



NORTHERN WATER WORKS DEVELOPMENT AGENCY

Bidding Document for Procurement of Works

for

**Equipping of Exploratory Boreholes Project - Lot 1- Sarman Tarbaj Water
Supply project**

**(VOLUME III – ENVIRONMENTAL AND SOCIAL
MANAGEMENT PLAN (ESMP))**

Country: KENYA

Credit No. 60300

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REPUBLIC OF KENYA

Construction Phase - Environmental and Social Management Plan

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
Construction Phase (water supply infrastructure)				
Occupational Health and Safety Unsafe work place practices	-Safety and health considerations clauses entrenched the tender document	Availability of Signed contract with relevant Safety management clauses	NWWDA	DOSHS
	-The contractor should submit a site-specific health and safety management plan for approval by the supervising engineer and subsequent implementation	Availability of Site-Specific Health and Safety Report	Contractor	DOSHS/ NWWDA
	Provision of PPEs suitable for the identified risks	Availability of PPE records and Physical Verification	Contractor	DOSHS/ NWWDA
	Signage on all active sites.	Availability of Installed/ erected Signages	Contractor	DOSHS/ NWWDA
	Registration of the construction as a place of work	Availability of Certificate of Registration with DOSHS	Contractor	DOSHS/ NWWDA
	Continuous task risk assessment for all tasks and records submitted to DOSHS	Availability of Filled and Approved Risk Assessment Forms	Contractor	DOSHS/ NWWDA
	Appointing a qualified site safety supervisor	Availability of Safety officer onsite Availability of Signed Terms of engagement/ contract document	Contractor	DOSHS/ NWWDA
	Developing of traffic management plan	Availability and enforcement of Traffic Management Plan	Contractor	DOSHS/ NWWDA

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
	Ensuring there is valid insurance cover for the workers (WIBA)	Availability of valid Insurance Cover	Contractor	DOSHS/ NWWDA
	Inspection of the pressurized and lifting equipment by DOSHS accredited personnel	Availability of Signed Inspection Certificates	Contractor	DOSHS/ NWWDA
	Health and safety training (orientation)	Availability of Signed Safety Orientation Register	Contractor	DOSHS/ NWWDA
	Sufficient first aid boxes and trained first aiders	Availability of Fully Stocked First Aid Kit	Contractor	DOSHS/ NWWDA
HIV/AIDS and STI Spread	Promote HIV/AIDS prevention messaging	Number of awareness sessions held; number of posters/leaflets distributed	Contractor	NWWDA
	Training and sensitizing community members and construction workers on HIV/AIDS and STI prevention	Number of training sessions and attendance records	Contractor	NWWDA
	Install HIV testing services at the construction site	Number of testing days per month; number of workers/community members tested	Contractor	NWWDA
	Provision of condom dispensers at the site	Number of dispensers installed; monthly condom distribution/re-stocking records; condom utilization rate	Contractor	NWWDA
	Support infected workers with ARVs	Number of HIV+ workers enrolled in ART program	Contractor	NWWDA
	Peer counseling services at the site	Number of trained peer counselors; number of counseling sessions held;	Contractor	NWWDA

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
		number of workers accessing services		
Impacts on Community Health and Safety Unsafe project practices, presence of community members	-Securing all active working sites	Availability of structurally sound Site Hoardings	Contractor	NWWDA
	-Liaising with the local community leaders to undertake safety awareness in the communities.	Availability of filled registration forms, Sensitization report	Contractor	NWWDA County Government Wajir
	Signage on all active sites, the signs should be translated to local language	Availability of installed visible signs	Contractor	NWWDA
Air pollution Construction activities including transportation	Control over areas generating dust particles, the areas can be enclosed to mitigate effects of wind on them;	Availability of Site enclosures	Contractor	NWWDA NEMA
	Provide Personal Protective Equipment (PPE) such as right grade goggles, dust masks, earmuffs and earplugs to the workers;	No of workers with appropriate PPEs Records of PPEs procured and issued	Contractor	NWWDA DOSHS
	Adequate signage at the construction sites;	Installed visible and relevant signage	Contractor	NWWDA DOSHS
	Implement speed limits on site to reduce dust lift-off.	Installed speed limit signage	Contractor	NWWDA NEMA
Noise Pollution Construction activities including transportation	Provide workers with appropriate personal protective equipment (PPE)	No of workers with appropriate PPEs Records of PPEs issued		Contractor DOSHS
	Implement noise control measures	Noise control buffers/ enclosures	Contractor	NWWDA NEMA

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				County Department of Environment
	Site offices and noisy equipment should be located away from residential structures and community gathering points.	Site Layout inspection	Contractor	NWWDA
	Providing training for workers on noise control measures	Worker's training on noise management/ Orientation Records	Contractor	NWWDA NEMA County Department of Environment
	Regularly maintain equipment to ensure it is running efficiently and not generating excessive noise	Verification of Equipment maintenance records/ schedules	Contractor	NWWDA
	Consider using methods that generate less noise, such as prefabrication of steel structure/ steel panels for elevated water tank at a central yard far from the project site or using less noisy tools and equipment.	Availability and enforcement of Work Method statement (work procedures)	Contractor	NWWDA
Loss and disturbance of the vegetation Site Stripping	Avoid clearing of mature trees and vegetation outside project site	Evidence of measures implemented to avoid clearing mature trees and vegetation outside project site	Contractor	Kenya Forest Service/ NEMA/ County Department of Environment
	Apply erosion control measures, such as topsoil replacement, to facilitate natural regeneration.	Availability of vegetation and soil conservation strategies	Contractor	NWWDA NEMA/ County Department of Environment
	No use of herbicides/ pesticides for vegetation clearing	Availability of vegetation and soil conservation strategies	Contractor	NWWDA

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
				NEMA/ County Department of Environment
Short-term disruption of community activities Excavation Works	Proper planning of construction activities involving local community leaders	Community consultation plan, Number of consultation meetings	Contractor	NWWDA County Government of Wajir
	Maintain regular communication with community members, using culturally appropriate methods, to inform them of construction schedules, potential service	Availability of stakeholders engagement plan Records of communications with the community	Contractor	NWWDA County Government of Wajir
	construction schedules, potential service interruptions, and changes in access arrangements			
	Fastracking construction activities where project activities are likely to disrupt livelihoods	Availability of updated and work plans shared with the communities through the community leadership	Contractor	NWWDA County government of Wajir
Increased Soil erosion Project activities (stripping, excavations, vehicular/ machine movements)	Limiting soil disturbance to areas demarcated for excavations.	Availability and application of soil conservation strategies	Contractor	NWWDA County government of Wajir
	Work methodology will include soil erosion control measures to be implemented by the contractor and supervised by the supervising environmental officer, these measures including hoarding of the main construction area, compaction of the soil	Availability and application of soil conservation strategies	Contractor	NWWDA County government of Wajir

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
	after excavation, stabilization of the loose soil.			
	Proper planning to avoid heavy construction during rainy season and phased construction to minimize exposed excavated area.	-Availability and application of phased work plan -Soil/ resources conservation strategy	Contractor	NWWDA County government of Wajir
Environmental Pollution due to Poor Waste Management Project activities, presence of workers	Regular housekeeping at active project sites.	-Project site inspection -Availability of waste management strategies -Housekeeping schedule	Contractor	NWWDA NEMA County government of Wajir
	Waste receptacles (bins) should be placed at convenient locations in the project sites and all workers are encouraged to dump waste in their respective bins.	-Availability of waste bins	Contractor	NWWDA NEMA County government of Wajir
	Segregation and recycling of waste on site is encouraged.	Availability of waste segregation receptacles	Contractor	NWWDA NEMA County government of Wajir
	The contractor should put in place appropriate pit latrines for both genders during the site mobilisation.	Availability of clean pit latrines	Contractor	NWWDA NEMA County government of Wajir
Management of wastewater from	Avoid direct discharge onto the ground, especially if it could recharge the pumped aquifer	Availability of test pumping waste water management strategies	Contractor	NWWDA NEMA

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borehole test pumping				County government of Wajir
Test pumping activities	Ensure the discharge does not cause flooding, erosion, or adverse water quality changes.	Availability of well- functioning drains	Contractor	NWWDA NEMA County government of Wajir
	Carefully select the point of discharge with guidance from the supervising consulting drilling supervisor.	Availability of drainage layout	Contractor	NWWDA NEMA County government of Wajir
Labour Related Issues and exclusion Poor labour practices and high rates of unemployment	Application of labour management Procedures (LMP).	Availability and application of Labour management procedures	Contractor	NWWDA County government of Wajir
	Hiring of project staff without discrimination but also put into consideration the cultural norms within the locality.	Availability and application of Labour management procedures -Recruitment register	Contractor	NWWDA County government of Wajir
	The contractor shall observe gender mainstreaming during hiring of project staff	Availability and application of Labour management procedures Recruitment records/ statistics	Contractor	NWWDA County government of Wajir
	Protection of labour rights to the workers, e.g., working hours should be as agreed upon by the contractor and the workers.	-Application of labour management procedures -Labour records/ payment records	Contractor	NWWDA County government of Wajir

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
	Recruit workers from the local communities as much as it may be practically possible.	-Application of labour management procedures -Recruitment records	Contractor	NWWDA County government of Wajir
	Liaise with local leadership to help formulate an accommodating labour hiring strategy that will ensure as much as practical all enlisted labour seeking individuals get a chance to work on the project as much as possible.	-Availability of recruitments records	Contractor	NWWDA County government of Wajir
	Register all the job seeking individuals and group them into cohorts that will be engaged in phases to ensure as much as possible the registered job seekers get a chance to work on the project.	Availability of employment recruitment records	Contractor	NWWDA County government of Wajir
SEA-H Risks Power imbalances, gender inequality, and external factors like poverty or conflict	Engage competent SEAH/ social safeguard officer	-Qualification of the SEA-H/ social safeguard officer -Number of incidences (both reported and unreported), their investigation, solution and closure according to the SEAH Response Plan	-Contractor -Local Community Leaders SEAH Expert MoWSI	NWWDA MoWSI
	Entrench SEAH Risks prohibitive clauses on the tender document and commitment of the contractor in adhering to the contract.	Inclusion of SEA-H prohibitive clauses in the Signed Contract	Contractor	NWWDA MoWSI
	Preparation and implementation of the site specific SEA-H prevention and response action plan	Availability and application of SEA-H prevention and Response action plan	Contractor	NWWDA MoWSI

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
	Sensitization of the community on SEAH and reporting mechanism.	Records of attendance of the sensitization sessions	Contractor	NWWDA MoWSI
	Ensure all workers are trained on SEAH, sign and adhere to the code of conduct (CoC)	Availability of training registers and signed CoC	Contractor	NWWDA MoWSI
	Establish and implement Site specific SEAH reporting and response mechanism aligned to programs referral pathways.	Availability and implementation of site-specific SEA-H reporting and response mechanism	Contractor	NWWDA MoWSI
	Popularize the existing SEAH reporting pathways (service providers) including the phone and email; and	Availability of Sensitization records and application records	Contractor	NWWDA MoWSI
	Establish and implement a site specific GRM based on the project GRM	Availability and implementation of the site specific GRM	Contractor	NWWDA MoWSI
Increased Insecurity Unscrupulous members of the community/ Project workers	Hiring project guard(s) from the local community	Records of security guards hired from the local communities Physical presence of the guards	Contractor	NWWDA Local Chief
	Integrating the local communities into the project to instill a sense of ownership through the local project committee.	Records of consultations and engagements Response Feedbacks	Contractor	NWWDA County government of Wajir
	Hiring local workers in collaboration with the project committee and local	-Records of collaborations in hiring of project staff.	Contractor	NWWDA

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	administration (Area chief and <i>nyumba kumi</i>) to help in vetting the potential and that will minimize bad characteristics in its workforce; and		Local Leadership (Nyumba Kumi)	Ministry of Interior and Local Coordination
	Enforcing the CoC by the contractor and ensuring that personal discipline is observed in line with acceptable societal norms.	Signed CoCs	Contractor	NWWDA MoWSI
Child labour and abuse Poor Labour practices by the contractor	Adhere to provisions in labour Procedures (LMP) prohibiting child labour	Availability and application of labour Procedures (LMP) prohibiting child labour	Contractor	NWWDA Ministry of Labour and Social Protection County children department
	Engage local school administrators and Community project Management Committee in regular monitoring to prevent child labour occurrences.	Records of engagements Reports of managed cases of child labour	Contractor	NWWDA Ministry of Labour and Social Protection County children department
	The contractor shall strictly hire people who are above 18 years of age and ensure they provide their National Identity Card	Copies of ID cards for project employees	Contractor	NWWDA Ministry of Labour and Social Protection County children department
	Provide safety warning signs prohibiting children's labour.	Presence of visible Signage warning against underage labour practices at the project site	Contractor	NWWDA Ministry of Labour and Social Protection County children department

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	Conduct community sensitization campaigns to raise awareness about child rights and relevant labor laws.	Records of sensitization campaigns Records of attendance to the sensitization forums.	Contractor	NWWDA County children department
Infringement on Vulnerable and Marginal Groups (VMGs) rights Exclusion of vulnerable groups from consultations and inclusion in designs Failure to implement the Stakeholder Engagement Plan (SEP)	Schedule meetings at convenient times and locations to accommodate women, persons with disabilities, and other vulnerable groups.	Plan of public consultation that is appropriate for community	Contractor/ Supervision consultant	NWWDA Ministry of Labour and Social Protection County Government of Wajir
	Focused engagements with the vulnerable groups. This will include dedicated consultations with the PWDs to understand their needs.	Number of VMGs identified and number of consultations carried out	Contractor/ Supervision consultant	NWWDA Ministry of Labour and Social Protection County Government of Wajir
	Apply universal design in infrastructure to ensure accessibility for persons with disabilities to the water points.	Design that is user friendly to PWD	Supervision consultant	NWWDA Ministry of Labour and Social Protection County Government of Wajir
	Ensure that consultations are culturally appropriate, accessible, including the use of sign language interpreters, braille, and vernacular languages.	Site specific GRM Involvement of site GRC	Supervision consultant	NWWDA Ministry of Labour and Social Protection

Environment/ Social Impacts and their Sources	Mitigation Measures	Monitoring and Measurement	Entity Responsible	Supervising Agency
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Impact on Cultural Heritage Project Activities	Implementation of the Chance Find Procedure that should be approved by National Museum of Kenya (NMK).	Availability and application of the Project Chance Find Procedure	Contractor	NWWDA National Museums of Kenya