

Name of Center: Africa Centre of Excellence in Public Health and Toxicological Research

Institution: University of Port Harcourt

Country: Nigeria

Center Leader: Prof. Daprim Ogaji

Annual Workplan: (January - December, 2024)

Work Plan Activities	Description
Action 1: Action 1: Centre Governance and Administration\ DLI Action:1	
<i>Sub Action 1a: Centre Governance and Administration</i>	
Activity 1: Support activities of the Centre Management Committee (CMC), Sub-Committees, Steering committee, Academic Board, International Scientific Advisory Board (ISAB) and Sector Advisory Board (SAB)	Support activities such as transport, logistics for the CMC, sub-committee, Steering committee, Academic Board, ISAB, IAB
Activity 2: Ongoing Administration – consumables, maintenance, subscriptions to professional organisations, etc.	Day-to-day running of the centre and coordination of all activities - office consumable, fueling, utility bills, repairs, subscriptions to professional organisations such as the Association of Schools of Public
Activity 3: Support implementation of the strategic business plan for ACE-PUTOR and harmonization with the sustainability plan	Committee activities and organisation of a 2- day retreat for building the capacity of all members of the ACE-PUTOR team for the implementation of the Post-ACE Impact Sustainability Plan. Provide for logistics, resources persons and partners for the implementation of the sustainability plan, developing business plans, costings, travels, business partnerships after the completion of current funding cycle
<i>Sub-Action 1b:Partnership and Network Management</i>	
Activity 1: Support Implementation of commitments with Partners and networks- at least 12 joint activities	Implement objects in the memorandum of understanding with partners, networks and collaborators that will strengthen project delivery
Activity 2: Support participation in Biannual ACE-Impact Regional Workshop Organised by WB, AAU	ACE Team to attend WB, AAU, NUC Meetings and activities
Activity 3: Support participation in meetings organized by the NUC	ACE Team to attend 12 NUC organised meetings and activities
<i>Sub-Action 1c: Provide critical infrastructure to enhance central administration, teaching and research</i>	

Activity 1: Project Vehicle 2 (18-seater Bus)	Procurement of 1 Bus for conveying students and faculties for effective coordination
Activity 2: Digital security for the Centre	Procure full Digital security for the Centre
Activity 3: Annual subscription and management of Learning Management Software for teaching and learning	Annual subscription and mgt of website, learning management software, zoom and cloud subscription for remote teaching and learning in ACE-PUTOR
Activity 4: Procure Laptops for administrative and academic use	Procure laptops 4 laptops for administrative and academic use
Activity 5: Alternate Power: 80KVA Generator with installation in the Centre	Procure 80KVA backup power supply to support the existing 150KVA Generator in the Centre
Activity 6: Split air-conditioners	Procure additional 14 units of 1.5HP Split Air-conditioners to complement what has already been provided in large classrooms, restaurant and laboratories in the Centres

Action 2: Enhance and Sustain academic programmes in the Centre\DLI Action:3 (Quantity of students with focus on gender and regi

Sub-Action 2a: Enhance student training

Activity 1: Curriculum review/Development workshop involving regional/International partners for new Short Courses, Masters and PhD Programme Curricula	Allow for ACE-PUTOR curriculum review committee to update student handbook, committee work at the disaggregation of the MSc programme curriculum for midwifery and child health nursing, development of new curriculum for PhD in Public Health Nursing, organise 3 curriculum review/development/implementation workshop
Activity 2: Revision and production of academic materials, students' handbook, manuals, examination materials, Stationeries,etc.	Produce academic materials, students' handbook, manuals, examination materials, Stationeries,etc.
Activity 3: Scholarship (40 Students)	Award 40 new scholarships (30 MSc and 10 PhD) to postgraduate students to undertake postgraduate education in the PUTOR's ecosystem, pay 2023/2024 annual fees for existing 24 PhD candidates in 2nd and 3rd years of study, support postgraduate students

Sub Action 2b: Enhance Students' Welfare

Activity 1: Accommodation and welfare for 30 regional students	Secure, maintain and upgrade spaces for accommodation to be used by 30 regional students in the ACE-PUTOR ecosystem, provide for the safety and welfare of these regional students
Activity 2: Student lunch and entertainment during training activities	Provision of lunch and entertainment to students and staff during lectures and other training activities
Activity 3: Student Graduation Ceremony	Year 2024 Graduation Ceremony for succesful Masters and PhD students
Sub Action 2c: Faculty and staff development and exchange	
Activity 1: Support 6 visiting/adjunct instructors scholars, seminars, etc.	Award 6 slots to visiting scholars to participate in students' training, Attend conferences/seminars/workshops; Communicate research findings; Students/Faculty development, host visiting scholars, Research and innovation and publicity
Activity 2: Attend short courses by project technical team, Support participation in trainings organized by the AAU/NUC and Support participation at Workshops/Conferences	ACE Technical Team to attend AAU meetings and training activities as well as other continuing professional development activities organised by professional bodies
Activity 3: Staff training on procurement, social safeguard, translational research, innovation	
Action 3: Enhancing Quality of Education and Research\DLI Action:4 (Quality of Education & research through international accred	
Sub Action 3a: Support student research	
Activity 1: Support for students using external laboratories for their research	Laboratory support for students who are condcuting research outside the Centre and University's research facilities
Activity 2:Organise 2024 Public Health & Toxicological Research Fair	Organise 2024 Public Health & Toxicological Research Fair for all postgraduate MSc and PhD candidates in the Public Health Training Ecosystem in the University of Port Harcourt
Activity 3: Research support to PhD Research field/bench work	Provide research support to 30 national and regional PhD students in the PUTOR's ecosystem to support conduct and dissemination of their research findings
Sub Action 3b: Teaching and Research Infrastructure	
Activity 1: Books and hard copy journal subscription for the PUTOR Library	Procure at least 500 volumes of books and subscribe to 10 journals and periodicals

Activity 2: Modern Animal House with Battery Cages	Construct the animal house with battery cage with modern facilities
Activity 3: Construction of Guest House within the ACE-PUTOR Compound	Construction and furnishing of 18-room guest house within the permanent facility of ACE-PUTOR
Activity 4: Provide additional equipment for the PUTOR's building	Procure and install GCMS for the new facility for ACE-PUTOR

Activity 5: Complete installation, commissioning and training on major equipment transferred from 2023 procurement exercise

Complete the acquisition of major equipment like the Atomic Absorption Mass Spectrometer, Randox Evidence Analyser,

Action 4: Enhancing Relevance of Education, Applied Research and Innovation\DLI Action: 5 (Relevance of Education and Research

Sub Action 4a: International Programme Accreditation

Activity 1: Conclude International Programme Accreditation for Master of Public Health Programmes with APHEA	Carefully conclude the international programme accreditation of Master of Public of Public Health programs in ACE-PUTOR Ecosystem with APHEA
Activity 2: External certification for the laboratories in ACE-PUTOR	Carefully conclude the certification for the toxicology and environmental (public) health laboratories in ACE-PUTOR

Sub Action 4b: Organising Short Courses

Activity 1: Organise quarterly short course on grantsmanship, research entrepreneurship as well as specialised training in public health, toxicology, nursing	Support implementation of DLR 5.3 through four (4) hybrid training on intellectual property, technology transfer, innovation and entrepreneurship and patenting. As well as organise short courses for professionals
Activity 2: Organise second edition of the West African Toxicological Training School	Fund the implementation of a 5-day intensive training on toxicology for professionals in the West African Sub-region in Monrovia
Sub Action 4c: Support entrepreneurship and innovation ecosystem	
Activity 1. Promote innovation and Entrepreneurship studies at undergraduate and postgraduate levels in the University	Support the production of training resources for innovation/entrepreneurship for undergraduate and postgraduate students in the university
Activity 2: Support Entrepreneurship, Innovations and Development of Patents	Create, encourage, support at least 2 innovations and patents
Activity 3. Sustain implementation of Centre Institutional Seed grant	Support the development of a policy on centre institutional seed grant and award of 5 seed grants of \$2,000 each to deserving recipients as approved in the Centre's DLR 5.3 formulation
Activity 5. Support conduct of institutional annual innovation week	Plan and implement 2023 annual innovation week in the university and provide an award of \$4,000 to winner of the 'innovator of the year' award
Activity 6. Develop testing facility for local innovation	Plan and establish one fully functional testing facility for local innovations in the Centre
Activity 7. Support the organisation of the faculty consulting business development office	Ensure the functional faculty business consulting office and mentoring programme for start-offs in the University of Port harcourt
Sub Action 4d: Support Dissemination of Research Outputs	
Activity 1: Support International Research Publication with National Partners	Sponsorships and support for research publications with national partners

Activity 2: Support International Research Publication with Regional/International Partners	Sponsorships and support for research publications with regional/international partners
Activity 3: Support the Journal of Public Health and Toxicological Research, support the Port Harcourt Medical Journal and The Nigerian Health Journal	Support editorial processes and facilitate indexing with reputable indexing systems, resolve current challenges with Port Harcourt Medical Journal
Activity 4: Online repository for research outputs	Maintain the effective communication and dissemination of the research outputs of studies conducted by the centres and make it easy
Sub Action 4e: Students and Staff Internship and Exchange	
Activity 1: Plan and Organize Merit-based Local & International Staff Exchange for 3 Staff	Develop proper plan and implement local/regional/international faculty exchange and capacity building in critical areas including educational pedagogy, curriculum development and other technical
Activity 2: Plan and Organize Merit-based Local/Regional Internship Placements for 100 Students	Continue implementation of local/regional/international internship for 100 students
Activity 3: Hosting of members of the International Scientific Advisory Board, Expatriates & Experts from the diaspora and partners' institutions	Provide support for 4 exchange between diasporas and academic partners
Action 5: Communication/DLI Action 1-7	
Sub Action 5a: Communication strategy	
Activity 1: Support Centre's Communications Strategy'	Host 20 meetings and support activities of the strategy formulation committee to define main objectives, key messages, intended publics, branding and visibility guidelines, communication channels, detailed communication activities and indicators to track implementation of the objectives and the performance of activities outlined. Also include engagement with the AAU
Sub Action 5b: Implement Communication Strategy	
Activity 1: Regular Website updates	Update links to the website. Weekly update of PUTOR's website with news, originally generated articles, success stories, alumni/student focused articles, stories written from research works etc.
Activity 2: Regular update of social media platforms. (Centres without Social Media accounts should create them)	Update social media accounts. Support verification of social media accounts, support paid social media advertising
Activity 3: Media engagement	Engage mainstream media to further disseminate centre's output/ success stories- sharing compelling articles with local and

Activity 4: Production of communication materials- newsletters, brochures, factsheets, infographics, videos, engaging images (photo repository/image bank)	Produce 12 newsletters that highlight success stories, key activities, calls for applications and events of the centre.
Activity 5: Procure communication systems for Board Room, Classrooms and Video conferencing room	Procure effective communication system for all classrooms, and meeting rooms in the Centre
Action 6: Enhance Fiduciary Activities in the University/DLI Action 6	
Sub Action 6a: Enhance fiduciary activities	
Activity 1: Fiduciary Reporting, Audit and Procurement Support	Support training and information systems upgrade for the finance, internal audit department, procurement units to enhance timely reporting
Sub Action 6b: Improve efficiency in administrative and other activities	
Activity 1: Procurement/Accounting and Administrative Software/Training	Procurement/accounting/administrative Software to manage ACE-PUTOR inflow and out flow goods and services
Action 7: Create Institutional Impact/DLI 7	
Sub Action 7a: Digital infrastructure	
Activity 1: Enhance digital infrastructure and networking – university-wide electronic management information system and learning management system-NgRENS	Annual subscription to NgRENS for ICT equipment, journal subscription necessary for the running of the Center, collaborating faculties and University
Activity 2: Fund the development of a navigational software and mapping of relevant structures in the university	Ease of navigation around the university, improve efficiency in administrative processes in the University
Sub Action 7b: Support domestication of the University Sexual Harassment Policy	
Activity 1: Support Implementation of Sexual Harassment Policy and counselling services in the University	Support ongoing sensitization activities and implementation of the sexual harassment policy of the university
Sub Action 7c: International Institutional Accreditation	
Activity 1: Conclude International institutional accreditation	Conclude international institutional accreditation with QAA-Global
Sub Action 7d: Enhance University Image & Accessibility	
Activity 1. Video tour documentary of the entire University	Public relation and virtual marketing of the University for enhanced visibility

Activity 2. Establishment and management of UNIPORT Graduate School Portal	Establishment of an electronic database of alumni that would be used to track alumni/graduate destinations, achievements, boost UNIPORT foundation and collaboration with alumni and the image of the
TOTAL	

		106,500						
					2,000			
	3,000		1,000					1,000
			5,000					
			15,000					
	8,000							

onalization)

				1,000			1,000	
			1,000			1,000		
						20,000		20,000

		2,000		1,000					
	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500	1,500
			3,000		3,000			4,000	
		5,000					10,000	10,000	10,000
		5,000							
itation, research publications and improved teaching and research infrastructure)									
		5,000		5,000				5,000	
			3,000						
		15,000					15,000		
			3,000		500			500	

		20,000		10,000			
		30,000	30,000	30,000	60,000		
							180,000
	75,000				100,000		
through externally generated revenue, internships, and entrepreneurship)							
						15,000	
				5,000			

			1,250			1,250		
			25,000					
						10,000		
					10,000			10,000
			1,000				10,000	
		30,000			60,000		20,000	
	1,000				10,000			4,000
		2,000				5,000		

			5,000					5,000
	5,000				1,000			1,000
						1,000		

	6,000				6,000			
		15,000						
			5,000					

		500			500			500
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			1,000					
		500			500			
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			500			500		
		15,000						
			1,000			1,000		
			5,000					
					100,000			
			25,000					
					1,000			1,000
	5,000		75,000					
			10,000					

			10,000								
-		114,000	272,750	225,250	-	235,750	238,250	90,500	-	241,000	62,250

Sep	2024 Q4			Milestone/Output	If NEW, Provide Justification	
	Oct	Nov	Dec			
1,250		1,250	1,250		Timely and accurate implementation of project plans together with timely achievements of DLIs. At least, 4 Minutes of meetings/list of attendance for management committee, 2 for steering committee, 2 for academic board, 1 for sector advisory committee and 12 reports on management's engagement with stakeholders	
1,500		1,500	1,500	1,500	Coordinated and efficient service delivery	
					Production of the ACE-PUTOR Strategic Business feasibility reports, business plans, business set-up	This would commence the transition from the current funding cycle to ensure the activities and gains of the ACE IMPACT Project is sustained
5,000		5,000	5,000	5,000	Number of joint projects executed; number of industry-based faculties; external revenue generated	Implement objects in the memorandum of understanding that will strengthen project/ sign new MOUs
		45,000			WB and AAU biannual workshops attended - Center Steering Committee equipped and updated with current practices, WB, AAU guidelines, discussions and review of progress	
1,000		1,000	1,000	1,000	NUC meetings and trainings attended - Center leadership equipped with relevant updates for project implementation	Need to attend project facilitation trainings/meetings organised by the NUC. NUC meetings are organized regularly howbeit for

					This will ensure better coordination of national and regional students and faculties	Effective transportation and logistics for Centre administration and students
					Enhance Digital security for all 54 systems in the centre and the centre's website	It would improve the security of the centre's digital infrastructure and learning
					Effective education management system and effective management information systems in collaborating faculty and colleges.	
					This will enhance the efficiency of administrative staff and would support the delivery of lectures	Need for laptop for administrative and academic tasks at the Centre
					Uninterrupted power supply. This will support ef	This will enhance efficient and effective utilization of infrastructure together with routine activities and processes
					Improve learning environment in the Centre	This will enhance teaching and learning in the Centre
					Enhance capacity of new and old faculties in delivering the M.Sc. and PhD Programme Curricula for research and innovation excellence. Organise curricula benchmarking and alignment to ensure the training of students that that contribute to solving real world problems and compete anywhere in the world	This will enhance our patronage and help meet logistics for preparation of curricula documents
		1,000			Copies of academic materials, students' handbook, manuals, examination materials, Stationeries,etc.	
		10,000			Scholarships awarded, Excellence in research and education.	

		2,000			Regional Student accommodation and upkeep	
1,500		1,500	1,500	1,500	Number of onsite students' lecture for which lunch was provided	Improve learning during face to face prolonged lecture contact hours
		2,000			Industry ready Graduates able to profer real world solutions and compete with their peers anywhere in the world	This gives an opportunity of showcasing motivating narratives of excellent performance of students and provide publicity for the Centre
					Support provided to enhance excellence in research and education.	
10,000			5,000		Short courses, AAU meetings, Conferences and trainings attended- Center leadership equipped with relevant updates for project implementation. Attendance certificates,	
10,000					Build the capacity of core staff of the Centre for the sustainability of the centre Post-ACE IMPACT	
					laboratory support for students, modern laboratory equipment, reagents, and process in the temporary structure	This will help produce high performing students able to utilize new laboratory equipment/supplies
					Showcase PUTOR's research and community intervention activities and sustainable impact.	Involvement of all sector, industries and academic partners, establish the presence and impact of the center within the university, state, nation and region
					Beneficiaries who received these support and have concluded their research	Supporting PhD candidates to embark on novel and original research
		500			Copies of books and volumes of journals and periodicals	To ease learning challenges, enhance access to print literature/ Preference for use of ACE-PUTOR library by students and faculty for

					Completed Animal House for the Centre	To have a well completed building for PUTOR animal house to aid learning and research
					Fully furnished 18-room guest house in the ACE-PUTOR compound	To create a conducive environment for visiting faculties and international students as well as provide rental revenues for the centre's sustainability
					Fully furnished and equipped PUTOR building	To improve teaching and learning in the Centre of excellence
					Fully furnished and equipped PUTOR building	To improve teaching and learning in the Centre of excellence
					Master of Public Health Programmes accredited by international accreditation agencies	Improve relevance of training curricula for local and international students
					Improve patronised and assure quality of laboratory processes in the Centre	Important contributor to the sustainability of the Centre

1,250				1,250	Have well trained staff and academics with award winnings grant writing skills, research entrepreneurship and patents	Improve the resourcefulness of staff and academics in UNIPORT and beyond
					Build the capacity of professionals in the West African Subregion on identifying and managing toxicological risk	Improve collaboration between PUTOR and partners
					Development of new curricula and upgrade of existing curricula at undergraduate and postgraduate levels	enhance knowledge and competency of undergraduate and postgraduate students on entrepreneurship, innovation, development of patents and intellectual properties
					Have well trained entrepreneurs with sound innovations and patents	Guarantee support of entrepreneurship, innovations and patents
					Approved policy on seed grant. Details of recipients of seed grant	Inspire entrepreneurship among in the Centre and University
6,000					Appointment of committee for the organisation of the innovation week, Advert for the innovation week, implimentation of the innovation with reports on proceedings, award of innovator of the year	This event will showcase innovations in the centre and university and would encourage participants to translate research findings into products and services that can be patented
					Functional testing facility developed in the university and beneficiaries of the functional testing facility in the university	This would support validation of inventions by innovators in the university
					office set up, deployment of human resources, record of consultations	improve the capacity of staff and students on start-ups and spin-offs
2,000				5,000	Number of publications accepted with national partners	Need for research/ publications into new areas of knowledge in partnership with national partners

		5,000			Number of publications accepted with regional/international partners	Need for research/ publications into new areas of knowledge in partnership with regional/international partners
		1,000			New Journal of Public Health and Toxicological Research Established and existing journals enhanced in terms of visibility, availability and	dissemination of scientific findings
1,000					Visible page/ tab on centre's website outlining the various research undertaken byPUTOR	To highlight and make visible the research output from PUTOR
6,000					Number of staff benefited from focused training, exchanges and certification	Have a well robust design and development plan for local/regional/international internship and staff placement
					Produce a well acceptable plan and implementation forlocal/regional/international internship, students' placement	Have a well robust design and development plan forlocal/regional/international internship and student placement
		5,000			Globally acceptable research, curricula, innovations and patents. Strategic partnership for sustainability	Enhance networking and knowledge transfer
		500			One (1) communications strategy Quarterly action plan in line with the communication strategy	To streamline and provide guidance to centres' communication and visibility activities.
1,000					Active website links. Monthly update with latest information (at least three posts per month) . Annual revamp of website	
500				500	Minimum of 3 posts weekly. Use analytics to track social media engagements	To promote visibility of the centres activities and quick updates/engagement with stakeholders, including students – both existing and potential
500					At least 1 mainstream feature quarterly.	To reach out to key stakeholders and the public for enhanced visibility

500					Production of quarterly/ bi-annual newsletters (depending on the centre's output) One (1) factsheet One (1) brochure Image Repository	To increase awareness on centres activities to all stakeholders
					6 Nos Conference and board room 50 Nos speakers, microphones, 4 applifiers, installation	To improve communciation during meetings and training
1,000				1,000	Strong Fiduciary reporting, internal audit and procurement systems	To ensure ease of project financial management and procurement processes. This will aid in achieving the goals of the Center
					Tracking spending, approval comments and location of items	For internal monitoring of purchased items and distribution
					effective communication, research, learning and data management within the Centre, collaborating faculties and the University	This will aid effective communication, research, learning and data management within the Centre, collaborating faculties and the
					Functioning paper-less adminstrative processing systems within the University	This boosts institutional impact and improves efficiency in the university's administrative management system
			1,000		Strong Sexual Harrazment policy implementation in the University	The centre supported the development of the sexual haraasment policy of the university. This fund will support the dissemination and implementation of the launched policy
					Correction of gap areas following institutional improvements and final accreditation by QAA	This would enhance the quality improvement drive of UNIPORT
					Video documentary of the University	Improved intangible (reputation) asset of the University

						Functional database of all Alumni of the University of Port Harcourt, their destination, activities and contribution to their Alma Mater	Improvement collaboration and boost activiteis of the UNIPORT Alumni
50,000	-	77,250	21,250	16,750	-	-	-

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Estimated Budget(\$)	Estimated Revenue (\$)	Contribution from Partner (\$)	Person Responsible
10,000	100,000		Centre Leader
18,000	0		Centre Leader
6,000		10,000	Centre Leader
60,000	300,000	100,000	Centre Leader/Partnership Coordinator/ M&E
90,000	0		Centre Leader
12,000	0		Centre Leader

106,500	0		Procurement
2,000	0		Procurement
5,000	0		Procurement
5,000	0		Procurement
15,000	0		Procurement
8,000	0		Procurement
2,000	0		Centre Leader
3,000	0		Centre Leader
50,000	40,000		Centre Leader

5,000	0		Centre Leader
18,000	0		Centre Leader
2,000			Centre Leader
7,000	0	50,000	Centre Leader
50,000	0		Centre Leader/ M / E
15,000			
15,000	0	4,000	Centre Leader
3,000	0	3,000	Centre Leader
30,000			Centre Leader
4,500	0		Procurement

30,000	0		Procurement
140,000	0		Procurement
180,000	0		Procurement
150,000	0		Procurement
15,000			Centre Leader
5,000			Laboratory Supervisor/Facility Manager

5,000	5,000	5,000	Centre Leader/M&E
25,000			Short course coordinator
10,000		10,000	
20,000	100,000	30,000	Centre Leader
11,000			
6,000			
110,000			
15,000			
14,000	30,000	15,000	Applied Research Coordinator

15,000	45,000	10,000	Applied Research Coordinator
8,000			Centre Leader and Editor-in-Chief
2,000			Centre Leader, Communication Officer,
18,000	8,000	10,000	Centre Leader
15,000	0	40,000	Centre Leader; Industry Liaison Officer
10,000		50,000	Centre Leader
2,000			Centre Leader
2,000			Centre Leader, Communication Officer, Head of IT Unit
2,000			Centre Leader, Communication Officer, Head of IT Unit
1,500		15,000	Centre Leader, Communication Officer,

1,500		5,000	Centre Leader, Communication Officer, Head of IT Unit
15,000			Procurement Officer
4,000	100,000		Centre Leader
5,000		5,000	Procurement
100,000	100,000	50,000	Centre Leader/ Director ICTC
25,000	0	15,000	Centre Leader/ DVC R&D
3,000	0	5,000	Centre Leader/ Director, Youth Friendly Centre
80,000	200,000		Centre Leader/ Vice Chancellor
10,000	0		Centre Leader/ Vice Chancellor

10,000	0		Centre Leader/ Vice Chancellor
1,607,000	1,028,000	432,000	

Comments

Include construction supervision activities, by recruiting a consultant to carry out this supervision.
This supervision must include the monitoring of E&S safeguard aspects, in particular the implementation of the
Constructor_ESMP

The WB E&S safeguard specialists also recommended other activities on which the centres can consider allocating funds to in their annual work plans, depending on the progress of their E&S safeguard work.

Some important areas could be

1. Carry out an ESMP implementation audit for all construction activities, including funding
2. Provide adequate signage around the working areas/premises of the institution.
3. Implement/Manage the workers' code of conduct in accordance with the provision of the ESMP.
4. Provide transport to construction sites if far from the university campus
5. organise seminars on gender-based violence and the fight against sexual harassment. These seminars may be followed by general awareness-raising within the university.

Actions to effectively implement measures to fight GBV and sexual harassment can then be implemented within the ACE







