Telephone: +265 (0) 1 594030

Fax: +265 (0) 1 594757

All communications should be addressed to: The District Commissioner

In reply please quote No:

Mangochi District Council,

Private Bag 138,

Mangochi MALAWI.

REQUEST FOR QUOTATIONS (FOR WORKS)

IRRIGATION/LIFE-AR

Procurement Number: MHDC/IRRIGATION/LIFE-AR/W/2024-25/001B

To: _____

_____

_____

Date: 06/05/2025

The Procuring Entity named above invites you to submit your quotation for carrying out the works as described herein. Any resulting order shall be subject to the Government of Malawi General Conditions of Contract for Local Purchase Orders (available on request) except where modified by this Request for Quotations.

SECTION A: QUOTATION REQUIREMENTS

1) **Description of Works and Location**
   Construction of Ang'ona Irrigation Scheme
2) Works are to commence by**: 7*days*** from the date of order.
3) Works to be completed by: **120 *days*** from the date of order.
4) Quotations must be valid for **30 *days*** from the date for receipt given below.
5) Quotations and supporting documents as specified in Section B must be clearly marked with the Procurement Number given above and must indicate acceptance of the stated terms and conditions.
6) Quotations must be received, in sealed envelopes no later than: **14 hours on 12/05/2025**
7) Quotations must be returned to: **The Chairperson,**
   Internal Procurement and Disposal Committee,
   P/Bag 138, Mangochi (0998655425)
8) The attached Activity Schedule for lump sum contracts Prices. At Section C details the works to be performed. You are requested to quote by completing Sections B and C. Quotations shall cover all costs of labour, materials, equipment, overheads, profits and all associated costs for performing the works including all taxes and duties. The whole cost of performing the works shall be included in the items stated and the cost of any incidental works shall be deemed to be included in the prices quoted.
9) Quotations that are responsive, qualified and technically compliant will be ranked according to price. Award of contract will be made to the lowest priced quotation by the issue of a Local Purchase Order.

Name Judith K. Maseya Signed: ……

Title/Position: **District Procurement Officer**

For and on behalf of the Procuring Entity

Scope of Works

Construction of Ang'ona Irrigation Scheme in Mangochi district. The following are the work areas and detail of the works to be done:

a) **Scheme Intake Facility**
    - Rehabilitation of a pump house
    - Construction of a ramp/steps at the pump house
    - Supply and Installation of a new solar pump and control unit
    - Supply and Installation of armored cable wire
    - Supply and Installation of solar panels
    - Maintenance of solar rack

b) **Conveyance Pipeline**
    - Supply and Supply and installation of both Galvanized Iron pipes and uPVC pipes

c) **Infield work**
    - Supply and installation of uPVC pipes
    - Construction of hydrants

d) **Fencing**
    - Fencing of part of the scheme to protect it from hippos

Your quotation is to be returned on this Form by completing and returning Sections B and C including any other information and certification as stated within this RFQ.

SECTION B: QUOTATION SUBMISSION SHEET

1) Currency of Quotation: **Malawi Kwacha**

2) Works will commence within ……..days/weeks/months from date of Purchase Order.

3) Works will be completed by ……days/weeks/months from date of Purchase Order

4) Validity period of this quotation is ……..days from the date for receipt of Quotations.

5) We attach the following documents:

(i) Section C of the Request for Quotations completed and signed;

(ii) A copy of our Trading Licence

(iii) A copy of our Annual Tax Clearance Certificate –MRA (for last financial year)

(iv) A list of recent contracts performed in the same nature. Works of similar nature shall consist of the following;

- **At least 3 Solar powered Irrigation systems (10ha and above)**
- **Solar powered water reticulation systems**
- **Motorised based irrigation systems (10ha and above)**

(v) NCIC Certificate (500 Million Category)

(vi) Submit **One** original and **Two** copies

(vii) Code of Conduct

(viii) Environmental Management safety plan

(ix) Schedule of Personnel (Site agent, Foreman, Environmental officer

(x) Detailed Program of works (120)

(xi) Signed power of Attorney

(xii) Initial BOQ

(xiii) Site Organisation

(xiv) List of Basic Labour Rates

(xv) Method Statement

6) We confirm that our quotation is subject to the terms and conditions stated in your Request for Quotations referenced above, and that any resulting contract will be subject to the Government of Malawi General Conditions of Contract for Local Purchase Orders.

7) We confirm that the prices quoted are fixed and firm for the duration of the validity period and will not be subject to revision or variation.

a) average annual volume of construction work over the past **5 years** of at least **Three hundrend million Malawi Kwacha (MK 300,000,000)**;

(b) experience as prime contractor in the construction of at least **Five (5)** works of a nature and complexity equivalent to the Works over the last **5 years** (to comply with this requirement, works cited should be at least seventy (70) percent complete); ***All completed contracts must be supported by authentic completion certificates. For works in progress, they should be supported by approved payment certificate.***

(c) proposals for the timely acquisition (own, lease, hire, etc.) of the following essential equipment:

Equipment	**No.**
Truck – 7 ton	1
Truck -3ton	1
Pick up -1 ton	1
Vibratory rollers	1
Water Bowser	1

Concrete mixer- $1m^3$	2
Vibratory poker	1
Survey equipment	1
Welding machine	2
Genset	1

The Bidder shall provide adequate information to demonstrate clearly that it has the capability to meet the requirements for the key equipment listed above. The Bidder shall provide all the information requested above, to the extent possible. For equipment owned, the bidder shall demonstrate evidence of ownership through bluebooks or authenticated purchase receipts while leased/hired equipment, the bidder must submit agreements with equipment owners.

(d) Personnel with the following qualifications and experience: **Bidders must Attach Signed Curriculum Vitae (CV) with academic and professional qualification for all technical personnel below.**

Item No.	Position/ Specialization	Number Personnel required	Relevant (academic) qualifications	Minimum years of relevant work experience[1]
1.	Contracts Manager	1	Minimum of Bachelors Degree in Civil or Irrigation Engineering or Quantity Surveying	Minimum 10 years of general professional experience in construction field; a minimum of 5 projects in construction of irrigation or reticulated water supply systems similar in nature and size completed. Must be a professional engineer or a graduate registered engineer with Malawi Engineering Institution or Surveyors Institute of Malawi. Proficiency in listening and speaking of English. Demonstrable experience with FIDIC Conditions of Contract.

[1] For the successful bidder, the Key Personnel shall be required to register with the relevant professional bodies in Malawi such as the Malawi Engineering Institution (MEI), Surveyors Institute of Malawi etc. and proof of membership shall be provided before contract signing.

2.	Quantity Surveyor	1	Minimum of Bachelors Degree in Quantity Surveying	Minimum 5 years of general professional experience in construction field; 2 projects in construction of gravity fed or pressurized irrigation or reticulated water supply systems similar in nature and size completed. Must be registered with Board of Architects and Quantity Surveyors. Proficiency in listening and speaking of English. Demonstrable experience with FIDIC Conditions of Contract.
3.	Site Agent	1	Minimum of Bachelor's Degree in Civil Engineering	Minimum 5 years of general professional experience in construction field; 3 projects in construction of gravity fed or pressurized irrigation or reticulated water supply systems similar in nature and size completed. Must be registered with Malawi Engineering Institution. Proficiency in listening and speaking of English. Demonstrable experience with FIDIC Conditions of Contract.
4.	Health, Safety, Social and Environmental Officer	1	Minimum of Bachelor's Degree in Environmental Health	Minimum 3 years of general professional experience; Minimum 2 years as Health, Safety, Social and Environmental Officer. Proficiency in listening and speaking of English
5.	Land Surveyor	1	Minimum of Bachelor's Degree in Land Survey	Minimum of five years' experience in land surveying. A minimum of two projects in construction of gravity fed or pressurized irrigation/reticulated water supply systems completed similar in nature and size.

				Must be registered with Board of Architects and Quantity Surveyors. Proficiency in listening and speaking of English
6.	Foreman	2	Diploma in Civil Engineering or Certificate in Foremanship Level II	Minimum 10 years of general professional experience in the construction field. A minimum of 3 projects in construction of gravity fed or pressurized irrigation/ water supply works similar in nature and size completed. Proficiency in listening and speaking of English.
7.	Electro mechanical Engineer	1	BSC in Electro-mechanical Engineering	Minimum 10 years of general professional experience as an Electromechanical Engineer. A minimum of 3 projects in construction of pressurized irrigation/water supply systems similar in nature and size completed. Must be registered with Malawi Engineering Institution. Proficiency in listening and speaking of English.

(e) liquid assets and/or credit facilities, net of other contractual commitments and exclusive of any advance payments which may be made under the Contract, of no less than **Fifty Hundred Million Kwacha (MWK50,000,000.00)**;

NB: In addition to the original of the bid, the number of copies is: **Two (2)**

Quotation Authorisation:

Signed:…… ……Date: …..…….

Name: …… Title/Position: ……

Authorised for and on behalf of (Company name and seal): ……..……

……..……..

Registered Address:

…….

…….....

……

If any additional documentation is attached to your quotation, a signature and authorisation at Section B and Section C is still required as confirmation that the terms and conditions of this RFQ prevail over any attachments. If the Quotation is not authorised in Section B and Section C, the quotation may be rejected.

SECTION C: ACTIVITY SCHEDULE (TO BE PRICED BY BIDDER)

For Lump Sum Contracts

Item No.	Description of Activity	Total Price in Kwacha
1.	***CONSTRUCTION OF ANG'ONA IRRIGATION SCHEME*** **(Refer to the attached BOQS)**	
	Total Lump Sum	

The following attachments are appended to clarify the Description of Activity:
[*List each attachment e.g. drawings and detailed technical specifications*]

Authorised By:

Signature: _____ Name: _____

Position: _____ Date: _____
(DD/MM/YY)

Authorised for and on behalf of:

Company: _____

Ang'ona BoQ					
Bill 1	**REHABILITATION OF ANG'ONA IRRIGATION SCHEME**				
ITEM No.	**DESCRIPTION**	**UNIT**	**QTY**	**RATE**	**AMOUNT**
		-			
A	**PRELIMINARY AND GENERAL (P&G)**	-			
A1	Contractors mobilisation and demobilisation of plant, equipment and Personel.	LS	1.00		
A2	Contractors 'fixed cost on PPE, safety and health provision	LS	1.00		
A3	Provide, erect and maintain contract signboards	No	1.00		
	ELEMENT 1	-			
1	**SURFACE PUMP AND SOLAR PANELS**				
1.1.1	Supply and install solar-powered **Surface pump centrifugal AC pump (Grundfos CR)**, with discharge capacity of 64 cubic meters per hour for a total Dynamic head of 40.8meters complete with associated plumbing and electrical fittings	LS	1.00		
1.1.2	Supply and install mono crystalline solar module panels for the pump with Max power **305W**, Circuit voltage **44.9V**, Maximum power voltage **35.6V**, Maximum system voltage **1000 VDC**, **1956mm x 992mm x 40mm** (Module dimension) complete with electrical connection fittings to pump and control box	No	7.00		
1.1.3	Supply and install armoured cable wire 6mm	m	50.00		
1.1.4	Supply and installation of protection devices (surgie arrestors, earth rods and circuit brekers)	LS	1.00		
1.1.5	Maintain the existing solar rack (tightening bolts and painting)	LS	1.00		
1.1.6	Supply and install solar security lights (50watts) - consisting solar panels. LED flood light unit and inbuilt Lithium Ion Battery	No	2.00		
	ELEMENT 2				
1.2.2.1	**PUMP HOUSE MAINTEINACE**				

1.2.2.2	Demolish pump house as instructed by Engineer	LS	1.00		
1.2.2.3	Construct 1m high Concrete wall (C30) inside the pump house as instructed by Engineer	m3	2.80		
1.2.2.4	Provide formwork for concrete work	m2	36.40		
1.2.2.5	Construct steps in C30 concrete as shown on the drawing	m3	0.65		
1.2.2.6	Construct ring beam in C30 Concrete	m3	0.56		
1.2.2.7	Supply and nstall Reinforcement bars	kg	49.89		
1.2.2.8	Construct pump house from ring beam using concrete hollow blocks	m2	32.20		
1.2.2.9	Roof the pump house using materials available at the site	LS			
1.2.2.10	Plaster inside the pump house 1:3 mortar mix	m2	32.20		
1.2.2.11	Install the door frame for the pump house	LS	1.00		
1.2.2.12	Supply and install new FLB door and lock	LS	1.00		
1.2.2.13	Install the door protector	LS	1.00		
1.2.2.14	Supply and install lock to the door protector	LS	1.00		
1.2.2.15	Construct steps using cyclopean concrete in C30 concrete	m3	14.00		
	Subototal pump house maintenance				
	ELEMENT 3				
1.3.2.16	**INFIELD WORKS**				
1.3.2.17	**Pipe works**				
1.3.2.18	Trenches earthwork (excavation, sand bedding and compacting) and back filling	m3	252.72		
1.3.2.19	Supply and install 160 mm GI pipe with frange	m	6.00		
1.3.2.20	Supply and install Upvc pipe 160mm (class 6) with frange	m	6.00		
1.3.2.21	Supply and install Upvc pipe 160mm class 6 including pressure testing	m	702.00		
1.3.2.22	Supply and install frange adaptor 160mm	No	1.00		
1.3.2.23	Supply and install 110mm Upvc pipe class 6	m	640.00		
1.3.2.24	Supply and install 90mm Upvc pipe class 6	m	320.00		

1.3.2.25	Clamp saddles (160 x 110mm) class 6	No	8.00		
1.3.2.26	Clamp saddles (110 x 75mm) class 6	No	24.00		
1.3.2.27	Clamp saddles (75 x 90mm) class 6	No	8.00		
1.3.2.28	Brass Gate valves (75mm)	No	32.00		
1.3.2.29	Upvc bends class 6 (75mm)	No	64.00		
1.3.2.30	Backfill pipeline trench	m3	126.36		
	Turn out structures				
1.3.2.31	Bush clearing	m2	72.00		
1.3.2.32	Excation of foundation footing for turn out structures	m3	18.43		
1.3.2.33	Sand blinding	m2	32.00		
1.3.2.34	Provide C15 concrete	m2	32.00		
1.3.2.35	C25 concrete for slab	m3	3.84		
1.3.2.36	Provide A142 mesh wire	m2	35.28		
1.3.2.37	Hollow blocks (400 x 200 x 200)mm	m2	61.44		
1.3.2.38	Plaster inside turn out structure(1:3mortar mix)	m2	122.88		
1.3.2.39	Backfill to structure	m3	19.20		
	Subotal Infield works				
	-				
	ELEMENT 4				
	FENCE(400m)				
1.4.2.41	Bush clearing	m2	350.00		
1.4.2.42	Excavation for pole foundation	m3	23.40		
1.4.2.43	Mass concrete(C25)	m3	18.95		

1.4.2.44	Supply and install 75mm GI poles spaced at 3m as shown on drawing	no	117.00		
1.4.2.45	Supply and install razor wire mesh	m2	640.50		
1.4.2.46	Backfill to structure	m3	175.00		
	Subtotal				
	Contract Total				
				VAT	
				NCIC	
				PPDA	
				5% CONT	
				GRAND TOTAL	

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN FOR ANG'ONA RICE IRRIGATION SCHEME

LEAST DEVELOPED COUNTRIES INITIATIVE FOR EFFECTIVE ADAPTATION (LIFE-AR)

1. INTRODUCTION

1.1 Brief introduction of Mangochi district

1.1.1 Geographical location

Mangochi District is situated in the Southern Region of Malawi (at the Southern end of Lake Malawi). It entirely surrounds the eastern tip of Lake Malawi. The district shares boundaries with the following districts: Machinga in the South-East, Balaka, Ntcheu and Dedza in the South –West, Salima in the North and shares an international boundary with Mozambique in the East and North East. (MH-SEP, 2022-2030)

Mangochi District has a total land area of 6,273 *s*quare kilometres which is proportionately 19.8 percent and 6.7 percent of the southern region (31,753 square kilometres) and the whole country land area (94,276 square kilometres), respectively. Mangochi District is the largest district in the Southern Region and third largest district in Malawi. It is approximately 200 Kilometers from Blantyre, a major commercial and industrial city of the country. The District is approximately 320Km from Lilongwe via Liwonde (and 250Km via Golomoti-Dedza). Air and marine transport services are also available for some parts of the district. The districts' latitudes and longitudes coordinates are 14.4862°S and 35.2533°E, respectively. (SEP, 2022-2030)

The district lies in the rift valley of the southern end of Lake Malawi. The land is punctuated by highlands and hills. The topography of Mangochi forms two distinct categories: the rift valley/coastal plains and the hilly-forested areas which rise above the plains. The hilly areas are found in the North-East running southwards which include Namizimu Forest Reserve and Mangochi Hills while the western part consists of the Chilipa Plateau and Phirilongwe Hills.

In the eastern part of the district where Namwera is situated, the hilly areas rise above the undulating to flat plains where estates dominate the flat terrain. The western side is dominated by the flat plains but punctuated by isolated and a chain of hills. Mangochi District experiences warm tropical climate with mean annual temperatures ranging from 18 to 32 degrees celcius. In exceptional instances, temperatures go as high as 40 degrees celcius. The lowest temperatures are experienced in June and July while the highest temperatures are registered between the months of October and November.

1.1.2 Population

According to the NSO (2018) Population Projections of the district was at 1,325,104 by the end of 2023. The population projection of Mangochi District during the intercensal period between 2008 and 2018 suggested a growth rate of 2.9 percent per annum and it is slightly higher than the national average annual growth rate of 2.8 percent.

1.1.3 Socio-economic status

Mangochi district socio-economic status is characterised by various challenges. The districts population has been growing rapidly from 1,148,611 in 2018 to 1,325,104 by 2023 (NSO, 2018). This growth puts pressure on the district's natural resources and infrastructure.

The main sources of livelihood in Mangochi are Agriculture, Fishing, Trading and migrant labour sales. However, over 90% of the population depend on Agriculture as main source of livelihood. Agriculture is a dominant livelihood option with 322,744 farming families and with an estimated 96% on rain fed and 4% Irrigation. The average landholding size is 0.3 ha. The sector is also dualistic with both smallholder and estate farmers. The main crops grown are Maize, Beans, Pigeon peas, Rice, Sweet potatoes, groundnuts, Soya bean, vegetables, tobacco and cotton. Livestock reared in the district is Cattle, Sheep, Goats, pigs and poultry.

Poverty in Mangochi is widespread and within the district there are groups living in extreme poverty, including widow- and orphan-headed households, disabled and sick people without access to land and resources which can lead to social marginalisation. However, the district has an ultra-poverty rate of 19.7% which is slightly high compared to the regional (South) average of 19.1% but lower comparing to the national average of 20.8%. This is mainly due to low Agricultural productivity and lack of non-agriculture enterprise skills.

In terms of labour force, 30% of the population is employed in different undertakings while 70% is self-employed. Common activities in self-employment are tin making, mat making, bicycle repairing, brick laying works, carpentry and joinery, vehicle and motorbike maintenance, welding, wholesale shops, retail shops, cottages, holiday resorts and bicycle/motorcycle tax operators.

In terms of literacy levels, Mangochi illiteracy rate is at 42% and women tops the levels compared to men. This has huge impact when it comes to understanding of the concepts in natural resources management, business management and decision making which requires one to be able to read and write.

1.2 Brief introduction about the LIFE-AR project in the district

The Least Developed Countries ("**LDCs**") Initiative for Effective Adaptation and Resilience ("**LIFE-AR**") is an LDC-led and driven initiative, with the objective of developing effective and longer-term climate adaptation interventions and investments for resilient development. The LDCs' 2050 Vision for a climate resilient future is for: all countries to be on climate-resilient development pathways by 2030 and deliver net-zero emissions by 2050. The LDC Group on Climate Change (the "**LDC Group**") recognises that current business-as-usual approaches to climate change are not working, nor are global climate responses ambitious enough. In response, the LDC Group has taken decisive action to lead from the front in raising ambition, launching LIFE-AR as a vehicle for driving this forward.

LIFE-AR Initiative is a 10-year programme to support LDCs to strengthen their approaches to climate resilience and support learning between countries. The LIFE-AR Facility will initially work closely with a group of seven "front-runner countries" who are ready to commit to the changes required to deliver the Vision. The front-runner countries will develop, strengthen and operationalise their own long-term climate resilient and low emission strategies and build on the core development interventions in country. One of the front runner countries is Malawi piloting the initiative in the districts of Mangochi, Salima and Rumphi.

1.3 Budget allocation for Rehabilitation of Ang'ona irrigation

LIFE-AR will support Mangochi District Council with **MK 129,137,727.50** for the rehabilitation of Ang'ona irrigation scheme.

1.4 Project Rationale

Climate change is one of the greatest concerns to mankind in recent times. Climate pattern of an area shapes the lifestyle, livelihood, and culture of an area. Majority of the world population with Malawi inclusive, experiences the impacts of climate change on their socio-ecological practices through variation in annual precipitation, temperature, and sea/river-level over long-time span, or through the increasing intensity and frequency of hydro-meteorological hazards (floods, storms, fires, cyclones, heat waves, and droughts) and epidemics.

Mangochi is one of the districts experiencing such climate and weather changes as evidenced by frequent damages to infrastructure including irrigation schemes and education facilities. The damage increases community vulnerability and reduces the productive effort of the damaged infrastructure. In this regard, the rehabilitation of Ang'ona irrigation scheme will help to restore household income and food security which has been eroded due to climate change impacts (temperatures, flooding and salinity).

1.5 Project scope

Ang'ona irrigation scheme lies on a 11ha of land and the main works to be undertaken in the project will include:

a. Pre-construction phase

The pre-construction phase will involve stakeholder engagements with AASP, ADC, VDC and DESC, environmental and social assessment, geo survey, planning and budgeting, procurement processes (production of tender documents, advertisement and tendering processes, selection of suitable qualified bidder, contract awarding), site assessment, preparation of Bills of Quantities (BoQs), contractors handovers at the site, establishment of contractors' temporary site office, mobilization of equipment, machinery, and construction materials, recruitment of workers and formation of Project Implementation Committees (PICs) and Grievance Redress Mechanism Committees (GRMCs) and site inspections.

a. Construction phase

- Rehabilitation of water ways (canals)
- Replacing of water pump and solar panels
- Erection of water reservoir walls: this will include overflow weirs, draw-off points and cut-off walling to intercept stray water which may flow.
- Water capacity test
- Inspection: this involves a way of ensuring that construction workers follow construction requirements and regulations.

b. Demobilization phase

- Removal of temporary structures i.e. toilets
- Site restoration
- Clearing of road barriers
- Demolition of temporary structures i.e. toilets, offices, store rooms
- Assessment of grievances
- Removal of wastes and debris
- Inspection

c. Operational phase

- Regular site inspection
- Project monitoring and evaluation
- Inspection

1.6 Justification of the ESMP

Rehabilitation of the scheme may carry potential short term and long-term risks to the surrounding biophysical and socio-economic environment which may undermine or hinder optimal actualisation of the expected benefits. Furthermore, there is possibility that the existing biophysical

and social-economic environment of the target sites and community may present some risks to the proposed infrastructure which may affect its short-term or long-term usability and sustainability.

As prescribed by laws of Malawi (Environmental Management Act 2017) and the Guidelines for Environmental Impact Assessment for Malawi of 1997 it is always important that such risks are adequately identified and appropriate mitigation measures are devised prior to commencement of implementation hence the development of this ESMP. The objectives of the Environmental and Social Management Plan (ESMP) are to:

a) Identify significant environmental and social aspects for the rehabilitation of Ang'ona irrigation scheme activities and propose suitable measures to prevent, minimize or mitigate against significant social and environmental impacts.
b) Improve compliance with regulatory requirements and recognized environmental standards; and
c) Provide a framework for addressing the environmental management and Occupational Health and Safety management for rehabilitation works.

2. PROJECT DESCRIPTION

2.1 Project location and ownership status of the land

Monkey-Bay rice production scheme is in Nsumbi Village, Group Village Headman Nsumbi in the Senior Chief Namkumba. The coordinates are 0707592 and 8442371. The scheme is surrounded by Lake Malawi to the East and North-East, Monkey-Bay magistrate court to the South West and rice mill to the south as well as Chikokobay hills.

Monkey-Bay rice production Scheme is a government land belonging to the Ministry of Agriculture under Mangochi District Agriculture Office. The area is suitable for the proposed rehabilitation works.

Figure 13: Satelite image of Monkey-Bay Rice Scheme (at less than 5km eye alt.)

Figure 14: Ground photograph showing some of the features at Monkey-Bay Rice Scheme

2.2 Topography, soil characteristics and drainage patterns on the site

Monkey-Bay Rice production scheme is characterised by a gentle terrain with clay soils that have a high water holding capacity and water logging. This will necessitate that contractor provide PPE for workers to avoid and reduce injuries, accidents and trips and falls during works. Also there is need for installation of HDP pipes to avoid rotting as the site is water logged.

2.3 Climate

Monkey-Bay Rice Irrigation Scheme site receives unstable rainfall of 600 mm annually as per automated rainfall station on the site and is characterised by a warm to hot temperatures (20-33 Degrees Celsius). Stormy rains, strong winds, and dry spells are the most extreme weather conditions experienced in the area such that they pose damage to crops and other structures around the area. The intensity of strong winds damages to infrastructures hence need for proper orientation of the new structures.

2.4 Plants and animal life on the site

Around the irrigation scheme there are palm type shrubs. In case of animals, birds and in some instances hippos are evident on the site. Precautions need to be taken by the contractor and farmers to avoid harm through daily risk identification and construction of fence to hinder entry of hippos.

2.5 Population and socio-economic status of the target area

Rehabilitation of Monkey-Bay Rice Production Scheme will help to restore fragile financial and food security to 3,500 rice farmers which has been eroded due to climate change impacts such as extreme temperatures, flooding and salinity. The area is majorly dominated by Chewa tribe but Yaos, Tumbukas and Lomwes are also present. Women are more found in the area as mostly men migrate to other towns, districts and countries like South Africa and Mozambique for jobs. In terms of literacy rates, most people in the area attain primary education with very few reach tertiary levels. Most people in Monkey-Bay are farmers and others involved in fishing and small businesses. Some portion are business owners of agro dealers and shop (hawkers) owners.

2.6 Health, energy, water, sanitation, hygiene, transportation and communication services in the area

Monkey-Bay Community Hospital provides health care to the population around the irrigation scheme. Mostly people rely on borehole water which has a salty taste and in some areas around the trading centre, piped water is available whilst surrounding community use water from the streams and Lake for other domestic purposes. The area is connected to the main grid through the but however not every household is connected and they use solar powered systems for lighting and use charcoal and firewood for cooking. Both Airtel and TNM telecommunication lines are accessible and people within the area have access to radio and television coverage. In terms of road connectivity, the area has a tarmac road connecting to Chikoko-Bay State House.

2.7 Governance and security setup of the area

The area falls under Mbwadzulu Area Development Committee and Nsumbi VDC as the local governance structures and Monkey-Bay Police station which works with community policing structures provide security services. The most common crimes in the area are stealing of household items, crops and livestock.

2.8 Key stakeholders

The stakeholders to be involved in the project are farmers represented by the AASP, community members represented by the ADC and VDC, Ang'ona Irrigation Scheme Committee, and extension staff. The groups appreciate the project as it will improve food security and restore fragile household income of the surrounding communities.

3. IMPACT IDENTIFICATION AND THEIR MANAGEMENT MEASURES

3.1 Introduction

The process of environmental and social screening of all agreed interventions in the identified sites were carried out by Mangochi District Council in consultation with beneficiary communities and coordinated by the Environmental District Officer (EDO). A review of the environmental and social screening results and project briefing notes by the client, MEPA and EDOs concluded that there was no need to carry out a full ESIA because the scope of the works is relatively small. The review team did, however, recommend preparation of an ESMP based on the identified risks and impacts. This chapter briefly assesses and identifies impacts considered likely to be associated with the rehabilitation of the scheme.

3.2 Methodology of impact identification

The methodology adopted for impact prediction mainly considered the impact at various phases of the project and activities to be undertaken at each phase. The impacts were identified by considering project inputs, impacts of the environment on the project, activities, and outputs in all the project phases and how these would impact on the environment and people. A step-by-step approach was taken to identify the potential impacts as follows:

a) Assessment of baseline conditions
b) Examination of project inputs associated with the proposed project.
c) Examination of project activities that will be undertaken.
d) Examination of project outputs associated with the proposed project.
e) Using mitigation hierarchy, identify mitigation measures to avoid/reduce/mitigate/minimize the risks and impacts.

3.3 Evaluation of main impacts and their management measures

The rehabilitation of Ang'ona irrigation scheme is expected to induce both positive and negative environmental and social impacts. The positive impacts are mostly on socio-economic improvement of the surrounding communities in the area and the district at large. The risks and negative impacts are on socio-economic and the environment. This section of the report discusses the potential environmental and social risks and impacts of the proposed project. The risks and impacts described are both beneficial and adverse occurring on the physical, biological, human health and socioeconomic environment during the planning, implementation, and operational phase.

3.3.1 Positive Impacts

The rehabilitation of Ang'ona irrigation scheme will improve food security and household income in addition to the summarised positive impacts below

- Skills transfer to local communities.
- Creation of small-scale business opportunities.

- Creation of employment

3.3.2 Negative impacts

i. **Accidents from construction machinery and vehicles:** Workers and by-passers may be exposed to accidents from equipment and machinery or vehicles.

Mitigation measures include to:

- Provide signage
- Provide hoardings around the site
- Avoid using machinery that you don't know how to operate it

ii. **Trip and falls within the work area:** Trips and falls would be caused by objects lying around the work area and slippery surfaces.

Mitigation measures:

- Good housekeeping procedures including cleaning of surfaces and equipment,
- Proper and adequate storage of materials and equipment,
- Use of PPE

iii. **Cuts from sharp objects:** Workers may be cut by objects including hoes, nails and metals during works.

Mitigation measures:

- Workers to be trained on safe work and housekeeping practices.
- Regular disposal of wastes within the work sites.
- Have a first aid kit and trained personnel on site to administer first aid.

iv. **Generation of waste:** Waste will constitute general waste produced by the workers on the sites during rehabilitation and camps as well as during operation including, rice stalks and husks.

Mitigation measures:

- Provide waste collection bins where they may be needed;
- Sensitise workers in the proper collection and management of wastes;
- Dispose waste in designated sites, in collaboration with the site authorities
- Compost all wastes where necessary

v. **Noise:** During rehabilitation, noise would come from vehicles and machinery used on the sites

Mitigation measures:

- Provide ear plugs to workers where the noise is above the recommended levels and prolonged
- Sensitize the surrounding communities of the project and the noise that may be produced during works

vi. **Dust emissions:** dust emission would be from site clearing, shoveling of excavated soils and mixing of construction materials such as cement, sand, quarry stone and quarry sand among others.

Mitigation measures.

- Provide dust masks to workers

vii. **Pollution to land from diesel and oil spills;** Oil spills from vehicles, water pump, construction machinery and other waste from construction materials is expected to contribute to land and water pollution.

Mitigation measures

- Maintain/service vehicles and machinery regularly as recommended by the dealers;
- Dispose waste oil and oil containers in approved disposal areas, in collaboration with the Local Authority.

viii. **Risk of increased Spread of communicable diseases (HIV and other Sexually Transmitted Infections and Cholera)**: There is a chance of spreading HIV and Aids if workers engage in sexual activity with the local community and amongst themselves.

Mitigation measures

- Develop an HIV/AIDS policy for the workers
- Provide civic awareness to workers on HIV and AIDS
- Provide condoms to workers.
- Observe hygiene in working sites

ix. **Transmission of communicable diseases including Cholera infections amongst workers and the communities within the worksite**

There is also a risk of increased Cholera if workers do not observe and adhere to recommended cholera prevention measures.

Mitigation measures

- Provide cholera preventive measures including provision of sanitation products and protective masks and shields;
- Enforce hygiene practices including hand washing and hand sanitising
- Enforce the wearing of masks and shields all time whilst at the worksite.
- Provide medical assistance to suspected cases and refer them to approved testing centres and hospitals
- Provide continuous communication and awareness on Cholera issues

x. **Sexual exploitation and abuse (SEA):** Female workers may be subjected to sexual exploitation and abuse in exchange for favours and/ or employment benefits and men may be forced to enter into relationships to secure employment. All forms of Social risks including sexual grooming are unacceptable; be it on the work site, the work site surroundings, or at worker's camps

Mitigation measures:

- Sensitise the workers on the appropriate Codes of Conduct and enforce the same.
- Ensure that all employees sign the Workers' Code of Conduct
- Sensitize communities on sexual exploitation and abuse
- Sensitize the community on the grievance redress mechanism (GRM) before implementation of project;
- Provide separate sanitation facilities for men and women; and
- Provide appropriate signage on SEA

xi. Theft of property

There is a chance of theft of properties such as cement, solar pannels by community members and workers affecting project implementation as crimes in Mangochi district are on the rise.

Mitigation measure

- Sensitize communities on ownership of the project
- Engage local police forum of the area
- Promote roll calls for workers and registry
- Secure the project site by creating good road access and employing security guards

xii. Child labour and trafficking in persons

Child labour and trafficking in persons: Children may come to the work sites, looking for employment during rehabilitation and the need for cheap labour force by contractors. Trafficking in persons is common in Malawi and the project sites may be used for such activities.

Mitigation measures:

- Ensure that all people to be employed have genuine identification to prove that they are 18 years old and above
- Employ workers through established recruitment agencies;
- Maintain an accurate staff register, against which employee presence must be checked every day.
- Children below the age of 18 should not be allowed to visit the site
- Transfer of personnel should be monitored by project officers

xiii. Animal-human conflict: animal-human conflict may happen especially hippos and crocodiles in search of food in the irrigation scheme

Mitigation measure

- Construct a fence to restrict animals into the scheme

xiv. Conflicts with adjacent land users such as road users in the case of the project wastes are not properly managed and over wages with workers.

- Establishment of GRMC at both community and workers level
- Code of conduct for workers
- Signing contracts between the contractor and workers

Table 1: Environmental and Social Management Plan for Ang'ona rice irrigation scheme

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Time Frame	Responsible Entity for Implementation of Measures	Estimated Budget
1.1	**Positive Impacts**				
1.1.1	Skills transfer to local communities	• Strengthen capacity building for project implementation structures i.e., ADC, VDC, scheme committee.	During implementation	Field Staff, DESC	
1.1.2	Creation of small-scale businesses	• Strengthen Capacity building on business management to ADC, VDC and scheme committee	During implementation	Field Staff, DESC/ABO	
1.1.3	Creation of Employment opportunities.	• Engagement of local community to provide labour force	During implementation	DLO,	
1.1.4	Improved household income	• Linkage of households to VSLAs	During Implementation	DCDO	
1.1.4	Improved household food security	• Food budgeting	During implementation	FNO, PHNAO	
1.2					
1.2.1	**Accidents from construction machinery and vehicles**	• Provide signage • Provide hoardings around the site • Avoid using machinery that you don't know how to operate it	During project implementation	DPW, Contractor	
1.2.2	**Trip and falls within the work area**	• Good housekeeping procedures including cleaning of surfaces and equipment, • Proper and adequate storage of materials and equipment, • Use of PPE	During project implementation	DPW, Contractor	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Time Frame	Responsible Entity for Implementation of Measures	Estimated Budget
1.2.3	**Cuts from sharp objects**	• Workers to be trained on safe work and housekeeping practices. • Regular disposal of wastes within the work sites. • Have a first aid kit and trained personnel on site to administer first aid.	During project implementation	DPW, Contractor	
1.2.4	**Generation of waste**	• Provide waste collection bins where they may be needed; • Sensitise workers in the proper collection and management of wastes; • Dispose waste in designated sites, in collaboration with the site authorities • Compost all wastes where necessary	During project implementation	EDO, Contractor	
1.2.5	**Noise**	• Provide ear plugs to workers where the noise is above the recommended levels and prolonged • Sensitize the surrounding communities of the project and the noise that may be produced during works	During project implementation	EDO, Contractor	
1.2.6	**Dust emissions**	• Provide dust masks to workers	During project implementation	EDO, Contractor	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Time Frame	Responsible Entity for Implementation of Measures	Estimated Budget
1.2.7	**Pollution to land from diesel and oil spills**	• Maintain/service vehicles and machinery regularly as recommended by the dealers; • Dispose waste oil and oil containers in approved disposal areas, in collaboration with the Local Authority.	During project implementation	DPW, Contractor	
1.2.8	**Risk of increased Spread of communicable diseases (HIV and other Sexually Transmitted Infections and Cholera**	• Develop an HIV/AIDS policy for the workers • Provide civic awareness to workers on HIV and AIDS • Provide condoms to workers. • Observe hygiene in working sites	During project implementation	EDO, DEHO, Contractor	
1.2.9	**Sexual exploitation and abuse (SEA)**	• Sensitise the workers on the appropriate Codes of Conduct and enforce the same. • Ensure that all employees sign the Workers' Code of Conduct • Sensitize communities on sexual exploitation and abuse	During project implementation	GDO, Contractor	
1.2.10	**Theft of property**	• Sensitize communities on ownership of the project • Engage local police forum of the area • Promote roll calls for workers and registry	During project implementation	DCDO, Contractor	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Time Frame	Responsible Entity for Implementation of Measures	Estimated Budget
		• Secure the project site by creating good road access and employing security guards			
1.2.11	**Child labour and trafficking in persons**	• Ensure that all people to be employed have genuine identification to prove that they are 18 years old and above • Employ workers through established recruitment agencies; • Maintain an accurate staff register, against which employee presence must be checked every day. •	During implementation	DLO, Contractor	
1.2.12	**Animal-human conflict**	• Construct a fence to restrict animals into the scheme	During implementation	DPW, Contractor	
1.2.13	**Conflicts and misunderstandings**	• Establish and train Grievance Redress Mechanism committees on conflict resolution.	During project implementation	EDO	

Table 2. Environmental Monitoring plan for Ang'ona irrigation scheme

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
1.1	**Positive impacts**						
1.1.1	Skills transfer to local communities	• Strengthen capacity building for project implementation structures i.e., ADC, VDC, scheme committee.	Number of training sessions	12	Field Staff, DESC	2	
1.1.2	Creation of small-scale businesses	• Strengthen Capacity building on business management to ADC, VDC and scheme committee	Number of training sessions	12	Field Staff, DESC/ABO	2	
1.1.3	Creation of Employment opportunities.	• Engagement of local community to provide labour force	Percentage of workers employed	60	DLO,	2	
1.1.4	Improved household income	• Linkage of households to VSLAs	Number of VSLAs established	2	DCDO	2	
1.1.4	Improved household food security	• Capacity building in food budgeting skills	Number of session	3	FNO, PHNAO	4	
1.2	**Negative impacts**						
1.2.1	**Accidents from construction machinery and vehicles**	• Provide signage • Provide hoardings around the site • Avoid using machinery that you	No. of sign posts	4	DPW, Contractor	1	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
		don't know how to operate it					
1.2.2	**Trip and falls within the work area**	• Good housekeeping procedures including cleaning of surfaces and equipment, • Proper and adequate storage of materials and equipment, • Use of PPE	Percentage of workers with PPE	100	DPW, Contractor	1	
1.2.3	**Cuts from sharp objects**	• Workers to be trained on safe work and housekeeping practices. • Regular disposal of wastes within the work sites.	Number of training sessions Number of first aid kits	4 2	DPW, Contractor	4	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
		• Have a first aid kit and trained personnel on site to administer first aid.					
1.2.4	**Generation of waste**	• Provide waste collection bins where they may be needed; • Sensitise workers in the proper collection and management of wastes; • Dispose waste in designated sites, in collaboration with the site authorities • Compost all wastes where necessary	Number of bins provided Volume of waste composted	2 20 kg	EDO, Contractor	1 4	
1.2.5	**Noise**	• Provide ear plugs to workers where the noise is above the recommended levels and prolonged	Percentage of workers with ear plugs	100	EDO, Contractor	1	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
		• Sensitize the surrounding communities of the project and the noise that may be produced during works	Number of sensitization meetings	4			
1.2.6	**Dust emissions**	• Provide dust masks to workers	Percentage of workers with masks	100	EDO, Contractor	1	
1.2.7	**Pollution to land from diesel and oil spills**	• Maintain/service vehicles and machinery regularly as recommended by the dealers; • Dispose waste oil and oil containers in approved disposal areas, in collaboration with the Local Authority.	Frequency of vehicle service	2	DPW, Contractor	2	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
1.2.8	**Risk of increased Spread of communicable diseases (HIV and other Sexually Transmitted Infections and Cholera**	• Develop an HIV/AIDS policy for the workers • Provide civic awareness to workers on HIV and AIDS • Provide condoms to workers. • Observe hygiene in working sites	HIV/AIDS policies developed Number of sessions Number of condoms	1 4 100	EDO, DEHO, Contractor	2	
1.2.9	**Sexual exploitation and abuse (SEA)**	• Sensitise the workers on the appropriate Codes of Conduct and enforce the same. • Ensure that all employees sign the Workers' Code of Conduct • Sensitize communities on sexual exploitation and abuse	Number of sensitization meetings Percentage of workers signing code of conduct	4 100	GDO, Contractor	2	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
1.2.10	**Theft of property**	• Sensitize communities on ownership of the project • Engage local police forum of the area • Promote roll calls for workers and registry • Secure the project site by creating good road access and employing security guards	Number of sensitization sessions	4	DCDO, Contractor	4	
1.2.11	**Child labour and trafficking in persons**	• Ensure that all people to be employed have genuine identification to prove that they are 18 years old and above • Employ workers through established recruitment agencies;	Number of worker registers	1	DLO, Contractor	1	

SN	Potential Impacts	Enhancement/Recommended Mitigation Measures	Performance indicator	Target	Responsible Entity for Implementation of Measures	Monitoring frequency	Estimated budget
		• Maintain an accurate staff register, against which employee presence must be checked every day. •					
1.2.12	**Animal-human conflict**	• Construct a fence to restrict animals into the scheme	Area fenced	11	DPW, Contractor	1	
1.2.13	**Conflicts and misunderstandings**	• Establish and train Grievance Redress Mechanism committees on conflict resolution.	Number of committees established	2	EDO	1	

Code of Conduct for Contractor's Personnel (ES) Form

CODE OF CONDUCT FOR CONTRACTOR'S PERSONNEL

We are the Contractor, [*enter name of Contractor*]. We have signed a contract with [*enter name of Employer*] for [*enter description of the Works*]. These Works will be carried out at [*enter the Site and other locations where the Works will be carried out*]. Our contract requires us to implement measures to address environmental and social risks related to the Works, including the risks of sexual exploitation, sexual abuse and sexual harassment.

This Code of Conduct is part of our measures to deal with environmental and social risks related to the Works. It applies to all our staff, laborers and other employees at the Works Site or other places where the Works are being carried out. It also applies to the personnel of each subcontractor and any other personnel assisting us in the execution of the Works. All such persons are referred to as "**Contractor's Personnel"** and are subject to this Code of Conduct.

This Code of Conduct identifies the behavior that we require from all Contractor's Personnel.

Our workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

REQUIRED CONDUCT

Contractor's Personnel shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractor's Personnel and any other person;
3. maintain a safe working environment including by:
    a. ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health;
    b. wearing required personal protective equipment;
    c. using appropriate measures relating to chemical, physical and biological substances and agents; and
    d. following applicable emergency operating procedures.
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;

6. not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.

RAISING CONCERNS

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done in either of the following ways:

1. Contact [*enter name of the Contractor's Social Expert with relevant experience in handling gender-based violence, or if such person is not required under the Contract, another individual designated by the Contractor to handle these matters*] in writing at this address [ ] or by telephone at [ ] or in person at [ ]; or
2. Call [ ] to reach the Contractor's hotline *(if any)* and leave a message.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.
There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

CONSEQUENCES OF VIOLATING THE CODE OF CONDUCT

Any violation of this Code of Conduct by Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

FOR CONTRACTOR'S PERSONNEL:

I have received a copy of this Code of Conduct written in a language that I comprehend. I understand that if I have any questions about this Code of Conduct, I can contact [*enter name of Contractor's contact person with relevant experience*] requesting an explanation.

Name of Contractor's Personnel: [insert name]

Signature: _____

Date: (day month year): _____

Countersignature of authorized representative of the Contractor:

Signature: _____

Date: (day month year): _____

Behaviors constituting Sexual Exploitation and Abuse (SEA) and behaviors constituting Sexual Harassment (SH)

Environmental and Social Performance Declaration

[The following table shall be filled in for the Bidder, each member of a Joint Venture and each Specialized Subcontractor]

Bidder's Name: *[insert full name]*
Date: *[insert day, month, year]*
Joint Venture Member's or Specialized Subcontractor's Name: *[insert full name]*
RFQ No. and title: *[insert RFQ number and title]*
Page *[insert page number]* of *[insert total number]* pages

Environmental and Social Performance Declaration in accordance with Section III, Qualification Criteria, and Requirements			
☐ **No suspension or termination of contract**: An employer has not suspended or terminated a contract and/or called the performance security for a contract for reasons related to Environmental or Social (ES) performance since the date specified in Section III, Qualification Criteria, and Requirements, Sub-Factor 2.5. ☐ **Declaration of suspension or termination of contract**: The following contract(s) has/have been suspended or terminated and/or Performance Security called by an employer(s) for reasons related to Environmental or Social (ES) performance since the date specified in Section III, Qualification Criteria, and Requirements, Sub-Factor 2.5. Details are described below:			
Year	**Suspended or terminated portion of contract**	**Contract Identification**	**Total Contract Amount (current value, currency, exchange rate and US$ equivalent)**
[insert year]	*[insert amount and percentage]*	Contract Identification: *[indicate complete contract name/ number, and any other identification]* Name of Employer: *[insert full name]* Address of Employer: *[insert street/city/country]* Reason(s) for suspension or termination: *[indicate main reason(s) e.g. gender-based violence; sexual exploitation or sexual abuse breaches]*	*[insert amount]*
[insert year]	*[insert amount and percentage]*	Contract Identification: *[indicate complete contract name/ number, and any other identification]* Name of Employer: *[insert full name]* Address of Employer: *[insert street/city/country]* Reason(s) for suspension or termination: *[indicate main reason(s)]*	*[insert amount]*
…	…	*[list all applicable contracts]*	…

Performance Security called by an employer(s) for reasons related to ES performance		
Year	Contract Identification	Total Contract Amount (current value, currency, exchange rate and US$ equivalent)
[insert year]	Contract Identification: *[indicate complete contract name/ number, and any other identification]* Name of Employer: *[insert full name]* Address of Employer: *[insert street/city/country]* Reason(s) for calling of performance security: *[indicate main reason(s) e.g. for gender-based violence; sexual exploitation or sexual abuse breaches]*	*[insert amount]*