns and contemporary issues such as GBV/SEA. Population, GDP, inflation, income and employment data were consulted.

1.5.3 Consultations and Stakeholder Workshop Discussions

Consultations were held with project partners and implementing institutions including National Universities Commission (NUC), Federal Ministry of Women Affairs and Social Development, Federal and State Ministries of Environment, Federal Ministry of Health, Nigerian Communication Commission (NCC), Nigerian Labour Union (NLC), Federal Ministry of Finance, Bureau of Public Procurement (BPP) and some Universities. This report will be updated and disclosed in line with the disclosure policy stated in this ESMF in the event that new information and consultation outcomes are considered significant to alter or modify any part of this report.

1.6 Analysis of ESS and Regulations

Environmental and social risks and impacts related to the proposed SPESSE project will be managed as per the requirements of the World Bank Environmental and Social Standards and the applicable environmental regulations in Nigeria. The relevance of the ESS on this project's planning and implementation of the components and associated sub-projects countrywide was assessed. The ESS also requires compliance to all relevant local, national and international policies and legal requirements. The relevant national policies and legislation have been reviewed and presented in Chapter four. In Nigeria, the power of regulation of all environmental matters is vested in the Federal Ministry of Environment (FMENV), hitherto, the now defunct Federal Environmental Protection Agency (FEPA) that was set up by the Act of 1988.

1.7 Identification of potential Environmental & Social Impacts and Mitigation Measures

The potential impacts were identified through initial generic screening of the anticipated changes that could result in light of the socio-environmental conditions (project-environment interactions).

The screening tools provide the necessary information to appropriately scope EA studies including as may be necessary, environmental social and other due diligence investigations.

Mitigation measures have been presented and accepted to either eliminate or minimize adverse environmental and social impacts of specific actions, projects or programs while also enhancing

positive effects. The approach to mitigation has been to primarily engage the preventive principles of anticipated impacts based on well-known negative outcomes of project-environment interactions.

CHAPTER TWO: PROJECT DESCRIPTION

2.0 Description

The proposed project is to develop and implement curricula for procurement and E&S standards in Nigeria by offering professionalization and academic tracks in a custom-made, fit-for-purpose and sustainable manner through Centers of Excellence established in Nigerian Federal Universities similar to the ACE programs. While ACEs focus on regional collaboration within Sub-Saharan Africa, this project will focus on collaboration with Nigerian public, private, academic and sector partners.

This project will address all the identified capacity gaps through a strategic program that maps out the requirements, identifies the training/academic institutions, prepares appropriate curricula, carries out the capacity building programs, and establishes the necessary monitoring and evaluation mechanism to ensure impact and sustainability. Most importantly, this project lays the foundation for the successful implementation of the SPESSE project as it will produce a more effective and competent workforce and will promote the adoption of the World Bank Environmental and Social Framework (ESF).

2.1 Project Components:

SPESSE has 2 components:

Component 1: Technical Assistance and Support to Implementing Agencies. This component will provide technical assistance to implementing agencies, including procurement of ICT systems and operational support (through direct link indicators (DLIs)).

Component 2: Establishment and operating the Centers of Excellence (SPESSE). Component 2 is dedicated to financing the setting-up of the Centers of Excellence (CE) and supporting their roll-out based on DLI-based payments.

Component 1 is composed of the following sub-components:

- e. Technical Assistance and DLI-based Support to BPP, EA Department and FMWASD
- f. Technical Assistance and DLI-based Support to National Universities Commission (NUC)
- g. Technical Assistance to NUC for the Campaign for Change
- h. Technical Assistance to the Ministry of Finance (MoF)

Component 2 is composed of the following sub-components:

- i. Funding support to the CE to facilitate project startup
- j. DLI-based support to operating the CEs

2.2 Target Project Beneficiaries

The project will benefit the following categories of people and groups:

At the outcome level, the project will benefit:

- a. a large set of practitioners and students including job-seekers, youth, females, disadvantaged people, etc. as they will have the opportunity to access high quality PES education to be able to competitively join the market and be employed by public, private, international or civil society organizations whether locally, regionally or internationally;

- b. employers of all types and sectors as they will have an abundant and quality supply of PES professionals to transform the way PES is practiced and increase the competitiveness, compliance and performance of such employers; and
- c. the Nigerian society as a whole as good governance in PES is fostered, service delivery is enhanced, corruption and mismanagement are reduced, social justice is strengthened, and environmental protection is promoted.

At the output level, the project will benefit:

- a. central agencies entrusted with PES regulation, management, modernization, etc. (BPP, EA Department and FMWASD) in augmenting their strategic capacity building functions as well as those of NUC in managing and regulating the higher education sector in Nigeria; and
- b. the created SPESSEs- as direct beneficiaries of funding and support- as they build their CEs, operate it and sustain it beyond project completion.
- c. Faculty and staff of the CEs are also beneficiaries of this project as they advance in PES education and research.

2.3 Monitoring and Result Chain for SPESSE

To ensure that SPESSE is well implemented along its targeted result tracks, monitoring of measurable indicators is required. These indicators are discussed in the PAD and emphasized in this ESMF as presented in Table 2.1 below:

Table 2.1: Results Chain: from Activities to Impact

Key Activities	Intermediate Results (Output)	Measurable Results (Outcome) / PDO	Impact (Strategic benefits)¹
Technical Assistance to Central Agencies	Curricula on Procurement, Environmental and Social Standards developed and launched by the NUC, based on international standards (disaggregated by: (i) PES field; and (ii) Track)	Percent of central agencies using online platforms to develop capacities to inform and manage PES activities	Enhanced service delivery; reduced corruption and mismanagement; enhanced social justice; protected environment
PES Certification Schemes and Systems	Number of persons certified in PES programs (disaggregated by: (i) public/private /unemployed; (ii) male/female)	Proportion of PES-certified persons employed (disaggregated by: (i) public/private; (ii) new/existing staff; and (iii) male/female)	Percentage change in number of public sector PES activities complying with laws and regulations
Offering of the various PES Tracks	Number of participants successfully completing PES Tracks (disaggregated by: (i) PES field; (ii) Track; (iii) public/private/unemployed; (iv) male/female) Percentage of on-line Certificates, diplomas and degree courses offered by the SPESSCEs	Number of accredited degree programs meeting best practices in PES launched by SPESSCE (disaggregated by: (i) procurement; (ii) environmental; and (iii) social)	PES Diplomas and degrees are rolled out by other academic institutions in Nigeria PES education is accessible across the nation without any geographic or technology barriers Increased level of competence among PES practitioners
Industrial Partnerships	Number of industrial partnerships established with key sectors Number of interns participating in PES-related programs (private and public)	Proportion of PES-certified persons employed (disaggregated by: (i) public/private; (ii) new/existing staff; and (iii) male/female)	Professionals joining industry enhance compliance with PES laws and regulations and industry becomes more competitive regionally and internationally Nigerian educational curriculum advances towards more fit-for-purpose and industrially-oriented

			directions
Academic Partnerships	Number of international academic partnerships established; and	Percent of students who complete exchange programs and receive certifications	Higher education in Nigeria obtains international reputation in PES and attracts students from all over the world

CHAPTER THREE: BASELINE DESCRIPTION OF THE NIGERIAN ENVIRONMENT

3.1 The Bio-Physical Environment

The Federal Republic of Nigeria is located on the west coast of Africa and is bounded on the west by Benin Republic (with a boundary of about 773 km), on the north by Niger (with a boundary of 1,497 km), on the east by Chad and Cameroon (with a combined boundary of 1,777 km) and on the south by the Gulf of Guinea (853 km of coastline). Nigeria lies around latitude 10° 00'N and Longitude 8° 00'E and has a total area of 923,768 km².



Map of Nigeria showing the 36 states and FCT (Source: Nations Online Project)

It consists of four major natural zones: a 60-km wide coastal band in the south indented by lagoons and by the immense Niger River Delta; a stretch of high forest-covered mountains (Shebshi Mountains) rising to heights of about 2,042 m above sea level in the west; the Jos Plateau (1,200 m) in the centre; the Highlands along the eastern border, south of the Benue River; and the plain of Sokoto and the Lake Chad Basin in the north, which forms part of the Sahel region, and is semi desert.

The River Niger traverses the country from the northwest, meets the River Benue at Lokoja in the central part of the country before draining into the Atlantic in a deltaic fashion. Nigeria is divided into three main climatic regions: The tropical rain forest region covering the southern part of the country with an annual rainfall of around 2,000 mm (80 inches), the near desert region covering the far north of the country with an annual rainfall around 500 mm (20 inches) and the savannah region with annual rains around 1,000 mm (40 inches) and covering the central portion of the country.

Soil

Nigeria has a wide diversity of soils under different ecological conditions and with different levels of fertility. The different soils are a function of prevailing climatic condition, vegetative cover, and topography of the area among others. Nigerian soils can be classified into groups made up of four (climatic) zones. The groups are: Northern zone of sandy soils, Interior zone of laterite soils, Southern belt of forest soils, Alluvial soils Zones.

Vegetation

There are four major vegetation types in Nigeria, namely: Savannah, Forest and Montane. The savannah vegetation stretches from the central parts of Nigeria to the extreme northern parts. It is divided into marginal –Sahel–(in the northeastern borders), short grass –Sudan–savannah (stretching from upper western borders to the northwestern borders) and woodland and tall grass –Guinea–savannah (lying below the short grass savannah and covering the central states and parts of the eastern region of the country).The tropical forest vegetation covers the remaining southern portion of the country and is divided into three types: rain forest (with tall trees), fresh water swamp.

Topography:

Nigeria is a large country, 1,045 km long and 1,126 km wide. It has several important rivers, notably the river Niger and its main tributary, the river Benue, both of which are navigable. The Niger forms a delta some 100 km wide, running into the sea west of Port Harcourt. In the north-east, rivers drain into Lake Chad. The coastal region is low-lying, with lagoons, sandy beaches and mangrove swamps. Inland, the country rises to the central Jos Plateau at 1,800 metres. The Adamawa Massif, bordering Cameroon, rises to 2,042 metres at Dimlang (Vogel Peak).

Wildlife:

The Yankari National Park is an important stopover for migrating birds (some 600 species call there), and has an elephant population. The Okomo Sanctuary is home to the endangered white-throated monkey. On the grasslands of the savannah are camels, antelopes, hyenas and giraffes. An area of 30,100 sq km is protected, or 3.3 per cent of the land area. In the country as a whole 26 mammal species and 15 bird species are thought to be endangered.

3.2 Social and Demographic Description of Nigeria

As at 2015, Nigeria's population was projected at 183 million people, of which, 90,989,254 are females and 92,387,474 are males (NPopC, 2010). This has grown to 190,632,261 in 2018 (*Source: World Bank fact book*). Detail on the social and demographic data of Nigeria is summarized in the Table below:

Table 3.1: Social and demographic data of Nigeria

Population <i>(Source: World Bank fact book)</i>	190,632,261	Male: 49.55% Female: 50.45%
Population growth rate <i>(Source: World Bank fact book)</i>	2.43% (2017 est.)	
Religions <i>Source (NBS)</i>	Muslim 50%, Christian 40%, indigenous beliefs 10%	
Languages <i>Source (NBS)</i>	English (official), Hausa, Yoruba, Igbo, Fulani, over 500 additional indigenous languages	

Unemployment (Source: NBS)	Total unemployment: 23.1% (3Q 2018)	
	Youth Unemployment (18-34 years): 41%	
	Unemployment growth rate: 6.24% in 2016 and 6.01% in 2017	
Population in poverty (<\$1.96 per day)	197,686,877 or 46.5% of total population	
Child labour (children under ages 5-14) (Source: World Bank fact book)	Total number: 11,396,823 percentage: 29% (2007 est.)	
HIV/AIDs adult prevailing rate (Source: World Bank fact book)	2.9% (2016 est.)	
Drinking Water (Source: World Bank fact book)	Improved Source: urban: 80.8% of population rural: 57.3% of population total: 68.5% of population	Unimproved Source: urban: 19.2% of population rural: 42.7% of population total: 31.5% of population (2015 est.)
GBV case profile (Source: UN High Commission Report, 2018)	109 SGBV perpetrators arrested	58 perpetrators convicted
	1,600 survivor and at risk reported between 2016 to 2018	156 survivors accessed case management services and 226 benefited from legal assistance through UNHCR's Access to Justice project

CHAPTER FOUR: NATIONAL AND WORLD BANK REGULATORY FRAMEWORK APPLICABLE TO SPESSE PROJECT

4.1 Introduction

The implementation of the Sustainable Procurement Environmental and Social Standard Enhancement Project (SPESSE) will be guided by applicable Federal and State policies and regulatory framework on environment and social safety, and the World Bank Environmental and Social Standards.

4.2 Administrative Structures

4.2.1 Federal Ministry of Environment

In Nigeria, the power of regulation of all environmental matters is vested on the Federal Ministry of Environment (FMENV), mandated to coordinate environmental protection and natural resources conservation for sustainable development in Nigeria. The Environmental Assessment (EA) Department of the Ministry is charged with the responsibility of ensuring that all development projects are carried out in compliance with relevant environmental laws and regulations in order to ensure environmental sustainability. The ministry is faced with a number of challenges ranging from shortage of manpower to shortage of funding, lack of training for staff and inter-agency overlapping functions. Also, the existing EIA Act is weak in social impact assessment.

4.2.2 State Legislations

In Nigeria, the State Ministries of Environment and Environmental Protection Agencies are created to back up the mandates of the Federal Ministry of Environment at the State levels towards the objective of protecting public health and safety, and to restore and enhance environmental quality and efficient implementation of environmental programmes. Therefore, the State Ministries of Environment/*EPA* give direction to all issues concerning the environment, monitor and control pollution and the disposal of solid, gaseous and liquid wastes generated by various facilities in the States.

Some of their functions include:

- (i) Liaising with the Federal Ministry of Environment, FMENV to achieve a healthy or better management of the environment via development of National Policy on Environment;
- (ii) Co-operating with FMENV and other National Directorates/Agencies in the performance of environmental functions including environmental education/awareness to the citizenry;
- (iii) Responsible for monitoring waste management standards,
- (iv) Responsible for general environmental matters in the State; and
- (v) Monitoring the implementation of EIA studies and other environmental studies for all development projects in the State.

Generally, State laws on environment are still in the evolving stages. Specifically, for EA, the States rely on the Federal Government (the EIA Act 86).

4.2.3 Federal Ministry of Women Affairs and Social Development (FMWASD)

The FMWASD was established by Decree No 30 of 1989. The broad mandate of the Ministry is to advise the government on gender and children issues and issues affecting persons with disabilities and the elderly. The Ministry also initiates policy guidelines and leads the process of ensuring gender equality and mainstreaming at both the national and international levels. Unlike the laws establishing the Federal Ministry of Environment and NESREA, the Decree No 30 of 1989 that established FMWASD left the Ministry with no enforcement powers over the issues it is meant to oversee or advise the government on. As a result, the FMWASD is not adequately equipped to punish perpetrators. Also, the ministry lacks the capacity and resource to function as the main regulatory agency for social affairs/safeguards.

4.2.4 National Environmental Standards and Regulations Enforcement Agency

The National Environmental Standards and Regulations Enforcement Agency (NESREA) was established by NESREA Act No 25 of 2007 as a parastatal of the FMEnv. NESREA is charged with the responsibility of enforcing all environmental laws, guidelines, policies, standards and regulations in Nigeria. The Agency also has the responsibility of enforcing compliance with provisions of international agreements, protocols, conventions and treaties on the environment to which Nigeria is signatory. Overall, NESREA has been effective in the discharge of its mandate. It has also amended its established Act of 2007 for a new NESREA Act 2018 to deal with limiting gaps and enable effective operations. However, NESREA's compliance in monitoring operations is being stifled by poor funding and staff welfare disincentive which often lead to corrupt practices and docility in the discharge of their mandate.

4.3 Regulatory Framework

4.3.1 National Legal and Policy Framework

The provisions of existing national policies, laws and regulations relevant to the project activities under SPESSE are summarized in the matrix below:

S/N	Regulations	Year	Provisions
1	EIA Act No 86 of 1992 (as amended by EIA Act CAP E12 LFN 2004)	1992	The Act makes EIA mandatory for all major development projects likely to have adverse impacts on the environment and gives specific powers to FMEnv to facilitate environmental assessment of projects in Nigeria.
2	National Environmental Protection (Management of Solid and Hazardous Wastes) Regulations.	1991	Regulates the collections, treatment and disposal of solid and hazardous wastes from municipal and industrial sources.

S/N	Regulations	Year	Provisions
3	Harmful Wastes (Special Criminal Provisions etc) Decree No. 42	1988	Provides the legal framework for the effective control of the disposal of toxic and hazardous waste into any environment within the confines of Nigeria.
4	NESREA Act No. 25, 2007		The NESREA Act No. 25 of 30 th July 2007 amended in 2018 established NESREA and empowers her with the responsibility of enforcing all environmental laws, guidelines, policies, standards and regulations in Nigeria. The Act spells out the functions, powers, structure, staffing of the Agency as well as financial and other miscellaneous provisions.
5	National Environmental (Sanitation and Wastes Control) Regulations	2009	The purpose of the Regulation is the adoption of sustainable and environment friendly practices in environmental sanitation and waste management to minimize pollution. The instrument, among others, makes provisions for the control of solid wastes, hazardous wastes and effluent discharges. In addition, it spells out roles and responsibilities of State and Local Government Authorities.
6	National Policy on the Environment	1989	The policy identifies key sectors requiring integration of environmental concerns and sustainability with development and presents their specific guidelines.
7	National Air Quality Standard Decree No. 59	1991	The World Health Organization (WHO) air quality standards were adopted by the then Federal Ministry of Environment (FMEnv) in 1991 as the national standards. These standards define the levels of air pollutants that should not be exceeded in order to protect public health.
8	National Environmental (Air Quality Control) Regulations (S.I No. 64)	2014	The purpose of these regulations is to provide for improved control of the nation's air quality to such extent that would enhance the protection of flora and fauna, human health, and other resources affected by air quality deteriorations.
9	National Environmental (Noise Standards and Control) Regulations	2009	The objective of the Regulations is to ensure maintenance of a healthy environment for all people in Nigeria, the tranquility of their surroundings and their psychological wellbeing by regulating noise levels. The instrument prescribes maximum permissible noise levels of a facility or activity to which a

S/N	Regulations	Year	Provisions
			person may be exposed and provides for the control of noise mitigating measures for the reduction of noise.
10	Employee Compensation Act	2010	The Act provides compensation to employees who suffer from occupational diseases or sustain injuries arising from accidents at workplace or in the course of employment. Payment of compensation (to the worker or to his dependents in case of death) by the employer is rooted in the accepted principle that the employer has a duty of care to protect the health, welfare and safety of workers in the workplace.
11	National Gender Policy	2006	<p>Nigeria put together the National Gender Policy in 2006. Its overall goal is to promote the welfare and rights of Nigerian women and children in all aspects of life: political, social and economic. The policy seeks to plan, coordinate, implement, monitor and evaluate the development of women in the country. In concrete terms, the National Gender Policy in Nigeria focuses on:</p> <ul style="list-style-type: none"> • Contribution towards women’s empowerment and the eradication of unequal gender power relations in the workplace and economy, in trade unions and in broader society • Encouragement of the participation, support and co-operation of men in taking shared responsibility for the elimination of sexism and redefining of oppressive gender roles • Increase the participation of women in leadership and decision-making • Ensure that through labour legislation and collective bargaining, the particular circumstances of women are considered and that measures are promoted to eliminate discrimination on the basis of gender • Ensure that there is a gender perspective in all sectors of development.
12	The Convention on the Elimination of All Forms of	1984	Discourages the discrimination against women by any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the

S/N	Regulations	Year	Provisions
	Discrimination against Women (CEDAW)		recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

4.3.2 Relevant Environmental and Social Standards of the World Bank and their Applicability to the Project

World Bank has 10 Environmental standards for addressing risks associated with projects under its funding. Where country laws and regulations are inadequate or weak, the ESSs are provided to strengthen the policy gaps for environmental and social sustainability and risk management of World Bank funded projects. The outcome for the screening of the SPESSE project reveals that it is a low risk project, because it is to be implemented on existing facilities and does not envisage new construction activities. Only minor rehabilitation work is anticipated while the bulk of safeguard risks is within the social context. Specifically, four ESSs are relevant under this project as described below:

ESS1: Assessment and Management of Environmental and Social Risks and Impacts

SPESSE will rehabilitate the existing established Centers of Excellence in selected Universities. The environmental and social impacts of the project are expected to be positive and enhance quantity, quality and relevance of PES skills development in Nigeria. However, environmental concerns including but not limited to waste generation, debris from rehabilitation activities and occupational health and safety of workers are likely to occur. This will be generally on low scale; therefore, an Environmental and Social Management Plan (ESMP) will be prepared, consulted upon for each eligible investment, reviewed and disclosed prior to project implementation at site level. Meanwhile, the ESMF is required to be prepared before Board approval at this stage since the project locations and direct activities are yet to be determined.

ESS2: Labor and Working Conditions

This ESMF recognizes that the PIUs, at minimum, will include direct workers, and will need to meet requirements for terms and conditions of employment: non-discrimination and equal opportunity; worker's organizations; child labor; forced labor; a grievance mechanism; and occupational health and safety plans. A labor management procedures (LMP) which cover the PIU staff and counterpart workers has been prepared consistent with World Bank standards and the Nigerian Labor Act 2010. The same has been included in the ESMF. Other full-time or part-time workers involved with the project will remain subject to the terms and conditions of their existing public sector employment or agreement, unless there has been an effective legal transfer of their employment or engagement in the project. This amongst other things limits the risk associated with influx of labor. Also, the project will include an Occupational Health and Safety (OHS) plans and a grievance mechanism for labor disputes.

ESS4: Community Health and Safety

No major civil works are anticipated that will pose a risk to the health and safety of communities. Activities will be localized as rehabilitation works will be undertaken on already existing Centers of Excellence. However, communities may be affected by exposure to hazardous waste generated from rehabilitation works. It is also not inconceivable that there may be issues of GBV and potential sexual and workplace harassment and injuries. Therefore, the project will include a specific project-related GBV/SEA risk assessment and mitigation plan.

ESS10: Stakeholder Engagement and Information Disclosure

Stakeholder consultations have been the nucleus of the SPESSE and ESMF preparation in particular. This includes consultations with various relevant government ministries, departments and agencies as well as universities and NGOs expected to form partnership in this project. Regular consultations and feedback will be in place throughout the life cycle of the project. To promote stakeholder participation in the project cycle, a draft SEP has been prepared outlining the process of consultations and disclosure of relevant project information that will be shared with key actors during project preparation and implementation. The draft SEP will be disclosed prior to Board approval.

CHAPTER FIVE: PROJECT ENVIRONMENTAL AND SOCIAL RISKS AND MITIGATION MEASURES

5.1 Introduction

The essence of this chapter is to consider the activities of the 2 project components with a view to identify their associated or potential impacts, particularly adverse impacts which need to be mitigated. Therefore, a simple process of discussion of project components activities is followed while measures for mitigation of impacts were thereafter tailored to addressing each specific significant impact identified.

5.2 Discussion of Project Components and Identification of Impacts

5.2.1 Component 1 Activities and Impacts

Technical assistance and support to implementing agencies is likely to support the procurement of computers, IT wares and multi-media gadgets including cables and installation kits.

Positive Impacts:

- The procurement of ICT wares will boost PES program and enhance the virtual platforms of learning that provides flexibility and improved opportunity to PES students and participants
- ICT system will strengthen the monitoring and compliance responsibilities of the SPESSE implementing agencies in environmental and social safeguards especially, EA department of Ministry of Environment, Ministry of Women Affairs and Social Development and NUC, thereby achieving greater results in environmental and social standards compliance.

Environmental impacts:

- Poor handling and disposal of waste materials generated from procured ICT systems may cause air pollution and also deface the aesthetic of the CE.

Occupational and public Health Impact and Safety:

- Air pollution from poor waste management may cause intravascular acute respiratory distress syndrome to workers and the public in general.

Social Impact:

- The ICT systems procured with funding from WB may be susceptible to theft

5.2.2 Component 2 Activities and Impacts

Setting up of the CoEs will require the rehabilitation of the existing buildings. It may not be inconceivable to anticipate wall repairs, removal and reinstatement of roofs, ceilings and painting works which entail use of scaffolds and climbing of heights. The rehabilitation works may also require the construction of toilet and sanitation facilities and other ancillaries.

Positive Impacts:

- Establishment of CoE for PES will provide job opportunities, income and improve welfare to more Nigerians;
- Increase and improvement of the supply market for PES professionals;
- Enhancement of efficiency and effectiveness in public sector procurement, environmental and social standards and compliance. This may lead to reduction in corruption and minimization of loss of government and donor agencies support funds.

Environmental Impacts

- Poor handling and disposal of debris will cause air pollution and also deface the natural aesthetic
- Use and movement of heavy-duty trucks in transporting materials to CoE sites may obstruct traffic flow and may cause sand or stone to fly during truck movement, which may cause injury
- Poor management and disposal of potential e-waste generated from replacement of obsolete computers and other ICT wares could be hazardous and a source of pollution to the environment
- Burning of e-waste could also exacerbate global warming and climate change.

Occupational and Public Health Impact and Safety:

- Rehabilitation activities could cause occupational hazards and injuries including risk of falling from height
- Dust particulate emissions and welding works from rehabilitation site may cause respiratory and eye impairment health concerns in workers and the public
- Movement of trucks carrying sand and materials may also cause risk of accident, injury and death
- The chances of students and contractor workers having unprotected sex may not be ruled out. This may cause or exacerbate the risk of HIV/AIDs and other STDs.

Social Impact:

- Rehabilitation work at the CoEs will involve the influx of workers/labour into the universities, thereby creating both security concerns and GBV/SEA and HIV/Aids concerns. This is considered a high risk concern because the students will be exposed to the contractor workers and may be exploited and abused sexually.
- There may not be equal gender opportunity to entrance and participation in the PES program either as students or as resource persons due to gender sentiment and sexual exploitation. Women and girls may be vulnerable to the process by reason of their gender, thereby deepening marginalization and loss of confidence in SPESSE.

5.3 Mitigation Measures

The objective of the ESMF is to provide a framework for preventing and mitigating the potential negative impacts associated with SPESSE. This includes measures that can reduce

these negative environmental and social impacts associated with activities under sub-project (e.g. rehabilitation or construction works, etc.).

The potential environmental and social impacts of the projects and their mitigation measures are indicated in the Table 5.1 below.

Table 5.1: Mitigation Measures

#	Project Activities	Risk/Impact Discussion	Mitigation Measures	Responsibility
A1	Procurement of ICT wares	Air pollution: this will result from bad handling and poor disposal of e-waste and debris materials generated from procured ICT systems. Burning of wastes can increase global warming/climate change and health disorder such as intravascular acute respiratory distress syndrome	The implementing agencies will ensure the preparation of a waste management plan in the contractors bidding document to strengthen compliance. ESMPs to be prepared by the CoEs shall include an annex on Waste management plan which shall be adhered to for project related waste management.	PIUs Contractor
A2	Ditto	Risk of vandalization of ICT system equipment	The beneficiary institutions will Employ security measures to protect the ICT equipment	PIU
B1	Rehabilitation of the CE buildings/facilities	Air pollution from poor handling and disposal of debris	As in A1	PIU
B2	Ditto	Movement and use of heavy-duty trucks in transporting materials to CE sites may obstruct traffic flow and may cause sand or stone fly which is can cause injury.	Movement of trucks conveying materials is not expected to be substantial. However, where sands and other materials will be needed, the truck must be adequately covered to avoid sand/stone fly <ul style="list-style-type: none"> • Sites of rehabilitation will be barricaded from public access. • Where necessary, traffic management plan shall be adopted and implemented 	contractor
B3	Ditto	Noise nuisance from use of equipment and noise prone machines	<ul style="list-style-type: none"> • Avoid working at night during rehabilitation • Adopt and implement the steps in B4 below 	Contractor
B4	Ditto	Risk of fall from heights/scaffold which may cause injuries and death	<ul style="list-style-type: none"> • Use PPES by workers will be enforced • First aid will be provided at site during CE facility rehabilitation • OHS plan developed for this ESMF shall be adapted and implemented by each beneficiary facility 	contractor

B5	Ditto	Labor influx induced insecurity in the universities and communities	Labor influx shall be reduced as much as possible during construction by using local contractors who have had proven records in carrying out services for the universities/institutions	PIUs
B6	Ditto	Safety and security of communities and contractors during construction works	The construction areas will be properly secured with signposting, warning signs, barriers and traffic diversions. Signage should inform the public of potential hazards. Provision of safe passages and crossings for pedestrians, along with active traffic management.	Contractor
C1	Operation, training and management of the PES programme	<p>Potential Labor related GBV/SEA in the Training/course work or in the recruitment of teachers</p> <p>There may also be verbal assaults on women at work place/learning centers or unequal opportunity to entrance admission and participation in the PES as a result of gender or political interference</p>	The project will entrench good practices in recruitment and entrance into SPESSE employment or PES admission. Minimum criteria for recruitment/admission will be disclosed via wider reached and accessible channel of information. Standards that indicate openness of process shall be followed, monitored and reported to World Bank	PIUs

CHAPTER SIX: ENVIRONMENTAL AND SOCIAL MONITORING OF SPESSE ESMF

6.1 Introduction:

Environmental and Social monitoring is a crucial component of the ESMF and shall also continue during project implementation of the ESMPs at the site level. This systematic monitoring will comprise both effects and compliance monitoring of the implementation of the SPESSE sub-projects throughout the entire life cycle and shall oversee the effectiveness of impact mitigation measures, including the extent to which mitigation measures are successfully implemented. Particularly, monitoring shall be carried out to achieve the following objectives:

- i. Improve environmental and social management practices;
- ii. Check the efficiency and quality of the ESMP processes;
- iii. Establish the scientific reliability and credibility of the ESMP for the project;
- iv. Help to correct deviations from mitigation measures or unanticipated changes; and
- v. Provide the opportunity to report the results on safeguards and impacts and proposed mitigation measures implementation.

6.2 SPESSE ESMF Monitoring Indicators

Monitoring indicators are a very important part of the monitoring plan. The indicators should be:

- (i) Specific to avoid ambiguity of items being measured;
- (ii) Measurable to facilitate quantification; and
- (iii) Quantifiable to be easily translated into units of measurement and to facilitate verification.

The table below highlights the various monitoring indicators for the proposed ESMF/ESMP activities of the SPESSE.

Table 6.1: Monitoring Indicators

Anticipated Activities	Monitoring Indicators
<ul style="list-style-type: none"> • ICT system procurement and installation • Grievance uptake facilities • First Aid Box and PPEs • Public Toilets • Auxiliary support infrastructure (i.e. waste collection facilities and provision of portable water) 	<ul style="list-style-type: none"> • Sanitation and Waste Management materials at the CEs and their adequacy (toilets for males separate for females) • Portable water and functional • Waste baskets at strategic positions • Use of PPEs by contractor workers
<ul style="list-style-type: none"> • GRM 	<ul style="list-style-type: none"> • Grievance uptake facilities positioned and

Anticipated Activities	Monitoring Indicators
	labelled at sites <ul style="list-style-type: none"> • Number of grievance cases recorded • Number and percentage of grievances resolved
<ul style="list-style-type: none"> • Labour related/GBV matters 	<ul style="list-style-type: none"> • Number of GBV matters (assaults, disturbances, denial of rights, etc.) recorded • Number of sensitizations and enlightenment on GBV/SEA • Proportion of female to male teachers/students in PES

6.3 Monitoring Roles and Responsibilities

The monitoring roles and responsibilities would be carried out by the following:

- 1) **INFU Safeguard Unit** shall provide leadership to CE-PIU's in defining monitoring roles, responsibilities, tasks and targets and providing guidance in compliance requirements, while also liaising with the FMEnv, where necessary.
- 2) **CE-PIUs Safeguard Units** shall monitor effectively the activities of the contractors that have been engaged or the SPESSE adherence to the environmental and social clauses and principles for all the activities, which are yet to be identified. The outcome of the monitoring exercise shall thereafter be reported to the relevant agency for necessary action.
- 3) **MoE/EPA** (Federal and State levels) in pursuance of their mandate shall play the lead oversight role in pursuing social and environmental safeguards compliance.
- 4) **SPESSE partner MDAs** (BPP, MWASD, NUC, EA Department) would participate in the monitoring, giving consideration to specific components as they relate to their areas of statutory responsibility.
- 5) **University Council and Community** would participate in the monitoring to ensure and verify adequacy of implementation various measures.

6) **CBOs/NGOs** will be useful agents in collection of data that will be vital in monitoring and realigning the project to the part of sustainability as such they will play a role in the monitoring framework.

7) **World Bank** will continually assess the implementation of the ESMF and other safeguard instruments and offer suggestions regarding additional measures as the need may be, for effectiveness and efficiency.

6.4 Estimated Budget to implement ESMF/ESMP

The indicative budget for ESMF/ESMP implementation is N57 million naira (or USD 156,165 equivalent). It includes cost of mitigation and management, capacity building and strengthening for safeguards, GRM and GBV prevention and management. The details of this are as shown in Table 6.2.

Table 6.2 Estimated Annual Budget to Implement ESMF/ESMP

	ESMF Requirements	Considerations	Total Cost per State (N)
A	Training & Capacity Strengthening		
2	Capacity Building for INFU PIU & CE PIU safeguard Unit and for PES stakeholders at various institutions	Training Programs to be held at each CE state	9,000,000.00
	Capacity Strengthening for relevant Stakeholders/MDA's	Venue to be determined	5,000,000.00
B	Mitigation & Management		
1	Preparation of ESMPs in 6 CEs	Preparation & Management of Safeguard Instruments	12,000,000.00
2	Cost of Mitigation measures including PPEs, first aid, etc	Safeguard Instruments	12,000,000.00
3	GRM		3,000,000.00
4	GBV management		5,000,000.00
C	Environmental & Social Monitoring		

4	Monitoring Compliance with EMP on E&S Issues during pre-operations activities	Assume quarterly monitoring activities over 5 days each quarter per year	5,000,000.00
	Routine field visits for inspections of Safeguards Unit	To cover transport, accommodation and daily allowances	6,000,000.00
	Total Estimated Budget		
Total		57,000,000.00	

CHAPTER SEVEN: LABOR MANAGEMENT PROCEDURES

Introduction

The Labor Management Procedures (LMP) will be developed by the project PIU to manage risks under the SPESSE Project funded by the World Bank. The LMP sets out the Project’s approach to meeting national requirements as well as the objectives of the World Bank’s Environmental and Social Framework, specifically objectives of Environmental and Social Standard 2: Labor and Working Conditions (ESS2).

The Project’s Environmental and Social Assessment identified key risks and impact associated with Project implementation, associated with workers as well as community health and safety, and the risk associated with labour impact. The World Bank has rated the overall project moderate, which indicate a moderate likelihood of adverse impacts associated with Project implementation. The moderate rating indicates that the risks are well understood and expected to have limited impact as they can largely be avoided, minimized or managed through procedures, including procedures set out in this LMP. However, the SPESSE is committed to evaluating risks and impacts, to have in place adequate measures and procedures to manage adverse impacts on a continuous basis, throughout the Project.

Characterization of labor requirements

For the SPESSE project there will be a multitude of direct and indirect staff and workers. The main labor and staff required in the project will include:

- Staff of the PIU and Coordination Committee
- Staff of the sub agencies/departments that will be participating in the project
- Teachers and trainers in the centers of excellence
- Contract workers brought in to rehabilitate on small-scale buildings of the centers

The table below highlights and analyses the potential labor related risks and impacts in view of the anticipated labor utilization and general baseline settings of the project area.

Table 1.0 Labour Risk Identification and Analysis

Risk/Impact	Analysis (Magnitude, Extent, Timing, Likelihood, Significance)
ESS2: Labour and working conditions	
1. Poor working conditions (unsafe work environment,	In the case of subcontracting, the Borrower will require such third parties to include equivalent requirements and non-compliance remedies in their contractual agreements with subcontractors. Contracted workers will have access to a grievance mechanism. In cases where the third party employing or

underpayment, lack of workers' rights, etc.) in contracted employees	engaging the workers is not able to provide a grievance mechanism to such workers, SPESSE will make the grievance mechanism provided under ESS available to the contracted workers.
2. Discrimination against women and girls on employment	The centres of excellence are therefore compelled to safeguard the interests of women and girls, including gender parity at the workspace, appropriate sanitation facilities at workplace and appropriate PPE for women.
3. Arbitrary decisions by contractors on employment terms and conditions.	The duration of the contracts offered to contractor workers are short and may not allow employees adequate time and information for meaningful collective bargaining, leading to discontent of employees and disputes. The PIU will closely supervise the Contractor Recruitment Plan and ensure fairness of Employment Terms and Conditions against the applicable and prevailing National stipulations.
4. Child Labour.	The minimum age of eighteen will be enforced at recruitment and in daily staff team talks by Contractors. PIU will also supervise this through the Contractor Management Checklist. Contractors will ensure that there is no child labor hired for the project and the same shall be monitored by the PIU.
5. Prohibition of forced Labour	This prohibition covers any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. A consent section will be part of the employee signed employment contract. Contractors will ensure that no forced labor exists in the project by gathering documents and appropriate proof. Contractors will ensure that if labor is sourced from any sub-contracting agency, the workers are not subject to coercion and forced labor conditions.
6. Injuries at the workplace	Contractor occupational risk assessments and mitigation plans will be devised and implemented.
7. Grievance Mechanism	A grievance mechanism will be provided for all direct workers and contracted workers (and, where relevant, their organizations) to raise workplace concerns. Such workers will be informed of the grievance mechanism at the time of recruitment and the measures put in place to protect them against any reprisal for its use. Measures will be put in place to make the grievance mechanism easily accessible to all such project workers.
8. Payment of	Project workers will be paid on a regular basis as required by national law. All

Workers:	project workers will be provided with adequate periods of rest per week, annual holiday and sick leave, as required by national law.
9. Occupational Health and Safety	Measures relating to occupational health and safety will be applied to the project. The OHS measures will include the requirements of this Section, and will consider the General EHSGs and, as appropriate, the industry-specific EHSGs and other GIIP.

CHAPTER EIGHT: PUBLIC CONSULTATION AND ENGAGEMENT

7.1 Introduction

The SPESSE safeguard implementation cannot thrive successfully without partnership and collaboration with relevant partners and members of the public. On this premise, the preparation of this ESMF was based on stakeholder identification and consultations. This process is a continuum throughout the life cycle of the project, and therefore, current consultation efforts and results are not an end in themselves but will be sustained.

7.2 Stakeholders Identified for Safeguard Implementation

Stakeholders are identified at national/institutional and Center of Excellence levels. The list of stakeholders according to their categories is as presented below:

- **Ministries and Institutions:** NUC, BPP, MWASD, EA Department of Ministry of Environment, State EPAs.
- **Center of Excellence:** Participating Universities Council, PIUs, PES teachers and Students of PES.
- Contractors and workers at CEs and community members.

At the appraisal stage, the ministries and institutions were consulted to inform them about the World Bank ESF and general safeguard concerns that need to be mainstreamed into the project. They were also solicited to support the project based on their respective mandates and capacities. Areas of support and capacity need were not left out during the consultations. The consultation approach was based on visit and interview with the identified ministries and agencies. Subsequently, a stakeholder workshop was held at the National Universities Commission, Abuja on the 27th August 2019, where stakeholders were convened to discuss and make further inputs on the ESMF. Participation and outcome of the workshop is documented in the section on summary of stakeholder workshop. It is anticipated that the project will at the implementation level continue to consult with stakeholders, including the host communities on issues that affect environmental and social standards.

7.3 Summary of consultations

The following was the summary of consultations undertaken with relevant stakeholders.

7.3.1 Highlights of Consultation with MWASD:

The mandate of the Ministry of Women Affairs is to advise the government on social issues, including women protection and safety, Gender based violence, sexual health and protection, women's right to work and working conditions, child labour, etc. During consultation with the Ministry of Women Affairs and Social Development (MWASD), the following issues were identified and discussed:

- Women inclusion and opportunity for even participation in the SPESSE project
- Gender based violence, sexual exploitation and harassment against women and girls and how SPESSE project will guide against such in this project
- Labour influx and how to ensure that it is reduced or not pose a threat to women's health and participation in SPESSE, either as workers or students
- Child labour occurrences during construction stage and how SPESSE project will avoid or manage this situation in its project
- Waste generation types from the project and how SPESSE will manage wastes
- Mandate of MWASD and its capacity to implement its social responsibilities as will be assigned in SPESSE project

The consultation concluded the need to train staff of the MWASD and in particular the importance of ensuring that the PIU at all levels are reinforced with skilled personnel that will carry out mandates on GBV/SEA, labour influx, child labour, grievance redress and other social safeguards concerns.

7.3.2 Highlights of Consultation with the EA Department of the Federal Ministry of Environment

The EA department has the mandate to regulate EIA and ensure compliance with guidelines and laws on environmental protection. It reviews EIA reports and gives approvals to EIAs. It also penalizes defaulters of EIA laws and is responsible for approving the disclosure of draft EIAs and ESMPs prepared for projects in Nigeria.

Consultation with EA department focused on the following aspects:

- Quality of ESIA/ESMPs submitted for disclosures in World Bank funded projects. The EA department wants World Bank as the clearing institution to ensure that reports meet international standards at all times
- The EA department wants to be meaningfully involved in the preparation and monitoring of projects
- The EA department assured of its commitment to participate in projects funded by the Bank to ensure facilitation of the dialogue and implementation of the standards.

7.3.3 Highlights of Consultation with NUC

The NUC plays a vital role in the overall safeguard management of the SPESSE Project. This is anchored in the fact that the Center of Excellence is supervised directly by the NUC. Therefore, consultation with the NUC was germane and discussed the overall issues including the World Bank environmental and social standards that need to be mainstreamed into the project design and implementation.

Discussion with NUC focused on the following thematic issues:

- World Bank ESS relevant to the project and the role of NUC
- Coordination of safeguard management
- Stakeholder consultation, grievance redress mechanism and GBV management

7.3.4 Highlights of Stakeholder Workshop held at NUC, Abuja

Date of Stakeholder Workshop	27 th August, 2019
Venue	Idris Adbulkadir Auditorium, National Universities Commission, 26, Aguiyi Ironsi Street, Maitama, Abuja.
Participants	NUC, World Bank, Federal Ministry of Finance, Federal Ministry of Women's Affairs and Development, Federal Ministry of Environment, Civil Society Organizations, Academia,
Introduction	The meeting opened with the welcoming of the various participants and the objectives of the stakeholder consultation by the NUC Executive Secretary. All participating stakeholders present at the workshop were recognized. Facilitators from the World Bank also welcomed the stakeholders and assured them that all their suggestions and comments from the workshop will be considered and incorporated into the project design.
Highlights of Discussion	<p>Stakeholders were introduced to the Environmental and Social Management Framework (ESMF). The ESMF was described as an instrument used to identify and manage the environmental and social risks of a project when the specific site and activities of the project are not yet known in sufficient details. More importantly, the consultant stated that the ESMF provides guidelines and procedures to be followed in preparing and implementing site specific ESMP by the respective CoEs. Stakeholders were informed about the various World Bank standards that are relevant to the SPESSE project which are; ESS1: Assessment and Management of Environmental and Social Risks and Impacts; ESS2: Labor and Working Condition; ESS4: Community Health and Safety; ESS10: Stakeholder Engagement and Information Disclosure. They were informed that the project is a low risk project on the account of no new construction being envisaged in the CoEs facilities; however, environmental and social risks were anticipated which include but not limited to:</p> <ul style="list-style-type: none"> • Risk of air pollution from poor handling of rehabilitation debris in the center of excellence • Noise pollution risk from movement of heavy duty vehicle during rehabilitation works • Poor waste management of electronic and rehabilitation wastes. • Gender based violence issues from exposure of students to construction workers • Gender discrimination inhibiting female participation in the SPESSE project • Theft of procured materials.

	<p>Participants were informed that the various proposed mitigation strategies for the identified risks will be contained in the ESMF and disclosed for public accessibility in accordance to the guideline of Federal Ministry of Environment and also at the World Bank external website.</p>
Questions and Concerns	<p>The questions and concerns raised by the participants are as follows:</p> <ul style="list-style-type: none"> • Project considerations about the issues of climate change • What will be done about the electronic wastes • What are the mitigation strategies adopted for the identified risks • What is the level of engagement of the stakeholders • How to ensure attitudinal change towards environmental management in Nigeria
How questions and Concerns were addressed	<ul style="list-style-type: none"> • Since the project is a low risk project, it is not envisaged that activities during implementation will contribute to climate change issues. However, activities such as burning of e-waste and debris will be avoided through good waste management practices which shall be enshrined in the ESMP to be prepared by the CoEs during implementation. • The mitigation strategies for the various identified risks are contained in the ESMF document which would be made available to the public during public disclosure. • Concerning e-waste disposal, the ESMF recognizes that when the specific sites and type of activities and volume of e-waste from the project would have been known in sufficient detail, each implementing agency will prepare a waste management plan as an annex of the ESMP instrument required for safeguard implementation. • On the issue of attitudinal change regarding environmental and social standards, the CoEs are committed by the ESMF/ESMP to demonstrate compliance and commitment in implementation of mitigation measures which will give rise to good practices and change.
Summary/Conclusion	<p>A participant from a representing civil society organization stated how they can be utilized in capacity building especially on social issues, through volunteer work. Addition of disaster risk management into the ESMF was suggested but the likelihood of it occurring in the existing universities is low and unlikely as no history or pattern of such is known in the participating CoEs.</p> <p>It was agreed that further comments or suggestions can still be added when project documents such as the ESMF and SEP have been publicly disclosed. Participants expressed their appreciation of the future impacts the project will have on development in Nigeria.</p>

7.4 The gains of the consultations

Gains of the consultations are broad and shared. These have been reflected in the overall ESMF preparation and include the need for stakeholder management plan which will be prepared and disclosed separately along with this ESMF.

CHAPTER NINE: GENDER-BASED VIOLENCE (GBV)

Gender-based violence (GBV) like in other jurisdictions, remains a challenge in Nigeria. During project preparation, potential GBV risks were identified and design measures for mitigating GBV risks have been imbedded into the project. The risks identified include sexual harassment in institutions, sexual assault and verbal and physical harassment. To address these risks, SPESSE will develop institutional codes of conduct for teachers and administrative enforcement mechanisms that, among other elements, prohibit sexual harassment, sexual contact with students, or other abuses of students/trainees. Implementing partners would be briefed and sensitized regarding what the codes of conduct entail especially the provision on sex with individuals below the age of 18, and the repercussions of violations, so they are well-understood.

The project will also establish clear, safe, accessible procedures to report GBV and determine information sharing agreements on the necessary information to be communicated to project GRM given the prevailing power imbalances between males and females, as well as between students and teachers/employers, and the normalization and stigma around violence, reporting bears high costs. Enabling various channels that consider the barriers that survivors face (e.g., disability, illiteracy, lack of voice and participation) can help them feel safe to report. During implementation, SPESSE will identify and designate at least one counselor or focal point who can be a first point of contact for students experiencing sexual harassment. This will ensure that students can be provided confidential support and tools to help themselves without fear of reprisal. In cases where beneficiaries wish to escalate complaints, the project GRM will include protocols specific to GBV complaints that would allow for confidential reporting and can connect survivors to women organizations (preferably specialized in GBV) or groups who can refer them to support services. Provisions to escalate these issues through the GRM will be integrated so that State and Federal Project Implementing Entities can respond in real time.

Finally, SPESSE will develop a costed GBV Action plan as part of the of the Project Implementation Manual. The Plan will detail how the participating universities and other partners that are part of the project will put in place the necessary protocols and mechanisms to address the GBV risks; and, address any GBV incidents that may arise. The Plan will be reviewed bi-annually and updated annually by the respective project implementing entities.

CHAPTER TEN: ESMF IMPLEMENTATION ARRANGEMENTS

1.0 Introduction

This ESMF shall serve as a reference and guideline upon which subsequent instruments shall be prepared and implemented. The success of the implementation of the environmental and social standards will depend on commitment, coordination, capacity and defined roles and responsibilities of actors in the implementation arrangements.

To ensure that ESF and standards are mainstreamed and effectively managed, there will be a dedicated PIU at both the national and the Center of Excellence (University) levels. At the national level, the project will establish an independent national facilitation unit (INFU) that will be reporting to the National Universities Commission and World Bank. At the University /CE level, the project will establish a PIU that will be responsible for day-to-day environmental and social safeguard management. Within each PIU, there shall be skilled staff in the areas of environmental and social management. Specifically, the project will hire environmental, social and GBV experts or co-opt and train those staff already doing similar functions in the respective partner agencies to be part of the PIU team.

Table 8.1: SPESSE Safeguard Roles and Responsibilities

Actors	Roles and Responsibilities
INFU SPESSE Project Implementation Unit (PIU)	<ul style="list-style-type: none"> • Responsible for the day to day implementation of the Project including the preparation of annual work plans, environmental and social safeguards coordination, Grievance management and coordination, GBV management, progress reports and budgets, contract and procurement on ESFs, documentation, monitoring and evaluation, and ES consultations and information disclosures • Discloses ES instruments prepared for the project in coordination with the EA department of the Ministry of Environment • Reports ES progress reports to the NUC, World Bank
INFU PC	<ul style="list-style-type: none"> • Approves in consultation with the funding Agency the work plan and the associated revisions and any adjustments in budget allocation • Acts as supervisor of the INFU PIU • Ensures that ES commitment clauses including labour and GBV management components are contained in the contractors bidding documents and contracts • Approves funds for ES mitigation and monitoring

<p>INFU Safeguards Unit (Environmental Specialist, Social Safeguard Specialist and GBV Specialist)</p>	<ul style="list-style-type: none"> • Liaises with the EA department to ensure adherence and quick disclosure of instruments prepared for the project • Facilitates stakeholder engagements at the national level • Reviews ToRs and safeguard instruments prepared for the sub-project sites (CEs) • Reviews all ESMP documents prepared by environmental and social consultants and ensure adequacy under the World Bank Safeguard policies • Ensures that the project design and specifications adequately reflect the recommendations of the ESMPs • Co-ordinates application, follow-up processing and obtain requisite clearances required for the project, if required • Prepares compliance reports with statutory requirements • Develops, organizes and delivers training program for the SPIU staff, the contractors and others involved in the project implementation, in collaboration with the INFU PC • Ensures that ES commitment clauses including labour and GBV management components are contained in the contractors bidding documents and contracts • Provides training and guidance on GBV, SEA, child labour and labour influx and labour related cases
<p>CE- PCs</p>	<ul style="list-style-type: none"> • Supervise the entire ES work plan and operation at the Center of Excellence • Ensure that ES commitment clauses including labour and GBV management components are contained in the contractors bidding documents and contracts before signing • Ensure stakeholder engagement as and when necessary • Ensure that necessary ES instruments are prepared, disclosed and implemented • Approve funds for ES mitigations, monitoring and operations
<p>CE PIU Safeguards Units (TA Environment, TA Social</p>	<ul style="list-style-type: none"> • Responsible for screening and scoping of ES impacts • Facilitates stakeholder engagements at the project

TA GBV)	<p>site/CE level</p> <ul style="list-style-type: none"> • Prepare ToRs and safeguard instruments that meeting World Bank ESS standards • Review all ESMP documents prepared by consultants and ensure adequacy under the World Bank Safeguard policies • Ensure that the project design and specifications adequately reflect the recommendations of the ESMPs • Ensure regular engagements with stakeholders for effective social and environmental standards implementation including handling of grievance matters • Supervise and monitor contractors and contractor staff to ensure adherence to this ESMF • Prepare compliance reports with statutory requirements • Ensure that ES commitment clauses including labour and GBV management components are contained in the contractors bidding documents and contracts • Provide training and sensitization to students, contractor staff, teachers and all that are within the SPESSE project funding on GBV, SEA, labour influx and related cases
World Bank	<ul style="list-style-type: none"> • Assesses implementation process • Recommends additional measures for strengthening the management framework and implementation performance • Reviews and clears final draft ESMF/ESMPs reports • Discloses ES instruments prepared for the project in the World Bank external website

1.2 Capacity Building Need for SPESSE Safeguards Operationalization

Capacity building will be provided to the ESMF/ESMPs implementers based on the needs of the specific actors and the need to understand the applicability of the new World Bank ESF/ESS. Therefore, those implementing the ESS at the national and CE levels need their capacities developed on ESS identification, Planning, designing and implementation of mitigation measures. Training events focusing on these thematic areas will take the form of workshops and specific seminars.

This ESMF recognizes the need for specific workshops on the ESMF/ES standards for all key stakeholders while the technical staff (in the PIUs) will be trained in World Bank safeguards

requirements and the agreed requirements and procedures in this ESMF, to routinely support and monitor the project activities. The following additional training topics are proposed:

7. Environmental and Social Screening Process and Checklists
8. Nigerian EIA Procedural Guideline
9. Preparation of simplified ESMP for Project
10. Environmental and Social Clauses in Contractors' contract and bidding documents
11. Operationalization of Grievance Redress Mechanism
12. GBV and Labour influx management

Relevant staff in the PIU will be required to undergo some capacity building to have knowledge and understanding of the implementation of relevant World Bank ESS by the Project.

The awareness creation, capacity building and training workshops will focus on:

- a) strengthened institutional coordination;
- b) improved information for decision makers; and
- c) targeted awareness creation.

Table 8.2 : Capacity Building Requirements and estimated cost

<i>Entity</i>	<i>Responsibilities Under ESMF</i>	<i>Capacity Building Requirements</i>	<i>Budget</i>
NUC, BPP, EA Department of FMEnv, FMWASD	<ul style="list-style-type: none"> • Facilitate Project implementation process • Advise stakeholders on ESS decisions 	<ul style="list-style-type: none"> • ESMF/ESMP and relevant World Bank ESS • Stakeholder Engagement • Nigerian EIA Procedural Guideline • Environmental and Social Clauses in Contractors' contract and bidding documents • Operationalization of Grievance Redress Mechanism • GBV and labour influx management 	N9,000,000
INFU Project Coordinator, CEs Project Coordinator, PIU Safeguard Staff at all levels	<ul style="list-style-type: none"> • Screening of sub-projects • Monitoring of compliance and implementation of mitigation mechanisms 	<ul style="list-style-type: none"> • ESMF/ESMP and relevant World Bank ESS • Environmental and social Screening Process and Checklists • Nigerian EIA Procedural Guideline • Stakeholder Engagement • Preparation of simplified ESMP for sub-projects 	N5,000,000

<i>Entity</i>	<i>Responsibilities Under ESMF</i>	<i>Capacity Building Requirements</i>	<i>Budget</i>
		<ul style="list-style-type: none"> • Environmental and Social Clauses in Contractors' contract and bidding documents • Operationalization of Grievance Redress Mechanism. • GBV and labour influx management 	

8.4 Budget ESMF/ESS Implementation

The ESMF/ESS implementation will involve capacity building, GBV and labour grievance redress, procurement of PPEs, report disclosures and monitoring operations. Budget for these components are estimated at N57,000,000 (or 150,000 USD equivalent).

8.5 Disclosure of Safeguard Instruments

Copies of this ESMF, like other safeguard instruments (e.g., ESIA, ESMP, etc.) that would be prepared for the SPESSE and its sub-projects will be made available to the public by SPESSE through the Federal Ministry of Environment.

The SPESSECE Coordinating office will disclose the ESMF as required by the Nigeria EIA public notice and review procedures as well as the World Bank Disclosure Policy at the World Bank external website. Copies of other safeguards instruments (e.g., ESMFs, ESMPs, etc.) are required to be disclosed in like manner.

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Annex A LABOUR INFLUX MANAGEMENT PLAN

INTRODUCTION

A labour influx management plan addresses specific activities that will be undertaken to minimize the impacts on the local community, including elements such as worker’s code of conduct, Gender Based violence, reduction of labour influx by tapping into the local workforce and carrying out regular monitoring training programs for the Sustainable Procurement Environmental and Social Standard Enhancement Project (SPESSE).

Labour influx can lead to a variety of adverse Social and Environmental risks and impacts. The table below provides a summary of the impacts and its mitigation measures.

RISK IMPACTS	DESCRIPTION	MITIGATION MEASURES	RESPONSIBLE PARTY	COST
Increased risk of illicit behavior and crime	Employment of labour may increase the rate of crimes and/or a perception of insecurity by the local community. Such illicit behavior or crimes can include theft, physical assaults, etc.	<ul style="list-style-type: none"> • Paying adequate wages for workers to reduce incentives for theft • Paying wages into workers bank account rather than in cash • Sourcing of local workforce • Sensitization campaigns both for workers and local communities. • Signing of code of conduct • Training on unacceptable behaviors stipulated in the code of conduct • Introduction of sanctions (e.g., dismissal) for workers involved in criminal activities 	Employer/Contractor	
Increased risk of communicable diseases	The influx of people may bring communicable diseases to the project area, including sexually transmitted diseases (STDs), or the incoming workers may be exposed to diseases to which they have low resistance.	<ul style="list-style-type: none"> • Vaccinating workers against common and locally prevalent diseases • Information campaigns on STDs among the workers and local community • Education about the transmission of diseases • Provision of condoms 	Employer/Contractor	

Gender Based Violence	Workers are predominantly younger males. Those who are away from home and are typically separated from their family act outside their normal sphere of social control. This can lead to inappropriate and criminal behavior, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors from the local community. A large influx of male labor may also lead to an increase in exploitative sexual relationships whereby women and girls are forced into sex work	<ul style="list-style-type: none"> • Mandatory and regular training for workers on required lawful conduct in host community and legal consequences for failure to comply with laws • Commitment / policy to cooperate with law enforcement agencies investigating perpetrators of gender-based violence • Creation of partnership with local NGO to report workers' misconduct on gender-based violence or harassment through the GRM • Information and creating awareness for community members, specifically women and girls • Provision of information to host community about the policies and Worker Code of Conduct 	Employer/Contractor	
Increase in traffic and related accident	Delivery of supplies and the transportation of workers can lead to an increase in traffic, rise in accidents, as well as additional burden on the transportation infrastructure.	<ul style="list-style-type: none"> • Preparation and implementation of a traffic management plan • Sanctions for reckless driving 	Employer/Contractor	
Child labour	Increased opportunities for the local community to sell goods and services to the incoming workers can lead to child labor to produce and deliver these goods and services	<ul style="list-style-type: none"> • Ensuring that children and minors are not employed directly or indirectly on the project 	Employer/Contractor	
Inadequate waste disposal and illegal waste disposal sites	Workers generate waste for which no sufficient local waste management capacities may exist, which would likely lead to improper disposal practices.	<ul style="list-style-type: none"> • Sound practices for waste disposal • Inspection of waste disposal arrangements • Reduction of waste generation 	Employer/Contractor	

Annex B: LIST OF PARTICIPANTS AT THE STAKEHOLDER WORKSHOP

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Annex C: PICTURES OF PARTICIPANTS AT THE STAKEHOLDERS WORKSHOP AT NUC, ABUJA

