



**REPUBLIC OF MALAWI**

**MINISTRY OF AGRICULTURE**

**SHIRE VALLEY TRANSFORMATION PROGRAM-1**

**BIDDING DOCUMENTS**

**FOR**

**PROCUREMENT OF**

**CONSTRUCTION OF SECONDARY PIPELINES AND  
REMAINING WORKS IN PHASE I AREA**

**PROJECT NAME: SHIRE VALLEY TRANSFORMATION  
PROGRAM 1**

**ICB No: MW-MOAIWD – 300926 – CW - RFB**

**EMPLOYER: MINISTRY OF AGRICULTURE**

**COUNTRY: MALAWI**

**Issued on: MAY 2023**

**VOLUME II: WORKS REQUIREMENT**

## **PART 2 –WORKS REQUIREMENTS**

# Section VII. Works Requirements

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## Scope of Works

The scope of works under this bidding document covers the construction of Secondary Pipelines, Night Storage Reservoirs, SCADA Systems, Embankments for Flood Protection, and Access Roads.

The alignment of a pipeline and location of a night storage reservoir (NSR) as shown on the tender drawings may change somewhat after the design of the block irrigation system has been completed. The final alignment and NSR location (typically within the boundaries of the blocks) have to be discussed with the Farm Enterprise before construction of these starts. Final decisions may impact the quantities – see also Preamble to the Bill of Quantities.

The final proposals for the SCADA system and water meters will have to be discussed with the private operator.

### 1. Estimated Quantities for Major Works and Items

Major Works	Items	Unit	Quantity
Secondary Pipelines And Access Roads	HDPE Pipeline (D1000)	m	3,379
	HDPE Pipeline (D900)	m	9,358
	HDPE Pipeline (D800)	m	7,047
	HDPE Pipeline (D710)	m	515
	HDPE Pipeline (D630)	m	2,558
	HDPE Pipeline (D560)	m	5,065
	HDPE Pipeline (D500)	m	660
	HDPE Pipeline (D450)	m	90
	HDPE Pipeline (D400)	m	225
	Coated Steel Pipeline (D1400)	m	5,484
	Coated Steel Pipeline (D1300)	m	1,356
	Coated Steel Pipeline (D1200)	m	7,455
	Coated Steel Pipeline (D1100)	m	3,343
	Coated Steel Pipeline (D1000)	m	1,461
	Access Road (Murrumbidgee Paved Road) (WxH: 5.0m×0.5m)	m	45,501
Various Structures	Offtake structures	unit	12
	Control Valve (Offtake point)	unit	16
	Distribution Valve (In the Farm)	unit	32
	Flowmeter (Offtake point)	unit	16
	Pump Stations	unit	2
	Air Valve Structures	unit	38
	Sediment Eject Structures	unit	9
	Night Storage Reservoirs	unit	29
SCADA System	Valves	Piece	20
	Flow Meters	Piece	25

	Water Level Sensors	Piece	7
	CC-TV	Piece	4
Flood Protection	Dyke No.1	m	1,696
	Dyke No.2	m	1,744
	Dyke No.3	m	2,427

## 2. Environmental and Social Requirements

### 2.1 Requirements

The environmental and social requirements noted here are additionally required to the General Conditions of Contract and Particular Conditions of Contract to ensure compliance with the approved SVTP Environmental and Social Management Plan (ESMP) as disclosed in August 2019 and updated in May 2022..

### 2.2 Contractor's General Obligations

#### 2.2.1 Works Design and Execution

##### *Locations of Temporary Works and Construction Facilities*

Borrow pits, waste disposal and spoil deposition areas, construction camps, equipment staging areas and maintenance facilities, supply depots, and any such construction-related facilities shall always be located entirely in specified locations.

Quarries shall not be constructed by the Contractor where they might interfere with the natural or designed drainage patterns. The contractor is advised to use quarry material from existing quarry sites which are legally recognized.

##### *Retention of natural vegetation*

Vegetation removal for pipeline construction shall be limited to the pipeline pathway and a limited footprint on both sides of the pipeline (part of the Temporary Works). The width of this footprint shall be agreed in advance by the Engineer.

The Contractor shall ensure that the Temporary Works do not lead to the loss of natural vegetation, including remnant woodlands. The Contractor shall ensure their Environmental Specialist has surveyed, recorded, and photographed all Temporary Works areas, and has confirmed with the Supervising Engineer that there will be no impact to natural vegetation prior to the start of site clearance.

##### *Consents (including Permits and Licences)*

The Contractor is responsible for obtaining any permits, consents or licences required under national law for the Temporary Works, including establishment of quarries, borrow pits,

disposal sites, waste transfer and disposal, water abstraction and discharge. Typical consents would be for Mineral exploration, Water abstraction, Bulk fuel Storage, Workplace Registration, Mining licences, and Workers' safety.

The Contractor shall prepare a schedule of the consents that they require for the Works within 3 months of Contract Commencement and shall review and update (as necessary) this schedule monthly during the works. The schedule shall set out the timescales for applying and receiving the consents to meet the Construction Schedule.

The Contractor is responsible for preparing the applications and all the necessary supporting documentation (which may include Environmental and Social Impact Assessments or Environmental and Social Management Plans) needed to obtain the consents and shall not start any activity until the consent has been achieved from the relevant authority. Where the consenting process requires stakeholder engagement or consultation, the Contractor will collaborate with the Employer and Engineer in undertaking the consultation, and ensure that representatives of the Employer and Engineer are involved in the planning and execution of the consultation.

#### *Restoration of Existing Infrastructure*

Prior to undertaking civil works, the contractor shall photograph and otherwise document the baseline condition of all infrastructure (buildings, fences, watering ponds, etc.) that might be affected by project works, as well as roads that would be used during construction. The contractor shall submit to the Engineer electronically and in hard copy the records of the baseline condition of infrastructure prior to starting any works that could affect it. The records shall be used by the Engineer to confirm that any damage has been restored to the original condition upon completion of the Works.

#### *Restoration of the Temporary Works, including Borrow Pits*

The Temporary Works shall be restored by the Contractor on an ongoing basis as soon as the Temporary Works in a location have been completed, unless otherwise agreed by the Engineer on an exceptional basis. The Contractor shall not leave the entirety of the restoration of Temporary Works until completion of the Works.

Subject to any conditions of operating a borrow pit obtained from Environmental Affairs Department, the Contractor shall restore all borrow pits created as part of the Works to either (i) a permanent or seasonal wetland (pond) or (ii) to its pre-project condition. The design of the restoration shall be approved by the Engineer and shall ensure the safety of all people and animals; it is expected that slopes will avoid steep drop-offs and be staged and gentle to prevent animal or human falling and drownings.

The restoration proposals for each area of Temporary Works should be discussed and approved by the Engineer, and in consultation with local authorities and local communities as appropriate. The restoration will first require soil rehabilitation, during which rubbish, construction debris and equipment, and unusable spoils shall be removed from site for off-Site disposal, the ground flattened and smoothed to reflect the former landform. The depth of topsoil shall be adequate to enable the restoration to the intended land use, but not less than 100mm in vegetated areas. To meet the approved restoration, trees, shrubs and seeds of agreed

species and local provenance shall be planted/seeded. Aftercare shall be provided in the form of watering and replacing of failed plants (to achieve 85% establishment of trees and shrubs and 100% coverage of grassland vegetation where appropriate for the restoration design) for three years.

Wherever stockpiles are created, they should be cleared and disposed of properly after the Works.

The Contractor shall ensure that all temporary structures, equipment, materials, and facilities used for construction activities are removed upon completion of the project. The demolition of temporary structures especially toilets shall be undertaken to prevent health and safety risk to the general public.

Any contaminated (for example by oil and fuel) soil shall be removed and buried in designated dumpsites in consultation with the Environmental District Office.

#### *Prevention of pollution*

The Contractor shall ensure that the design of the Works avoids the uncontrolled emission or release of polluting substances to land, air or surface and ground water resources. Evacuation of concrete wash water into any water bodies is strictly forbidden. The Works shall incorporate protective measures to manage the risk of pollution occurring during the Works activities.

Protective mitigation measures may include: storage areas for potentially polluting substances that are covered, bunded with an impermeable floor to retain spills and enable clean up; impermeable surfaces for vehicle maintenance and washing, with drainage collected and channeled to oil interceptors and sedimentation ponds that are regularly maintained; careful siting of equipment away from watercourses (100m from river banks unless prior written authorization is provided by the Engineer); provision of appropriate spill kits to enable the quick clean-up of any spills where potentially polluting materials are being used, including on refueling vehicles; maintenance of machinery and equipment in accordance with manufacturers requirements; controls for site drainage to ensure that water discharged from the site (including water pumped from excavations) does not carry sediment or polluted materials to water resources.

All washing of vehicles or equipment shall take place within the construction camp. Water from washing operations shall be collected in a conservancy tank, removed from the Site, and disposed of in the agreed manner in consultation with relevant Authorities.

#### *Control Erosion and Dust*

The Contractor shall install silt fences where Works occur within 20m of a waterway. The Contractor shall cover temporary soil or construction material mounds during the rainy season to prevent run-off.

The Contractor may discharge “clean” silt laden water over land, preferably grass land at the Site and allow this water to filter into the ground. However, the Contractor shall ensure that he/she does not cause soil erosion as a result of any over land discharge.

The contractor shall apply dust control interventions as needed to ensure that dust is not a nuisance to local communities, road users or workers. If water is pumped from the Shire River, the vehicle access shall be stabilized (such as with a concrete access ramp) to limit erosion along the river. Dust control measures will include:

- Dust suppression through sprinklers, misters and covers
- Dust masks (N95) for workers
- Spraying of the Site, access roads and the Works

#### *On Site Equipment Maintenance*

The Contractor shall undertake maintenance of equipment at the Camp, within the properly constructed vehicle maintenance facility. Refueling and lubrication may be undertaken on Site but shall not take place within 50 meters of any river, stream, pond, or other natural or artificial water body. A spill kit comprising as a minimum of absorbent material (to absorb spills), booms (to contain spills), shovel (to collect contaminated material), and bag or receptacle (for transporting contaminated material to hazardous waste store) shall be at the point of the refueling or lubrication, along with personnel trained in spill response.

#### *Noise Pollution*

Noise levels on Site shall not exceed those set out in the WBG Environmental Health and Safety Guidelines unless the necessary protective measures have been provided. Protective measures may include:

- Provision of ear defenders to workers working close to high noise machinery
- Limiting works to daytime to mitigate impact of noise for surrounding communities during the night.
- Limiting noise by housing generators
- Routine servicing of vehicles to limit noise and emissions
- Portable noise-absorbing walls shall enclose all noisy construction activities.

Workers shall be strictly prohibited from playing outdoor music or radios, or otherwise making any unnecessary loud sounds.

The Contractor shall only undertake rock blasting at locations and times and using a methodology that has been approved in advance by the Engineer. Prior to any blasting, a minimum of 48 hours' notice will be provided by the Contractor to all local populations (as agreed with the Engineer) within the vicinity of the blast. Local populations shall be warned of any blasting through radios, churches, and local authorities. A safety patrol with an alarm shall be used by the Contractor to ensure that all individuals are evacuated in advance from areas that may be impacted by blasting, prior to providing warning sirens of the impending blast.

#### *Suppliers: acquisition and transportation of construction materials*

The Contractor shall ensure that construction materials such as sand, quarry stone, soils or any other construction materials are acquired only from legally approved suppliers. The Contractor



shall ensure that production of these materials by the suppliers does not violate the environmental regulations or procedures as determined by the relevant authorities.

The Contractor shall obtain from each potential supplier records indicating compliance of the supplier's operations with legislative requirements; the supplier's safety procedures and processes; and the supplier's processes and procedures with respect to Child Labor and Forced labor. The Contractor shall provide these records to the Engineer, and if non-compliances are noted, the Contractor will agree with the Engineer the remedial actions the supplier can take and communicate this to the supplier, or the Contractor find an alternative supplier. The Contractor shall follow-up with suppliers on a periodic basis to confirm that remedial actions have been taken and that ongoing production is in accordance with the records.

The Contractor shall ensure that the transport of construction materials to, from and within the Site is undertaken using vehicles that are roadworthy, safe, and maintained in accordance with manufacturer's requirements. Trucks carrying loads shall be fitted with sheets/tarpaulins (to prevent materials falling from the load), flashing beacons, and reversing alarms.

#### *Fencing of Camps*

The Contractor shall demarcate the boundaries of all camps using 32-gauge iron sheet fencing. The temporary boundary demarcation fence shall be removed by the contractor when the site is demobilized.

#### *Storage of Construction Materials and Equipment*

Construction materials shall be stored in a manner to ensure that:

- There is no obstruction of service roads, passages, driveways and footpaths;
- Where it is unavoidable to obstruct any of the service paths, the contractor shall provide temporary or alternate by-passes without inconveniencing the flow of traffic or pedestrians;
- There is no obstruction of drainage channels and natural water courses;
- There is no contamination of surface water, ground water and the ground;
- There is no access by public or unauthorized persons, to materials and equipment storage areas;
- There is no access by staff, without appropriate protective clothing, to materials and equipment storage areas; (hazardous, corrosive or poisonous substances including sludge, chemicals, solvents, oils, cement dust or their receptacles such as boxes, drums, sacks and bags)

#### *Waste Storage Site*

The Contractor shall construct at least one temporary waste storage site, to which all wastes generated during the Works shall be transported daily for subsequent disposal. The temporary waste storage site will have an impermeable floor, a roof and be entirely fenced to prevent wastes spilling outside of the storage area. The waste storage area shall be segregated to enable the storage of recyclable materials, general waste, organic waste, and hazardous wastes. The hazardous waste store shall be surrounded by an impermeable bund to prevent leakage of any materials.

The Contractor shall especially ensure that empty cement bags, construction/demolition wastes, combustion products, dust, metals, rubble, and timber are treated as wastes and do not appear in the local communities.

#### *Disposal of Wastes*

All wastes shall be disposed off-site at a designated dumping site in consultation with the Chikwawa District Council. The dumping site shall be agreed according to the type of waste generated, with hazardous wastes only being taken to dump sites that are approved for receiving hazardous materials.

The Contractor shall ensure that waste for disposal is transported by businesses with the necessary authorizations, and that a documentation system is in place to provide a full and accurate description of the waste, including its origin and disposal. The Contractor shall maintain records and undertake checks to ensure that the wastes are being disposed of in accordance with legal requirements.

#### *Fires on Site*

The Contractor shall not burn any waste materials on site.

Cooking by or for Contractor's Personnel shall use clean fuels (electricity or gas) and not rely on the burning of wood or charcoal.

#### *Litter and Debris on the Site*

The Contractor shall provide waste receptacles at each Works area and instruct workers to use these receptacles. The waste receptacles shall be provided with lids and an external closing mechanism to prevent their contents blowing out and shall be scavenger-proof to keep out other animals that may be attracted to the waste. The bins shall not be used for any purposes other than waste collection.

The waste receptacles shall be emptied as soon as they are full, with the waste removed to the Contractor's temporary waste storage site from where it shall be disposed of in accordance with the Contractor's waste management procedures.

The Contractor shall undertake checks for litter and trash at the end of each working day, and collect any litter or trash found. The litter and trash collected shall be removed from the Works to the Contractor's temporary waste storage site.

#### *Wastewater Management*

The Contractor shall construct the necessary and adequate sanitary collection facilities to prevent pollution. The Contractor shall dispose of collected wastewater in a manner agreed with the respective Authorities.

#### *Hazardous Materials, Spill Prevention and Management*

All hazardous substances shall be labeled and stored in tanks and containers. All containers shall be in good condition. All empty containers shall have markers and labels and shall safely disposed of appropriate areas. In case of any spill the contractor shall:

- Stop, contain and clean up the spill.
- Identify the chemical.
- If the spill cannot be controlled, the Contractor shall engage an Environmental Authority and Health Authority.
- Evacuate immediate area and provide help for the injured.

#### *Chance Finds Procedures for Physical Cultural Resources*

The Contractor shall implement a Chance Finds Procedure during the Works. The Contractor shall ensure that if the Contractor's Personnel encounter archaeological relics, fossils, human remains, or other items of historical or other cultural value during the Works, that the measures stipulated in section 9.1.3 of the ESMP (Action Plan for Cultural Heritage) are implemented. Among others, this includes;

- temporarily suspending any works which might damage these items; and
- notifying the Engineer who then notifies the competent authority for instructions or guidance regarding the appropriate next steps to evaluate, salvage, recover, protect, and/or document the items found.

#### *Collaboration with others*

The Contractor shall work in cooperation and in coordination with the SVTP Project Implementation Unit and/or any other authority appointed to perform or to ensure that the social and environmental work is performed according to the provisions of the ESMP.

#### *Medical Facility*

The Contractor shall provide a medical clinic (including first aid kits) with a nurse available on-site or on-call at all times. In addition, an ambulance (with driver) shall be available at all times to drive wounded staff to hospital.

### **2.2.2 Training**

#### *Employer's Personnel*

The Contractor is responsible for the safety of all persons on Site, including the Employer's Personnel. The Contractor shall undertake an Environmental, Social, Health and Safety Induction of all persons authorized to enter the Site, prior to their entry. The ESHS Induction shall be proportionate to the tasks being undertaken by the authorized personnel, and the Contractor will maintain records of the inductions that have been provided. The Contractor will provide the Personal Protective Equipment to the authorized personnel as necessary to ensure compliance with the Contractor's rules and to ensure their safety.

### *Contractor's Personnel*

The Contractor will provide an ESHS Induction to the Contractor's Personnel prior to their first entry to the Site to undertake Works. The Contractor shall retain records on who has received the Induction training, adequate to ensure that each of the personnel has Induction training repeated on an annual basis. The content of the Induction shall include as a minimum the content of the *WBG General Induction: Safety, Health and the Environment* (obtainable from the Employer), and cover the following as a minimum: **Section 1: Essential things to do**

1. Why safety, health and the environment matter
2. Before you start work
3. Avoiding hazards and risks
4. Staying healthy
5. Keeping the community safe
6. Respecting yourself and others

#### **Section 2: Everyday tasks**

7. Dealing with incidents
8. Using fuels, oils, chemicals and materials
9. Reusing, recycling and disposing of waste
10. Lifting loads by hand
11. Staying in worker accommodation

#### **Section 3: Specific activities**

12. Using tools and static machines
13. Using electricity and electric tools
14. Working in excavations and earthworks
15. Working at height
16. Working on or next to a road
17. Working over or near water

The Contractor will provide regular (monthly) ongoing training to the Contractor's Personnel on pertinent safety, environmental, health and social subjects,

### **2.2.3 Contractor's Documentation**

#### *Environmental and Social Management Plan and Occupational Health and Safety Manual*

The MSIPs prepared as part of the bidding process and supplemented during mobilisation of the Works shall be incorporated into the Contractor's Environmental and Social Management Plan (CESMP) and or the Contractor's Occupational Health and Safety Manual (OHSM) within 6 months of the start of Works.

The CESMP shall provide comprehensive but concise details of actions, materials, equipment, processes and procedures that shall be implemented by the Contractor to deliver the requirements of the Contract.

The limit values that shall apply are those set out in the WBG Environmental Health and Safety Guidelines, and the Contractor shall ensure that the measures described in the CESMP and OHSM will deliver to these limit values.

The CESMP and OHSM shall be subject to the approval of the Supervising Engineer and shall include the details required by the GCC/PCC4.1 and 4.8.

In addition to the contents of the OHSM required by GCC/PCC4.8, the OHSM shall also include a daily vehicle checklist and procedure to be used by drivers prior to vehicle use. The checklist should confirm the working condition of all safety equipment as well as equipment necessary for the safe functioning of the vehicle. The procedures shall describe what the drivers should do in the event of a check being failed. The procedures should also require checks are made of any blind spots around vehicles before the engine is started, to identify any people that may be present.

#### **2.2.4 Additional Measures:**

##### *Canal Bridge Fencing and Signage*

At any points where an existing road will cross the MC between along the MC route, the contractor shall install a tall, fine mesh fence on both sides of the bridge, intended to discourage people from throwing fish or other objects into the canal. The contractor shall also install signs at conspicuous points along each bridge crossing (about 6 signs per bridge in various languages) with the following (or similar) statement: “PLEASE DO NOT RELEASE FISH INTO THIS CANAL: releasing fish from the Lower Shire River or elsewhere into this canal could harm the ecology of the Upper Shire River, Lake Malombe, or Lake Malawi.” The contractor shall ensure that diversion and alternate routes are in place to ensure access routes are available. This will apply between the fish barrier and Lengwe National Park as stipulated in the ESMP.

##### *Compensatory Tree Planting*

To compensate for the land area that will be cleared to make room for the pipelines and associated works, the ESMP specifies compensatory tree planting including fruit trees on previously degraded lands. This is part of livelihood restoration plan.

##### *Livestock Watering Structures*

The contractor shall establish livestock watering structures within 1 km radius on both sides of 1 km in the buffer zone of the park; to reduce human wildlife conflicts (HWC) and avoid domesticated livestock coming into contact with wild game. A total of 10 watering troughs, with 5 on either side of the canal, shall be constructed in line with mitigation 13 in the ESMP.

##### *RAP*

The Contractor is required to comply with every key provision of the latest Resettlement Action Plan (RAP), as applicable. This document will be an integral part of the Bid Docs. The contractor shall be required to conduct sensitization meetings regarding GBV issues both to the workers and the communities around. In this regard, the Contractor shall liaise with the GBV Service Provider engaged by the Project to be responsible for all GBV issues. The contractor shall also work hand in hand with all community Grievance Redress Committees (GRCs) to sensitise communities and also in dealing with all relevant grievances related to the Contractor.

### *Stakeholder Engagement*

Before starting any construction activities, the contractor shall present the activities to be performed and the team members to the local authorities as per the stakeholder engagement plan in order to introduce;

- the contractors’ focal points,
  - scope of activities,
  - work schedule,
  - type of machinery and equipment used,
  - sites chosen to install equipment,
  - expected community support,
  - opening of access roads if needed and understanding community expectations and fears from the project.
- Shall ensure maximum protection of the environment and the socio-economic wellbeing of the people affected by the project, whether within or outside the physical boundaries of the project area.
  - Before any construction works begin, the contractor shall ensure that the relevant environmental and land agreement instruments of authorization for the works have been obtained from relevant institutions. This mainly relates to the Contractor’s usage of land for Campsites, borrow pits, spoil sites and temporary roads. These are not covered in the compensations as outlines in the RAP. The Contractor

### **2.2.5 Labour**

The Contractor shall comply with the labour Laws of Malawi which includes but not limited to:

- Respect for minimum wages in line with the Law
- Recommended working hours

- Recommended conditions of service
- Ensuring that all workers have signed employment contracts.
- Minimum employment contract duration shall be 6 months

#### *Worker Accommodation*

The Contractor shall ensure that Contractor's Personnel are provided with accommodation that accords with the guidance set out in IFC/EBRD Guidance Note: *Workers Accommodation: Processes and Standards 2009*.

#### *Workers' Behavior*

To help ensure that good environmental and social practices are consistently followed throughout construction and operation, the Contractor's senior management shall lead by example and ensure the Contractor's Personnel are prohibited from:

- hunting,
- Fishing,
- Wildlife capture,
- Bush-meat purchase,
- Plant collection,
- Unauthorized vegetation burning,
- Over-speeding,
- Weapons possession (except by security personnel),
- Working without Personal Protection Equipment (PPE),
- Inappropriate interactions with local people and learners,
- Disrespecting local customs and traditions,
- Littering of the site and disposing trash in unauthorized places,
- Use of alcohol by workers during working hours,
- Gender Based Violence (Sexual harassment, abuse, exploitation) on worksites, campsites and within the communities.
- Building fires

#### *Worker – Community Relationship*

The relationship with the communities surrounding the construction areas shall generally follow, but not limited to the following:

- Respecting cultural diversity and the livelihoods of local communities;
- Respecting the sites of worship, religious symbols, cemeteries, and other Social emblems;
- Respecting the hours of silence and access restrictions, according to the traditions of local communities and engage community when diverting from the norm; These may include funerals and other relevant traditions as may be advised by the communities. This emphasizes the need by the contractor to engage with the communities to be able to establish the important traditions to observe in the communities.
- Forbidding any kind of child labor at construction sites;
- Not to enter into negotiations directly with the communities and / or compensate for damage caused to economic or other assets without prior knowledge of local authorities.

#### *HIV and AIDS Work Place Policy*

The contractor shall prepare and adopt an HIV and AIDS Work Place Policy for the construction site indicating mitigation measures which shall be budgeted elements within the Bill of Quantities for the construction works. The Mitigation measures shall include but not limited to;

- The contractor shall arrange for HIV and AIDS training programs.
- Provision of Appropriate IEC materials on site and distributed to workers.
- Both male and female condoms shall be distributed to workers.
- That affected Workers have access to ART services without being rendered absent from work. The contractor shall also arrange to provide voluntary testing for HIV to all employees.
- Employment of workers shall not discriminate against HIV and AIDS affected persons.

#### *Gender Based Violence and Sexual Exploitation and Abuse*

Women and girls are the major victims of sexual harassment in the workplace and in the community. The Contractor shall work in liaison with the GBV Service Provider in the implementation of GBV mitigation activities. The Contractor shall develop an action plan which shall be in tandem with that of the GBV Service Provider to ensure. The Contractor shall be responsible for sensitizing both the communities and workers on GBV issues. In so doing the Contractor shall:

- ensure that women and girls are protected from sexual harassment, abuse and exploitation both in the workplace and in communities.
- promote women's employment during the construction,



- provide social interventions including provision of information to address the knowledge gap on sexual abuse, sexual exploitation and sexual harassment and its prevention.
- Collaborate with the GBV service provider in the management of GBV cases and implementation of mitigation measures.
- Ensure that there is adequate and relevant GBV IEC material at the workplace in the communities.
- Ensure that all employees have signed a Code of Conduct that ensures that all staff understand the consequences of indulging in sexual exploitation and harassment

## **Specification**

**(Provided in Volume IV Specifications)**

## **Drawings**

**(Provided in Volume V Drawings)**

**Bill of Quantities**  
**(Presented in Volume VI)**

**Supplementary Information**

**Contractor's Key Personnel**

The Contractor shall ensure that all Key Staff as approved in the Bid submission are present on site through out the entire Contract duration. The Contract shall replace any of the Key staff for whatever reason with prior notification of the Engineer and the Engineer's approval of the replacement.

