# Environmental & Social Screening Report

## TEJGAON COLLEGE, DHAKA

Document Stage: Draft
Project Number: P154577
Loan/Credit No: IDA/58410
October 2021

**Name of the Sub-project:**

W1; Renovation and Refurbishment of Classrooms, Labs and Library.

W2; Renovation and Refurbishment of Classrooms, Teachers office rooms, Office room and Washrooms.

**Package Names**: Small-scale Civil Works

## College Education Development Project (CEDP)
## Secondary and Higher Education Division
## Ministry of Education
## Dhaka, Bangladesh

**ABBREVIATIONS**

| | |
|---|---|
| BOU | : Bangladesh Open University |
| BdREN | : Bangladesh Research and Education Network |
| BNBC | : Bangladesh National Building Code |
| BANBEIS | : Bangladesh Bureau of Educational Information and Statistics |
| CEDP | : College Education Development Project |
| DPHE | : Department of Public Health Engineer |
| DLI | : Disbursement Link Indicator |
| DPP | : Development Project Proposal |
| DSHE | : Directorate of Secondary and Higher Education |
| EA | : Environmental Assessment |
| ESSR | : Environmental and Social Screening Report |
| GOB | : Government of Bangladesh |
| IDA | : International Development Association |
| IDG | : International Development Grant |
| IDGB | : International Development Grant Board |
| IDGMC | : Institutional Development Grant Management Committee |
| IDGOM | : International Development Grant Operations Manual |
| IDP | : International Development Plans |
| IPF | : Investment Project Financing |
| M & E | : Monitoring and Evaluation |
| MoE | : Ministry of Education |
| MoF | : Ministry of Finance |
| NAEM | : National Academy for Educational Management |
| NTSC | : Non-government Teachers Selection Commission |
| NSPC | : National Strategic Planning Committee |
| NU | : National University |
| PD | : Project Director |
| PIC | : Project Implementation Committee |
| PIU | : Project Implementation Unit |
| PMU | : Project Management Unit |
| PCU | : Project Construction Unit |
| PSC | : Project Steering Committee |
| ToR | : Terms of Reference |
| UGC | : University Grants Commission |
| WB | : World Bank |

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## I. Introduction

1. The Government of Bangladesh with the support of the World Bank intends to improve the quality and relevance of tertiary Colleges education in Bangladesh for enhanced employability of graduates and to strengthen the management system of the colleges education subsector through the proposed College Education Development Project (CEDP). This screening report is prepared for TEJGAON COLLEGE, DHAKA.

2. The proposed project finance rehabilitation/renovation/refurbishment of existing building, Teachers and Students conference room, Teachers office rooms, Class rooms, Smart class rooms, Washroom zones, Seminar rooms, Library, Auditorium, Science Lab, Chemistry Lab and Computer laboratory facilities, ICT Lab and establish fiber optic cable connectivity provided by BdREN. The proposed sub-projects are not expecting to cause any significant negative impacts as all the activities are related to rehabilitation/renovation or refurbishment. There will be indirect beneficiaries of the project which would include: (a) private sector employers who will be able to recruit better qualified college graduates; (b) GoB will be able to recruit higher quality graduates for the various public services including education (majority of school teachers are college graduates) and public administration; and (c) future generations of College graduates and teachers/students will benefit from the development of the college education system.

**Sub-project activities;**

3. The sub-project activities for the package of the existing building are;

- Tiles setting in Classrooms, Labs, Library, and Teachers office room, Office room Washrooms.
- Door setting in Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.
- Brick work in Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.
- Plaster work in Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.
- Painting work in Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.
- Window Thai Glass setting in Classrooms, Labs, Library, Teachers office room and Office room..
- Sanitary work in Washrooms.

## II. Screening, Assessment and Safeguard Instruments

4. This section of the Environmental and Social Screening (ESS) report describes the process for ensuring that environmental and social concerns are adequately addressed through the institutional arrangements and procedures used by the sub-project for managing

the identification, preparation, approval, and implementation of this College sub-projects. This section of the Environmental and Social Screening (ESS) report can be divided into the following subsections: (i) environmental & social screening and impact assessment; (ii) development of mitigation measures; (iii) review, approval, and disclosure of this College sub-project safeguards instruments; and (iv) implementation, monitoring, supervision, and reporting.

**Safeguard Screening and Impact Assessment**

5. Key steps in sub-project preparation during sub-project implementation are safeguard screening and impact assessment. Key minor negative impacts on the environment and local community will be screened for pre-construction and construction phases. In this regard, the activities of this College have been construction activities associated with small-scale civil works. The College eligible for any of the above categories of activities need to perform environmental & social screenings for each. Annex I provides the screening checklist forms for the above two categories respectively. There can be two possible outcomes from the environmental screenings: (1) the assessed impacts have a very low to low scale of magnitude (the likely case) and (2) the assessed impacts have a low to medium scale of magnitude. It has been assessed that the environmental & social impacts are minimal; no IEE/EIA would be required. It is ensured that the general ECoPs for small-scale civil works and mitigation plan for sub-project construction Annex III are included in the contractor's bidding documents so that it becomes obligatory for the contractor to adopt the ESMP/ECoPs during execution of works. Having impacts with very low to low scale is very much unlikely for this college.

6. Screening identified that the impacts are very low to low and full Environmental & Social Screening report will not be a condition for IDA financing. This will include detail examination of potential negative and positive environmental impacts, comparison of them with those of feasible alternatives, and recommendation for measures needed to prevent, minimize, mitigate, for adverse impacts and improve environmental performance. Typical safeguard actions to be taken during the ESS report process are illustrated in the flowchart below:

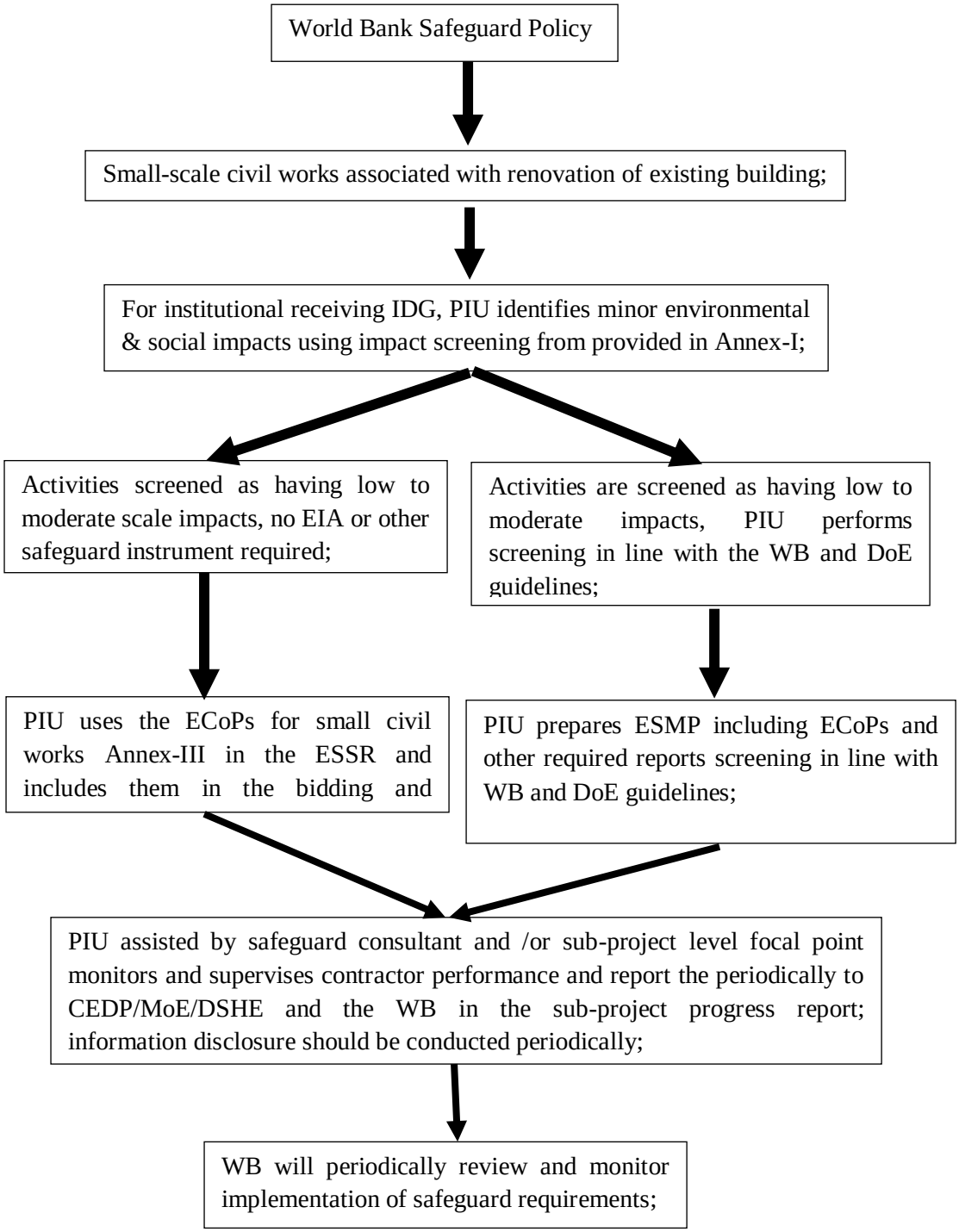


**Figure 1: Typical safeguard actions to be taken during implementation flow chart**

7. The TEJGAON COLLEGE sub-project is being implemented for upgrading and modernizing basic teaching and learning facilities of the College.

## III. Sub Project Descriptions

8. **Name of the Sub-project:** Renovation and Refurbishment of Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.

**District Name : Dhaka**

**Name of the Upazila : Dhaka Sadar**

**Key Project Activities;**

| Sl no. | Description of Procurement (Works) | Unit | Qty. | Est. cost in lac Taka. | Remarks |
|---|---|---|---|---|---|
| W1 | Renovation and Refurbishment of classrooms, labs and library. | NS | LS | 6894597.77 | Renovation and Refurbishment works (e.g. painting, tiles & grill setting, plaster, Thai Glass window, brick work, door setting and sanitary. |
| W2 | Renovation and Refurbishment of classroom, Teachers office room, office room and washrooms. | NS | LS | 4669186.25 | |
| | Total value of work procurement= | | | 11563784.02 | |

9. Tejgaon College is a college in Dhaka city, Bangladesh which was founded in 1961. It has 30,000 students. Tejgaon College is 50 years old. Tejgaon College is located at Farmgate, at the Dhaka city centre. Popularly known Tejgaon College was primarily founded as Dhaka Night College in the year 1961 in the campus of Islamia High School beside the river Buriganga. The college was framed under the true & sincere effort made by Late Maulana Abul Khair. That time the name of the founder president of the college was the then education minister Mr. Shafiqul Islam, Advocate Bahauddin Ahmed & Advocate Mr. Abul Hossain were included as the members. During their tenure, the teachers used to teach the students with a scarce amount of remuneration, it was just 50 Tk. per month. Many days were passed in the premises of Islamia High School. Then the education minister Mofizuddin shifted its campus in Madrasha-E-Alia in Dhaka. That continued for another one year & a half. Again the then authority had to look for a new address as a consequence of an untoward/unwanted incidence. That time they could manage to find its address in Tejgaon Polytechnic High School where Headmaster, Mr. Noor Mohammad played a significant role. That time Mr. M.Q. Roisuddin performed his role as principal & his tenure was from 1963 to 1966. Because of facing various adversities, the authority had to go for a change of its campus from Tejgaon Polytechnic High School to the Crown Laundry, owned by Mr. Asadul Hoque, situated in Tejgaon industrial area. Surprisingly enough, the whole administration of the college again shifted its campus to the crossing road in Farmgate, which is presently known as Al-Razi Hospital. Along with that process, the college was renamed as “Tejgaon College” from its original one “Dhaka Night College”. But unfortunately enough the college was yet to get its permanent compound. After the liberation war in 1971, the then prime minister & father of the nation, Bangabandhu Sheikh Muzibur Rahman chalked out a plan so that he could fulfill the long cherished desire of its huge number of students & the guardians by offering a permanent address. Finally Tejgaon College could manage to overcome its painful existence of being a parasite. All the teachers, staffs & the students contributed their joint effort to build up its new infrastructures.

The number of the students kept on increasing & same as the case with the teachers. But the development history of Tejgaon College got its momentum when the present Principal Md. Abdur Rashid took over the charge in 1998 soon after the retirement of its former principal Tofail Ahmed Chowdhury. It may be mentioned here that it was Dr. Iqbal, the then president of the governing body & MP (Dhaka 10) also provided his all-out effort support, guidance, inspiration & co-operation.

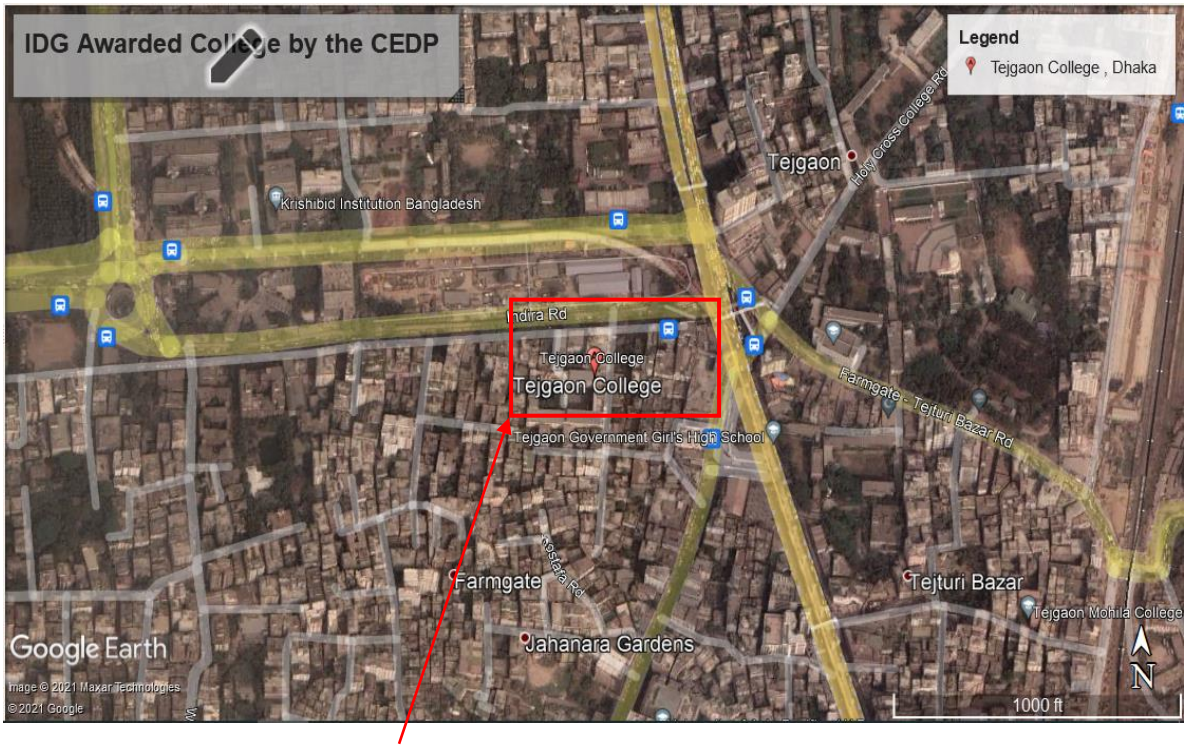


**Figure 2: Tejgaon College, Dhaka in Google Map**

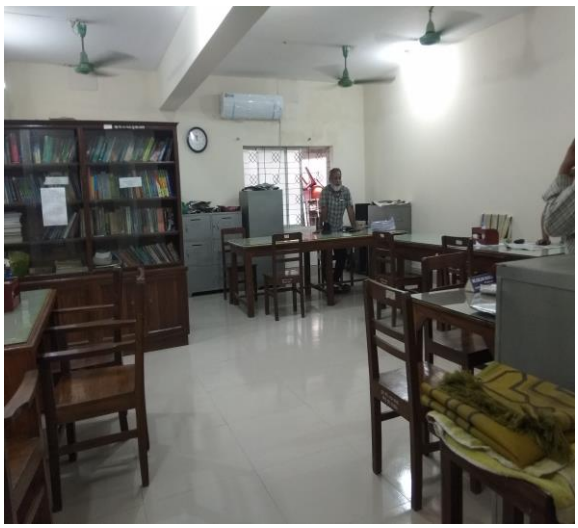

**Figure 3: Photographs of the proposed schemes**

10. The tentative environmental and social impacts by the sub-projects;

-Pollution from construction materials; dumping of construction material in store, use of minimum construction equipment & material transports in the college area. Air Pollution from Dust; machinery movement and other works generates dust and deteriorate the air quality e.g. Tiles cutting, hand drilling, wall scraping, brick crushing, minimum transporting and dumping of materials produce dust. Noise Pollution; minimum movement of vehicles, tiles cutting, brick crushing, concrete mixture etc. generates noise.

-Sub-project will not require acquiring any new fresh land. All the activities will be conducted on the existing land of the college. This sub-project will not displace any households, squatters nor will it affect any trees or livelihood. Overall, social impacts are expected to be low.

-To help the community during the COVID-19 Pandemic situations and health risks from COVID. Child labour of age under 18 is not to be recruited in the construction works. When women's labour engaged during construction, their wages should be proportionate to their

skill, there must not be any discrimination in wages for equal works between men and women as per labour act 2006 and Labour law services rules 2015. However, the rest all labors were from the local community therefore, labor sheds are not an issue for the workers. It is short-term and less quantity of work in the IDP sub-project, no insurance is required. Health and safety facilities will be ensured during construction works by the contractors including ensuring overall OHS adherence according to WHO standards, national circulars and follow evolving international best practice in relation to protection from COVID-19.

**Implementation schedule**

11. Summering up, over a 30-month period, major works are advisable to take place "between" 1st July 2021 to 30th December 2023. A tentative time-schedule for implementation (only as indication) is shown Table-1.

## Table 1: Sub-project implementation schedule

Name of project: College Education Development Project (CEDP)
Duration: 2021-2023

| Item of works | 2021 | | | | | | | | | | | | 2022 | | | | | | | | | | | | 2023 | | | | | | | | | | | |
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| **Goods Packages** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 101H, Computer & Accessories | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 101I, Computer & Accessories | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 101K, Computer & Accessories | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 101L, Computer & Accessories | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Motor Vehicles | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 103F, Furniture & Fixtures for PMU Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 103G, Furniture & Fixtures for PMU Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD 103H, Furniture & Fixtures for PMU Office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD105D, Procurement of Photocopier, Scanner, IPS and other Accessories for PMU office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD105E, Procurement of Photocopier, Scanner, IPS and other Accessories for PMU office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106M, Computer, Printer, Projector and Accessories under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD105B, Interactive Smart Virtual Class Room/E-learning Centre for NAEM, NU & BOU | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106F, Laboratory Instrument and Accessories under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106G, Development of Digital Class Room under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD105C, Installation of IP Telephony System & Networking for PMU office | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Item of works | 2021 | | | | | | | | | | | | 2022 | | | | | | | | | | | | 2023 | | | | | | | | | | | |
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| GD106D, Supply of Furniture, Fixtures and Digital Accessories for Development of Digital Classroom and Seminar/Workshop Room for National University, Gazipur | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106J, Supply of Furniture, Fixtures and Digital Accessories for Development of Conference room for National University, Gazipur | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106H,Computer, printer, projector and Accessories under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD106I,Tab with Apps under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD107B,Framework Agreement for Procurement of Stationeries Items, Toner & Accessories and Bags | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108B, Printing and Publications for Training Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108C, Printing and Publications for IDG & PMU | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108D,Printing and Publications for PMU, CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108E, Printing and Publications for Training Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108F, Printing and Publications for IDG & PMU | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD108G, Printing and Publications PMU, CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108H, Printing and Publications for Training Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108I, Printing and Publications for Training Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108J, Printing and Publications for PMU,CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108K, Printing and Publications for IDG, PMU | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108L, Printing and Publications for IDG, PMU | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108M, Printing and Publications for PMU, CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| G108N, Printing and Publications for PMU, CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD109B, Framework Agreement for Procurement of Books under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD109C, Framework Agreement for Procurement of Books under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GD109D, Framework Agreement for Procurement of Books under Training Facilities (NU) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Item of works | 2021 | | | | | | | | | | | | 2022 | | | | | | | | | | | | 2023 | | | | | | | | | | | |
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| GD110, Infrastructure Hardware & Software for LMS & Content | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IDG/CP/GD-03<br>Supply of Desktop Computer Laser Printer Black &White Scanner Multimedia Projector with Projection Screen Photocopier and Related<br>Service for IDG Colleges under CEDP. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IDG/CP/GD-04,<br>Supply of Smart Board and Related Service for IDG Colleges under CEDP. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IDG/CP/GD-05,<br>Supply of Digital Notice Board and Related Service for IDG Colleges under CEDP. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Works Packages** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W101H, Interior Design | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W 101I, Furniture and Fixtures, Interior | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W 101J, Furniture and Fixtures, Interior | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W 101K, Furniture and Fixtures, Interior | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W 102B,Recruitment of Support Staffs (Drivers and Office Assistant) for CEDP | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W104, Refurbishment Works of Dormitory Building at National University, Gazipur | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W105B, Procurement of Physical Services from Service Provider Firm for Hiring Vehicles and Maintaining Transport Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W105C, Procurement of Physical Services from Service Provider Firm for Hiring Vehicles and Maintaining Transport Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W105D, Procurement of Physical Services from Service Provider Firm for Hiring Vehicles and Maintaining Transport Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W106A, Repair & Maintenance of Training Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W106B, Repair & Maintenance of Training Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| W106C, Repair & Maintenance of Training Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Item of works | 2021 | | | | | | | | | | | | 2022 | | | | | | | | | | | | 2023 | | | | | | | | | | | |
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| W106D, Repair & Maintenance of Training Facilities | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

## IV. Policy, Legal, and Administrative Framework of CEDP

12. This sub-project trigger minimum impact according to the Government of Bangladesh (GoB) and World Bank (WB) Operational Policies/Bank Procedures (OP/BP). These are as follow;

Environmental Conservation Act (ECA) of 1995

Environmental Conservation Rules (ECR) of 1997

National Environmental Rules 2018

Labour Law 2006 and Labour Law Services Rules 2015

OP/BP 4.01 Environmental Assessment

OP/BP 4.20 Gender Assessment

**Social Safeguard Triggers**

13. The activities identified under the sub-project are predominantly technical assistance in nature (development of soft skills, institutional self-assessment skills etc.) with only small-scale civil work components or infrastructure development activities. The proposed sub-project may finance renovation/refurbishment of existing building; Renovation and Refurbishment of Classrooms, labs, Library, Teachers office room, Office room, and Washroom.

14. The project will not finance any new civil works or activities that are expected to trigger OP 4.12 Involuntary Resettlement. No land acquisition, displacement of people or communities from private or public lands or any negative impacts on livelihoods will be permissible under the project. Any infrastructure development and or refurbishment/ extension of existing infrastructure will only be carried out within the current premises of the college. There will be no requirement for private land acquisition, trees, structures, displacement of communities or people from either public or private lands regardless of title and no adverse impacts on livelihoods of any nature. Therefore, the sub-project will not trigger OP 4.12 Involuntary Resettlement.

**Grievance Redress Mechanism (GRM)**

15. The CEDP will set up a procedure at Collage to address complaints and grievances regarding procedural irregularities and environmental and social guidelines. The procedure will however not to be pre-empt an aggrieved person’s right to seek redress in the courts of law. All complaints will first be discussed in open meetings at this college. If the college fails, then college can refer the complaints to the IDGMC with the minutes of the hearing taken place at the college level. If IDGMC fails to resolve the matter, it can refer the unresolved cases to MoE/PMU.

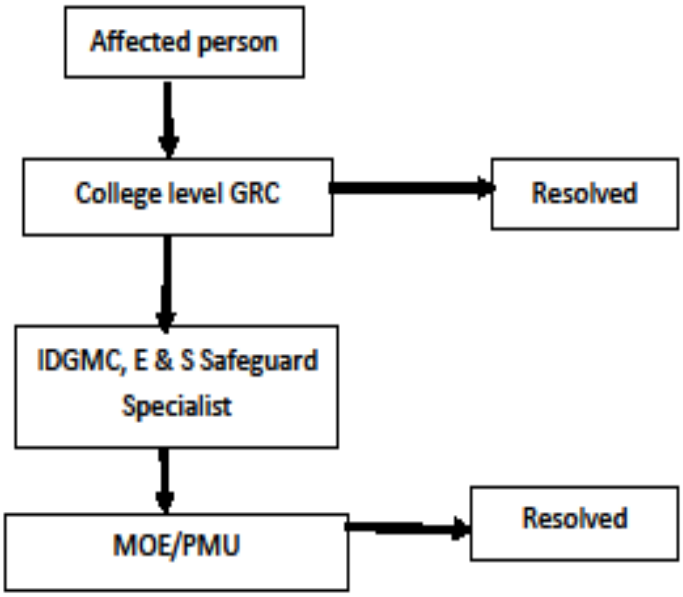


**Figure 4: Diagram Overview of the GRM procedures**

16. If any of the College sub-projects affected people want talk about grievance related issue, they can contact with first project manager of sub-project at college level through the team members of IDGMC sub-project, PMU to facilitate smooth implementation of the social and environmental matters.

17. To solve the resettlement related disputes and make the project accountable to the affected people and their community, a complaint and grievance mechanism will work. Based on “extra-legal” method the Grievance Redress Committee (GRC) will be officially recognized community to resolve disputes arising out of various matters related to land acquisition, livelihood etc. for college campus, health & safety issues of labours and stakeholder’s other social concerns.

**Grievances Redress Committee (GRC)**

18. A two-tier bottom up GRC system will be established in this College sub-project. First, there will be GRC at the college level where head of the college will be Convener of GRC and other team members (two) will be Member and Member Secretary, which is called local GRC and second, GRC at the project PMU and Ministry of Education which will already have formed. The APs will be informed through public consultation that they have a right to have their grievances redressed by the local committees. The GRC will review grievances involving all issues assistance and other support. Only unresolved cases will be forwarded to the next tier PMU, CEDP Project level GRC for further review and resolution.

| | | |
|---|---|---|
| Local level (College level GRC) | 1 | Principal/Vice Principal, Convener at College |
| | 2 | Member-1 IDGMC sub-project at College, Member |
| | 3 | Member-2 IDGMC sub-project at College, Member Secretary |

19. Grievances will be redressed within a month from the date of lodging the complaints. GRC decisions will be on a majority basis and will be disclosed and available for review by the stakeholders. Grievance resolution will be a continuous process. The number of grievances recorded and resolved and the outcomes will be displayed/disclosed in the College, PMU/MoE Office, and on the web, as well as reported in monitoring report submitted to WB on a semi-annual basis.

**Detail Environmental & Social Features**

20. Environmental & Social features of the sub-project sites are presented in the following;

- Possible air and dust pollution, noise level during the construction works.
- Possible solid waste material generated during the construction works.
- Occupational health & safety effect during the construction works.
- COVID-19 effect (Teachers/Students, contractor employees, workers) during the construction works and
- Gender equality effect during construction works etc.

## V. IDP sub-project Impacts and Mitigation Measures

21. The proposed Institutional Development Grant (IDG) program would support the implementation of Institutional Development Plans (IDP) in each participating college under several windows which includes upgrading and modernizing basic teaching-learning facilities of college; and improving the connectivity through existing Bangladesh Research and Education Network (BdREN) (under subcomponent 2.1). The activities that may be associated with the implementation of college are: Renovation and Refurbishment of Classrooms, labs, Library, Teachers office room, Office room and Washroom; some generic positive and negative impacts during construction and their mitigation measures are suggested below.

**Specific impact**

22. The type of activities associated with CEDP are small-scale civil works, with minor environmental and social impacts. Thus, the College sub-project is designated as Category “B”. Environmental & Social screening report is being done and mitigation measures are being specified for this sub-project, which involve these activities.

**Potential Impacts during renovation/refurbishment**

**Drainage congestion**

23. This sub-project civil activities during construction phase will not cause any drainage congestion. So mitigation measures in this issue is not applicable.

**Air pollution**

24. This sub-project minor civil works may generate a small/insignificant amount of dust in the vicinity of the working areas. The dust may be generated due to demolition of small structures (e.g. falls slab, floors, walls etc.) activities and uncovered storage of construction materials. Impacts to air quality associated with the small-scale civil works are limited & temporary and no chance of incidental increases in particulate matter (PM) like fugitive dust during construction. Due to taking typical mitigation measures such as covering construction materials and Best Management Practices (BMP), construction will not have any long-term impacts to air quality and short-term impacts will be localised.

**Noise pollution**

25. As the duration of small-scale civil works are only 4 months, there will be no long-term impacts on noise levels. During construction, minor short-term noise impacts will be incurred due to operation of the hand drilling equipment or other construction equipment. The traffic-related noise at the area of construction is also not expected to exceed the prevailing baseline noise levels. For small-scale civil works minimum negligible noisy environment may prevail for several days (common activities such as stripping, drilling, concrete mixing, Door setting, Window setting, Grill setting, Collapsible gate setting, tiles-cutting, aggregate-crushing etc.). This College sub-project contractor will measure the baseline noise level prior to commencement of work and will take mitigation measures during construction.

**Water pollution**

26. There is playground and pond within this College boundary but far from construction works and so the water body of the pond will not be polluted by the sub-project activities. So mitigation measures in this issue is not applicable.

**Environmental pollution from solid/construction waste**

27. Debris is likely to be generated from this sub-project activity. Improper management of construction debris and solid waste could cause blockage of drainage line/path and environmental pollution. So mitigation measures in this issue is applicable.

**Disruption of flora and fauna**

28. This nature of this civil activities within existing College building, Renovation and Refurbishment of Classrooms, labs, Library, Teachers office room, Office room, and Washroom. Will not disrupt the existing ecology and natural system of the locality. Wild animals are quite absent in this sub-project area. Tree felling will not be required to clear the site for construction work. Live vegetation will not be disrupted. Water bodies will not be not filled up, so there will be no destruction of plants grown under water.

**Health and Safety Measures under COVID-19 Situations**

29. Although the construction activities are in densely populated areas, there is no vehicular movement within college premises. So the workers involved in construction or repair and PMU/IDGMC inspection activities will not be at risk. Apart from the established Occupational Health and Safety (OHS) measures being followed in construction site workers

a set of additional measures has to be taken and practiced throughout the daily cycle by teachers/students, each labor, project manager and any involved parties, due to the ongoing pandemic coronavirus situation. PPE and other protective gears should have been cleaned and disinfected regularly. Workers and employees have been suggested to use proper PPE to protect from COVID-19 as per WHO standards, national circulars and evolving international best practices.

**Training**

30. The environmental and social safeguard specialist are responsible for training on environmental awareness, health & safety management in accordance with both Bank and government requirements. Therefore, ESMP/ECoPs training for the contractors, workers and implementing agency is necessary before construction goes on-board. A training needs to be arranged before construction starts with all involved parties: contractor, workers and representatives from implementing agency to implement the ESMP/ECoPs and therefore is necessary.

**Employment Opportunities**

31. Construction and renovation civil activities of the TEJGAON COLLEGE sub-project are being performed by the local skilled and un-skilled workers. So the sub-project has created temporary employment for the local vulnerable people. Thus it would provide some relatively small, temporary increases in income and employment in the sub-project area. These job opportunities would be located in this area as the work progresses. Additional facilities for workers (camps, water supply and sanitation, waste management) will not be required. Therefore, there likely would be no adverse impacts on community, College, housing, or other local services and facilities.

**Impact Assessment**

32. Considering the nature and magnitude of minor environmental impacts from relatively limited scale of the renovation/refurbishing of infrastructure, the proposed operation is classified as category ‘B’. Since the physical intervention like reconstruction works are known at this stage, the requirement to carry out an environmental analysis as part of sup-project implementation can be waived but a limited environmental analysis/screening is being done during sup-project implementation.

**Mitigation Measures**

33. Mitigation measures for small-scale civil works are described as Environmental Code of Practices (ECoPs) and are delineated in Annex III. The Environmental Codes of Practice is prepared to manage small environmental & social impacts during construction. The ECoPs will apply to manage small-scale infrastructure investments sub-project. ECoPs will be a mandatory part of construction contract or bidding documents so that contractor complies with environmental covenants **(E-GP tender document PCC, Clause GCC 6(j) and Manual tender document PCC, Clause GCC 6.1(j).** IDGMC and construction supervisors will be responsible for monitoring of compliance with ECoPs and preparing the required report. These mitigation measures will also have to be adopted by the Contractor in

a similar way as the ECoPs wherever applicable. The ongoing TEJGAON COLLEGE is a low impact sub-project. Measures to mitigate the insignificant impacts will be in place.

**Environmental & Social Management Plan (ESMP)**

34. An ESMP describes the basic principles and activities to be carried out to mitigate potential negative impacts. An ESMP will briefly describe the this College sub-project description; environmental and social background of the sub-project area, including a good map showing locations of the sub-project and site-specific activities and/or process as appropriate; the minimal impacts and proposed mitigation measures; and the implementation and monitoring arrangement. Public consultation is also to be carried out as part of the ESMP/ECoPs preparation. For each college sub-project, the ESMP/ECoPs is being clearly define actions to assess and mitigate associated risks as well as to mitigate minimal impacts during site clearance and construction and to reduce the risks during operation. Over all there are small/insignificant risks anticipated. At a minimum, the ESMP has included a standard ECoPs (Annex III) and site-specific mitigation measures, including an environmental monitoring program. ESMP provides an essential link between the impacts predicted and mitigation measures specified. ESMP format needs to fit the circumstances in which ESMP is being developed.

35. Environmental and Social Screening Summary please summarize the results of environmental and social screening checklist Annexure-I. The environmental activities and management measures for this college sub-project of CEDP are addressed and shown in the table-2 below:

**Table 2: Possible Mitigation/Enhancement Measures**

(Renovation and Refurbishment works)

**Impact summary matrix for identification of minor environmental impacts and its mitigation measures;**

| Sub-project Activity | Environmental Aspect | Potential Environmental Impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|---|
| | | | | Implementation | Supervision |
| **Pre-construction phase** | | | | | |
| Obtaining of SCC/NOCs Subproject activities | Site location | Environmental impacts from construction work | The proposed sub-project is being existing building in college, that's why all necessary consents, permits, clearance, etc. no required to be obtain before start of civil works (As the duration of small-scale civil works are only 4 months. | Contractor | PMU/IDGMC |
| Construction Work at started | Site location | Environmental impacts from construction work | A 'NOTICE' hung up before 48 hours of the construction work in an area publicly visible. | Contractor | PMU/IDGMC |
| Construction Camps, & material Storage | Site location | Environmental impacts from construction work | • The sub-project is being implemented by the local skilled and un-skilled workers.<br>• Additional facilities for workers (camps, water supply and sanitation, waste management) will not be required. | Contractor | PMU/IDGMC |
| Updating of ESMP based on necessary | As per necessary | Specific impacts will be identified during construction works | • Update ESSR and ESMP as per necessary of construction works.<br>• Ensure updated ESMP is provided to contractors. | CSC | PMU/IDGMC |
| ESMP Implementation Training | As per necessary | Irreversible impact to the environment, contactor representative/workers | Training will be required to undergo ESMP implementation including waste management for construction works; health and safety (H&S), core labor laws, applicable environmental laws etc. | PMU | PMU/IDGMC |
| **Construction phase** | | | | | |
| IDG Office area | Solid waste generation | Soil contamination | • Waste will be removed from the IDG office room and solid waste materials will be kept at box of color code.<br>• Solid waste is given to City Corporation/Municipality vendor for the solid waste management. | Contractor | PMU/IDGMC |

| Sub-project Activity | Environmental Aspect | Potential Environmental Impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|---|
| | | | | Implementation | Supervision |
| Renovation activities | Dust generation from renovation sites | Dust including SPM, $PM_{10}$, $PM_{2.5}$ pollution | • The waste covered to reduce dust and removed from construction site within 24 hours.<br>• Water spraying at the renovation site to control dust.<br>• Temporary barriers made by jute/poly-propylene to control dust for fly-away.<br>• Since small-scale civil works are expected to take place within the existing premises, the environmental footprint would be limited.<br>• Before used rotary drills, tiles cutting etc. water may be spraying to place of breaking. | Contractor | PMU/IDGMC |
| | Material stockpiles and solid waste generation from renovation site | Soil contamination | • Waste or garbage waste are store in specific site for dumping to safe place.<br>• Garbage waste should be covered by jute/poly-propylene to control dust from the garbage waste.<br>• Any solid waste is stored in the boxes according to color code as per ECR 1997. | Contractor | PMU/IDGMC |
| | Bathroom and waste water generated from domestic use | Water pollution | • Ensure proper design of septic tank with sewerage management.<br>• Ensure the connectivity line of septic tank and municipal sewerage line. | Contractor | PMU/IDGMC |
| | Loss of vegetation | Biodiversity impacts | • Avoid/reduce vegetation loss as much as possible.<br>• Ensure replantation at the renovation sub-project site. | Contractor | PMU/IDGMC |
| | Water use | Impact of water hydrology | • Water use should be limited for the renovation work.<br>• Water-cement mixing material could not touch surface soil. | Contractor | PMU/IDGMC |
| | Clean up and demobilization site | Solid waste generation | • Solid waste is stored in the boxes according to color code as per ECR 1997. | Contractor | PMU/IDGMC |
| | Worker incident/accident | Health & Safety impacts | • Workers are used PPE for reducing the incident/accidental event.<br>• Workers training may be reduced the incident/accidental aspect. | Contractor | PMU/IDGMC |

| Sub-project Activity | Environmental Aspect | Potential Environmental Impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|---|
| | | | | Implementation | Supervision |
| Renovation machinery run-up | Noise and vibrations generation | Noise pollution can be health impacts | • Construction activities which generation noise will not be performed during class time.<br>• Install temporary noise control barriers where appropriate<br>• Workers at noisy places use earplugs.<br>• All service vehicles are regularly serviced and use low horns.<br>• Avoid unnecessary use of hydraulic horns and sirens in vehicle renovation machinery.<br>• Ensure all fixed items of renovation site are electrical powered rather than diesel or petrol driven engine. | Contractor | PMU/IDGMC |
| Generator run-up | Noise generation | Air pollution can be health impacts | • Earplug is used at generator room, tiles-cutting, drilling as PPE.<br>• The canopy should be capable of maintaining sound level Max 75 dBA at 7-meter distance. | Contractor | PMU/IDGMC |
| | Emission of gaseous pollutants | Air pollution can be health impacts | If necessary;<br>• The level of stack point emission of generator within the limit of IFC/WB and ECR 1997 | Contractor | PMU/IDGMC |
| | GHG emissions | Climate change | If necessary;<br>• The level of stack point emission of generator within the standard limit of IFC/WB and DOE | Contractor | DOE/PMU/IDGMC |
| Generator cleaning | Spillage/Leakage of Mobile/Diesel | Soil contamination | If necessary;<br>• Clear the generator room for hazardous waste (Oil, Mobil etc.). | Contractor | PMU/IDGMC |
| AC installation | Leakage CFC from AC | Climate change | • Servicing of AC regularly and compressor with leak checked. | Contractor | PMU/IDGMC |
| Electrical wiring | Non-ionizing; low-level radiation | Health hazard | • The exposure limits for EMF within limit of international commission on Non-Ionizing Radiation Protection (ICNIRP)/WHO. | Contractor | PMU/IDGMC |

| Sub-project Activity | Environmental Aspect | Potential Environmental Impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|---|
| | | | | Implementation | Supervision |
| Labour force | Engaged labour forces with renovation activities | Health & Safety | • It is short-term and less quantity of work in the IDP sub-project, no insurance is required. Health and safety facilities will be ensured.<br>• At every work place, a readily available first aid kit/box including an adequate supply of sterilized dressing material and appliances will be provided.<br>• Health Safety will be ensured as per Labour Act-2006 & Labour Law services rules 2015.<br>• Safety for building and equipment.<br>• Adequate safety measures and PPE (Gum boot, helmet, gloves, safety glass, safety shoes, safety sign etc.) to be used.<br>• Labour of age under 18 is not to be recruited in the renovation work.<br>• Engage women labours as wage labourers depending on their skill, provide equal wage for equal works between men and women as per labour act 2006.<br>• Safety & hygienic issues are adequate at renovation site. | Contractor | PMU/IDGMC |
| | COVID- 19 | Health & Safety | • Adequate safety measures e.g. mask, googols, face shield, hand gloves, hand sanitizer etc. to be used.<br>• Social distance (>3ft) is ensured for the worker safety.<br>• Adjustments to work practices, to reduce the number of workers and increase social distancing.<br>• Training workers on hygiene and other preventative measures, and implementing a communication strategy for regular updates on COVID-19 related issues and the status of affected workers.<br>• Treatment of workers who are or should be self-isolating and/or are displaying symptoms.<br>• Hand wash has continued 20 sec. before starting the work schedule.<br>• Leaser thermometer is used for checking the body temperature of labours at work place. | Contractor | PMU/IDGMC |

**Impact summary matrix for identification of minor Social Management Plan (SMP) and its mitigation measures;**

| Potential impact issue | Potential social impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|
| | | | Implementation | Supervision |
| Social Management System (SMS) | Social impacts from renovation work | • Ensure acceptable overall system to manage social matters, including necessary management procedures for renovation phase, monitoring / reporting routines, training programs for workers and stakeholder engagement procedures for of renovation work. | Contractor | PMU/IDGMC |
| Stakeholder or workers Engagement | Social impacts | • Stakeholder Engagement Plan during sub-project period, including an accessible, culturally appropriate and transparent grievance mechanism, guidance from the overall stakeholder or worker's engagement plan for the project as well as code of conduct.<br>• The top management of CEDP project is contractually obliged to abide by national regulations and the ILO Core Labour Standards and Bangladesh Labour law for Stakeholders or workers. | Contractor | PMU/IDGMC |
| Grievance redness mechanism (GRM) | Conflict and complaint | • The top management of CEDP project has to establish and implement provisions for workers' grievances and will maintain a grievance log.<br>• Top management of CEDP project is formed grievance redness committee (GRC) and minimized Conflict and complaint as per guideline WB. | Contractor | PMU/IDGMC |
| Labour under age 18 | Child labour | • No child or forced labour to be used in the CEDP project. | Contractor | PMU/IDGMC |
| Gender-Based Violence (GBV) or Sexual Exploitation and Abuse (SEA) | Social impacts | • The top management of CEDP project has to monitor or prevent the issues of GBV and SEA at the renovation work. | Contractor | PMU/IDGMC |
| Engaged labour forces with Renovation activities | Health & safety | • It is short-term and less quantity of work in the IDP sub-project, no insurance is required. Health and safety facilities will be ensured.<br>• At every work place, a readily available first aid kit/box including an adequate supply of sterilized dressing material and appliances will be provided.<br>• Health and safety facilities will be ensured as per Labour Act-2006 & Labour Law services rules 2015.<br>• Adequate safety measures and PPE (Gum boot, helmet, gloves, safety glass, safety shoes, safety sign etc.) to be used.<br>• Labour of age under 18 is not to be recruited in the renovation work.<br>• Engage women labors as wage laborers depending on their skill, provide equal wage for equal works between men and women as per labour act 2006<br>• Safety and hygienic issues are adequate at renovation sites. | Contractor | PMU/IDGMC |

| Potential impact issue | Potential social impacts | Mitigation Measures | Responsibility | |
|---|---|---|---|---|
| | | | Implementation | Supervision |
| Local Recruitment | Social impact | • Contractor will be recruited local labours forces for renovation work. | Contractor | PMU/IDGMC |
| COVID- 19 | Health & Safety | • Adequate safety measures e.g. mask, googols, face shield, hand gloves, hand sanitizer etc. to be used.<br>• Social distance (>3ft) is ensured for the worker safety.<br>• Adjustments to work practices, to reduce the number of workers and increase social distancing.<br>• Training workers on hygiene and other preventative measures, and implementing a communication strategy for regular updates on COVID-19 related issues and the status of affected workers.<br>• Treatment of workers who are or should be self-isolating and/or are displaying symptoms.<br>• Hand wash has continued 20 sec before starting the work schedule. | Contractor | PMU/IDGMC |

## VI. Information disclosure, consultation and participation

36. The IDGMC shall consult with the World Bank environmental and social specialist on the implementation procedures as proposed in the Environmental and Social Screening (ESS) report. These procedures, as described in the ESS report must cover: (a) screening of sub-project for their minimal environmental impacts; (b) development of relevant safeguards instruments in accordance with Bank policies and national laws; (c) implementation arrangements and institutional capacity needed to implement safeguards instruments; and (d) roles of Borrower and the World Bank for review and clearance of safeguards instruments. All the related safeguard documents will be disclosed to the project websites and to the stakeholders through consultation.

**Consultation and disclosure of safeguard instruments**

37. The TEJGAON COLLEGE will share the Environmental and Social Screening report with concerned local people and stakeholder. As no potential affected one is identified at this stage, such field level consultation is waived here. It has been disclosed both Bangla and English by the PMU in its CEDP/College website and it will also be made available at the World Bank's Info Shop. This college will also ensure that the ESS report is available at the sub-project level to its eligible college receiving IDG. Relevant sub-project specific safeguard documents/mitigation plans ESMP/ECoPs prepared subsequently will also be disclosed to the public.

38. Public meetings with affected/benefit Teachers and Students, communities, and others to discuss and plan work programs and allow issues to be raised and addressed once renovation has started. Smaller-scale meetings to discuss and plan renovation work with individual communities to reduce disturbance and other impacts and provide a mechanism through which stakeholder can participate in sub-project monitoring and assessment.

39. Were present in the consultation meeting. He/she clarified about the purpose of this consultation meetings and asked for the mitigation measures for the impacts on environmental & social resources from upgrading of the renovation structure sub-project. Detailed date, venue and time of public consultation sheet are given in the Table-3 and Annexure-II.

**Table 3: Dates and venue and time of public consultation**

| Date | Public Consultation Venue | Time |
|---|---|---|
| 03.10.21 | TEJGAON COLLEGE, DHAKA | 10.30AM |

40. The participants were asked on the various issues:

- Water spraying at the renovation site to control dust by the contractor
- Minimum 3ft Social distance, mask, hand sanitizer etc. should be ensuring for the worker safety (COVID-19)
- Environmental & social resources and existing biodiversity should be protected.

- Dust will be kept minimum by the contractor during construction site
- People wanted to save trees as much as possible and need more plantation inside the sub-project area
- Water logging and drainage problem if any;
- Contamination of surface/drinking water due to the for ongoing work if any;
- Local people should be employed during maintenance site
- Child labour not to be used by the contractor during renovation site

**Figure 5: Picture of the public consultation meeting on October 03, 2021**

## VII. Environmental & Social Screening (ESS) Implementation, Monitoring, and Reporting

### Implementation Arrangement

41. The ESS will be implemented by the college with specific functions at both the project and sub-project levels. At the project level, the IDGMC headed by the Project Director will take the lead in overseeing and monitoring of the implementation of sub-projects and this unit will periodically supervise and monitor the safeguard implementation performance and include the progress/results in the sub-project progress report. For effective and timely implementation of environmental & social safeguard activities, one designated environmental & social focal point will be responsible for carrying out the activities as per the provisions of the ESS. In order to assist the environmental focal person of the IDGMC in ESS implementation, an Environmental Management Consultant (EMC) will be hired by the project to assist the IDGMC in performing its tasks. The IDGMC will report on (a) compliance with measures agreed with the World Bank on the basis of the findings and results of the ESS, including implementation of any ESMP/ECoPs, (b) the status of mitigation measures; and (c) the findings of monitoring programs.

42. The activities of the college focal point will include: (1) coordinating the environmental screening activities in this institution where physical interventions are being made, (2) assessing the nature of the impacts, (3) ensuring that the ESMP/ECoPs is adequately reflected in the Contractor's bidding documents, (4) carry out monitoring activities at the sub-project sites to assess the implementation of the ESMP, (5) preparing report of monitoring activities from time to time,(6) oversee the enhancement measures (if any) and tracking their progress.

43. At the sub-project level, there will also be a local focal person at each of the institution (typically a person appointed by the principal/head of the institution) who will liaise with the focal point at the college. During sub-project implementation, the focal person at the sub-project level will be responsible for ensuring effective implementation of safeguard measures (ESMP/ECoPs, etc.) in close consultation with College authorities. The monitoring activities carried out by the focal person at sub-project level will be part of the sub-project progress report.

44. The construction contractor is responsible for implementing mitigation measures and the mitigation costs will be part of the contract. The specific responsibilities of all the key persons in the implementation of ESS works are summarized below in Table 4.

**Table 4: Institutional responsibilities for the sub-project Safeguard Implementation**

| Agencies/Units/ Individuals | Responsibilities |
|---|---|
| Sub-project Implementing Agency (IA) and IDGMC | • The IA will be responsible for overseeing the sub-project implementation including ESS implementation and environmental performance of the sub-project.<br>• IDGMC, representative of the IA, will be responsible for monitoring the overall sub-project implementation, including environmental and social compliance of the sub-project. IDGMC will have the final responsibility for ESS implementation and environmental performance of the sub-project during construction phase.<br>• Specifically, the IDGMC will: monitor and supervise implementation of ECoPs and mitigation measures including incorporation of these into bidding and contractual documents; (iii) ensure that an environmental & social management system is set up and functions properly; (iv) be in charge of reporting on ESS implementation to the IA and the World Bank.<br>• In order to be effective in the implementation process, IDGMC will have an environmental& social focal person with staff assigned specific responsibilities in ESS implementation. To assist in ESS implementation, an environmental & social management consultant has been appointed. IDGMC had determine the ToR of the environmental consultant. |
| Focal point at College | • The focal point will be responsible for: (i) screening sub-projects for environmental impacts, policies triggered and instrument/s to be prepared;(ii) reviewing the sub-project screening and assessment forms to ensure quality of the documents; (iii) helping IDGMC to incorporate ECoPs and ESMP in civil works bidding and contractual document; (v) reviewing monitoring reports submitted by subproject; (vi) conducting periodic site checks; (vii) advising the IDGMC on solutions to environmental issues of the sub-project; and (viii) preparing environmental & social performance section on the progress and review reports to be submitted to the Implementing Agency and the World Bank. |
| Sub-project level focal person | • Responsible for implementation of all the ECoPs/ESMP activities to be carried out under the sub-project, including fostering effective coordination and cooperation between contractor and college authorities during construction phase. S/he will liaise with the IDGMC focal point and share updates as necessary. |
| Contractor | • Based on the approved ESMP and environmental & social specifications/requirements in the bidding and contractual documents, take actions to mitigate all potential negative impacts in line with the objective described in the ECoPs/ESMP.<br>• Ensure that all staff and workers understand the procedure and their tasks in the environmental management program.<br>• Report to the IDGMC and sub-project focal person on any difficulties and their solutions.<br>• Report to college authority and sub-project-level focal person if environmental & social accidents occur and coordinate with agencies and keys stakeholders to resolve these issues. |

**Monitoring and Reporting**

45. Timing, frequency and duration of monitoring protocols has been linked to the overall implementation schedule of the sub-project has been decided by the Project Director (PD). However, the timing, frequency and duration of these protocols should be at such intervals which would allow sufficient information to be conveyed regarding the smooth progress of implementation of the ESMP/ECoPs.

46. Reporting on the Environmental & Social Screening (ESS) implementation will not be done separately. The safeguard performance has been included in sub-project and its progress reports. At the sub-project level, the IDGMC will prepare a safeguard performance report twice per year to be

included in the progress report describing the sub-project compliance with the ESS and other safeguard requirements including the results of sub-project screening and safeguards documentation.

47. Project Director of IDGMC will share half yearly progress report on ESS implementation with the World Bank. The report will contain the initial screening report of all sub-project activities, identified environmental concerns, appropriate mitigation measures and monitoring plan. It has also present the monitoring and management status of the ESMP implementation of the ongoing activities in the selected sub-projects/institution as well as progress regarding the implementation of enhancement measures.

48. Implementation of mitigation measures mentioned in the ESMP may involve an initial investment cost as well as recurrent costs. The ESMP has been include college costs estimates for each measure, which is the part of the sub-project cost. A sample monitoring report format is provided in Annexure V. The IDGMC may decide to adopt ae similar format or make alterations to it depending on the nature and mechanism of sub-project and its monitoring protocol.

## Annexure I: Environmental Screening Checklist for Civil Works

Screening format was administered for identifying the impacts and their extents and the screening data sheet for this sub-project is given below:

**Title of Sub-project:** College Education Development Project (CEDP)

**Name of the Institution**: TEJGAON COLLEGE, DHAKA

**Types of Civil Work**: Renovation of existing building

**Estimated cost of Civil Works**: BDT 11563784.02

**Duration of Civil work**: 4 months

**Tentative Start Date**:

**Name and Designation of the sub-project Coordinator/Focal Point**:

Mohammad Aminul Haque, Associate Professor (Focal Point)

**Brief Description of the works**: Renovation and Refurbishment of Classrooms, Labs, Library, Teachers office room, Office room and Washrooms.

**Environmental checklist;**

| Sl | Screening Questions | Yes | No | Not Aware | Possible Negative impact and assessment (low/moderate/high)[1] |
|---|---|---|---|---|---|
| 1 | Will the construction activities generate a significant amount of construction solid waste? | ✓ | | | Low: Construction waste will be disposed in safe place. |
| 2 | Will fuel and/or hazardous goods be used in construction activities? | ✓ | | | Duration of work time period is short-term and quantity is less. |
| 3 | Will fuel and/or hazardous substances be stored at the construction site? | | | ✓ | Not necessary, It is short-term IDP sub-project |
| 4 | Is there a possibility of discharging liquid effluent from the construction site? | | | ✓ | Not Necessary |
| 5 | Will construction materials be stockpiled near surface waters, public drains and natural water courses? | | ✓ | | It is short–term sub-project. There is no waterbody, any public drains and natural water flow near the sub-project site. Quantity of renovation materials will be small and duration of work activities will be short. No negative effects anticipated. |
| 6 | Will construction activities affect the natural drainage pattern of the site (e.g. filling up low-lying land)? | | ✓ | | There is no low-lying land near and around the sub-project site. Small scale construction activities will be in the site. No impact on natural drainage pattern. |
| 7 | Is earthwork (earth excavation, backfilling, stockpiling of excavated soil) involved in construction activities? | | ✓ | | There is no item of works for earthwork, so no impact. |
| 8 | Is there a possibility of water stagnation at the construction site? | | ✓ | | There is no water flow near the site, so no impact. |

[1] If the answer of the questionnaire is 'Yes', please describe the possible negative environmental impact

| | | | | | |
|---|---|---|---|---|---|
| 9 | Will the topsoil and vegetation be cleared as a result of the construction? | | ✓ | | As there is no item of works for exaction of earth, so no impact on topsoil & vegetation. |
| 10 | Is there a possibility of fragmentation of natural floral or faunal habitats? | | ✓ | | There are no impacts on biodiversity. |
| 11 | Is significant movement of vehicles involved during construction activities? | ✓ | | | Low: Movement of motorize vehicle will be minimum during the renovation work. Only rickshaw van may be used. |
| 12 | Will dust and vibration-generating equipment be used? | ✓ | | | Low: Good conditions equipment to be used minimum during construction work. |
| 13 | Will renovation activities be carried out Near religious and cultural sites? | | ✓ | | No religious & cultural sites are present near the construction work site. |
| 14 | Will child and pregnant women be used in construction activities? | | ✓ | | No child and pregnant women will be engaged. during construction work site |
| 15 | Will child under age 18 be used in construction mechanical activities? | | ✓ | | No child under age 18 will be engaged in any mechanical activities. |
| 16 | Will child under age 17 be used in construction hazardous activities? | | ✓ | | No impact; not to be used during construction work site |
| 17 | Is there a safe source of drinking water and adequate sanitation facilities available for the workers at or near the construction site? | ✓ | | | Existing facilities (sanitation, tube well) at the college campus will be used during construction work and for the short time only. |
| 18 | Will the workers be provided protective equipment, devices and clothing and be ensured those are used? | ✓ | | | PPE will be used by the workers during construction work. |
| 19 | Will enough health and safety direction and insurance be provided to the workers? | ✓ | | | It is short-term and less quantity of work in the sub-project, no insurance is required. Health and safety facilities will be ensured. |
| 20 | Is there a risk to safety and human health to people other than workers? | | ✓ | | Normally no general people will be allowed to enter the college campus. No impact. |
| 21 | Is the construction being carried out in an ecologically sensitive area? | | ✓ | | There are no ecologically critical sensitive area near the sub-project site. |
| 22 | Will the workers be provided protective equipment for COVID-19, Adequate safety measures e.g. clothing, mask, googols, face shield, hand gloves, hand sanitizer | ✓ | | | All the required materials to protect COVID-19 will be provided to the workers. |

**Social checklist:**

- Poses any direct or indirect discriminatory criteria for selection. ☐ Yes ☑ No
- Require land acquisition ☐ Yes ☑ No
- Require involuntary contribution of private lands. ☐ Yes ☑ No
- Affect private homesteads ☐ Yes ☑ No
- Communities are unable to compensate for lands that are available on 'contribution against compensation' basis. ☐ Yes ☑ No
- Render households using public lands destitute. ☐ Yes ☑ No
- Affect mosques, temples, graveyards, cremation grounds, and other places/objects that are of religious and cultural significance. ☐ Yes ☑ No

- May significantly restrict access to common property resources and livelihood activities of groups and communities. ☐ Yes ☑ No

**Activities that affect indigenous peoples are those;**

- Poses possibility of exclusion. ☐ Yes ☑ No
- Threaten cultural tradition and way of life. ☐ Yes ☑ No
- May severely restrict access to common property resources and livelihood activities

  ☐ Yes ☑ No
- May affect places/objects of cultural and religious significance (places of worship, ancestral burial grounds, etc. ☐ Yes ☑ No

**Screening Result:**

The adverse environmental and social impacts from small-scale civil Works would be limited and would typically include: debris, dust, noise, air Pollution, Waste management and Health & Safety measures under COVID-19 situations and laborers management. The expected minimal environmental impacts may also include health impacts related with improper handling and disposal of debris Materials. Excluding for the proposed sub-projects small-scale civil Works for the renovation/refurbishment of existing Colleges/learning spaces and purchasing of furniture, laboratory and IT related equipment, activities proposed under the Project are environmentally neutral.

**Signature:**

Sub-project Focal Point/ Head of the Institution Signature& Date:

Mohammad Aminul Haque, Associate Professor (Focal Point)

Name of the sub-project Focal Point/ Head of the Institution:

Telephone: 01552303047, https://www.tejgaoncollege.edu.bd/

Contact Number and E-mail of sub-project Focal Point/ Head of the Institution:

03.10.21

Environmental Focal Point of PMU Signature & Date:

Md. Habibur Rahman
Name of the Environmental & Social Focal Point of PMU:
M. 01712989383, ess.specialist@cedp.gov.bd
Contact Number and E-mail of the Environmental Focal Point of PMU:

## Annexure II: Attendance sheet of public construction

**College Education Development Project (CEDP)**
**Secondary and Higher Education Division**
**Ministry of Education**
**Dhaka, Bangladesh**

**Public Consultation meeting for Environmental & Social Safeguard issue**

Name of the College: Tejgaon College, Dhaka.

Meeting Date: 03.10.2021

Time: 10.30

Name of the Location: 16, Indira Road, Farmgate, Dhaka.

**Attendance sheet of the participants**

| Sl | Name | Sex | Address with phone number | Occupation | Signature |
|---|---|---|---|---|---|
| 1 | Md. Abdur Rashid | M | Tejgaon college | Principal | |
| 2 | Md. Aminul Haque | M | Tejgaon college 01552300[illegible] | Member of Academic Prof. | |
| 3 | Md. Khayruzzaman | M | Tejgaon college 01731-206005 | lecturer Member-2, | |
| 4 | Md. Enamul Haque. | M | 01515665132 | sub-project Engineer | |
| 5 | [illegible] | M | Tejgaon college 01686336684 | Computer operator | |
| 6 | MD. ERSHAD ALI RAHMAN | M | Tejgaon college 01722-671226 | Lecturer | |
| 7 | MAMUNUR RASHID | M | 01925904698 | Lecturer | |
| 8 | Prianka Halder | F | 01777345807 | student | |
| 9 | MD. Enamul Haque | M | 01738-006674 | Student | |
| 10 | MD. SOHAG KHAN | M | 01310990604 | Student | |
| 11 | Faheema Khanam | F | 01927320591 | Student | |
| 12 | MEHER NIGAR | F | 01625283154 | student | |
| 13 | Sonia Akter | F | 01621523703 | Student | |
| 14 | MOHAMMAD ZOHURUL Eslam | M | 01701046315 | utility Incharge | |
| 15 | APEL MAHMUD | M | 01963519197 | office Assistant | |

## Annexure III: General Environmental Codes of Practices (ECoPs) for small-scale civil works

The Environmental Code of Practices (ECoPs) is prepared to manage small environmental & social impacts during construction. The ECoPs will apply to manage small scale infrastructure investments sub-project. ECoPs will be a mandatory part of construction contract or bidding documents so that contractor complies with environmental covenants. IDGMC and construction supervisors will be responsible for monitoring of compliance with ECoPs and preparing the required reports.

**Responsibilities**

The sub-project owner IDGMC and Contractor are the key entities responsible for implementation of this ECoPs. Key responsibilities of IDGMC and the contractor are as follows:

**(a) IDGMC**

IDGMC is responsible for ensuring that the ECoPs is effectively implemented. The IDGMC will assign a qualified staff to be responsible for checking implementation compliance of Contractors, include the following: (a) monitoring the contractor compliance with the environmental plan, (b) taking remedial actions in the event of non-compliance and/or adverse impacts, (c) investigating complaints, evaluating and identifying corrective measures; (d) advising the contractor on environment improvement, awareness, proactive pollution prevention measures; (e) monitoring the activities of Contractor on replying to complaints; (f) providing guidance and on-the-job training to field engineers on various aspects to avoid/mitigate potential negative impacts to local environment and communities during construction.

**(b) Contractor**

Contractor is responsible for carrying out civil works and informs IDGMC, local authority and community about construction plan and risks associated with civil works. As such, contractor is responsible for implementing agreed measures to mitigate environmental risks associated with its civil works. Contractor is required to obey other national relevant legal regulations and laws.

**ECoPs 1: Waste Management**

Considerable quantities of wastes (general & construction) will be generated due to the 1 months' construction of the sub-project components. Two types of wastes will be generated during construction:

a. General Waste:

- Organic waste (foods, fruits etc.); and
- Inorganic (such as papers, cement bags, plastic and glass bottles & containers, polythene etc.); and

b. Construction Waste:

- Construction wastes are: construction materials such as sand, concretes, tiles, bricks, rods etc. waste.

| Project Activity/ Impact Source | Environmental Impacts | Mitigation Measures/ Management Guidelines | Responsible | When |
|---|---|---|---|---|
| General Waste | Soil and water pollution from the Improper management of wastes and excess materials from the | • Organize disposal of all wastes generated during construction in the designated disposal sites approved by the Project authority.<br>• Minimize the production of waste materials by 3R (Reduce, Recycle and Reuse) approach.<br>• Segregate all wastes, wherever practical.<br>• Vehicles transporting solid waste shall be totally | Contractor | Before/During construction |

| | | | | |
|---|---|---|---|---|
| | construction sites. | confined within an enclosed vehicle or is fully covered with a tarp to prevent spilling waste along the route.<br>• Tarp must be undamaged (not torn or frayed) properly secured to the body of the vehicle or trailer with ropes, chains, straps, or cords so that no waste is exposed. The edges of the tarps shall extend 12 inches over the permanent sides and back of the open top vehicle or trailer and must be secured to the permanent vehicle. All loads must have betrayed from the point of origin of the waste to the tipping area of the final disposal/landfill.<br>• Train and instruct all personnel in waste management practices and procedures as a component of the environmental induction process.<br>• Provide refuse containers at each worksite.<br>• Request suppliers to minimize packaging where practicable.<br>• Place a high emphasis on good housekeeping practices.<br>• Maintain all construction sites clean, tidy and safe and provide and maintain appropriate facilities as temporary storage of all wastes before transporting to final disposal. | | |

**ECoPs 2: Air Quality Management**

| Project Activity/ Impact Source | Environmental Impacts | Mitigation Measures/ Management Guidelines | Responsible | When |
|---|---|---|---|---|
| Construction vehicular traffic | Air quality can be adversely affected by vehicle exhaust emissions and Combustion of fuels. | • Fit vehicles with appropriate exhaust systems and emission control devices. Maintain these devices in good working condition.<br>• Operate the vehicles in a fuel efficient manner.<br>• Cover hauling vehicles carrying dusty materials moving outside the construction site.<br>• Impose speed limits on all vehicle movement at the worksite to reduce dust emissions.<br>• Control the movement of construction traffic.<br>• Water construction materials prior to loading and transport.<br>• Service all vehicles regularly to minimize emissions.<br>• Limit the idling time of vehicles not more than 2 minutes. | Contractor | Before/During construction |
| Construction machinery | Air quality can be adversely affected by emissions from machinery and combustion of | • Fit machinery with appropriate exhaust systems and emission control devices. Maintain these devices in good working condition in accordance with the specifications defined by their manufacturers | Contractor | Before/During construction |

| | | | | |
|---|---|---|---|---|
| | fuels. | to maximize combustion efficiency and minimize the contaminant emissions.<br>• Pay special attention to control emissions from fuel generators.<br>• Machinery causing excessive pollution (e.g., visible smoke) will be banned from construction sites.<br>• Service all equipment regularly to minimize emissions.<br>• Provide filtering systems, dust collectors or humidification or other techniques (as applicable) to the concrete batching and mixing plant to control the particle emissions in all stages, including unloading, collection, aggregate handling, cement application, circulation of trucks and machinery inside the installations. | | |
| Construction activities | Dust generation from construction sites, material stockpiles and access roads is a nuisance in the environment and can be a health hazard, and also can affect the local crops | • Water the material stockpiles, access roads and bare soils on an as needed basis to minimize the potential for environmental nuisance due to dust. Increase the watering frequency during periods of high risk (e.g. high winds). Stored materials such as gravel and sand shall be covered and confined to avoid their being wind-drifted.<br>• Minimize the extent and period of exposure of the bare surfaces.<br>• Restore disturbed areas as soon as practicable by vegetation/grass-turfing.<br>• Establish adequate locations for storage, mixing and loading of construction materials, in a way that dust generation is minimized during such operations.<br>• Crushing of rock and aggregate materials shall be wet-crushed, or performed with particle emission control systems.<br>• Not permit the burning of solid waste. | Contractor | During construction |

**ECoPs 3: Noise and Vibration Management**

| Project Activity/ Impact Source | Environmental Impacts | Mitigation Measures/ Management Guidelines | Responsible | When |
|---|---|---|---|---|
| Construction vehicular traffic | Noise quality will be deteriorated due to vehicular traffic | • Maintain all vehicles in order to keep it in good working condition in accordance with manufactures maintenance procedures<br>• Make sure all drivers will comply with the traffic codes concerning maximum speed limit, driving hours, etc.<br>• Perform the loading and unloading of trucks, and handling operations minimizing construction noise on the work site. | Contractor | Before construction |
| Construction | Noise and vibration may | • Appropriately organize all noise generating activities to avoid noise | Contractor | Before |

| | | | | |
|---|---|---|---|---|
| machinery | have an impact on people, property, fauna, livestock and the natural environment. | pollution to local residents.<br>• Use the quietest available plant and equipment in construction work.<br>• Maintain all equipment in order to keep them in good working order in accordance with manufactures maintenance procedures. Equipment suppliers and contractors shall present proof of maintenance register of their equipment.<br>• Install acoustic enclosures around generators to reduce noise levels.<br>• Fit high efficiency mufflers to appropriate construction equipment.<br>• Avoid unnecessary use of alarms, horns and sirens. | | construction |
| Construction activity | Noise and vibration may have an impact on people, property, fauna, livestock and the natural environment. | • Notify adjacent landholders prior to typical noise events outside of daylight hours.<br>• Employ best available work practices on-site to minimize occupational noise levels.<br>• Install temporary noise control barriers where appropriate.<br>• Notify affected people if major noisy activities will be undertaken, e.g. blasting.<br>• Plan activities on site and deliveries to and from site to minimize impact.<br>• Monitor and analyze noise and vibration results and adjust construction practices as required.<br>• Avoid undertaking the noisiest activities, where possible, when working at night near the residential areas. | Contractor | Before construction |

## Annexure IV: Environmental & Social Monitoring Plan

Environmental & Social Monitoring Plan for this college sub-project will help to evaluate the extent and severity of environmental & social impacts against the predicted impact and the performance of environmental & social protection measures. The following table has been prepared for monitoring the maintenance phase activities of the sub-project:

**Table: Environmental & Social Monitoring Plan**

**(Renovation and Refurbishment works)**

| Environmental & Social impacts | Suggested mitigation measures/ ECoPs | Means of Monitoring | Frequency / Duration Standards | Responsibilities | | Name of the person conducting the monitoring |
|---|---|---|---|---|---|---|
| | | | | Implementation | Supervision | |
| Dust Control | Spraying of water | Visual observation | Daily | Contractor | PMU/IDGMC | Mohammad Aminul Haque, Associate Professor (Focal |
| Air Quality | Measurement SPM, $PM_{10}$, $PM_{2.5}$ (Not necessary) | Visual observation | Once | Contractor | PMU/IDGMC | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Noise Control | Measurement dB (Not necessary) | Inspection | Once | Contractor | PMU/IDGMC | Point) |
| Waste management | Monitoring of collection, transportation and disposal of solid waste | Visual observation | Daily | Contractor | PMU/IDGMC | |
| Worker Health safety & Security | Monitoring health and safety of workers | Visual observation | Once | Contractor | PMU/IDGMC | |
| COVID-19 | Adequate safety measures of workers | Inspection/ Visual observation | Daily | Contractor | PMU/IDGMC | |

## Annexure V: General requirement for worker health and safety

In Bangladesh the main law related to occupational health and safety is Labor Law 2006 and labour law services rules 2015. The law has provisions on occupational hygiene, occupational diseases, industrial accidents, protection of women and young persons in dangerous occupation. The key salient features of the general requirements for the workers' health and safety stated in this law is presented in the following Table-General requirements for Workers Health and Safety

| Issues | Requirements |
|---|---|
| Health and Hygiene | • Cleanliness<br>• Proper ventilation and temperature<br>• Protection against dust and fumes<br>• Disposal of wastes and effluents<br>• Proper illumination<br>• Provision of adequate latrines and urinals<br>• Sufficient spittoons and dustbins |
| Safety | • Safety for building and equipment<br>• Precautions in case of fire<br>• Fencing of machinery<br>• Floor, stair and passage way<br>• Precautions during work on or near machinery in motion<br>• Monitoring against carrying of excessive weights |
| Compensation for accidents at work | • Owner's responsibility for compensation<br>• Amount of compensation<br>• Report on fatal accident and treatment<br>• Compensation on contract and contract registration<br>• Scope for appeal |
| Dust and Fumes | For any dust or fumes or other impurities likely to be injurious to the workers, effective measures shall be taken to prevent its accumulation and its inhalation by workers |
| Latrines and urinals | • Sufficient latrines and urinals shall be provided<br>• Shall be maintained in clean and sanitary condition<br>• Shall be adequately lighted and ventilated |
| First aid | • First aid facility should be provided and maintained.<br>• Ensure one first aid box for every one hundred and fifty workers<br>• Shall be kept with a responsible trained person who shall be available during the working hours |
| Disposal of wastes and effluents | • Provide with proper disposal system for solid waste and effluents.<br>• In case of a factory where no public sewerage system exists, prior approval of the arrangements should be made for the disposal of wastes and effluents |

| | |
|---|---|
| Compensation | • If personal injury is caused to workmen by accident arising in the course of employment, employer shall be liable to pay Compensation Monthly payment as compensation for temporary disablement are<br>• Compensation should be paid for the period of disablement or for one-year whichever period is shorter Such compensation shall be paid at the rate of full monthly wages for the first two months<br>• Two thirds of the monthly wages for the next two months and at the rate of the half of the monthly wages for the subsequent months<br>• In case of chronic occupational diseases, half of the monthly wages during the period of disablement for a maximum period of two years shall be paid |
| COVID-19 | • Adequate safety measures e.g. mask, googols, face shield, hand gloves, hand sanitizer etc. to be used<br>• 3ft Social distance should be ensuring for the worker safety<br>• Confirming workers are fit for work, to include temperature testing and refusing entry to sick workers<br>• Training workers on hygiene and other preventative measures, and implementing a communication strategy for regular updates on COVID-19 related issues and the status of affected workers |

## Annexure VI: Occupational health safety manual of construction workers

The Contractor should have a basic safety and health plan in place for workers, in which workers are required to wear personal protective gear suitable to the type of work being performed and a worker is suitably trained (or experienced) in the work he/she is assigned to do;

| Parameters/issues | Workplace Hazards | Suggested PPE |
|---|---|---|
| Eye and Face protection | Flying particles, molten metal, liquid fuel, gases or vapors, light radiation. | Safety glasses with side-shields, protective shades, etc. |
| Head Protection | Falling objects, inadequate height clearance, and overhead power cords. | Helmets with top and side impact protection. |
| Hearing protection | Noise, ultra-sound. | Hearing protectors (ear plugs of ear muffs.) |
| Foot Protection | Falling or rolling objects, pointed objects. Corrosive or hot liquids. | Safety shoes and boots for protection against moving & falling objects, liquids and fuels. |
| Hand Protection | Hazardous materials, cuts or lacerations, vibrations, extreme temperatures | Gloves made of rubber or synthetic materials (Neoprene), leather, steel, insulating materials, etc. |
| Respiratory Protection | Dust, vapors. | Facemasks with appropriate filters for dust removal and air purification spray, mists, vapors and gases). Single or multi-gas personal monitors, if available. |
| | COVID-19 | Hand sanitizer, hand gloves, face-shield, and facemasks with appropriate filters for virus removal. If available. |
| | Oxygen deficiency | Portable or supplied air (fixed lines.) on site rescue equipment. |
| Body/leg Protection | Extreme temperatures, hazardous materials, biological agents, cutting and laceration. | Insulating clothing, body suits, aprons etc. of appropriate materials. |

## Annexure VII: Gender Action Plan for CEDP

### Background

Bangladesh has made significant progress in expanding enrollment since the early 2000s, but access to tertiary education still remains low. Much of the growth in enrolment has come from the college education sub-sector, where female share account for 43 percent of the total enrollment. The number of women teachers is also very low in colleges, accounting for only 21 percent of the total teaching staff. To meet the increasing demand of higher education, private sector colleges have proliferated in recent years. However, the cost of education has become out of reach for poor and middle-income households which is adversely affecting girl students to access good quality education. Moreover, the current supply of tertiary education is mostly biased to the urban centers and hence keeps girls from the periphery and the disadvantaged living in the rural areas out of access. According to the "Study on National University and Affiliated Colleges in Bangladesh" published by the World Bank in 2014, more than 65% of the people live in rural Bangladesh, while more than 60% of tertiary education seats are available in the urban or semi urban regions.

CEDP has harmonized strategies and action plans for all, including female college student studies within one effectiveness and situation assessment studies "Gender Action Plan". The Action Plan is part of section 23.3. This subcomponent aims to mainstream in all relevant CEDP components.

### Goal

The goal of the Mainstreaming Gender Action Plan under CEDP is to improve access to quality college education for females and ensure gender-friendly inclusive learning environment.

### Gender Action Plan (GAP) for CEDP

The table includes targets, actions, recommendations, guidance and objectively verifiable indicators for measuring the achievements of the action plan.

Table: Gender Action Plan Matrix for CEDP

| Item / SL | Issues | Gender Action/Activities | Mainstreaming Gender Action Plan Objectively Verifiable Indicators | Responsibility |
|---|---|---|---|---|
| 1.1 Development of a Strategic Plan (SP) for the College Subsector | • Need to ensure the Strategic Plan takes into account the gender issues in the college subsector.<br>• Need to assure the SP is developed in inclusive manner and reflecting the opinions of female college students and teachers. | • Gender analysis will be included in the background chapters of the SP.<br>• Extensive consultations will be held through workshops and seminars with participation from female students and teachers. | • Gender issues clearly addressed in the National Strategic Plan for colleges.<br>• Number of female students and teachers participating in consultative workshops | MoE/SHED/ NU/CEDP/UGC/IDGMC |
| 1.2 Improvement of Teacher Management System | • Female teaching staff stands at around 22% and needs to be improved in the colleges. | • Teachers Need Assessment will be conducted by the project to inform the strategy on recruiting more female teachers. | • Teacher Needs Assessment completed and report produced. | MoE/SHED/NU/CEDP/IDGMC |
| 1.3 Improving Teaching Learning Environment | • Some STEM subjects have low female enrolments.<br>• Need to improve | • Institutional development grants (IDG) will be provided to 34 | • No. of female colleges receiving IDG.<br>• No. of science lab and computer labs upgraded | SHED/NU/CEDP/IDGMC |

| Item / SL | Issues | Gender Action/Activities | Mainstreaming Gender Action Plan Objectively Verifiable Indicators | Responsibility |
|---|---|---|---|---|
| in Colleges | female college graduate employability.<br>• Need to create female friendly environment. | female colleges to improve teaching learning facilities, including science and computer labs;<br>• IDG will also support to upgrade sanitary and security facilities in colleges;<br>• IDG will include provisions for soft skills development and industry links to boost female college student employability. | in female colleges.<br>• No. of female students benefitting from IDG.<br>• Employment rates for female college graduates in project supported colleges.<br>• Day care center and breast feeding corner for female teachers and students receiving grant from IDG.<br>• IDG receiving colleges have eco-friendly environment.<br>• Sanitation for female teacher and students upgraded in IDG grant receiving colleges. | |
| 1.4 Strengthening Teaching and Management Capacity in Colleges | • Need to ensure female college teachers have access to professional development skills | • Project provides professional development opportunities to female college teachers through local and foreign training | • No. of female teachers participating in professional development programs. | SHED/NU/Training Consortium/ CEDP/IDGMC |