UNDP Project Document

Project title: Reduced risks on human health & the environment through reduction of POPs & U-POPs in Eswatini		
Country: Kingdom of Eswatini	**Implementing Partner (GEF Executing Entity):** Eswatini Environment Authority (EEA)	**Execution Modality**: National Implementation Modality (Full-NIM)
Contributing Outcome (UNSDCF/CPD, RPD, GPD): ***Expected UNDAF/Country Programme Outcome**: Outcome 1. By 2025, women, men and youth, including marginalized persons, contribute to and benefit from economic progress, through access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.* ***Expected CPD Output:** Output 1.1. Strengthened policy and regulatory regimes at national level for the management of natural resources, environment, biodiversity and chemical use (Strategic Plan integrated results and resources framework (IRRF) 1.4.1)*		
UNDP Social and Environmental Screening Category: Substantial		**UNDP Gender Marker:** GEN 2
Quantum Award ID: 1259903		**Quantum Project ID:** 01004934
UNDP PIMS ID number: 6728		**GEF Project ID number:** 11272
LPAC meeting date: *14 July 2025*		
Last possible date to submit to GEF: *29 June 2024*		
Latest possible CEO endorsement date: *29 December 2024*		
Project duration in months: 60 Months		
Planned start date: 31 October 2025		**Planned completion date:** 30 October 2030
Expected date of Mid-Term Review (MTR) submission to the GEF: *30 April 2028*		**Expected date of Terminal evaluation (TE) submission to the GEF:** 30 *April 2031*
Expected Operational Closure Date: *30 July 2031*		**Expected Financial Closure Date:** *30 January 2032*
Brief project description: The project intends to ensure an integrated solid waste management towards zero waste and circular economy vision for Eswatini. Main focus of the waste streams in this project includes healthcare waste, E-waste and plastic waste. The project will help reduce pollutions of chemicals and waste, improve health and livelihoods of general population and workers through a gender-responsive approach, and foster green growth through public and private partnership in the services of the waste management and circular business, particular SMEs. To this end, in the healthcare sector, the project will ensure upstream reduction of hazardous waste through better		

segregation and pilot green procurement of healthcare consumables and devices; and by replacing the practice of open burning or incineration in substandard incinerators with a network of non-combustion treatment systems, supported by a dedicated logistic. A circular economy approach will be taken in managing plastic packaging, electronics, appliances, and other consumer products. The project will scale up the successful experiences from UNDP Accelerator Lab and Small Grant Programme on behavior change to reduce the consumption of single use plastics (SUP) and increase recycling of packaging materials.

The project will also promote a take-back programme of electronics and appliances for recycling. Capacity building of waste sorting at household level to segregate wet (organic) wastes and dry wastes for composting and recycling will be piloted. Hazardous chemicals and waste identified from the waste streams will be segregated for the sound disposal. Circular business models suited for the local market and SMEs will be promoted through providing initial incentives and technical assistance. The revision and upgrade of the existing regulatory framework, plans and guidelines related to solid waste management, hazardous chemicals, healthcare waste, circular economy and EPR scheme will create the enabling environment for the actions listed above. In addition, institutional capacity building, awareness of the stakeholders and women empowerment, south-south cooperation will be supported and facilitated by the project for improving governance, sustainability and further scaling up of the best practices in the whole country, including urban and rural areas. Potential synergies with other on-going and planned investments and initiatives in the country will be pursued, to create more decent job opportunities and improve equality, particularly for women and impoverished population groups.

GEF Trust Fund grant	4,935,000.00 USD
UNDP TRAC resources	0 USD
Confirmed cash co-financing to be administered by UNDP	0 USD
(1) Total Budget administered by UNDP	**4,935,000.00 USD**
(2) Total confirmed co-financing to this project not administered by UNDP	**31,140,000.00 USD**
(3) Grand-Total Project Financing (1) + (2)	**36,075,000.00 USD**

SIGNATURES:

Signature: *print name below* Principal Secretary, Khangeziwe Mabuza	**Agreed by Government Development Coordination Authority**	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 31/10/2025
Signature: *print name below* Executive Director, Isaac Dladla	**Agreed by Implementing Partner**	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 31/10/2025
Signature: *print name below* Resident Representative, Henrik Franklin	**Agreed by UNDP**	**Date/Month/Year:** *within 6 months of GEF CEO endorsement* 3/11/2025

TABLE OF CONTENTS

TABLE OF CONTENTS 1
DEVELOPMENT CHALLENGE 4
STRATEGY 13
RESULTS AND PARTNERSHIPS 20
PROJECT MANAGEMENT 59
PROJECT RESULTS FRAMEWORK 62
MONITORING AND EVALUATION (M&E) PLAN 67
GOVERNANCE AND MANAGEMENT ARRANGEMENTS 77
FINANCIAL PLANNING AND MANAGEMENT 81
TOTAL BUDGET AND WORK PLAN 84
LEGAL CONTEXT 93
RISK MANAGEMENT 93
Annex 1: GEF Budget Template 97
Annex 2: Project map and Geospatial Coordinates of project sites 100
Annex 3: Multi Year Work Plan 101
Annex 4: UNDP Social and Environmental Screening Procedure (SESP) 103
Annex 5: UNDP Risk Register 121
Annex 6: Overview of Technical Consultancies/Subcontracts 126
Annex 7: Stakeholder Engagement Plan 134
Annex 8: Environmental Social Management Framework (ESMF) 160
Annex 9: Gender Analysis and Gender Action Plan 161
Annex 10: Procurement Plan 185
Annex 11: Additional agreements 187
Annex 12: Terms of Reference for Project Steering Committee and Project Team 188
Annex 13: GEF Core indicators 191
Annex 14: GEF Taxonomy 196
Annex 15: HACT Micro Assessment 202

ABBREVIATIONS

BFR	Brominated Flame Retardants
BPPS NCE	Bureau for Policy and Programme Support, Nature, Climate and Energy
CAC	Civic Amenity Center
CAC	Civic Amenity Centres
CE	Circular Economy
EEA	Eswatini Environment Authority
ELV	End-of-life Vehicles
EMA	Environmental Management Act
EPR	Extended Producers Responsibility
FSP	Full Sized Project
GEF	Global Environment Facility
GEFSEC	Global Environment Facility Secretariat
HCF	Health Care Facility
HCWM	Healthcare Waste Management
IWW	Informal waste workers
KM	Knowledge Management
MOH	Ministry of Health
MSP	Medium Sized Project
MTEA	Ministry of Tourism and Environmental Affairs
NGO	Non-Governmental Organization
NIP	National Implementation Plan under the Stockholm Convention
PBDE	Polybrominated diphenyl ethers
PCDD/F	Polychlorinated dibenzodioxins/furans
PCDD/F	Polychlorinated dibenzo-p-dioxins and dibenzofurans
PHU	Public Health Units
PIF	Project Identification Form
PIR	GEF Project Implementation Report
PM	Project Manager
PMU	Project Management Unit
POP	Persistent Organic Pollutant
POPP	Programme and Operations Policies and Procedures
POPS	Persistent Organic Pollutants
PPE	Personal Protective Equipment
PPG	Project Preparation Grant
PSC	Project Steering Committee
RHM	Rural Health Motivators
SC	Stockholm Convention
SESP	Social and Environmental Screening Procedure
SOPs	Standard Operating Procedures
STAP	GEF Scientific Technical Advisory Panel
SUP	Single Use Plastics

SUPP	Single-Use Plastic Products
UNDP	United Nations Development Programme
UNEP	United Nation Environment Programme
U-POPs	Unintentionally Produced POPs
WEEE	Waste Electric and Electronic Equipment

DEVELOPMENT CHALLENGE

The global environmental problems, root causes, and barriers that need to be addressed

The environmental contamination associated with inadequate waste management practices are a critical contributor to extensive environmental degradation. Such practices not only exacerbate pollution levels but also disrupt ecosystems, contribute to loss of biodiversity, and pose serious health risks to human populations. The failure of proper collection and disposal of waste materials – either municipal, industrial, or sanitary – can result in the contamination of water sources, soil, and air, leading to a cascade of detrimental effects that compromise the integrity of our natural environment and the well-being of all living organisms. is a global issue. The improper disposal of several other waste categories - including E-waste, healthcare waste, end-of-life vehicles, and chemical waste – may impact the environment far away from the site where such waste is dumped. For instance, open burning, or the burning in sub-standard incinerators of healthcare waste, is well known for being one of the main sources of Polychlorinated dibenzo-p-dioxins and dibenzofurans (PCDD/F); Waste from Electrical and Electronic Equipment (WEEE) and end-of-life vehicles (ELV) may contain not only several species of heavy metals but also Persistent organic pollutants (POPs) flame retardants (Polybrominated diphenyl ethers and polybrominated biphenyls (PBDEs, PBB, etc.)) in high concentrations, as well as ozone-depleting substances (ODS). Mercury contained in waste (like broken thermometers and sphygmomanometers) or from industrial waste, due to its geochemical cycles, may be transported globally through the atmosphere and water. Some construction waste – for instance, insulation foams (Expanded polystyrene insulation EPS and Extruded polystyrene insulation XPS) and materials painted with chloro-rubber paint, may also contain chlorinated and brominated POPs.

The mismanagement of waste negatively affects the economy, as it prevents the reuse or recycle of valuable materials that end up in the environment, affecting not only the environmental quality but also hindering key economic activities like tourism, fisheries, and agriculture. At the same time, the mismanagement of waste is more frequent in areas where the absence of infrastructure – transportation, water, and electricity networks – prevents the efficient collection, transportation, treatment, and recycling of waste. Therefore, a perverse loop does exist between poverty and waste mismanagement, which are mutually reinforced. Therefore, a perverse loop does exist between poverty and waste mismanagement, which are mutually reinforced.

Growing population and urbanization are the leading causes of waste generation in Eswatini. In addition, industrialization and consumption patterns clearly indicate that waste generation is going to increase at a high rate. The absence of concrete information and data about waste has restricted strategic waste management approaches thus far. It has prevented the implementation of appropriate remedial actions such as changes in behavioral patterns, the establishment of waste management infrastructure, and adopting required legislation to prevent, recycle, and eventually collect, treat, and dispose of waste scientifically.

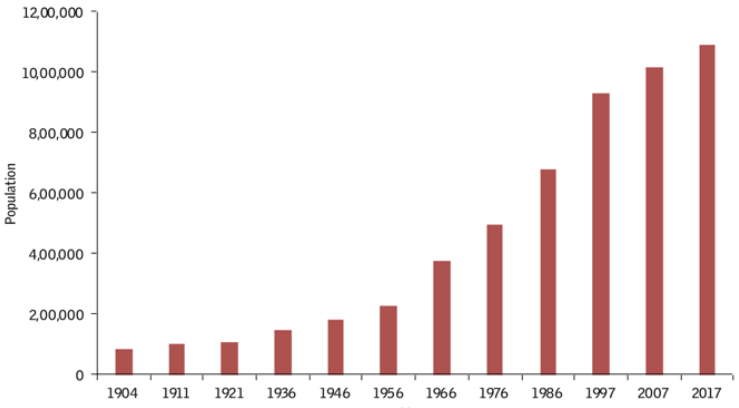


Figure 1. Yearly population in Eswatini[1]

The availability of precise waste-related data is crucial as it would inform evidence-based policy-making, foster the adoption of best practices in waste management, and ultimately contribute to the environmental and public health of the community.

[1] 2017 Population and Housing Census Preliminary Results, Central Statistical Office, Kingdom of Eswatini

Waste management in the Kingdom of Eswatini is the responsibility of various government and public institutions depending on the waste streams and categories. At the top of the hierarchy of waste management legislation is the Constitution Act, of 2005 as it provides the overarching legal framework for environmental issues, including waste management. The Ministry of Tourism and Environmental Affairs is the custodian of the main waste management legislation and the Environmental Management Act (EMA), 2002. The act provides for establishing the Eswatini Environment Authority (EEA), whose main mandate is to oversee all environmental issues and institutions' waste management practices.

The baseline scenario and any associated baseline projects

General Waste Management. Although urban residents produce greater waste than rural people per capita, in absolute terms, the amount of waste generated by rural residents is higher, as the rural population in Eswatini is much larger than the urban population.

According to a report prepared for UNDP in 2022, titled "Waste management for improved livelihoods and resilience in Eswatini: Sustainable Value Chain Business Model", the total (national) amount of waste generated per annum is 238,341 tonnes, of which 100,933 tonnes (42%) are generated in urban areas and 137,409 tonnes (58%) are produced in rural areas. Regarding recycling or reuse, 21,993 tonnes are recycled/reused in urban areas, while 48,093 tonnes are recycled/reused in rural areas, for an overall amount of 70,086 tonnes (29%) of waste recycled or reused yearly. It should be noted that there is no clear definition of recycling or reuse under the Eswatini regulations on waste which affects the understanding of these processes' modalities. Therefore, the modality of recycling or reuse is largely unknown. The proportion of different waste categories in 2021 is as follows: 93,144 tonnes of organic waste, 44,281 of plastic waste, and 20,105 tonnes of glass. There are no available data related to the generation of hazardous waste, except healthcare waste.

Healthcare Waste Management (HCWM). The healthcare service delivery system of the Eswatini Health Sector is organized in a four-tier system:

i) National Referral Hospitals;
ii) Regional Hospitals;
iii) Primary Health Care facilities, including Health Centers, Public Health Units (PHUs), private clinics and hospital, Rural Clinics, and a network of outreach sites;
iv) Community-Based Care where Rural Health Motivators (RHM), Faith-based Health Care Providers, Volunteers, and Traditional Practitioners provide care, support, and treatment. In 2017, a total number of 327 HCFs was registered.

Healthcare waste management in Eswatini has improved due to interventions from previous projects, such as the Healthcare Waste Management Plan for Eswatini developed for the Health, HIV/AIDS, and TB Project. Current challenges in HCW management include the prevalence of sub-standard or non-functional incinerators, fuel shortages to operate the incinerators, poor waste segregation, treatment and disposal practices in some healthcare facilities, and HCWs frequently burnt in the open or disposed of by unlicensed operators.

The COVID-19 pandemic generated more waste than can currently be handled, simultaneously resulting in inadequate storage space, containment receptacles, and vehicles for collecting hazardous waste from healthcare facilities without on-site treatment.

Recently, the Government of Eswatini, during the COVID-19 outbreak, has assessed waste management practices in 19 public health centers, which are used as vaccination sites[2]. This involved the review of the existing healthcare waste management (HCWM) practices and their compliance with international standards. Based on the data reported in such survey, the 24 largest healthcare facilities in Eswatini (number of beds ranging from over 400 to 10) accommodate an overall number of 2,459 beds, of which 2,048 are from hospitals, 203 are from clinics, and 208 are

[2] *Assessment of Waste Management Practices In Public Health Centres, Bhekiwe V. Hlophe- Dlamini, 2021*

from health centers. It has been extrapolated that in 2019, the average amount of medical waste incinerated was 0.67 kg per bed per day. The amount of waste burnt in the open is unknown. The amount of waste generated per hospital is likely larger than the amount incinerated, as part of the waste is normally disposed of in pits located in the backyards of the hospitals or burnt in the open.

Assuming that the average figures calculated from the data generated in that survey apply to all the healthcare facilities in Eswatini, the overall amount of healthcare waste incinerated would be 0.674*2459*385 = 603.6 t/y. Regarding the release of PCDD/F, adopting the emission factor proposed by the UNEP toolkit (UNEP 2013[3]) would correspond to a release in the environment of around 24 g of PCDD/F per year.

This amount is probably an underestimation as it does not cover waste generated by pharmacies, dental clinics, healthcare services without beds, and veterinary clinics. It should be considered that, in terms of absolute quantity, the amount of waste incinerated is very low: it is in the order of 1.6 tons/day, which theoretically may be accommodated by two small-size incinerators or two mid-size autoclaves. Besides the lack of availability of modern technologies for HCF disposal and the limited capacity to operate larger, more modern facilities compared to the ones currently in use in the healthcare facilities, other key issues are:

- Limited capacity and awareness of the procedures related to the safe disposal of healthcare waste.
- Discontinuous/ineffective segregation of waste at source to reduce the quantity of hazardous healthcare waste;
- Lack of vehicles for the transportation of waste and periodic fuel shortage issues[4];
- Discontinuous or low-quality access to water and electricity;
- The logistic aspects related to the storage and transportation of waste to the centralized treatment centers: in terms of transportation infrastructure, whilst a good road network connects the main towns in Eswatini, secondary roads are often in poor condition, and the connection with villages and rural areas is difficult.

Plastic Waste Management. Based on a report prepared for UNDP[5], there are two formal plastic waste processing/treatment facilities/operations in Eswatini, of which one manufactures plastic bags and the other produces plastic pellets. However, in most cases, plastic waste is predominantly baled and sold to bulk buyers for export to the South African market. Transportation and labour costs are generally considered the leading operational costs. The management of plastic waste management in Eswatini is extremely poor.

Based on research published in 2020[6], the situation of plastic waste in the country can be summarized as follows:

- Regulation attempts related to banning or restricting single-use plastic failed and were dropped "due to the opposition from commerce and industry, as well as defiance and protest from retails, groceries and plastic industry." That includes the withdrawal of the plastic bag tax policy introduced in 2015 by the Eswatini Environment Authority (EEA), namely the Environment Management Act (It mandates local authorities to prepare and submit long-term plans for waste management that conform to the requirements of the EEA) and the Control of Plastics Bags Regulation Notice of 2015 (aimed to regulate the use of plastic bags to address environmental issues caused by plastic waste and was part of efforts to manage plastic waste more effectively and reduce environmental deterioration).

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[3] United Nations Environment Programme. (2013). Toolkit for Identification and Quantification of Releases of Dioxins, Furans and Other Unintentional POPs, under Article 5 of the Stockholm Convention. UNEP Chemicals Branch, Geneva. "Toolkit for Identification and Quantification of Releases of Dioxins, Furans and Other Unintentional POPs." The toolkit is designed to assist countries in identifying and quantifying the sources of emissions and releases of persistent organic pollutants (POPs), including dioxins and furans.

[4] See https://ewn.co.za/2023/01/05/disruptions-erupt-across-eswatini-petrol-stations-amidst-fuel-shortage-crisis

[5] Urban-Econ, Nikela and Toma Now (2022) Waste management for improved livelihoods and resilience in Eswatini: Sustainable Value Chain Business Model. Prepared for UNDP under the "WASTE MANAGEMENT AND LIVELIHOODS PROJECT OUTPUT II"

[6] Sizwe M. Nxumalo, Sizwe D. Mabaso, Sipho F. Mamba, Saico S. Singwane, Plastic waste management practices in the rural areas of Eswatini, Social Sciences & Humanities Open, Volume 2, Issue 1, 2020, 100066, ISSN 2590-2911

- Infrastructures for managing municipal waste are scarce and concentrated in urban areas, although even in urban areas, the collection of plastic waste is not efficient. There are no facilities for the collection and disposal of municipal waste in rural areas.
- Single Use Plastic (SUP) usage is continuing to rise at a very fast pace. In 2016, the average number of single-use plastic bags issued out for free by large franchises in the country (Boxer, Shoprite, Spar, and Super Spar Stores) was 1,790,000 plastic bags per month.
- Eswatini has very few properly constructed (engineered) sanitary landfills, and the distribution of landfills and dumping sites in the country is a matter of concern. As such, the country is characterized by waste dumping in prohibited sites, which contributes to environmental deterioration. Rural Eswatini has no formal landfill or approved dumping sites.
- Using population census data and the poverty index of each enumeration area, the study estimated that the total amount of waste generated per annum is 238,341 tonnes, with 100,933 tonnes (42%) generated in urban areas while 137,409 tonnes (58%) is generated in rural areas.
- Open burning of plastic waste is still the most common waste management practice in Eswatini (average of 94% of the household surveyed), followed by disposal in pits in the backyard (which from time to time are anyway either accidentally or intentionally burnt)
- Recycling / reuse of plastic waste is extremely limited and carried out by consumers, as there are no plastic recycling facilities in the country.

E-waste Management. There are no official statistics related to the generation of e-waste in Eswatini. However, a pilot project[7] on e-waste management was implemented by the EEA to assess e-waste status quo in the country. Although the project has not yet delivered an inventory of e-waste, it provided useful figures and facts related to the amount of electrical equipment imported, used and out-of-use, and the most common management modalities.

In Eswatini, there are no formal e-waste collection systems. Scrap metal collectors do not specifically focus on e-waste but on any type of metal-containing waste. Generally, e-waste volumes from private households are still moderate, and there is a common consumer behavior of not giving away obsolete devices because they are still considered to have value. Therefore, there is quite an important "hidden storage" of e-waste in the country. The current ratio between in-use (new and old) and not-in-use equipment is very high, as all the items are traced in the report. The equipment not in use is either not functional or broken and should be, therefore, considered waste. Almost all the in-use equipment is 2-5 years old and, therefore, near its end-of-life stage. There is no national extended producer responsibility (EPR) policy or form of taking back end-of-life products when selling new ones. This should be established as a matter of urgency to avoid dumping end-of-life electrical (ELV) or waste electronic equipment (WEEE) in the environment.

Based on data found In the UNEP report (as provided by the Eswatini Revenue Service), since 2011, the following EEE has been imported into Eswatini:

Table 1. Type and amount of EEE imported into Eswatini

No.	Type of EEE	Number of EEE imported
1	Air conditioners	83,779
2	Portable digital data processors / laptop	3,186,853
3	Microwave ovens	7,256,283
4	Printers, scanner, facsimile	631,591
5	CRTs/TV set	418,767
6	Straight tube fluorescent lamps	21,600

Of interest is the amount of CRT/TV sets still in the country. CRT plastic casing is the equipment that is more likely to be treated with POP flame retardants; furthermore, CRT screens contain a large amount of lead and are very difficult to recycle or dispose of. Based on the results of a project being carried out by UNIDO in the Philippines[8], the

[7] *UNEP (2018). Swaziland E-waste management pilot project. E-waste flows in Swaziland - progress report.*
[8] *https://open.unido.org/projects/PH/projects/150048*

average content of PBDE in CRT plastic casing was found in the order of 8g PBDE/kg, whilst the average weight of a CRT plastic casing was estimated in the range of 2.5 to 3.2 kg. Based on that estimate, it may be expected that the CRT monitors purchased in Eswatini contain an overall amount of PBDE ranging from 8.4 to 10.7 tons.

Organic waste Management. Based on data reported by the report "Waste Management and Livelihoods Value Chain Business Model," organic waste is the most produced household waste sub-category across all areas, i.e. rural, peri-urban, and urban (see figure below).

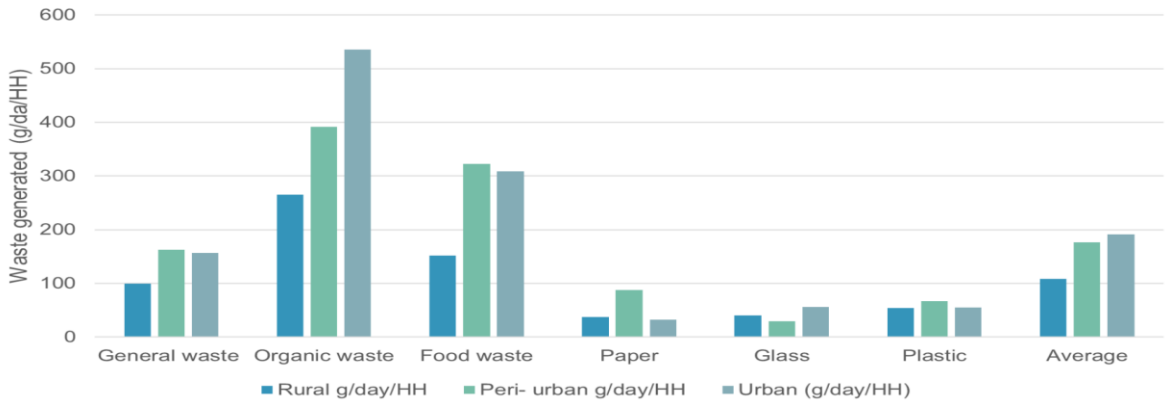


Figure 2. Amount of waste generated by waste type and place

Despite the large amount of organic waste generated, municipal waste composting in Eswatini is virtually absent. There are currently no known initiatives, either at the community or industrial level, for the composting of organic waste from households.

The amount above does not include agricultural waste or waste generated from sugarcane processing, which is the leading industry in Eswatini. Sugarcane bagasse, i.e., the material that remains after crushing sugarcane to extract their juice, amounts to around 280 kg per ton of sugarcane processed[9]. The calorific energy of 1 ton of sugarcane bagasse is comparable to around 598 liters of diesel oil. Based on FAO, for each ton of sugar cane cut, it is possible to obtain approximately 120 kg of sugar, 38 kg molasses, 36 kg of filter mud, 250 kg of bagasse, 60 kg of straw, and 100 kg of tops. Indeed, in Eswatini, almost 100% of the electricity generated is from hydropower and sugarcane-based biomass cogeneration.

From this perspective, it is important to find more sustainable alternatives for using sugarcane bagasse, which may use not only its energy content but also its material. Using sugarcane in organic waste composting as a compost enhancer is now quite widespread[10]. Sugarcane bagasse can be used as an organic waste component in several composting processes, increasing compost quality and generating a large amount of good quality natural fertilizer for agriculture.

Table 2: Regulatory framework for Chemicals and Waste Management in Eswatini

No.	Legislation	Purpose
1	Environmental Management Act, 2002	Provides guidelines on enhancement, protection and conservation of the environment, sustainable management of natural resources and other related matters. Local authorities are expected to prepare and submit to EEA, for approval, a long-term plan for the management of waste that conforms to the requirements of the Authority.

[9] *Rabelo, S. C., et al. "Production of bioethanol, methane and heat from sugarcane bagasse in a biorefinery concept." Bioresource technology 102.17 (2011): 7887-7895.*
[10] *See the link: https://compost-turner.net/composting-technologies/sugar-mill-waste-management.html*

2	Waste Regulations, 2000	Provisions for collection, transport, and disposal of solid and liquid waste. They promote waste recovery at the point at which it is produced and requires local authorities to provide appropriate litter receptacles and prepare waste management plans.
3	Chemicals Management Bill, (Draft)	Regulates and control the manufacture, use, placement on the market, import, export, transportation, storage, and disposal of chemicals.
4	Pesticides Management Act, 2018	The Act regulates the importation, manufacture, exportation, distribution, sale and use of pesticides.
5	Environmental Audit, Assessment and Review Regulations, 2000	Framework for carrying out environmental audits and environmental impact assessments of current and proposed infrastructural developments.
6	Ozone Depleting Substances Regulations, 2003	Provisions on the production, trade and use of ozone depleting substances.
7	Litter Regulations, 2011	Prohibits the depositing, throwing, and dumping of litter in any public space, private property, river, stream or any body of water in Eswatini.
8	Health Bill, 2022	Provides measures to strengthen health system capacity and performance so that the Ministry of Health can effectively execute its core regulatory, administrative, and technical and health service delivery functions and protect the public's health and to provide other incidental matters. The Bill also lays down the regulations for sanitation standards that all responsible authorities have a duty to maintain.
9	Occupational Safety and Health Act, 2001	Provides for the safety and health of persons at the workplace. It also provides for the protection of persons other than persons at the workplace against hazards to safety and health arising out of, or in connection with the activities at the workplace.
10	Disaster Management Act, 2005	One of the objectives of the Act is to avoid or minimize potential losses from hazards that may include waste.
11	Eswatini National Sanitation and Hygiene Policy (2019)	Advocates for proper improved sanitation and hygiene procedures to ensure provision of safe water supply and standard sewage disposal measures to enhance public health.
12	National Healthcare Waste Management Guidelines, 2013	Provide a step-by-step guide for managers and generators of health care waste to ensure that it is handled and managed in a manner that has no adverse effects on human health or the environment.
13	Water Pollution Control Regulations, 2010	Advocates for the consumption of water that meets quality standards, prohibiting the discharge of effluents that exceed the effluent standards to ensure safe drinking water to the public. It also encourages a reporting for negligent discharge of effluents in water.
14	Air Pollution Control Regulations, 2010	Provides measures to control emissions released into the atmosphere, through the provision of air quality standards.

Baseline projects

The Government of Eswatini, in cooperation with international organizations (like the UN agencies), has recently undertaken some projects with a parallel objective to this project. Among these, the most relevant are given in the table below, with a short description of their relevance to the proposed project. The purpose of the table is to identify synergies and coordination opportunities that could facilitate the implementation of this project and the achievement of its objectives.

Table 3. Baseline projects

Baseline projects	**Implementation period**	**Relevance to the proposed project**

Kingdom of Eswatini: "Water Supply and Sanitation Access Project". (World Bank) The objective of this project is to increase access to improved water supply and sanitation services in targeted areas of Eswatini. The project has four components. (1) Resilient water access and management to increase potable water supply coverage in the Shiselweni region, improve long-term management of water resources, investment planning, and sustainability of water supply service provision; and build resilience to climate and disaster risks, with a focus on droughts. (2) Improve Sanitation Access component will build on the ongoing work that has been done by the EHD on appropriate technology/sanitation service delivery for rural domestic sanitation in the three tinkhundla (Zombodze, Hosea, and Shiselweni I) that will benefit from improved access to water service. The project envisages to achieve the following objectives: Increase the number of people provided with access to improved water sources and improved sanitation services; reach people through hygiene awareness campaign; provide health centers and schools with improved water access and sanitation services; build sanitation facilities in schools and health centers; construct water pipelines.	2020-2025	The project is obviously relevant to the healthcare waste component of this project, either directly (as it intends to provide healthcare facilities with improved water access and sanitation services) and indirectly (as it intends to provide improved water access and sanitation services in the rural areas where small health center exist). Coordination should be ensured between this project and the WB project so that health centers which are provided with sanitation services and improved water access may also be provided with small autoclave equipment to sterilize waste, reducing therefore the risk of infection and/or the dumping and open burning of HCW in the environment.
World Bank "Health System Strengthening for Human Capital Development in Eswatini" The objective of the Health System Strengthening for Human Capital Development in Eswatini Project for Eswatini is to improve the coverage and quality of key reproductive, maternal, neonatal, child and adolescent health (RMNCAH), nutrition and Noncommunicable Disease (NCD) services in Eswatini.	2020-2025	The project is complementary to the component 2 of the proposed project. Coordination of the proposed project with the WB project, to ensure that improved HCF also can benefit of an improved HCW management would be therefore very beneficial.
World Bank "Network Reinforcement and Access Project for Eswatini " This project aims at improving the reliability of electricity supply and increase access to electricity services in targeted areas of the country (Nhlangano II, Lavumisa, and the Shiselweni region) and align the distribution network with present and projected electricity demand.	2019-2024	Coordination should be ensured between this project and the WB project on the electric network so that areas with improved access to electric network will be prioritized for the establishment of waste treatment centers.
UNDP: "Waste Management for Improved Livelihoods and Resilience Project".	2022	Under this project, in 2022, a "National Integrated Waste Management Pollution Prevention and Control Strategy" has been

The project was a COVID-19 Green Recovery initiative. The project objective is to address the challenge of waste management in Eswatini and empower MSMEs, particularly women and youth, to regain sources of income to improve livelihoods, reduce levels of poverty, and improve their overall well-being. The project has two interlined outputs towards the realization of the objective, namely, Output 1: Inclusive strategy developed to strengthen waste sector policy, legislation, institutional coordination, and capacity building; and Output 2: Sustainable, innovative solutions developed and implemented for women and youth. Under the same project the initiative Vukani BoMake has established a cottage factory that produces masks, bedding, sanitary wear, underwear, and children's clothing using waste from the textile factories in Matsapha. The cottage factory, which is based in Manzini on land donated by the municipality, hires 40 people including women, Persons with Disabilities, and the youth		developed. This is envisaged as roadmap for the revision and implementation of the 2002 SWMS, including the development of a National Waste Information System, the implementation of the principles of circular economy and of an EPR mechanism, the implementation of the waste hierarchy, mainstreaming gender aspect through empowerment and participation of diverse groups of women and men in waste management.
UNEP "Disposal of PCB Oils Contained in Transformers and Disposal of Capacitors Containing PCB in Southern Africa" (executed by Africa Institute in the 12 countries of Botswana, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles, Eswatini, Tanzania, Zambia and Zimbabwe in partnership with Southern African Power Pool (SAPP).	Ongoing (30/06/2024)	The project is relevant to the activities envisaged under component 1, related to the update of the National Implementation Plan of the Stockholm Convention on Persistent Organic Chemicals.
The "Phatsa Sakho Nawe Campaign" is an experiment conceived and facilitated by the UNDP Eswatini Accelerated Lab in conjunction with Eswatini Environment Authority (EEA). The campaign 'Plastic Free weekends' aimed at encouraging people to reduce use of plastics during the weekends of the month of December 2020 and January 2021. Due to success of the project increased interest, the Campaign was extended beyond the January 2021 date and weekends.	Ongoing (extended indefinitely beyond 2021)	The Phatsa Sakho campaign is very synergic with the activities envisaged under component 2 related to the avoidance of SUP, and the project indeed can build on such campaign to further extend its reach and scope.

Consistency with National Policies and Priorities

The government of Eswatini has recently drafted new strategies related to waste management to replace the outdated strategies, including:

- The National Integrated Waste Management Pollution Prevention and Control Strategy (NIWM- PPCS),
- The National Health Care Waste Management Strategic Plan (NHCWMSP) for 2022 – 2027;
- The National Healthcare Waste Management Policy Note, 2018.

The project complies with the key objectives of the NIWM-PPCS, and more specifically with the waste avoidance and minimization objective, to achieve clean communities (urban, peri-urban, or rural) with well-managed and financially sustainable waste management services. The project intends to achieve such objectives through the development

of partnerships that enhance the waste value-chain improvements, ensuring that the waste sector contributes to employment and the country's GDP (circular economy). In doing that, the project will also adopt an inclusive approach to avoid gender discrimination and ensure the participation of women, youth groups, and vulnerable groups.
Concerning the Healthcare Waste sector, the project is fully compliant with the objectives to ensure better segregation of infectious waste at origin and to prevent the unsafe disposal of HCW such as open burning, burning in unsafe incinerators, and disposal through unlicensed waste operators. The project is fully compliant with the general objective that "International Conventions like the Basel Convention, Bamako Convention and the Stockholm Convention signed by the Kingdom of Eswatini need to be considered and implemented (in the management of HCW)".

The project is obviously compliant with the Stockholm Convention on POPs, which the Government of Eswatini has ratified. It intends to support updating and upgrading the National Implementation Plan (NIP) and contribute to the Environmentally Sound Disposal of POPs, specifically those found in Waste Electric and Electronic Equipment.

The project is compliant with the following country policies directly related to project activities: the National Environment Policy, 1998[11] 2002; the National Climate Change Policy, 2016; the Healthcare Waste Management Strategic Plan 2022 – 2027 and the National Health Care Waste Management Guidelines (2013).

The project outlines a comprehensive strategy to enhance solid waste management and reduce environmental and health risks associated with Persistent Organic Pollutants (POPs) and unintentionally produced POPs (U-POPs). The project aims to foster an integrated approach towards a zero-waste and circular economy vision, focusing on healthcare waste, e-waste, and plastic waste. To create an enabling environment for these initiatives, the project proposes amendments to the Environmental Management Act (EMA) of 2002. These amendments will incorporate the concept of a Circular Economy and criteria for its implementation in Eswatini, ensuring that the Act supports the project's goals of sustainable natural resource management, gender-responsive approaches, and the promotion of green growth through public-private partnerships. The revised EMA will also align with the principles of Extended Producers Responsibility, particularly for packaging waste, to further the project's objectives of reducing pollution, improving livelihoods, and fostering sustainable enterprise opportunities.

The project aims to propose an amendment to the Waste Regulations 2000 to include the principles of extended producer responsibility (EPR) for several reasons:

- Enhance Waste Management: Incorporating EPR is intended to improve the management of packaging waste by making producers responsible for the end-of-life disposal of their products.
- Promote Recycling: EPR principles encourage producers to design products that are easier to recycle, thus supporting the country's transition to a circular economy.
- Reduce Environmental Impact: By holding producers accountable for their products' waste, EPR can lead to a reduction in environmental pollution and a decrease in the volume of waste sent to landfills.
- Support Regulatory Compliance: The amendment would align the Waste Regulations with international environmental standards and practices, ensuring that Eswatini meets its obligations under various environmental conventions.

This amendment is part of a broader strategy to update and strengthen the national waste management framework, promoting sustainable practices and reducing the environmental footprint of waste.
The project also aims to update the National Health Care Waste Management Guidelines (2013) for the following reasons:

- Compliance with Strategic Plan: To align with the Healthcare Waste Management Strategic Plan (2022-2027), ensuring current practices meet the latest strategic objectives.

[11] *http://www.sea.org.sz/documents/ne_policy.pdf*

- New Regulations: To incorporate new regulations on Healthcare Waste issued by the Ministry of Health (MOH), reflecting recent legislative changes.
- Circular Economy and Green Procurement: To integrate concepts of circular economy and green procurement, promoting sustainable and environmentally friendly practices in medical supply management.

These updates are intended to improve the management of health care waste in Eswatini, making it safer, more efficient, and sustainable.

STRATEGY

Theory of Change of the Project

In developing the theory of change of the project, the following root causes and barriers have been considered:

- Access to infrastructures and utilities is limited in several country areas, hindering waste management.
- Lack of knowledge and equipment for proper segregation of HCW in HCFs.
- The regulatory framework on HCW, plastic, and e-waste is incomplete and not properly enforced.
- Lack of understanding of the risk to the health associated with incineration and open burning of HCW.
- Other priorities & lack of resources hindered NIP updated after 2013.
- Enterprises and consumers opposing government policies on SUP.
- Lack of suitable alternatives to SUP.
- Lack of awareness of EPR tools and obligations and circular economy.
- Lack of awareness of gender aspects in waste management at all levels.

The project intends to boost a systemic change in waste management in Eswatini, particularly in the three critical areas of healthcare waste, plastic waste, and e-waste, with the associated reduction of POPs and U-POPs. In each sector, actions are envisaged to improve knowledge, awareness, equal gender opportunity, and benefits, logistics for collection and waste transportation, circularity (through avoidance, recycling, and disposal technologies), and enhancement of the current regulation. This is summarized below:

- Increase knowledge and awareness:
    - *Healthcare Waste:* Provide training for operators through direct training for trainers on the pre-segregation of hazardous vs. non-hazardous components of healthcare waste in the hospital to reduce the overall amount of hazardous waste.
    - *Plastic Waste:* Raise awareness, mostly at the community level, on alternatives to plastic and modalities to reduce the use of Single-Use Plastic Products (SUPP); increase knowledge on the benefits related to the door-to-door collection of segregated plastic waste compared to the re-collection from landfills; introduce the value of different plastic materials and recycling options.
    - *E-waste:* Increase the awareness of the risks associated with e-waste (mostly at the household and community levels), the modality for e-waste collection, and the economic benefits that could come from a proper recycling of E-waste. Disseminate knowledge related to the presence of POP Brominated Flame Retardants and other hazardous substances in E-waste.
    - *Organic waste:* Increase awareness of the soil nutrition benefits of composting organic waste and how to achieve good quality composting. Increase knowledge of the integration between industrial-level composting of agricultural organic waste, including sugarcane bagasse, and the organic waste generated by households at the municipal level to significantly reduce landfill use and find environmentally sound sources for agricultural fertilizers.
    - *Synergies and differences*: Awareness-raising activity for consumers and households will target both e-waste and plastic waste, whilst awareness-raising for healthcare waste will mostly involve workers in the HCFs. Training related to recycling and disposal technologies will be mostly for entrepreneurs and operators in the waste management sector.

- Implement logistic options for waste collection and transportation:

- *Healthcare Waste:* By mapping the cluster of healthcare facilities in all 4 regions of Eswatini, including micro/small, medium, and large facilities, to identify the best logistic modality to ensure that hazardous healthcare waste is delivered timely (within one day from generation) to the facilities which can disinfect them. Logistic-related equipment for healthcare waste would be colored bags, bins, and carts, as well as shelters to prevent HCWs from being exposed to meteorological agents and vehicles for the delivery of HCWs from the point of generation to the point of treatment.
- *Plastic Waste:* Establish collection points, with the support of informal collectors, where plastic waste can be stored and classified, pending transportation to a large storage and packaging area and sale to waste brokers. The project would provide logistic equipment, such as carts and bins, for the segregated plastic waste collection.
- *E-waste:* Implement reverse logistics by establishing cooperation with retailers based on selling one, taking one, and promoting the collection of e-waste kept at home through the implementation of rewarding mechanisms. Collected e-waste will be shipped to international or national recycling centers.
- *Organic waste:* Establishing home composters would reduce the demand for waste transportation by reducing the amount of waste delivered to landfills. Identify logistic options for the establishment of centralized, industrial-level composters processing both household and agricultural organic waste.
- *Synergies and differences*: The three waste typologies have different logistic needs. HCW needs to be transported to the treatment facility in the shortest time. Plastic waste needs to be collected at the source (households) or through specific collection points and diverted to dedicated storage areas before being delivered to landfills. E-waste requires a "reverse logistic approach," which envisages the cooperation of retailers and importers.

- Deployment of technologies for the environmentally safe recycling and disposal of waste:
  - *Healthcare Waste:* Small disinfection technologies (autoclave, microwave, or chemicals with shredders) to be established in mid-size healthcare facilities; one disinfection center with large capacity to be established in a large hospital facility to replace incineration), interconnected by the proper logistics as from the point above, with the avoidance of at least 24gPCDD/F per year.
  - *Plastic Waste:* Introduce technology, procedures, and materials to prevent the use of Single-Use Plastic Products (SUPP). Support recyclers who already manufacture recycled pellets with better-quality plastics and upgraded technology equipment to increase manufacturing capacity and quality. Introduce technology to prevent the recycling of PBDE-containing plastic.
  - *E-waste:* Providing existing e-waste processors with knowledge for separating hazardous waste components (including POP-containing plastic casings) and safely dismantling e-waste in the recyclable fractions; supporting the environmentally safe disposal of POPs or lead-containing components (e.g., CRT monitors, and casings).
  - *Organic waste:* Assessment of the technological options for both household composters and large-scale composters to provide the project with the best technological options considering the specificity of the country and the characteristics of the organic waste to be composted.
  - *Synergies and differences*: Non-combustion technologies (autoclave or microwave) were deployed to replace substandard incinerators or open burning to prevent the generation of PCDD/F. Pellet recycling for plastic waste to be improved through better separation of plastic categories and better quality of plastic waste. E-waste treatment technologies will mostly include dismantling technologies and segregation of POPs and heavy metal-containing components.

- Improve and enforce the current regulation on waste:
  - *Healthcare Waste:* In line with the HCW Management Strategic Plan 2022- 2027, finalize and promulgate the HCWM regulations considering circular economy and waste minimization/recycling. The draft regulations will be further reviewed to incorporate circular economy, waste minimization aspects, mercury and POPs prevention.
  - *Plastic Waste:* Introduce the concept of circular economy and implement the EPR as a financial and incentive mechanism to reduce the manufacturing and placing on the market of Single Use Plastic. Introduce clear definition and technical rules related to SUP, recycling standards, segregation modalities. Introduce and enforce regulation on waste collection.

- *E-waste:* Circular economy and EPR to cover E-waste as one of the priority sectors. Establish rules for the collection of end-of-life EEE products in retailer shops. Establish rules and standards for the content of hazardous chemicals (flame retardants, heavy metals) in EEE products. Establish rules for the segregation and disposal of plastic contaminated by POP flame retardants.
- *Organic waste:* Provisions and technical guidelines on organic waste management are currently missing in the waste management regulation in Eswatini. Therefore, the project will establish general rules for the quality of compost for agricultural use and the type of waste which can undergo composting, in the general framework of enhancing circularity of organic materials.
- *Synergies and differences*: Circular economy concept to be introduced consistently in the overarching regulation on waste and detailed in the specific downstream regulation for the 3 sectors. EPR for product waste to cover at least end of life EEE and plastic packaging, to be subsequently extended to other products including medical products.

- Availability of infrastructures and utilities (good quality water, continuous access to electricity, safe roads)
  - *Healthcare Waste:* The availability of good-quality water, electricity, and safe roads is critical for the proper transportation and treatment of medical waste. The project will consider implementation in areas where such aspects are already available or under improvement (e.g., World Bank projects in the Shisheweni region).
  - *Plastic Waste:* Plastic waste collection is not critically dependent on accessibility to electricity and water and can also be carried out in underserved rural areas. Safe storage to accumulate plastic waste pending transportation to recycling facilities is needed. Recycling of plastic waste requires access to water and electricity.
  - *E-waste:* E-waste collection is not critically dependent on accessibility to electricity and water and can be carried out in underserved rural areas. Safe storage arranged at retail shops to accumulate E-waste pending transportation to recycling facilities is needed. Recycling/dismantling E-waste requires access to water and electricity.
  - *Organic waste:* Small-scale, household-based composters do not depend on accessibility to electricity, water, or road transport and are perfectly suitable for underserved rural areas. A large-scale industrial composter, however, needs to be established in a well-served area, like the vicinity of a sugar factory.
  - *Synergies and differences*: The availability of infrastructure and utilities is a key requirement for waste management; however, healthcare waste is more critically dependent on that in each phase of its management. Safe storage is critical to preserving the commercial value of waste.

- Implement an information system on waste management, POPs, and U-POPs
  - *Healthcare Waste:* Establish procedures for and enforce the regular monitoring of healthcare waste generation at the HCF level. Assign responsibility for the submission and collection of data at the regional and central levels. Establish a database related to healthcare waste management that will be updated periodically.
  - *Plastic Waste:* Establish procedures for and enforce the regular monitoring of the amount of SUPP placed on the market in Eswatini by the administrative region. Establish a database related to the SUPP placed on the market, plastic waste collection, plastic waste recycling, or export.
  - *E-waste:* Establish procedures for and enforce the regular monitoring of the amount of EEE placed on the market in Eswatini by the administrative region. Conduct surveys and establish a database related to end-of-life EEE and hidden WEEE storage.
  - *Organic waste:* Sugarcane factories can easily contribute to implementing an information system on how to use their organic waste for purposes like electricity generation or composting. A municipal-level information system should include all the main categories of recyclable waste.
  - *Synergies and differences*: Establishing a waste information system evidently creates synergy among sectors, and data providers (municipalities, healthcare facilities, industry) could greatly benefit from access to such a source of data.

The Theory of Change for the project is summarized in Figure 3 below. The TOC does not include the quantitative aspects (budget, waste quantities, timeframe) associated with the project activities, which are instead detailed in the project description and the project result framework. It only explains the rationale for project design and implementation.

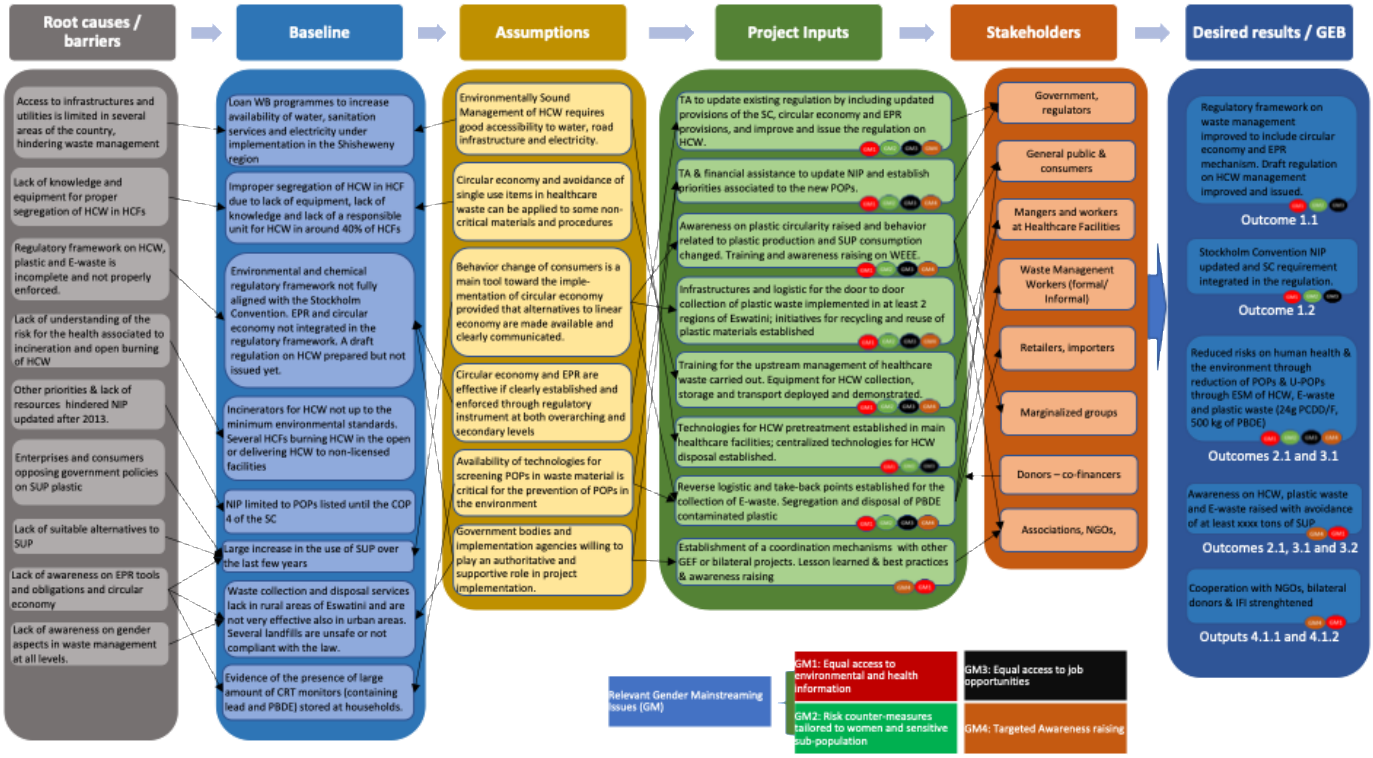


Figure 3. Theory of change for the project

The proposed alternative scenario and GEF focal area strategies

The GEF's current approach to the chemicals and waste strategy is to shift from a chemical-by-chemical-based approach to a sector-based approach. Consequently, GEF-8 has been structured along four program areas, building on the growing and converging understanding that supply chains and megatrends are the primary drivers of chemical pollution, which has severe consequences for human and environmental health.

The proposed project, as outlined in detail in the next section (Expected Results), is intended to address several specific priorities related to e-waste, healthcare waste (HCW), municipal waste, and hazardous/chemicals waste management, including POPs in a manner consistent with the GEF-8 Programming Strategy applicable to the Chemicals and Waste Focal Area.

More specifically, the project is compliant with:

- *Objective 1: Creation, strengthening, and supporting the enabling environment and policy coherence to transform the manufacture, use, and sound management of chemicals and to eliminate waste and chemical pollution:*
  The project is compliant with Objective 1 of the GEF-8 C&W focal area as it will update the National Implementation Plan of the Stockholm Convention on Persistent Organic Chemicals (Project Component 1), Support the shifting of IWWs to formalized activity in the waste management sector (Project Component 2): Adopt an environmentally safe approach for the management of E-Waste, with specific reference to the collection, pre-processing, and disposal of End-of-Life CRT Monitors containing POP Flame Retardants (PBDE) and lead.
- *Objective 2: Prevention of future buildup of hazardous chemicals and waste in the environment*
  To minimize and eliminate emissions of unintentionally produced POPs and mercury from major source categories included in the Stockholm and Minamata Conventions, as required by Objective 2, the project aims to introduce and use the best available techniques and best environmental practices in the healthcare sector nationwide in Eswatini, through significant reduction of the quantity of hazardous or infections wastes from the healthcare sector through a more effective separation of waste; Elimination of the practice of open burning of healthcare waste; replacement of substandard incinerators with BAT/BEP compliant equipment for infectious and hazardous waste elimination; phasing out of the practice of open burning of municipal waste through ensuring an effective collection of municipal waste.
- *Objective 3: Elimination of hazardous chemicals and waste*
  The project is compliant with Objective 3 of the C&W focal area as it will prevent plastic casing contaminated by flame retardants from re-entering the material recovery supply chain through the collection of End-of-Life CRT monitors, safe dismantling, identification of the plastic casing containing POP BRFs, and disposal of such plastic with BAT/BEP compliant technologies (Project component 2).

To this end, the project envisages four main components:

- **Component 1**: Enabling environment, including policy, regulations, and sustainable financing, for a transition to a circular economy in Eswatini
- **Component 2**: Circular management of plastic materials EEE and organic materials in Eswatini
- **Component 3**: Environmentally sound management of healthcare waste in Eswatini
- **Component 4**: Project Knowledge Management and M&E

Further, the project attempts to look into various issues from an integrated perspective, with elements of the circular economy included in its design, specifically on HCW, e-waste, and plastic reuse.

Incremental/additional cost reasoning and expected contributions from the baseline, the GEFTF, LDCF, SCCF, CBIT, and co-financing

The incremental and additional cost reasoning underpinning the project are summarized in the below table for each component of the project.

Table 4. Baseline project components and Incremental cost reasoning.

Baseline project components	**Incremental reasoning as from alternative scenario (GEF project components)**
Chemical and Waste Policy There are two groups of legislation that address the management of chemicals in Eswatini. The first group is general legal instruments that do not deal with specific chemicals but make general provisions that may include sound chemical management. Examples of this group of legal instruments are Eswatini Standards Authority Act. 2003, Road Transportation Act No. 5/2007; Occupational Safety and Health Act of 2001; Public Health Act, 1969, Factories, Machinery and Construction Act, 2002; Animal Diseases Act, 1965; Urban Government Act, 1969, and the Environmental Management Act, 2002. The second group are those legal instruments that address specific chemicals such as the Pesticides Management Bill, 2011, Draft Petroleum Products Bill, 2010, Draft Safe Use of Chemicals Regulations, 2009, Eswatini Investment Promotion Authority Act, 1988 and the Explosives Act 1961. There is currently a huge backlog in Eswatini's legislative framework caused by that policy changes are not promptly followed up by the necessary legislative changes. Most of the bills that address chemicals specifically are still undergoing the legislation process and have not yet been passed into law. Regarding waste management regulation, at the national level, several pieces of legislations that have a bearing on waste management were developed and such as the Health Bill of 2018, the Pesticides Management Act of 2018, the Chemical Management Bill of 2016, the Corona Virus (COVID-19) Regulations of 2020, the National Climate Change Policy of 2016 and the Eswatini National Sanitation and Hygiene Policy of 2019. Total Co-financing ($): 540,000.00	**Component 1** Under this component, the main regulation related to waste management in Eswatini will be assessed to identify gaps and areas of potential improvement, with the general purpose of introducing the concept of circular economy as an overarching principle, to detail the modality for the implementation of circular economy in the secondary level regulations, and to introduce Extended Producer Responsibility for priority products, like general packaging and E-waste. Under this component, the guideline on Healthcare Waste Management will also be updated and endorsed. Furthermore, the National Implementation Plan for the Stockholm Convention will be updated based on the finding of the updated NIP, the downstream regulation will be amended to be fully consistent with the Stockholm Convention. GEF Project Financing ($): 550,000.00
Circular Economy Practices Eswatini, through its Nationally Determined Contribution 2021 report, is committed to reducing its carbon footprint by adopting a circular economy model to reduce the pressure and adverse impacts on our natural environment, reduce resource use, and maximize the value of materials through a life cycle	**Component 2** Under this component, the project will enhance the circularity of specific products and materials through avoidance, collection at source, material classification, and improved reuse and recycling. This component concerns both the plastic coming from packaging products, with a focus on Single Use Plastic, and plastic

approach. However, there is a need to improve waste management chains nationwide while simultaneously reaping socio-economic benefits. Buy-back facilities and recycling infrastructure, which would stimulate the diversion of waste streams from landfills, are required in Eswatini to foster a Circular Economy. Total Co-financing ($): 400,000.00	coming from WEEE (for instance, plastic casings from electric and electronic equipment). Furthermore, specific activities for enhancing the circular economy of WEEE components will be implemented to ensure that the collected WEEE can be processed safely, their valuable components are stored and packaged for selling and shipping to interested recycling companies, and the contaminated / hazardous components are disposed of or destroyed in an environmentally safe way. This will, for instance, entail the identification of PBDE and other POP-BFR-contaminated plastic from CRT monitors for their safe segregation, storage, and disposal. GEF Project Financing ($): 1,700,000.00
Healthcare Waste Management Noted that Healthcare Waste Management (HCWM) in Eswatini is currently lacking in proper regulations. At present, the regulations are still in draft form, and the existing environmental legislation that pertains to HCWM, such as the Waste Regulations of 2000 and the Environmental Management Act of 2002, are insufficient in regulating HCWM, and their enforcement is weak. It is also noteworthy that the regulations and guiding documents, which include legislation, codes of conduct, management plans, policies, standards, etc., for HCWM, are available and enforced in only 61% of Healthcare Facilities (HCFs), indicating that the wider distribution and enforcement of related HCWM legislation is necessary. Moreover, while the HCWM guidelines stipulate an organizational structure, there is no clearly documented organizational structure at the regional and national levels. This lack of clarity needs to be addressed urgently to ensure effective HCWM. Total Co-financing ($):28,423,000.00	**Component 3** Under this component the project will improve HCW management from a lifecycle perspective, including the minimization and classification of healthcare waste to reduce the overall amount of hazardous and infectious waste, the logistic arrangement for the timely delivery of hazardous healthcare waste to waste pretreatment facilities, the deployment of environmentally safe technologies for the treatment and disposal of healthcare waste at both local (medium size HCF) and central (large size HCF or HCW management center) The project will also envisage the replacement of mercury containing devices (thermometers and sphygmomanometers) with non-mercury devices, and a facility for the permanent, safe storage of mercury containing waste. In accordance with the current guidelines on healthcare waste management in Eswatini, the project intends to improve the management of healthcare waste starting from the procurement of healthcare materials, improvement of the segregation, colour-coding and packaging, collection and storage, pretreatment inside the healthcare facilities, transportation to licensed treatment facilities, and off-site treatment and disposal. GEF Project Financing ($): 2,100,000.00
Project Knowledge Management and M&E	Component 4 This component will ensure that the knowledge generated under the project will be made available to the public, the stakeholders, and will be shared with institutions implementing similar project in other countries, through a dedicated knowledge hub. The component will also establish a repository of project documentation and reports to be used for management and evaluation purposes. Equal access for

Total Co-financing ($): 100,000.00	women and men to the knowledge generated by the project will be ensured. GEF Project Financing ($): 150,000.00

RESULTS AND PARTNERSHIPS

Expected Results*:*

COMPONENT 1. ENABLING ENVIRONMENT, INCLUDING POLICY, REGULATIONS, AND SUSTAINABLE FINANCING, FOR A TRANSITION TO A CIRCULAR ECONOMY IN ESWATINI

Under this component, the main regulation related to waste management in Eswatini will be assessed to identify gaps and areas of potential improvement, with the general purpose of introducing the concept of circular economy as an overarching principle, to detail the modality for the implementation of circular economy in the secondary level regulations, and to introduce Extended Producer Responsibility for priority products, like general packaging and e-waste. Under this component, the guideline on Healthcare Waste Management will also be updated and endorsed. Furthermore, the National Implementation Plan for the Stockholm Convention will be updated. Based on the findings of the updated NIP, the downstream regulation will be amended to be fully consistent with the Stockholm Convention. The successful implementation of this component requires a strong willingness from the relevant institutions (first of all, the EEA and MOH) to improve the current regulatory framework through a participatory process involving stakeholders at all levels in society and strengthened capacity.

Outcome 1.1. Waste management regulation improved

Based also on the findings and recommendations provided by the "UNDP: Waste Management for Improved Livelihoods and Resilience Project", this outcome envisages the upgrading of the current regulatory framework on waste management by improving the provisions related to the waste hierarchy, waste collection, circular economy, and extended producer responsibility. Furthermore, the current "National Healthcare Waste Management Guidelines" issued in 2013, will be updated with stakeholder input and reissued. This outcome envisages the achievement of the following outputs:

Output 1.1.1: *Regulatory tools for the establishment of EPR and circular economy drafted and enacted*
At present, Eswatini lacks the necessary legal mechanisms to effectively implement Extended Producer Responsibility (EPR) and Circular Economy initiatives. Therefore, the primary objective is to carefully examine the existing laws and regulations in order to identify potential areas for incorporating specific provisions that would enable the implementation of EPR and Circular Economy (CE) practices[12] in the country. This process requires a comprehensive analysis of the current waste management system in Eswatini, as well as an exploration of best practices from other jurisdictions that have successfully implemented similar legal frameworks. Once these provisions are identified, draft recommendations will be prepared to create new legal instruments to implement

[12] *The principles behind Extended Producer Responsibility (EPR) include:*

- *Producer Accountability: EPR shifts the responsibility for waste management from municipalities and consumers back to the producers, making them accountable for the entire lifecycle of their products, including post-consumer stage.*
- *Environmental Protection: By encouraging producers to design products that are easier to recycle or dispose of, EPR aims to reduce waste and environmental impact.*
- *Economic Efficiency: EPR incentivizes producers to innovate and create more sustainable products, potentially reducing the costs of waste management and environmental remediation.*
- *Circular Economy Promotion: EPR supports the transition to a circular economy by encouraging the reuse, recycling, and recovery of products, thus keeping materials in use for as long as possible.*

EPR and CE principles in Eswatini effectively and have these validated by stakeholders. By doing so, the country can significantly reduce waste and promote sustainable economic development.

Activities under this output will be the following:

- **Activity 1.1.1.1.** Legal gap assessment for chemicals and waste-related legislation for understanding readiness for CE and EPR
  Assess the existing legal framework related to chemicals and waste management in Eswatini by conducting a comprehensive review of current waste legislation (including the Waste Regulations, 2000 and the Environmental Management Act, 2002, Chemicals Bill) to identify gaps and areas where the legal framework needs improvement and assess readiness for implementing CE and EPR principles through screening regional bests practices and provide recommendations for legal amendments or new legislation to enable CE and EPR.

- **Activity 1.1.1.2.** Draft recommendations in chemical and waste-related legislation prepared for enabling CE and EPR
  Develop a set of robust recommendations for amendments or new legislation that will enable the effective implementation of CE and EPR in Eswatini by engaging with legal experts, stakeholders, and policymakers and draft specific legislative changes or additions to support CE and EPR whilst ensuring alignment with international best practices and global agreements.

- **Activity 1.1.1.3.** Guideline prepared for implementing EPR in Eswatini
  Develop detailed guidelines for the implementation of EPR in Eswatini that includes step-by-step instructions for EPR implementation that address roles, responsibilities, reporting, and monitoring to ensure clarity for producers, regulators, and other stakeholders.

These activities are pivotal in achieving the project's goal of reducing risks to human health and the environment by minimizing the presence of Persistent Organic Pollutants (POPs) and other hazardous substances through improved waste management practices. They will also contribute to the broader impact of fostering sustainable development and green growth in Eswatini.

Output 1.1.2: *National Healthcare Waste Management Guidelines updated.*
The National Healthcare Waste Management Guideline for Eswatini, created in 2013, needs to be updated due to several factors. Firstly, there has been a change in the country's population. The increase in population has increased healthcare facilities, leading to increased medical waste generation. Secondly, the requirements of the healthcare sector have changed—the guidelines developed in 2013 need to be revised to address the current needs of the healthcare sector. Thirdly, technology has advanced, and there are now better ways to dispose of healthcare waste. The existing guidelines do not take into account these technological advancements.

Therefore, it is essential to update the existing guidelines to reflect the country's changing conditions. The new guidelines should address the increased medical waste generation, the current requirements of the healthcare sector, and the latest technological advancements in healthcare waste management. This will ensure that healthcare waste is managed efficiently and safely, protecting both the environment and public health.

Activities under this output will be the following:

- **Activity 1.1.2.1.** Updated guidelines for healthcare waste management drafted.
  Draft, through stakeholder consultation, updated guidelines that address safe and efficient healthcare waste management practices by conducting a thorough review of existing guidelines, considering advancements in waste management technologies, health protocols, and environmental standards by engaging with healthcare professionals, waste management experts, and relevant stakeholders to gather insights and best practices and draft updated guidelines that cover waste segregation, handling, storage, transportation, treatment, and disposal that ensure alignment with international guidelines and conventions.

- **Activity 1.1.2.2.** The draft guideline was finalized with a workshop
  Present the draft and updated guidelines at a validation workshop that involves healthcare practitioners, environmental agencies, and waste management professionals and present the draft guideline, explaining its content, rationale, and practical implications and facilitate discussions, address questions, and incorporate feedback to ensure that the finalized guideline is user-friendly, evidence-based, and adaptable to different healthcare settings.

These activities contribute to the project's outcome of improved healthcare waste management practices in Eswatini, leading to reduced risks to public health and the environment. They align with the broader project impact of fostering sustainable development and green practices in the country.

Output 1.1.3: *Institutional strengthening of relevant institutions dealing in waste management*
The regulations have been updated and are now available under output 1.1. In order to ensure their effective implementation, the government officials responsible for this task will receive comprehensive training and workshops. These workshops will focus on specific areas identified as essential for successful implementation. Through this capacity-building initiative, the officials will be better equipped to carry out their duties and ensure the regulations are enforced as intended.

Activities under this output will be the following:

- **Activity 1.1.3.1.** A training needs assessment study was conducted for government and private sector companies.
  Undertake a training needs assessment of both government and private sector companies to identify gaps in knowledge and skills that could be addressed through targeted training programs and document findings and prioritize training topics based on urgency and impact.

- **Activity 1.1.3.2.** At least two training modules prepared and implemented for the public and private sector
  Develop and implement at least two training modules for the public and private sectors that cover essential topics such as waste reduction, proper disposal methods, health and safety protocols, and legal compliance and undertake the training modules via workshops, webinars, or on-site sessions and monitor participation and assess the effectiveness of the training.

- **Activity 1.1.3.3.** At least three regional workshops were conducted for the exchange of experience and information
  Organise at least three regional workshops focused on sharing experiences and information to promote collaboration and information sharing among waste management professionals across different regions and facilitate knowledge exchange and collaborative learning among relevant institutions dealing in waste management in the region.

These activities contribute to building a skilled workforce, promoting knowledge exchange, and improving waste management practices in Eswatini. They align with the broader project impact of fostering sustainable development and green growth in the country.

Output 1.1.4: *Enforcement strategies for implementation of updated regulatory framework*
Appropriate enforcement measures are necessary to ensure improved waste management. As part of this effort, the project aims to create brochures, leaflets, and other informative materials that can be shared with the local community. These materials will be incorporated into a comprehensive communication strategy, part of the larger enforcement plan. This output will be connected to other relevant project outputs to ensure a coordinated and effective approach.

Activities under this output will be the following:

- **Activity 1.1.4.1.** A communication strategy and materials were prepared.

Develop a communication strategy, along with supporting materials, to effectively disseminate information regarding the project's objectives and processes and develop communication materials (e.g., brochures, posters, videos) that convey essential information on waste reduction, recycling, and safe disposal practices and ensure that the materials are culturally sensitive, accessible, and tailored to different audiences (e.g., public, industry, schools, supermarkets, etc.).

- **Activity 1.1.4.2.** An enforcement strategy is prepared and shared with stakeholders.
  Formulate an enforcement strategy that outlines clear procedures, roles, and responsibilities for monitoring and enforcing waste management rules by engaging with relevant stakeholders (e.g., environmental agencies, law enforcement) to share the strategy and seek input and address penalties, inspections, reporting mechanisms, and coordination among agencies to promote transparency and accountability in enforcing waste-related laws and ensure compliance with the project's environmental and health safety standards.

- **Activity 1.1.4.3.** Communication materials were printed and distributed to local authorities.
  Raise awareness and educate local authorities and the public on proper waste management practices by printing communication materials in sufficient quantities and distribute materials to local authorities, schools, community centers, and public spaces and conduct awareness campaigns to ensure that the materials reach the intended audiences.

These activities are designed to support the project's goal of reducing risks to human health and the environment by managing POPs and U-POPs in Eswatini. The communication and enforcement strategies, along with the distribution of materials, play a crucial role in engaging stakeholders and ensuring the project's success.

Outcome 1.2. National Implementation Plan updated

Under this outcome, an updated NIP, including the revised inventory of the 12 initial POPs, plus the inventory of the additional POPs covered by the amendment of the Stockholm Convention after the submission of the Eswatini NIP in (namely deca-BDE, PFOAs, PCN, HBCDD, HCB, SCPP, and Dicofol) will be developed and submitted to the Stockholm Convention Secretariat. The NIP update process will enable Eswatini to establish inventories of products and articles containing new POPs and to identify priorities for each POP. Strong emphasis will be placed on the participation of the private sector and civil society to ensure their active involvement in undertaking the NIP update. This outcome will be achieved through the following outputs:

Output 1.2.1: *Inventory of POPs updated.*
The initial step towards updating the National Implementation Plan (NIP) study is establishing inventory teams. These teams will be classified into distinct groups and sub-groups based on the types of Persistent Organic Pollutants (POPs) present. The primary objective of these teams is to undertake a comprehensive update of existing inventories and develop a new inventory of POPs added after 2004. The inventory groups will adhere to relevant technical guidelines adopted by the Stockholm Convention, and the methodology for preparing POPs inventories will be consistent with these guidelines.

Activities under this output will be the following:

- **Activity 1.2.1.1.** National coordination mechanism established.
  Create a robust and sustainable national coordination mechanism that facilitates collaboration among relevant stakeholders involved in managing POPs by conducting a comprehensive stakeholder analysis to identify all relevant parties involved in POPs management and clearly define membership criteria, ensuring representation from local authorities, customs and statistics offices, health ministry departments, civil society, and development partners using well-defined Terms of References for the coordination mechanism, outlining its objectives, governance structure, and reporting mechanisms and establish a regular meeting schedule to facilitate coordination and information exchange.

- **Activity 1.2.1.2.** POPS inventory groups were established, and inventory studies were conducted.
  Form specialized POPS inventory groups comprising experts from relevant sectors (e.g., environment, health, industry) and conduct comprehensive inventory studies, including field surveys, data collection, and analysis identifying sources, quantities, and trends of POPs in various sectors (e.g., agriculture, industry, waste management) and document findings and assess risks associated with POPs exposure.

- **Activity 1.2.1.3.** Inventory reports were shared and finalized with relevant stakeholders during the validation workshop.
  To ensure transparency, accuracy, and stakeholder engagement in the inventory process, compile comprehensive inventory reports based on study results and organise a validation workshop involving relevant stakeholders (government agencies, NGOs, industry representatives) to present inventory findings, methodologies, and recommendations and incorporate feedback from stakeholders to finalize the reports to ensure that the validated reports inform subsequent actions, policy development, and risk reduction strategies.

These activities contribute to the project's outcome of improved management of POPs in Eswatini, leading to reduced risks to human health and the environment. They align with the broader project impact of fostering sustainable development and green growth in the country.

Output 1.2.2: *NIP priorities established.*
The second step of the NIP update is to establish the new priorities for Eswatini based on the inventory study results. These priorities will also be reflected in existing action plans, which should be updated accordingly.

Activities under this output will be the following:

- **Activity 1.2.2.1.** Drafting updated priorities and action plans.
  Develop comprehensive and well-informed priorities and action plans that align with the project's objectives and address the management of POPs by conducting a thorough review of existing priorities and action plans related to POPs management after engaging with relevant stakeholders, including government agencies, NGOs, and industry experts, to gather input and insights to identify gaps, weaknesses, and opportunities for improvement in the existing plans and then draft updated priorities and action plans that incorporate best practices, risk reduction strategies, and resource allocation that ensure alignment with national development goals, international conventions, and sustainable development targets.

- **Activity 1.2.2.2.** Validation of priorities and action plans with a validation workshop.
  Validate and refine the drafted priorities and action plans by engaging stakeholders and subject-matter experts by organising a validation workshop involving representatives from relevant sectors (e.g., environment, health, industry) and present the draft priorities and action plans, explaining the rationale behind each item to facilitate discussions, feedback, and recommendations from participants then incorporate stakeholder input to finalize the priorities and action plans to ensure that the validated plans are practical, feasible, and aligned with the project's overall goals.

These activities contribute to the project's outcome of improved POPs management in Eswatini, leading to reduced risks to human health and the environment. They also align with the broader project impact of fostering sustainable development and green growth in the country.

Output 1.2.3: *Updated Eswatini NIP endorsed and submitted to the SC secretariat.*
The final step of the NIP update is preparing the document for endorsement and submission to the SC Secretariat. This requires fine-tuning all parts of the NIP, including updating the country profile section, and then getting approval from all relevant authorities and endorsement from the Eswatini government before submitting it to the SC Secretariat.

Activities under this output will be the following:

- **Activity 1.2.3.1.** Updating country profile and fine-tuning the document.
  Ensure that the NIP accurately reflects Eswatini's commitments and strategies for managing POPs by conducting a thorough review of the existing NIP, considering changes in national priorities, environmental policies, and international agreements and update the country profile section with the latest data on POPs sources, emissions, and trends and refine the document to align with the project's objectives and outcomes to ensure that the NIP reflects a comprehensive and coherent approach to POPs management.

- **Activity 1.2.3.2.** A final validation workshop was organized to present the document to relevant stakeholders.
  Validate and enhance the NIP through stakeholder engagement and expert feedback by organising a validation workshop involving relevant stakeholders (government agencies, NGOs, industry representatives) and present the updated NIP, explaining its content, goals, and implementation strategies and facilitate discussions, address questions, and incorporate feedback to ensure that the validated NIP is comprehensive, accurate, and actionable.

- **Activity 1.2.3.3.** The endorsement letters from relevant authorities were acquired, and the final endorsement from the Eswatini Government was received.
  Secure official endorsement and support for the NIP by engaging with relevant authorities (e.g., ministries, environmental agencies) to obtain endorsement letters and ensure that the letters express commitment to implementing the NIP and align with national policies and collect all necessary signatures and approvals.

- **Activity 1.2.3.4.** The endorsed NIP was submitted to the SC Secretariat.
  Formally submit the NIP to the Stockholm Convention (SC) Secretariat by compiling all relevant documents, including the endorsed NIP and supporting materials that follow the SC guidelines for submission and ensure timely delivery to the SC Secretariat.

These activities contribute to the project's outcome of improved POPs management in Eswatini, leading to reduced risks to human health and the environment. They also align with the broader project impact of fostering sustainable development and green growth in the country.

COMPONENT 2: CIRCULAR MANAGEMENT OF PLASTIC MATERIALS AND EEE IN ESWATINI

Under this component, the project will enhance the circularity of specific products and materials through avoidance, collection at source, material classification, and improved reuse and recycling. This component concerns the plastic coming from packaging products, with a focus on Single-Use Plastic and plastic coming from WEEE (for instance, plastic casings from electric and electronic equipment). Furthermore, specific activities for enhancing the circular economy of WEEE components will be implemented to ensure that the collected WEEE can be processed safely, their valuable components are stored and packaged for selling and shipping to interested recycling companies, and the contaminated / hazardous components are disposed of or destroyed in an environmentally safe way. This will, for instance, entail the identification of PBDE and other POP-BFR-contaminated plastic from CRT monitors for their safe segregation, storage, and disposal.

Outcome 2.1. Circular Economy of plastic products, Electric and Electronic Equipment (EEE) and organic waste communicated and implemented and women entrepreneurship in Circular Economy promoted.

A circular economy approach will be taken in managing plastic packaging, electronics, and appliances under this component. One of the most important aspects of waste management is creating awareness among the public and consumers to facilitate a change toward more sustainable behaviors. However, raising awareness implies the availability of solutions: it is pointless to communicate a problem without offering a solution. For this reason, under this outcome, the project will simultaneously provide information on the environmental impact of unsustainable behavior and offer alternative solutions.

This Outcome will be, therefore, completed through the achievement of the following outputs:

Output 2.1.1: *Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed.*
How individuals handle waste can be influenced by several factors, including their level of wealth, education, culture, religion, and even gender. Employing the same communication methods and materials for everyone can result in miscommunication. A comprehensive awareness campaign necessitates a thorough understanding of the communities involved. Consequently, an appraisal of community awareness will be conducted at the outset and conclusion of awareness-raising activities to gauge their capacity and inclination to reuse and recycle recyclables appropriately. Suitable communication tools and language will be determined based on the initial assessment, and brief awareness campaigns will be designed for at least two regions to ascertain changes in behavior.

Activities under this output will be the following:

- **Activity 2.1.1.1.** Assessment of the level of awareness for at least two different regions
  Evaluate the existing level of awareness regarding a specific topic or issue in at least two different regions by conducting surveys, interviews, or focus group discussions to assess awareness levels and collect data on knowledge, attitudes, and perceptions related to the topic and analyse the results to identify gaps and variations in awareness across regions.

- **Activity 2.1.1.2.** Preparation of two different awareness-raising campaigns as per results of Activity 3.1.1.
  Design targeted campaigns that address the awareness gaps identified in Activity 3.1.1 by developing two distinct awareness-raising campaigns tailored to the specific needs and characteristics of each region to create compelling messages, visuals, and communication materials using various channels (e.g., social media, community events, workshops) to disseminate campaign content.

- **Activity 2.1.1.3.** Implementation of awareness campaigns
  Launch the awareness campaigns according to the planned strategies and monitor campaign reach, engagement, and effectiveness and encourage participation and interaction from the target audience and evaluate the impact of the campaigns on awareness levels.

- **Activity 2.1.1.4.** Re-assessment of the level of awareness in the same regions and disseminating and reporting lessons learned.
  Conduct a follow-up assessment of awareness levels in the same regions and compare the results with the initial assessment to identify improvements and disseminate findings and report lessons learned from the campaigns and use the insights to refine future awareness-raising efforts.

These activities contribute to creating an informed and engaged public, fostering positive behavior change, and achieving the project's goals. They align with the broader project impact of promoting sustainable practices and community involvement.

Output 2.1.2. *Women entrepreneurship in the sector of circular economy promoted.*
Women's leadership drives more sustainable business practices and gender equality in the workplace, especially in the waste management sector. Women are not only differentially impacted by globalization and unsustainable production and consumption patterns but are also more likely to be sustainable consumers and more attuned to ecological concerns. For example, studies have shown that women are more likely to recycle, minimize waste, buy locally and eco-labeled products, and engage in water and energy-saving initiatives at the household level.

As Eswatini has the lowest Women, Business and the Law 2022 (WBL2022) score in the region related to Women Entrepreneurship, under this Outcome, the project will take the opportunity to favor women entrepreneurship in creating businesses and jobs related to Circular Economy. To ensure that any activity involving the creation of employment or enterprises under this component will be subjected to scrutiny to ensure that women can enjoy the same right to access job opportunities as men, including, as suggested by the World Bank,

- access to credit more accessible for women by prohibiting gender-based discrimination in financial services,
- allow women to sign a legally binding contract in the same way as men
- enable women to register a business in the same way as men
- and allow women to open a bank account in the same way as men

In this regard, the project will promote women's entrepreneurship by engaging different NGOs promoting gender equality and women's rights in the waste management sector and organizing trainings and networking sessions.

Activities under this output will be the following:

- **Activity 2.1.2.1.** Stakeholder mapping and assessment of potential engagement of women in the waste management sector
  Conduct a comprehensive stakeholder mapping exercise, identifying key players in waste management (e.g., government agencies, NGOs, private sector, community groups) and specifically assess the potential engagement of women in waste management roles to understand the existing barriers and opportunities for women's participation and consider gender-specific needs and perspectives in waste management practices.

- **Activity 2.1.2.2.** Organizing at least three training on technical and financial topics and four networking sessions in different regions.
  Organise at least three training sessions covering technical aspects (e.g., waste segregation, recycling techniques, waste treatment) and financial topics (e.g., budgeting, funding opportunities) and ensure that these sessions are accessible to both men and women and facilitate networking sessions where participants can share experiences, exchange ideas, and build professional relationships. Conduct these sessions in different regions to reach a diverse audience.

- **Activity 2.1.2.3.** Preparing a best practices report and publishing it on the project website
  Compile a report highlighting best practices in waste management, especially those involving women and include case studies, success stories, and practical examples that emphasize innovative approaches, cost-effective solutions, and sustainable practices and publish the report on the project website, making it accessible to stakeholders, practitioners, and the public.

These activities contribute to promoting gender equality, capacity building, and knowledge dissemination in waste management. They align with the broader project impact of fostering sustainable development and empowering women in the sector.

Output 2.1.3*: Awareness on circular economy options for EEE and WEEE raised.*
The awareness activities under Output 3.1 will also cover awareness of the circular economy. The initial and final assessments of awareness will also capture communities' awareness of the circular economy. However, there will be an output-specific awareness program.

Activities under this output will be the following:

- **Activity 2.1.3.1.** Assessment of the level of awareness for at least two different regions (within the assessment under Activity 3.1.1.)
  Conduct surveys, interviews, or focus group discussions to assess awareness levels in at least two regions and collect data on knowledge, attitudes, and perceptions related to the topic and analyze the results to identify gaps and variations in awareness across regions.

- **Activity 2.1.3.2.** Preparation of an awareness-raising campaign as per results of Activity 3.1.1.
  Develop an awareness-raising campaign tailored to the specific needs and characteristics of each region and create compelling messages, visuals, and communication materials using various channels (e.g., social media, community events, workshops) to disseminate campaign content.

- **Activity 2.1.3.3.** Implementation of the awareness campaign
  Launch the awareness campaign according to the planned strategies and monitor campaign reach, engagement, and effectiveness and encourage participation and interaction from the target audience. Evaluate the impact of the campaign on awareness levels.

- **Activity 2.1.3.4.** Re-assessment of the level of awareness in the same regions and disseminating and reporting lessons learned.
  Conduct a follow-up assessment of awareness levels in the same regions to compare the results with the initial assessment to identify improvements and disseminate findings and report lessons learned from the campaign. Use the insights to refine future awareness-raising efforts.

These activities contribute to creating an informed public, fostering positive behavior change, and achieving the project's goals. They align with the broader project impact of promoting sustainable practices and community involvement.

Output 2.1.4*. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out.*
Under this output, the project will also promote the collection of end-of-life EEE, with specific reference to WEEE that may be contaminated by POPs (i.e., CRT monitors), through the establishment of a reverse logistic approach and take-back options involving retailers of electric and electronic materials and the development of rewarding schemes. Training and infrastructures for the safe dismantling of end-of-life EEE, including using XRF handheld devices to identify brominated plastic, will also be delivered. The project intends to collect and dispose in an environmentally safe modality 40,000 to 50,000 end of life CRT containing an estimated amount of 1 ton of PBDE in their plastic casing.

Activities under this output will be the following:

- **Activity 2.1.4.1.** Design of an e-waste collection system with a reverse logistic approach and take-back and reward schemes for stores.
  Design a reverse logistics system that enables the return of e-waste from consumers to designated collection points and incorporate take-back and reward schemes to encourage stores and consumers to participate actively. Define clear procedures for e-waste collection, transportation, and storage and ensure that the system complies with environmental regulations and safety standards.

- **Activity 2.1.4.2.** Procurement of at least 500 e-waste collection containers that will be distributed to supermarkets, electronic stores, and different locations in project locations.
  Procure at least 500 e-waste collection containers and distribute these containers to supermarkets, electronic stores, and various locations within the project area and ensure that the containers are prominently placed and easily identifiable for consumers.

- **Activity 2.1.4.3.** Implementation of an e-waste collection campaign
  Engage the public and promote responsible e-waste disposal by launching an e-waste collection campaign that raises awareness through various channels (e.g., social media, posters, community events) and encourages consumers to deposit their e-waste in the designated containers that are regularly collected and transported to appropriate recycling facilities.

- **Activity 2.1.4.4.** Training to waste management staff on identification, sorting, dismantling and safe disposal of e-waste that contains POPs or other toxic chemicals.
  Equip waste management staff with the necessary skills for safe and efficient e-waste management by providing training sessions covering identification, sorting, dismantling, and safe disposal of e-waste that emphasize handling practices for e-waste containing POPs or other toxic chemicals to ensure compliance with occupational health and safety guidelines and enhances staff capacity to manage e-waste effectively and minimize risks to human health and the environment.

- **Activity 2.1.4.5.** Developing strategy for ESM of e-waste
  In order to implement e-waste management in the country, an e-waste management strategy that consist of roles and responsibilities of relevant stakeholders, with actions and associated costs and timeline will be developed with the participation of all relevant stakeholders.

- **Activity 2.1.4.6.** Environmentally sound disposal of at least 1 ton of e-waste containing POPs.
  Ensure the safe and environmentally responsible disposal of e-waste containing POPs by identifying e-waste items containing POPs (such as certain flame retardants) and collaborate with specialized disposal centers to ensure that the disposal process adheres to environmental regulations and best practices. Document the disposal process and quantities of e-waste treated.

- **Activity 2.1.4.7.** Develop the Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP) based on the SESP results and findings.
  Conduct an ESIA, which involves:
  - Identifying and assessing potential adverse impacts related to e-waste management.
  - Predicting the effects on the environment, health, and local communities.
  - Developing mitigation measures to address identified risks.

  Prepare an ESMP that outlines specific actions to manage and mitigate impacts and ensure that the ESMP aligns with the findings from the Strategic Environmental and Social Planning (SESP) process. Regularly monitor and update the ESMP as needed during project implementation.

These activities contribute to sustainable e-waste management, resource recovery, and pollution prevention. They align with the broader project impact of fostering circular economy practices and protecting public health.

Output 2.1.5. *Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini.*
Under this output, the project will advocate behavioral changes which may result in a reduced consumption of plastic items (i.e., plastic bags, bottled water, plastic packaging) which may be adopted even in the absence of packaging alternatives, for instance, avoidance of plastic bags through re-use of carrying capacity (i.e. bringing its own reused bags when shopping). It may be noted that some solution which may be perfectly practicable in urban settlements may be problematic in rural areas or vice-versa. The project will establish cooperation with informal collectors to ensure, from one side, that they will help in diverting the flow of plastic waste going to landfills, and to other side, to make profitable for them the collection of plastic waste which would be normally disregarded as non-considered recyclable. This will be undertaken in the following way:

- In urban settlements: enhance the collection of plastic waste from offices, supermarkets and hotels, through dedicated take back campaigns for the collection of used plastic container which may be compensated with rewards for the purchasing of other products. That will envisage the establishment of agreement with key supermarket chains, as well as logistic arrangement for the temporary deposit and transportation of plastic waste to recyclers. Establishing a waste separation system involves various stakeholders and agreements with government authorities, schools, supermarkets, stores, and restaurants and define roles, responsibilities, and protocols for waste separation at the source to ensure compliance with waste management regulations and promote active participation and cooperation from all parties will be the initial stage of this output.

- In rural areas, local communities can be supported with collection tools, providing key infrastructures (storage/deposits), training on how to enhance the quality of plastic waste, and logistic support for transportation to plastic recyclers. Cooperation with ongoing initiatives to boost their performance in terms of plastic collection, enhance the quality of plastic waste collected, and to facilitate the signature of agreements with recyclers (for recyclable plastic).

Through this activity, the project envisages to collect at least 1,000 tons of plastic adequately classified in the main polymer categories, and to prevent the use of at least 500 tons of SUP.

Activities under this output will be the following:

- **Activity 2.1.5.1.** Agreements with government authorities, schools, supermarkets, stores, and restaurants were completed to establish a waste separation system.
  Establish a waste separation system involving various stakeholders and finalize agreements with government authorities, schools, supermarkets, stores, and restaurants and define roles, responsibilities, and protocols for waste separation at the source to ensure compliance with waste management regulations and promote active participation and cooperation from all parties.

- **Activity 2.1.5.2.** Procurement of waste containers such as (i) at least 1,000 Eswatini made or sourced plastic waste containers that will be distributed to supermarkets, electronic stores, and different locations in project locations and (ii) at least 500 waste collection and storing equipment that will be distributed to rural communities during plastic waste collection campaigns.
  Provide convenient containers for plastic waste disposal by procuring at least 1,000 Eswatini made or Eswatini sourced plastic waste containers and distribute containers to supermarkets, electronic stores, and various locations and ensure proper placement and visibility for easy use by the public and least 500 Eswatini made or sourced waste collection and storing equipment (e.g., bins, bags) and distribute equipment during plastic waste collection campaigns. Engage rural communities in sustainable waste management practices and encourage responsible waste disposal.

- **Activity 2.1.5.3.** Establishment of at least two mobile civic amenity centers (CAC) to support zero waste.
  Support zero waste efforts and provide community resources by setting up at least two mobile civic amenity centres (CACs) in strategic locations and equip such centres with facilities for waste sorting, recycling, and education and engage with local communities in CAC activities that promote waste reduction and resource recovery.

- **Activity 2.1.5.4.** Trainings to (i) waste management staff on collection and transportation of plastic waste and (ii) local communities for waste sorting and transportation. And also, preparation of training materials for students and teachers trained as training of trainers' modality. Enhance skills in plastic waste collection and transportation by providing training sessions for waste management staff that covers safe handling, efficient collection methods, and proper transportation with an emphasis on environmental and health considerations and ensure compliance with waste management guidelines. Moreover, empower communities in waste sorting and transportation by conducting hands-on training sessions by teaching waste sorting techniques, proper disposal, and recycling that involves community members, schools, and local leaders and fosters a sense of ownership and responsibility. Build waste management capacity through education by developing training materials (e.g., manuals, presentations) to train students and teachers using a "train the trainers" approach that includes waste reduction strategies, recycling practices, and environmental awareness and promotes sustainable behaviors in schools and communities.

These activities contribute to effective waste management, community engagement, and environmental sustainability. They align with the broader project impact of promoting circular economy practices and reducing plastic pollution.

Output 2.1.6. *Recycling and reuse of plastic materials established*

Plastic is a versatile and durable material that has many applications in various sectors. However, it also poses a serious environmental problem, as most of it ends up in landfills or in dumpsites, where it can harm livestock, ecosystems, and human health. Output 3.6 aims to establish recycling and reuse of plastic materials, which are circular strategies that can reduce plastic waste and its environmental impact. This output involves promoting the collection and separation of plastic waste, developing and implementing technologies and standards for recycling

and reuse, and creating new markets and incentives for recycled and reused plastic products. By recycling and reusing plastic materials, we can conserve natural resources, save energy, reduce greenhouse gas emissions, and create economic and social benefits.

Activities under this output will be the following:

- **Activity 2.1.6.1.** Conduct a gap assessment of the current situation and challenges of plastic waste management in the country (both rural and urban areas), including the sources, types, quantities, and destinations of plastic waste, as well as the existing policies, regulations, and infrastructure for recycling and reuse and develop and implement a national strategy and action plan for recycling and reuse of plastic materials.
  To understand the current state of plastic waste management in both rural and urban areas, conduct a comprehensive assessment of plastic waste sources, types, quantities, and destinations and identify existing policies, regulations, and infrastructure related to plastic recycling and reuse. Analyze challenges faced in plastic waste management considering both environmental and socio-economic aspects. Additionally, developing a national strategy and action plan for recycling and reuse of plastic materials that outlines goals, targets, and specific actions for plastic recycling and reuse that involves relevant stakeholders (government, industry, NGOs, communities) in the planning process and implement the action plan, considering funding, capacity building, and monitoring mechanisms to promote circular economy principles and sustainable practices will be in place.

- **Activity 2.1.6.2.** Upgrade (an) existing recycling and reuse facilities/facility for plastic materials, following the best available techniques and best environmental practices, and ensuring adequate quality control, safety, and monitoring measures.
  Enhance the efficiency and effectiveness of plastic recycling and reuse facilities by evaluating existing facilities for compliance with best available techniques and environmental practices and where applicable, upgrade infrastructure, quality control measures, and safety protocols. Monitor and assess performance regularly to ensure proper handling of plastic materials containing hazardous substances.

- **Activity 2.1.6.3.** Develop and implement a system for collecting, transportation, and delivery of plastic waste to recycling and reuse facilities, ensuring proper packaging, labeling, tracking, and documentation of the waste as per the requirements under the updated Waste Regulations within this project.
  Establish an efficient system for collecting, transporting, and delivering plastic waste to recycling and reuse facilities by designing a comprehensive system that includes proper packaging, labeling, and tracking that involve waste generators, municipalities, and logistics providers and ensure compliance with updated Waste Regulations by documenting the entire process for transparency and accountability.

- **Activity 2.1.6.4.** Provide training and awareness-raising activities to plastic waste generators, recyclers, re-users, and local communities on the benefits and procedures of recycling and reuse of plastic materials. This includes providing personal protective equipment and small equipment to the staff and the waste generators and conduct an effectiveness assessment of the recycling and reuse of plastic materials, using indicators such as the amount of plastic waste diverted from landfills and the environment, the energy and emissions saved, the economic and social value created, and the stakeholders' satisfaction.
  Educate stakeholders on the benefits and procedures of plastic recycling and reuse by providing training sessions for waste generators, recyclers, and re-users that emphasize safety practices and personal protective equipment. Raise awareness about the environmental and economic value of plastic recycling and engage local communities through workshops, campaigns, and educational materials. Moreover, measure the impact of recycling and reuse efforts by defining indicators (e.g., diverted waste, energy savings, emissions reduction) and collect data on these indicators over time. Evaluate stakeholder satisfaction and economic benefits and use findings to refine strategies and improve performance.

- **Activity 2.1.6.5:** Develop the Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP) based on the SESP results and findings.

Assess and manage potential impacts of plastic waste management by undertaking an ESIA based on the Social and Environmental Screening Procedure (SESP) results and identify risks, mitigation measures, and monitoring requirements and develop an Environmental and Social Management Plan (ESMP) to ensure alignment with sustainability goals and regulatory requirements.

These activities contribute to effective plastic waste management, resource conservation, and environmental protection. They align with the broader project impact of promoting sustainable practices and circular economy principles.

Output 2.1.7. *Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established.*

Under this output, the project intends to establish a zero-waste, community-driven approach by segregating at home waste and composting organic waste to divert such waste from landfills or open burning. This approach will be based on other successful initiatives UNDP has put in place in different projects for instance, the project "Communities Contribute to Cutting Organic Waste in Landfills" in Trinidad and Tobago, where a GEF small grant fund was used to complete the country's first community-led composting project in which organic waste from 16 households were collected over a four month-period and converted into compost, which is used in the community garden. This pilot will be replicated in Eswatini on a larger scale, involving at least 1,000 households segregating organic waste and composting. That will include awareness-raising initiatives, training, procurement, and deployment of the "home composters," and follow-up of the composting initiative over the project duration.

In addition to that, and with a synergic approach, the project will explore the feasibility of an industrial-level composter that can accept agricultural waste (including sugarcane bagasse) and organic waste collected in urban areas, where house-composting is more challenging. A financing mechanism will also be explored based on potential Public Private Partnerships involving the sugar industry. The project will carry out the feasibility study of a composting facility, its detailed design, and a detailed business and financing plan, and more specifically:

- In terms of quality and quantity, the generation of organic waste from households in Eswatini was assessed.
- Assessing the quality and quantity of organic waste generated by agriculture and industry in Eswatini, with a focus on the sugarcane crop and sugar industry.
- Awareness raising and training for household-based composting of organic waste.
- Community-level composting of organic waste implemented.
- Feasibility study and detailed design of an industrial scale composter for the simultaneous processing of agricultural and household organic waste carried out.

Activities under this output will be the following:

- **Activity 2.1.7.1.** Design and implement pilot demonstration of community-led composting for at least 1000 households in project locations.
  Showcase and test community-scale composting for organic waste management by designing and implementing composting systems for at least 1000 households after educating residents on proper composting practices. Monitor the process and assess its effectiveness. Engage local communities in the pilot demonstration.

- **Activity 2.1.7.2.** Procurement of at least 1000 household compost equipment for pilot demonstration.
  Provide households with the necessary locally sourced tools for composting by procuring at least 1,000 household compost equipment (such as compost bins or tumblers) and distribute the equipment to participating households and provide guidance on using the equipment effectively.

- **Activity 2.1.7.3.** Training sessions conducted to local communities on how to produce compost from organic waste and dissemination of best practices to broader audiences
  Empower local communities to produce compost from organic waste by conducting training sessions on composting techniques covering topics such as selecting compostable materials, layering, moisture management, and turning the pile and encourage active participation and address common challenges. And

also, organize workshops, webinars, or community events that highlight the benefits of composting and provide practical tips. Collaborate with local organizations, schools, and media for wider outreach.

- **Activity 2.1.7.4.** Assessment of technical and economic feasibility of an industrial-level composter that can accept both agricultural waste (including sugarcane bagasse) and organic waste collected in urban areas. Evaluate the technical and economic feasibility of an industrial-level composter by assessing the capacity to handle both agricultural waste (including sugarcane bagasse) and urban organic waste whilst considering capital investment, operating costs, and potential revenue from compost sales and evaluate environmental risks and benefits.

These activities contribute to sustainable waste management, soil enrichment, and community engagement. They align with the broader project impact of promoting circular economy practices and reducing organic waste in landfills.

COMPONENT 3: ENVIRONMENTALLY SOUND MANAGEMENT OF HEALTHCARE WASTE IN ESWATINI

Under this component the project will improve HCW management from a lifecycle perspective, including the minimization and classification of healthcare waste to reduce the overall amount of hazardous and infectious waste, the logistic arrangement for the timely delivery of hazardous healthcare waste to waste pretreatment facilities, the deployment of environmentally safe technologies for the treatment and disposal of healthcare waste at both local (medium size HCF) and central (large size HCF or HCW management center) The project will also envisage the replacement of mercury-containing devices (thermometers and sphygmomanometers) with non-mercury devices, and a facility for the permanent, safe storage of mercury-containing waste.

In accordance with the current guidelines on healthcare waste management in Eswatini, the project intends to improve healthcare waste management starting with the procurement of healthcare materials, improvement of segregation, colour-coding and packaging, collection and storage, pretreatment inside the healthcare facilities, transportation to licensed treatment facilities, and off-site treatment and disposal.

Outcome 3.1. HCW management improved with a lifecycle perspective.

Under this outcome, the project intends to move toward a zero-waste approach by better segregating non-infectious, recyclable waste from infectious/hazardous healthcare waste. This component envisages the training of healthcare professionals in selected healthcare facilities, based on the WHO Bluebook on HCW and the Eswatini guidance on HCW, covering a cluster composed of small clinics and healthcare centers located in rural areas and larger hospitals for at least 1,500 beds distributed over the different typologies of healthcare facilities. Equipment and consumables for the color-code segregation of HCW and their safe storage pending pre-treatment will be provided.

In Eswatini, the availability of utilities like water and electricity and safe transportation can be challenging in some areas. In such a situation, a combination of centralized and de-centralized disposal of healthcare waste would provide the safest and most reliable solution. Generally, larger-scale disposal technologies are more efficient, have a reduced environmental impact, and have a lower treatment cost than small-scale disposal technologies. Additionally, staff at centralized facilities are more skilled in waste treatment as they are dedicated to the task full-time. Therefore, healthcare facilities connected to a centralized facility through a reliable transportation system would achieve savings and more safety by relying on a centralized system.

However, small-scale de-centralized systems at the level of healthcare facilities may still be necessary for several reasons. For example, to ensure the disinfection of healthcare waste when their transportation cannot be arranged timely, to provide healthcare waste treatment for very small-scale clinics in the area, or to ensure the immediate treatment of highly infectious waste. The project aims to establish an automated network of technologies of

different capacities and scopes to ensure the prompt and safe treatment of the generated healthcare waste in any condition.

This outcome envisages the completion of the following outputs:

Output 3.1.1. *Favoring women access to jobs and women entrepreneurship in the HCW sector*
Given the outstanding role of nurses in the management of healthcare facilities and the severe issue found in the country related to access to job and entrepreneurship for women, the project will ensure – through procurement rules - that all the new job positions generated under this component, (including consultancies and enterprise work) will be attributed to women. For this reason, a specific output has been included to promote women's access to jobs and women's entrepreneurship in the sector of Healthcare Waste Management.

Activities under this output will be the following:

- **Activity 3.1.1.1.** Promote gender-sensitive TOR development in hospitals.
  Ensure that job descriptions and roles within hospitals are inclusive and considerate of gender-specific needs by collaborating with hospital management and human resources departments and review existing TORs for gender bias or exclusion and develop gender-sensitive TORs that emphasize equal opportunities, fair treatment, and diversity and promote awareness among hospital staff about the importance of gender-sensitive language.

- **Activity 3.1.1.2.** Support women's access to job announcements through engagement of women NGOs.
  Enhance women's participation in the job market by engaging with women-focused NGOs and facilitate access to job announcements by sharing relevant opportunities that ensure that women receive timely information about job openings and address barriers such as lack of awareness or limited access to job listings.

- **Activity 3.1.1.3**. Provide at least two trainings to NGOs about woman empowerment.
  Build capacity among NGOs in promoting women's empowerment by conducting at least two training sessions for NGOs that cover topics such as gender equality, leadership, advocacy, and economic empowerment and empower NGOs to champion women's rights and opportunities.

- **Activity 3.1.1.4.** Provide mentorship to women through NGOs.
  Foster mentorship relationships that empower women by pairing experienced women mentors with aspiring women professionals and provide guidance, career advice, and skill development and encourage networking and knowledge sharing. Monitor progress and celebrate achievements.

These activities contribute to gender equality, professional development, and women's empowerment. They align with the broader project impact of promoting inclusive practices and supporting women's participation in various sectors.

Output 3.1.2. *Training for the upstream management of healthcare waste carried out*
One of the biggest obstacles other than the proper infrastructure in healthcare waste management is the educated staff who is going to undertake an appropriate sorting, collection, pretreatment, and disposal. Sorting the healthcare waste correctly will decrease the amount of infectious waste that should be disinfected. In this regard, this output will aim to achieve a well-designed training program and materials that will not only be utilized by the existing staff but also for newly recruited staff. The training program should cover the following key areas:

- Identification and classification of healthcare waste
- Handling and storage of healthcare waste
- Disinfection and disposal methods for different types of waste
- Personal protective equipment (PPE) requirements
- Emergency response procedures

The training materials should be designed to be easily understandable and accessible to all staff members, regardless of their level of education or experience. The program should also include regular refresher courses to ensure that staff members are current with the latest guidelines and best practices.

Activities under this output will be the following:

- **Activity 3.1.2.1.** Designing a training program and preparing training materials.
  Develop an effective training program for HCW management staff by formulating a comprehensive training curriculum that is gender sensitive and inclusive and training materials (presentations, handouts, videos) that align with the curriculum that covers topics such as HCW handling, infection control, waste segregation, and safety protocols.

- **Activity 3.1.2.2.** Conducting trainings in at least three cities with the participation of at least 50 HCW management staff for each.
  Build capacity among HCW management staff across different locations by organising training sessions in at least three cities that engages with at least 50 HCW management staff in each session and facilitate interactive discussions, case studies, and practical exercises that address site-specific challenges and context.

- **Activity 3.1.2.3.** Preparing a training kit that contains training materials as well as recordings of the training session.
  Provide comprehensive resources for ongoing training and reference by compiling training materials into a kit that is user-friendly and accessible and includes presentations, handouts, guidelines, and relevant recordings. Distribute the kit to participants and relevant stakeholders.

These activities contribute to improving HCW management practices, enhancing knowledge, and ensuring safe healthcare environments. They align with the broader project impact of promoting sustainable practices and protecting public health.

Output 3.1.3. *Equipment for HCW collection, storage, and transport deployed and demonstrated*
Proper disposal of medical waste is crucial in maintaining a safe and healthy environment in healthcare facilities. One type of medical waste that requires special attention is infectious waste, which includes materials contaminated with blood, bodily fluids, or other potentially infectious materials. To minimize the risk of infection, contagious waste should be separated from non-infectious waste. This will also help reduce the amount of infectious waste and, therefore, minimize the cost of waste disposal.

It is recommended that healthcare facilities sort their medical waste into colour-coded and well-labeled containers. This helps distinguish between different categories of healthcare waste and ensures that each type is disposed of appropriately. The colour-coded system is commonly used, where each container is assigned a specific colour to indicate its contents. For instance, red is usually associated with infectious waste, whereas yellow is used for hazardous waste. Properly labeling containers also helps identify the contents of the waste and prevent mix-ups that may lead to the unsafe handling of medical waste. This output will ensure the demonstration of healthcare waste segregation in selected healthcare facilities.

Activities under this output will be the following:

- **Activity 3.1.3.1.** Preparing a guideline for waste minimization and effective sorting of HCW.
  Collaborate with experts in healthcare waste management and develop a comprehensive guideline that covers different types of HCW (e.g., infectious, hazardous, general) using colour-coding and labeling for different waste categories and address safe handling, segregation, and containment.

- **Activity 3.1.3.2.** Procurement of at least 2000 containers (HCW and hazardous waste) for selected Healthcare Facilities.

Provide appropriate containers for safe HCW storage by procuring at least 2,000 locally made or sourced containers suitable for different waste types that comply with regulations and safety standards and distribute containers to selected healthcare facilities and promote their proper use and maintenance.

- **Activity 3.1.3.3.** Providing training to HCW workers on how to separate HCW.
  Equip healthcare workers with the skills to handle and separate HCW effectively by conducting training sessions for HCW workers that covers topics such as waste segregation, infection control, and safety precautions and emphasizes proper handling of sharps, infectious materials, and hazardous waste and reinforces the importance of following guidelines.

- **Activity 3.1.3.4.** Upgrading the temporary storage capacity of at least five selected hospitals.
  Assess existing storage facilities in at least five selected hospitals and identify areas for improvement (e.g., space, ventilation, security) and upgrade storage infrastructure as needed whilst complying with safety and environmental requirements.

- **Activity 3.1.3.5.** Develop the Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP) based on the SESP results and findings.
  Assess and manage potential environmental and social impacts related to HCW management by undertaking an ESIA based on the Strategic Environmental and Social Planning (SESP) results that identifies the risks, mitigation measures, and monitoring requirements. Develop an ESMP that outlines actions for responsible HCW management that aligns with sustainability goals and regulatory requirements.

These activities contribute to safe HCW handling, environmental protection, and community well-being. They align with the broader project impact of promoting sustainable practices and protecting public health.

Output 3.1.4: *Technologies for HCW pretreatment established in main healthcare facilities*
This output aims to prevent the burning of healthcare waste or open incineration by deploying small-scale waste pre-treatment technologies in selected healthcare facilities. These facilities may serve as intermediate treatment centers for clusters of small healthcare centers and clinics in the area. The project plans to deploy at least 15 small-scale autoclave or microwave devices. Additionally, the project will provide technology to establish a central facility for treating and disposing of hazardous healthcare waste generated by healthcare facilities.

To optimize transportation from small facilities to intermediate facilities or the central facility, the project will develop a map of the distribution of small, intermediate facilities in terms of road infrastructure. This will ensure that healthcare waste is transported via the quickest or shortest possible route, which should be planned before the trip begins.

Activities under this output will be the following:

- **Activity 3.1.4.1.** Route optimization for determination of selected Healthcare Facilities.
  Utilise route optimization tools (such as the Route Optimization Tool (RoOT)) to determine efficient routes to and from selected Healthcare Facilities that considers factors like distance, road conditions, vehicle availability, and delivery priorities for selected healthcare facilities to improve supply chain efficiency.

- **Activity 3.1.4.2.** Procurement of at least 15 small-scale autoclaves for selected Healthcare Facilities, providing training to HCW workers on how to operate autoclaves, and development of a user manual for autoclaves.
- Equip healthcare facilities with autoclaves for sterilization by locally procuring at least 15 small-scale autoclaves whilst ensuring compliance with safety standards and quality requirements. Consider autoclave capacity, ease of use, and maintenance and distribute autoclaves to selected healthcare facilities. Ensure safe and effective use of autoclaves by conducting training sessions for HCW workers that covers autoclave safety, operation, loading, and maintenance and emphasizes proper handling of instruments and waste. Provide hands-on practice with autoclaves. Guide users in operating autoclaves correctly by preparing a

comprehensive user manual for autoclaves that includes step-by-step instructions, safety precautions, and troubleshooting tips and addresses autoclave features, cycles, and maintenance.

- **Activity 3.1.4.3.** Develop the Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP) based on the SESP results and findings.
  Assess and manage potential environmental and social impacts related to autoclave use by undertaking an ESIA based on the Strategic Environmental and Social Planning (SESP) results that identifies the risks, mitigation measures, and monitoring requirements. Develop an ESMP that outlines actions for responsible autoclave management that aligns with sustainability goals and regulatory requirements.

These activities contribute to efficient healthcare operations, infection control, and environmental responsibility. They align with the broader project impact of promoting safe healthcare practices and protecting public health.

Output 3.1.5. *Centralized technologies for HCW disposal established*
Regarding treatment technologies, small healthcare facilities typically use small-scale equipment, such as a small autoclave or microwave technology, and a shredder. In contrast, centralized facilities can use various technologies, including larger steam-high-pressure autoclaving, safe storage, and specific treatment processes for different types of waste, such as liquid waste, pharmaceutical waste, radioactive waste, and mercury waste. However, the project only supports the establishment of incinerators, plasma, or pyrolytic plants due to the country's lack of monitoring capacity for U-POPs (PCDD/F). Additionally, the investment required for a medium-scale incinerator compliant with the Stockholm Convention BAT/BEP guidelines needs to be lowered to be supported with project resources. However, under this outcome, the project will work on the technical and financial feasibility of a centralized HCW disposal technology establishment in Eswatini.

Activities under this output will be the following:

- **Activity 3.1.5.1.** Developing an operational strategy for transfer, route optimization, and final disposal of HCW to the centralized facility.
  Establish an efficient and effective system for managing HCW from its generation points to the centralized disposal facility by designing an operational strategy that outlines the entire HCW management process and identifies optimal routes for HCW transportation, considering factors like distance, safety, and environmental impact and determine the most suitable methods for final disposal (e.g., incineration, landfill, recycling) whilst ensuring compliance with regulations and safety standards.

- **Activity 3.1.5.2.** Stakeholder consultation and finalization of the assessment.
  Engage relevant stakeholders in decision-making and finalize the assessment process by consulting with key stakeholders, including healthcare facility managers, waste management experts, and local communities and seek input on the proposed operational strategy and disposal methods and address any concerns or feedback raised during consultations. Finalize the assessment report based on stakeholder input and findings.

These activities contribute to a well-organized HCW management system, reduced environmental impact, and improved public health. They align with the broader project impact of promoting sustainable practices and protecting communities from HCW-related risks.

Outcome 3.2: Environmentally sound management of mercury in the healthcare sector established

Under this component, mercury devices (thermometers and sphygmomanometers) will be replaced by the most suitable options for the given purposes. Alcohol thermometers or electronic thermometers will replace mercury contact thermometers. Non-contact thermometers – like infrared thermometers – have been widely used for public access control during the COVID-19 epidemic. Analogic, manual sphygmomanometers, although more complex to be used, have the great advantage of not requiring a battery. The introduction of non-mercury thermometers and

sphygmomanometers at the facility level entails training on the aspects related to the devices' calibration, reliability, battery management, and end-of-life management.

Furthermore, the training course will cover emergency measures to be undertaken in case of the breaking of mercury devices to prevent the dispersion of mercury and exposure of healthcare professionals and patients. Mercury-containing devices will be replaced with non-mercury devices in all the healthcare facilities covered under Outcome 3.1. Procedures for the safe storage and disposal of mercury-containing waste, as well as a storage facility for the permanent containment of mercury waste, will be established under this component. This component will be based on the following outputs:

Output 3.2.1. *Training on mercury management, with a focus on mercury-containing equipment, carried out*
The purpose of the mercury management training in the participating hospitals includes:

- Formally launch the project work with the hospitals
- Ensure that the hospital staff members who will be part of the project understand:
    - the basic concepts of mercury reduction in healthcare,
    - the activities and expected outcomes of the project,
- Discuss appropriate approaches and any challenges anticipated in the Project's activities,
- Agree on tasks to be carried out in the hospital and the due dates.

The training materials should be designed to be easily understandable and accessible to all staff members, regardless of their level of education or experience. The program should also include regular refresher courses to ensure that staff members are current with the latest guidelines and best practices.

Activities under this output will be the following:

- **Activity 3.2.1.1.** Designing a training program on mercury management, with a focus on mercury-containing equipment and preparing training materials.
  Develop a comprehensive hazardous HCW management training curriculum covering topics such as mercury handling, safety precautions, disposal methods, and regulatory compliance and develop training materials (presentations, handouts, videos) that align with the curriculum.

- **Activity 3.2.1.2.** Conducting trainings on mercury management in at least three cities with the participation of at least 50 staff for each.
  Build mercury management capacity among staff across different locations by organizing training sessions for MOH and private healthcare facilities staff and engage at least 50 staff members in each session covering relevant topics based on organisational needs.

- **Activity 3.2.1.3.** Preparing a mercury management training kit that contains training materials as well as recordings of the training session.
  Compile mercury management training materials into a kit that includes presentations, handouts, guidelines, and relevant recordings and distribute the kit to participants and relevant stakeholders.

These activities contribute to staff development, knowledge transfer, and organizational growth. They align with the broader project impact of promoting continuous learning and professional improvement.

Output 3.2.2. *Sustainable alternatives to mercury-containing equipment are implemented.*
The current Output endeavors to phase out the utilization of mercury-containing equipment in the healthcare sector. The following measures will be undertaken to achieve this goal:

i. Establishing the organizational capacity to conduct mercury reduction by forming a working group to lessen mercury use in hospitals and providing resources for training sessions.
ii. Conducting an initial evaluation of mercury policies and practices by examining mercury-related policies and practices in healthcare facilities.

iii. Quantifying the quantities and locations of mercury employed in healthcare facilities.
iv. Developing action plans by prioritizing potential efforts to curtail the use of mercury in healthcare facilities.
v. Supporting the phase-out of priority equipment within the project budget and work plan.

By taking these steps, the aim is to decrease the use of mercury in the healthcare sector and advance safe and sustainable practices.

Activities under this output will be the following:

- **Activity 3.2.2.1.** Developing a systematic mercury phase-out plan, including inventory study.
  Establish a comprehensive plan for phasing out mercury-containing devices and equipment by conducting an inventory study to identify all existing mercury-containing equipment in healthcare facilities and assess the current usage patterns, condition, and functionality of these devices and develop a systematic plan that outlines steps for gradual phase-out that involves relevant stakeholders, including healthcare administrators, procurement teams, and environmental experts.

- **Activity 3.2.2.2.** Procuring and distributing mercury-free equipment for selected HCFs.
  Locally procure accurate and economically viable mercury-free equipment (such as thermometers and sphygmomanometers) and distribute the new equipment to selected healthcare facilities and train staff on using and maintaining the mercury-free devices.

- **Activity 3.2.2.3.** Developing a monitoring tool for the mercury phase-out plan.
  Track progress and ensure effective implementation of the phase-out plan by designing a monitoring tool that captures relevant data (e.g., device replacement rates, training sessions conducted). Set performance indicators to measure success and regularly assess and update the monitoring tool based on feedback and outcomes.

- **Activity 3.2.2.4.** Environmentally sound disposal of mercury-containing equipment.
  Safely dispose of existing mercury-containing devices by identifying equipment that needs disposal (e.g., broken devices, outdated equipment). Follow proper disposal methods (e.g., hazardous waste collection, recycling) and ensure compliance with environmental regulations and prevent mercury leakage into the environment.

- **Activity 3.2.2.5.** Develop the Environmental and Social Impact Assessment (ESIA)/Environmental and Social Management Plan (ESMP) based on the SESP results and findings.
  Assess and manage potential environmental and social impacts related to the phase-out plan by undertaking an ESIA based on the Strategic Environmental and Social Planning (SESP) results that identifies the risks, mitigation measures, and monitoring requirements. Develop an ESMP that outlines actions for responsible mercury phase-out that aligns with sustainability goals and regulatory requirements.

These activities contribute to safer healthcare practices, reduced environmental contamination, and improved public health. They align with the broader project impact of promoting sustainable practices and protecting communities from mercury-related risks.

Output 3.2.3. *Facilities for permanent mercury waste storage are established.*

Mercury waste is one of the most hazardous types of waste that can cause severe damage to human health and the environment. It can persist in the environment for a long time and bioaccumulate in the food chain. Therefore, it is essential to manage and dispose of mercury waste in an environmentally sound manner. Output 5.3 aims to implement soft solutions for mercury waste management based on learning from experimental data and collaboration between individuals. This output involves conducting feasibility studies, providing training and awareness-raising activities, and planning logistics for collecting and transporting mercury waste. By implementing

these soft solutions, we can address the challenges and opportunities of mercury waste management and comply with the obligations of the Minamata Convention on Mercury.

Activities under this output will be the following:

- **Activity 3.2.3.1.** Conduct a baseline assessment of the current practices and challenges in managing mercury waste from healthcare facilities, including identifying existing storage sites, disposal methods, and potential environmental and health risks.
  Conduct a comprehensive assessment that:
  - Identifies existing storage sites for mercury waste.
  - Evaluates disposal methods currently in use.
  - Assesses potential environmental and health risks associated with mercury waste.

  Engage relevant stakeholders (healthcare administrators, waste management experts, environmental agencies) in the assessment process and document findings and prioritize areas for improvement.

- **Activity 3.2.3.2.** Review and strengthen the National Healthcare Waste Strategy to include the environmentally sound management of mercury waste from healthcare facilities, in alignment with the Minamata Convention and the national HCW Guidelines, and with the participation of relevant stakeholders from the public and private sectors, civil society, and academia.
  Strengthening the National Healthcare Waste Strategy to enhance the strategy by incorporating mercury waste management by reviewing the existing National Healthcare Waste Strategy and align it with the Minamata Convention guidelines and national HCW Guidelines. Involve stakeholders from public HCF and private HCF, civil society, and academia. Ensure that mercury waste management is integrated seamlessly into the strategy.

- **Activity 3.2.3.3.** Upgrade selected hazardous waste storage units in hospitals for the interim and safe storage of mercury waste.
  Improve interim storage facilities for mercury waste by assessing existing hazardous waste storage units in HCF identifying areas for improvement (security, ventilation, labeling). Upgrade storage infrastructure to meet safety standards to ensure proper segregation of mercury waste.

- **Activity 3.2.3.4.** Develop and implement guidance for the collection, transportation, and delivery of mercury waste from healthcare facilities.
  Establish efficient procedures for collecting and transporting mercury waste by developing clear guidelines for collection, packaging, and labeling. Specify safe transportation methods (e.g., secure containers, trained personnel) and coordinate with waste management operators and logistics providers.

- **Activity 3.2.3.5.** Provide training and awareness-raising activities to healthcare workers, waste management operators, and local communities on the hazards of mercury waste and the proper handling and disposal procedures.
  Educate healthcare workers, waste management operators, and local communities by conducting training sessions on mercury waste hazards that covers the proper handling, disposal procedures, and safety precautions. Raise awareness about health risks associated with mercury exposure and promote responsible practices.

- **Activity 3.2.3.6:** Develop the Environmental and Social Impact Assessment (ESIA)/Environmental and Social Management Plan (ESMP) based on the SESP results and findings.
  Assess and manage potential environmental and social impacts related to mercury waste management by undertaking an ESIA based on the Strategic Environmental and Social Planning (SESP) results that identifies the risks, mitigation measures, and monitoring requirements. Develop an ESMP that outlines actions for responsible mercury waste management that aligns with sustainability goals and regulatory requirements.

These activities contribute to safer mercury waste management, environmental protection, and community well-being. They align with the broader project impact of promoting sustainable practices and protecting public health.

COMPONENT 4: PROJECT KNOWLEDGE MANAGEMENT AND M&E

This component will ensure that the knowledge generated under the project will be made available to the public and stakeholders and shared with institutions implementing similar projects in other countries through a dedicated knowledge hub. A Communication Strategy and Plan will be developed during the PPG stage to ensure targeted communication with key stakeholders – the strategy will be supported by a stakeholder engagement plan to ensure that the target audience is well-defined. The plan will identify actions that need to be taken to ensure strategic outreach, awareness raising, and dissemination of the project results. The component will also establish a repository of project documentation and reports for management and evaluation purposes. Equal access for women and men to the knowledge generated by the project will be ensured.

Under this component, specific care will be dedicated to ensuring that the current gender disparities in Eswatini, of which the most relevant to this project are:

- laws affecting women's decisions to work and women's pay,
- laws affecting women's work after having children,
- constraints on women starting and running a business, are at least partially addressed.

The project has specifically reserved some job opportunities for women (under Output 3.2. Women entrepreneurship in the circular economy sector promoted and Output 4.1. Women access to jobs and women entrepreneurship in the HCW sector ensured). Under component 4, information on how to access such opportunities will be provided and disseminated. Component 4 will also include sections related to the specific risk for women and children associated with exposure to POPs and U-POPs, safety at work with particular reference to waste management topics, and the role of women in developing the country's Circular Economy.

The project will, therefore, need to promote and support actions aimed at facilitating women's involvement in business establishment and to ensure that women will be favored in the access to job opportunities created by the project. For this reason, two specific outputs have been included under Component 2 and 3 of the projects, with the aim to ensure that women will have a facilitated access to job positions created under the project and will be strongly facilitated in the establishment of enterprises related to Circular Economy and Health Care Waste Management.

Outcome 4.1. Knowledge management and knowledge sharing at national and international level established.

Under this outcome, a knowledge hub to exchange experience in healthcare waste management, with specific reference to projects supported under GEF Chemical and Waste focal area, will be established. The knowledge hub will be established in the first year of project implementation, to gather best practices and lesson learned under similar project and use them in project implementation and monitoring. Multimedia materials, online and in presence events, printed materials will be developed to promote circular economy concept, favor behavior change to reduce the consumption of single use plastic, inform about the presence of POPs in products and chemicals. A project website, with a differentiated access policy, will be developed and maintained to store project reports and materials for both internal management and communication purposes. This outcome will envisage the achievement of the following outputs:

Output 4.1.1. *A knowledge hub to promote circular economy concepts in healthcare waste management established*
This output aims to create a knowledge hub which is an online library for circular economy case studies where everyone can contribute. Within the knowledge hub, people working across public services can go to exchange knowledge, experiences and ideas on how to improve services, and create connections with peers and experts in a secure environment. The hub will focus on circular economy practices in a broader sense and will be specialized in healthcare waste management. It will offer public and private sector stakeholders in Eswatini the opportunity to:

- collaborate in groups around particular themes or projects

- connect with colleagues across the public and private sector and beyond and follow their activity
- share and discuss ideas
- enhance individuals' expertise
- discover more efficient working practices
- be inspired to develop more innovative ways of working

Activities under this output will be the following:

- **Activity 4.1.1.1.** Stakeholder mapping for knowledge hub participants with their roles and contributions'
  Identify and understand the key stakeholders involved in the knowledge hub by mapping out the individuals, groups, or entities participating in the knowledge hub and define their roles and contributions:
    - Participants: Those actively engaged in knowledge sharing, collaboration, and decision-making.
    - Contributors: Individuals providing expertise, resources, or support.
    - Advisors: Experts offering guidance and strategic input.

  Recognize the interconnectedness of stakeholders and their impact on project outcomes.

- **Activity 4.1.1.2.** Developing TOR and SOPs for the knowledge hub.
  Establish clear guidelines and procedures for knowledge hub operations. Prepare Terms of Reference (TOR):
    - Define the purpose, scope, and responsibilities of the knowledge hub.
    - Specify roles, expectations, and reporting structures.

  Develop Standard Operating Procedures (SOPs):
    - Document step-by-step processes for knowledge sharing, content management, and collaboration.
    - Address governance, decision-making, and conflict resolution.
    - Ensure consistency and efficiency in hub operations.

- **Activity 4.1.1.3.** Developing the software for knowledge hub and embedding into project website.
  Create a user-friendly platform for knowledge exchange by designing and developing software tailored to the knowledge hub's needs. Include features such as:
    - Content repositories.
    - Discussion forums.
    - Search functionality.
    - User profiles and permissions.

  Test and refine the software based on user feedback.

- **Activity 4.1.1.4.** Providing training to IT staff who will be responsible for operation and maintenance.
  Equip IT staff with the skills to manage and maintain the knowledge hub by conducting training sessions covering:
    - Software administration.
    - Security protocols.
    - Troubleshooting.
    - Backup and recovery procedures.

  Ensure IT staff are proficient in hub operation and can address technical issues promptly.

Output 4.1.2. *Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out*

This project aims to create a range of multimedia materials that will serve as a means to promote the concept of circular economy and disseminate the results of the project to a wider audience. These materials will be used to engage and educate the general population, the private sector, and environmental authorities during project events. In addition, these resources will be shared on social media platforms to increase the project's visibility and reach a larger audience.

This output will be complemented by Output 3.3, which will provide additional support in creating and disseminating the multimedia materials. The materials will be designed to be engaging, informative, and accessible to a wide range of audiences, including those with limited knowledge of circular economy concepts. The ultimate goal is to raise awareness about the benefits of the circular economy and encourage more sustainable practices across various sectors.

Activities under this output will be the following:

- **Activity 4.1.2.1.** Preparing awareness materials for multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities.
  Develop informative materials that raise awareness about circular economy concepts by developing multimedia content such as videos, infographics, blog posts, and webinars that highlight key circular economy ideas, principles, and success stories and are tailored to resonate with different audiences (industry professionals, the general population, the private sector and the environmental authorities policymakers, consumers). Promote the benefits of circular economy practices.

- **Activity 4.1.2.2.** Embedding materials into Activity 3.3.3. and knowledge hub under Output 6.1.
  Seamlessly integrate awareness materials into existing awareness campaign resources and the knowledge hub. Embed awareness materials (such as videos, infographics, or blog posts) within these sections and ensure that the embedded content enhances understanding and encourages adoption of circular economy practices. Regularly update and maintain the embedded materials.

These activities contribute to spreading knowledge about circular economy concepts, fostering engagement, and driving positive change. They align with the broader project impact of promoting sustainable practices and informed decision-making.

Output 4.1.3. *A project website developed and maintained*
As the project kicks off, a user-friendly web-based project page will be developed and operated throughout the project timeline. This website will serve as a central hub for all relevant project information and updates, providing an easily accessible and interactive platform for communication with stakeholders. In addition, it will function as a knowledge hub, providing up-to-date information on the project's progress, as well as a data repository where all project-related data will be stored and readily available. Upon the successful completion of the project, it is planned that the full ownership and responsibility for its operation and maintenance will be handed over to the Eswatini Environment Authority (EEA). This handover will ensure that the project's environmental sustainability and continued success are maintained over time.

Activities under this output will be the following:

- **Activity 4.1.3.1.** Designing and operating the project website.
  Create a central platform for project-related information, communication, and data storage by:
  - Designing the Website:
    - Collaborate with web designers and developers.
    - Define the website’s structure, layout, and user interface.
    - Ensure it is user-friendly, accessible, and visually appealing.
  - Operating the Website:
    - Regularly update content (project updates, news, events).
    - Facilitate stakeholder communication through forums, chat, or email.
    - Maintain security protocols and backups.
    - Monitor website performance and analytics.
  - Establishing Knowledge Hub Functionality:
    - Integrate a knowledge repository:
    - Store project-related documents, research, and insights.

        - Categorize information for easy retrieval.
        - Enable search functionality.
    - Provide real-time progress tracking:
        - Display project milestones, achievements, and challenges.
        - Share success stories and lessons learned.
        - Foster collaboration among stakeholders.
    - Project-related Data Repository:
        - Establish a secure database for project-related data.
        - Include project reports, guidelines, training materials, environmental, financial, and operational data.
        - Ensure compliance with Data Protection privacy regulations.
    - Ownership Transition:
        - Plan for the handover of website ownership and maintenance to the EEA after project completion.
        - Document procedures and responsibilities for a smooth transition.

- **Activity 4.1.3.2.** Development of a guidance document on how to operate the website after the project completion.
  Formulate clear instructions for managing and maintaining the website by creating a comprehensive guidance document that:
    - Covers website administration, content updates, and troubleshooting.
    - Includes step-by-step instructions and best practices.
    - Addresses common issues and FAQs.
- Train relevant EEA staff (IT personnel, project managers) on using the guidance document. Ensure continuity by documenting any custom features or configurations.

Outcome 4.2. M&E and adaptive management applied to capture lessons learned from project, including inception workshop

The project will be monitored and evaluated following GEF Guidelines, as well as applicable UNDP Rules and Regulations for monitoring and oversight. The monitoring will include the development of the GEF Tracking Tools at different stages of project implementation; the analysis of project achievements against the objectively verifiable indicators through the preparation of Project implementation Reports (PIRs), Project annual workplans, Project reports, and technical reports.

There will be two evaluation exercises: a mid-term review (MTR) and a terminal evaluation (TE), which will be carried out by a team of independent evaluators assigned by the Implementing Agency. The project audit will be carried out regularly, as per UNDP Rules and Regulations. A project knowledge management system, where all the project documentation will be stored, will be implemented in a website with personalized access levels for the project partners.

Output 4.2.1. *Project inception meeting held, and inception report drafted*
Under this output, a successful kick-off for the project and alignment of project document with any updates will be ensured by conducting Project inception meeting with the participation of all relevant stakeholders of the project. The results of the inception meeting will also be documented via the inception report.

Activities under this output will be the following:

- **Activity 4.2.1.1.** Conducting project inception meeting.
  Organise an inception meeting involving project team members, stakeholders, and relevant authorities.
  Introduce the project's objectives, scope, and key deliverables and discuss roles, responsibilities, and communication channels and address any initial questions or concerns.

- **Activity 4.2.1.2.** Preparing and submitting project inception report.
  Prepare an Inception Report that outlines:
    - Background and context.
    - Project goals and objectives.
    - Stakeholder engagement.
    - Risk assessment.
    - Work plan and timeline.

  Submit the report to relevant authorities and project partners.

Output 4.2.2. *Project Monitoring ensured through project lifetime*
Project monitoring activities that are listed under the project monitoring plan will be implemented under this Output.

Output 4.2.3. *Project Mid Term Review and Project Terminal Evaluation carried out*
In order to monitor whether the project's objectives have been met, a mid-term review and a terminal evaluation in the dedicated timelines will be conducted. The project team will be responsible for ensuring the smooth implementation of these evaluation processes.

Global Environmental Benefits

The project intends to reduce the release of U-POPs in the environment through the following actions:

In the healthcare waste sector (project component 3):

- Reduction of the use of chlorinated plastic items if reasonably possible, without impacting the effectiveness of the medical procedures.
- Improved classification of waste with the purpose of separating infectious and hazardous waste from recyclable waste, reducing the amount of hazardous waste requiring disinfection or destruction, and increasing the recycling of non-hazardous waste;
- Shifting from substandard incineration to safer waste destruction processes by deploying environmentally safe technologies for the destruction of hazardous waste.

The above actions would prevent the release of up to 24 g of PCDD/F per year.

Furthermore, the project, through the development and enforcement of guidelines for the proper management of healthcare waste, will lead to a complete halt of the open burning of healthcare waste, ensuring that such waste is transported and processed in an environmentally safe way. There are no official figures on the amount of healthcare waste, which is burnt in the open, however through the recent survey carried out, emerged that seven out of 19 HCF use this modality of waste disposal. Therefore, it may be safely assumed that an equivalent amount of PCDD/F (24g/yr) could be prevented by halting this modality. Therefore, if the healthcare waste component of the project is implemented at national level, the project has the capacity to prevent up to 48g PCDD/F per year.

Additional PCDD/F avoidance may be achieved through the improvement of the plastic recycling in the country (Project component 2). Again, from a recent survey it resulted that the practice of open burning of waste is very common in the rural areas, where it is adopted by 96% of the population.

Assuming therefore that all the waste which is not managed (neither landfilled nor recycled), estimated at 106,413 t/yr, is burnt in the open, based on the UNEP 2013 toolkit, the release of PCDD/F may be in the order of 0.2 to 3.2 gPCDD/F per year. This amount could be prevented in the long term if the project establishes a nationwide communication campaign and enforce rules to prevent open burning of waste, and at the same time demonstrate and establish suitable alternatives.

The project will also demonstrate the elimination of around 1 metric ton of PBDE from E-waste, and particularly from CRT monitors (Project component 2). The project aims to collect around 40,000 to 50,000 old CRT monitor, dismantle them in an environmentally sound way, recycle the metal fraction (copper, steel, aluminum), segregate the plastic casing, and incapsulate in an environmentally safe landfill the lead glass. The plastic casings will be tested for bromine concentration (as an indicator of PBDEs or other flame retardants) and if found contaminated, packaged and sent abroad for thermal destruction in HTI plants or through co- processing in cement kilns.

Agreement on intellectual property rights and use of the logo on the project's deliverables and disclosure of information

In order to accord proper acknowledgement to the GEF for providing grant funding, the GEF logo will appear together with the UNDP logo on all promotional materials, other written materials like publications developed by the project, and project hardware. Any citation on publications regarding projects funded by the GEF will also accord proper acknowledgement to the GEF. Information will be disclosed per relevant policies, notably the UNDP Disclosure Policy[13] and the GEF policy on public involvement[14].

Resources required to achieve the expected result:

The project results will be achieved through technical assistance activities such as provision of waste management and consultancy services, conducting workshops/trainings/meetings, etc., and soft infrastructural investments such as procurement of HCW pre-treatment units, containers for collection and sorting of different types of waste and also mercury-free equipment for HCFs. In each component of the project the following resources will be utilized:

Component 1. Enabling environment, including policy, regulations, and sustainable financing, for a transition to a circular economy in Eswatini

- Consultancy services for reviewing and drafting regulations, updating guidelines
- Consultancy services for conducting POPS inventory update, providing training to national stakeholders, developing action plans, etc.
- Contractual services for conducting workshops/trainings/meetings, etc.

Component 2. Circular management of plastic materials and EEE in Eswatini

- Consultancy services for preparation of awareness raising materials
- Contractual services for designing and printing awareness raising materials
- Contractual services for conducting workshops/trainings/meetings, etc.
- Procurement of waste collection/sorting/recycling equipment
- Contractual services for final disposal of PBDE containing WEEE.

Component 3. Environmentally sound management of healthcare waste in Eswatini

- Consultancy services for preparation of awareness raising materials
- Contractual services for designing and printing awareness raising materials
- Contractual services for conducting workshops/trainings/meetings, etc.
- Procurement of HCW collection/sorting/recycling equipment
- Contractual services for procurement and establishment of autoclaves.
- Contractual service for procurement of mercury-free equipment
- Contractual service for upgrade of HCW and Mercury storage facilities

Partnerships: On the governmental side, the main partner of the project is the Ministry of Tourism and Environmental Affairs, which is the Government Body in charge of the legislation on chemicals and waste and which is also the focal point of the Stockholm, Basel, Rotterdam and Minamata Conventions. The Eswatini Environment

[13] *See http://www.undp.org/content/undp/en/home/operations/transparency/information_disclosurepolicy/*
[14] *See https://www.thegef.org/gef/policies_guidelines*

Authority will be the executing body of the project on behalf of the government. Another key project partner is the Ministry of Health, which is the Government Body in charge of managing the country's health care system.

The project will also work closely with several other institutional bodies and private associations, which are listed in Table 6 below in the stakeholder engagement section. At the inception stage, the role of all the project partners will be defined in detail, and the relevant NGOs and service providers will be identified and involved in project activities based on their specific fields of interest.

Risks and Assumptions*:*

The table below lists the main risks identified for the project, as well as the main risk management strategies that will be necessary in order to manage the identified risks throughout the project's duration. For a more detailed overview of the risks, kindly refer to the Project Risk Register contained in Annex 6.

As per standard UNDP requirements, the Project Manager will monitor risks quarterly and report on the status of risks to the UNDP Country Office. The UNDP Country Office will record progress in the UNDP ATLAS risk log. Risks will be reported as critical when the impact and probability are high (i.e. when impact is rated as 5, and when impact is rated as 4 and probability is rated at 3 or higher). Management responses to critical risks will also be reported to the GEF in the annual PIR. The role of the Project Steering Committee is also needed for inclusion here vis-à-vis risks review and adaptive management principles.

In addition to a risk assessment, the Social and Environmental Screening Procedure (SESP) has been updated during the PPG phase and can be found in Annex 5. The SESP identified risks have been reflected in the risk table below as well as in the Project Risk Register contained in Annex 6. Because the SESP identified the project as a moderate-risk project, an Environmental Social Management Framework (ESMF) for the project has not been developed.

Table 5. Risk Table

#	Description	Risk Category	Impact & Likelihood	Risk Treatment / Management Measures	Risk Owner
1	Project Implementing Partners/national partners might be working at a low (er) capacity, resulting in reduced attention/dedication to the project's implementation resulting in a slower implementation rate. (Non-SESP Risk)	Operational	L = 4 I = 2 Moderate Risk	To increase the capacity of Project Implementing Partners/national partners/experts, the project can provide support in the form of providing fast mobile/data allocations and in certain cases (if deemed critical to project success) enter into agreements to provide (temporarily) computer/ conferencing equipment or purchase such equipment that would facilitate virtual work for key stakeholders and personnel. However, it is assumed that by the time the project starts implementation, a lot of these measures have already been put in place by	Project Team

				national partners themselves.	
2	A likely reduction in the availability of (co-) financing for waste/chemicals related investments. Due to the impact of global economic fluctuations many governments might redirect investments from C&W related infrastructure/ systems to reviving the economy, economic sectors (tourism, agriculture, industry etc.). As such governments might be less likely to want to invest in going green; shipping companies might increase their transport fees (impacting the viability of recycling schemes), etc. (Non-SESP Risk)	Operational	L = 4 I = 4 High Risk	To mitigate the impact of this risk, the project will support the design and review process of financial instruments to: i) Finance the collection, processing and safe disposal of priority waste streams; ii) Reduce the import/use of harmful chemicals and encourage the use of safer alternatives; iii) Reduce the import/use of products containing harmful chemicals and encourage the use of safer alternatives. Such financial instruments are intended to stimulate private sector involvement, and thus job creation, in the waste and recycling sector. It is expected that governments would be supportive of such incentives which provide sustainable financial means to operate waste and recycling systems and create and sustain jobs in the process.	Project Team
3	Disruption/delay in Government function due to changes in relevant institutions/ministries and stakeholders involved in chemicals/POPs management (Non-SESP Risk)	Political	L = 4 I = 3 High Risk	To minimize the risks in project interruption, the project aims to immediately engage newly appointed high officials in the Project Steering Committee and ensure throughout project implementation, proper documentation of meeting minutes, discussion points, work plans, roles and responsibilities, among else, which will allow new officials to quickly get up to speed on past project results and project decisions taken in the past. For higher representatives, that have an impact on project execution, the project will proactively engage with new	Project Team

				senior officials immediately after nomination.	
4	Grievances over the selection of 1,000 households for pilot composting of organic wastes. (SESP Risk)	Social and Environmental	I = 3 L= 2 Moderate	To mitigate this impact, the following will be implemented. 1. The development of well-defined selection criteria will prevent many grievances from emanating from household selection. 2. Development of a Project-Level Grievance Redress Mechanism to handle any grievance arising from selecting 1,000 households for the pilot compost activity	Project Team
5	Composting household wastes in 1,000 selected households may lead to release methane into the environment, potentially increasing global warming and climate change impacts. (SESP Risk)	Social and Environmental	I = 3 L = 2 Moderate	To mitigate this risk, selection of environmentally friendly household waste compost equipment will eliminate the escape of methane from the composting process. A Standard Operating Procedure shall also be developed for the process for all pilot household beneficiaries.	Project Team
6	Improper management of 500 e-waste collection containers leading to pilferation of collected e-waste and exposure of workers and environment (SESP Risk)	Social and Environmental	I = 3 L = 3 Moderate	To mitigate this risk, an ESIA/ESMP containing security and transfer from collection centres should be prepared to cover, among other things procedures for handling, transporting and storing healthcare waste, WEEE and plastic waste.	Project Team
7	Economic Displacement of informal waste collectors (SESP Risk)	Social and Environmental	I = 2 L =3 Moderate	To mitigate this risk, a Stakeholder Engagement Plan is developed to pave way for meaningful engagement that can see to integration of informal waste collectors into the circular economy space. A project-level Grievance Redress Mechanism (GRM) shall also be established to	Project Team

				resolve all grievances arising from the project.	
8	Continued exposure of recyclers to materials containing hazardous chemicals (e.g., POPs) (SESP Risk)	Social and Environmental	I = 2 L =1 Low	To mitigate this risk, there will be capacity building for recyclers who will be integrated into the project shall be carried out to enhance the handling and prevention of exposure to themselves and the environment. A Pollution Prevention Plan shall also be developed to cater for the handling of materials containing hazardous chemicals.	Project Team
9	Road accidents during transportation and delivery of plastic and e-waste to incinerators, recycling, and reuse facilities. (SESP Risk)	Social and Environmental	I = 3 L =3 Moderate	To mitigate this risk, there will be development and implementation of a Traffic Management Plan, development and enforcement of a Code of Conduct on the prohibition of alcohol during working hours, and continuous training of drivers and maintenance of vehicles. Establishment of a project-level Grievance Redress Mechanism that will allow the uptake of grievances from the public and workers on any issue affecting them, including the safety of equipment and vehicles.	Project Team
10	Health and Safety Risks and impacts from facility upgrades involving supply and installation of equipment across HCF. (SESP Risk)	Social and Environmental	I = 3 L =3 Moderate	Preparation of an Environmental and Social Impact Assessment (ESIA/ESMP) to manage health and safety risks.	Project Team
11	Environmental and social risks associated with activities not fully developed at this PPG stage. (SESP Risk)	Social and Environmental	I = 4 L =4 Substantial	Development of an Environmental and Social Management Framework (ESMF) to provide a framework for assessing and managing environmental and social risks and impacts	Project Preparation Team

				of activities that are not fully developed at this stage.	

Stakeholder engagement

In the following table, the list of the main stakeholders identified in the course of PIF development and updated during PPG phase, their role in the country, and their tentative role in project development and implementation is reported. The stakeholders will be further engaged during implementation stage through stakeholder workshops to ensure that their inputs are considered according to the Stakeholder Engagement Plan given in Annex 8.

Table 6. Updated stakeholder list

Stakeholder	Role in the country	Expected role in the project
Project Steering Committee		Provide overall guidance and direction to the project. Review and approve project related plans, designs and resources for effective project delivery.
Project Management Unit		The PMU will carry out the day-to-day management of the project.
Ministry of Tourism and Environmental Affair (MTEA)	The mission of MTEA is to promote and support the tourism industry, wildlife conservation within an environmental framework that enhances amenities, conserves culture, sustains forest management, embraces meteorology and addresses climate change challenges to contribute towards sustainable socio-economic development.	MTEA will be key stakeholder and partner in the project for all the aspects relevant to the development of regulation and policies on POPs and wastes
Eswatini Environment Authority (EEA)	EEA is in charge of advising the Minister in the formulation of policies and regulations, to advise the Minister and the government on matters relating to the protection, conservation and enhancement of the environment and the sustainable management of natural resources, to conduct inspections, monitor compliance and ensure the enforcement of the environmental legislation, to undertake environmental research and promote awareness raising on environmental protection, to implement the EIA regulation.	EEA is the implementing partner of the project and will provide co-financing and support on the permitting aspects
Ministry of Health	The Ministry of Health (MOH) is responsible for managing waste generated in public and private healthcare facilities (HCFs) through the National Health Care Waste Strategy. The MOH's Department of Environmental Health is responsible for implementing healthcare waste (HCW) activities and environmental health-related issues at the national and regional levels, while Environmental Health Officers (EHO) at regional and local levels are responsible for ensuring proper waste management at the facility level. The local authorities also provide environmental health	MOH is a key project stakeholder, will provide co-financing and will be involved in the design and implementation of the component 3 of the project, which is related to the management of healthcare waste, including mercury, and in the revision of the HCW guidelines.

	services. The national level of the Department of Environmental Health coordinates the responsibilities of the EHOs at different levels.	
Environmental Health Department	In partnership with the Ministry of Labour and Social Security, the Environmental Health Department of the MOH has the responsibility of inspecting and monitoring occupational health and safety in workplaces. This responsibility is governed by the Occupational Safety and Health Act of 2001.	Key project stakeholder, coordinating HCW related project activities and monitoring the health of workers involved in HCW management.
Eswatini Medical and Dental Council (EMDC)	EMDC's mandate is to regulate the registration and licensing of health professionals, their professional conduct and practice as well as training, including continued development and internship training.	Contributing to the review and improvement of health regulatory framework
Central Medical Stores (Ministry of Health)	Central Medical Stores is the largest generator of pharmaceutical Waste in Eswatini.	Largest generator of pharmaceutical waste. They will be a source of waste for SMEs and contribute to the improvement of relevant regulation
Private Pharmacies (including wholesalers)	These are the private pharmaceutical businesses all over the country. They include big pharmaceutical companies like ASD Medicals, Swazi Pharm and others. They normally procure and use products and dispose health care waste in the form of expired pharmaceutical products	Generators of pharmaceutical waste. They will be a source of waste for SMEs
Non-governmental Organizations (World Vision, ICAP, Luke Commission)	These NGOs assist the Ministry of Health in closing service delivery gaps. In the course of their work, they produce certain volumes of health care risk waste	They will be a source of pharmaceutical waste for SMEs
Biomed Department (Ministry of Health)	BIOMED is the unit under MoH responsible for the maintenance and disposal of the Ministry's equipment and machinery.	Generators of electric and electronic waste. They will be a source of e-Waste for SMEs
Ministry of Finance (Central Government Stores)	The Ministry of Finance is responsible for establishment and maintenance of procurement and asset management policies in the country.	They will be a source of waste for SMEs through the disposal of used material
Small Enterprises Development Company (SEDCO)	SEDCO's mandate is to create, develop and promote Small, Micro and, Medium Enterprises in the Kingdom of Eswatini	They will be responsible for capacity building and strengthening of SMEs
National Laboratory of Eswatini (NLAE)	The NLAE facilitates improvements in testing and calibration services through capacity building, knowledge and technology transfer among member laboratories. To influence relevant legislation and advocate for implementation of laboratory quality management systems towards world class service delivery, thus contributing to economic growth.	They will be responsible for coordinating consensus on waste management needs amongst laboratories in Eswatini

Business Eswatini	Promotes a conducive business environment through advocacy, stakeholder engagement, representation and delivery of useful services to members.	They will be responsible for supporting the growth and development of SMEs
Veterinary Department (Ministry of Agriculture)	The department prevents the spread of animal diseases and zoonoses, promote animal health and welfare and equip livestock producers with adequate knowledge, skill and technical know-how on the efficient management of all resources that will ensure profitable returns and an efficient and sustainable livestock industry. Health care waste is generated in the provision of their services	They will be a source of health care waste for SMEs
Umbutfo Eswatini Defense Force	The Umbutfo Eswatini Defense Force is the official armed national military of Eswatini. It operates several functions including health care services which generate a certain amount of health care waste.	They will be a source of health care waste for SMEs
Ministry of Labour and Social Security (MOLSS)	The Ministry of Labour and Social Security (MOLSS) in Eswatini is responsible for creating and implementing policies, laws, and regulations related to labor, employment, and social security in the country, including enforcing labor laws and regulations to ensure that employers and employees comply with them, providing social security programs and services to eligible individuals, including pensions, disability benefits, and survivor benefits, providing training and development opportunities for workers to improve their skills and increase their employability.	MOLSS is a key project stakeholder and will be involved in all the aspects related to safety in the workplace, rights of workers and mainstreaming of gender aspects at work
Local authorities (Municipalities)	These include Mbabane, Manzini, Matsapha, Nhlangano, Pigg's Peak, Hlathikhulu, Lavumisa, Vuvulane, Buhleni and Siteki Municipalities. The municipalities are responsible for collecting general non-risk waste at the local level, and for operating landfills to dispose of Municipal Solid Waste (MSW). The Waste Regulation (2000) requires local authorities to report annually to the MTEA on the amount of household and clinical waste generated and disposed of in their area, as well as on the implementation of their waste management plan. In addition, the local authorities provide local Environmental Health Officers to support identified healthcare facilities (HCFs).	The project will work side by side with municipalities – both in urban and rural areas to pilot SUP avoidance, door to door collection, take back schemes for WEEE (Component 2 of the project)
Ministry of Tinkhundla	One of the objectives of the Ministry is to coordinate and facilitate an integrated approach of all developmental programmes, projects, activities and other initiatives by Development Agencies, Government Departments and Non-Governmental	They will be responsible for coordinating project activities under rural communities.

	organizations at Regional, Sub-Regional, Tinkhundla and Chiefdom levels.	
Ministry of Information, Communication and Technology	Its mandate is to provide an efficient national Information, Communications and Technology delivery framework for Swazi citizens, the public and private sectors; through converged services and applications, to promote Government policies and programmes; preserve public records for posterity; and to encourage knowledge management through universal access to information, and well-developed, efficient, and affordable communications facilities. The Ministry procures, uses and disposes large volumes of electronic waste	They will be a source of E-waste at government level for SMEs
Renewable Energy Association of Eswatini (REASWA)	The aim of the REASWA is to promote renewable energy in the country. The association membership includes practitioners deploying renewable energy technologies to a wide range of users. The association also provides training and community sensitization on the benefits of renewable energy. REASWA members procure, use and dispose large volumes of electronic and electrical waste including batteries, inverters and solar products.	The REASWA membership are a source of e-waste
Royal Science and Technology Park	The aim of the RSTP is to provide steadfast support for basic research and innovation by providing a coherent approach to maximizing the innovation dividend. The agency procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Eswatini Post and Telecommunications Corporation (EPTC)	EPTC provides customer centric communication, logistics and financial solutions through the application of modern technology to enhance our stakeholders' quality of life. The agency procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Eswatini Electricity Company	EEC Mandate is to meet the needs of customers in a sufficiently profitable and environmentally sound way through providing reliable and safe power supply of acceptable quality. The company procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Healthcare Facilities (Public, Faith-based, NGOs and Private)	The management of waste within healthcare facilities (HCFs) and the implementation of government policies, laws and regulations are the responsibilities of the managerial levels of the HCFs. The facilities identify the budget needed for waste management, which is then submitted to the regional health offices and processed by the planning unit within the	The project will cooperate with small, medium size and large healthcare facilities to establish capacity in the HCW management and implement a network for the transport and environmentally safe disposal of HCW and mercury waste. (Component 3 of the

	Ministry of Health. The HCWM Policy Note from 2018 outlines the functions of all the relevant stakeholders, and the national HCWM guidelines provide a clear division of responsibilities for managing healthcare waste at the facility level. Other facilities that will be included are Faith-based institutions i.e. Raleigh Fitkin Memorial Hospital and Good Shepherd Hospital. Private clinics including The Clinic Group, Ezulwini Private Hospital, Medisun and other smaller clinics. NGOs supporting MoH in the delivery of services. These include The Luke Commission, International Centre for AIDS Care and Treatment Programs (ICAP), Family Life Association of Eswatini and Baylor College of Medicine - Bristol Myers-Squibb Children's Clinical Centre of Excellence	project). The facilities will also be a source of health care waste.
Waste Management Companies	There are a limited number of waste management companies and recyclers in Eswatini. Some provide waste management services in large municipalities (Eric Slabbert Agencies, Envirowise), other are mainly interested in recycling of scrap metals (Nsimbi Recyclers), textile (Eswatini Waste Centers)	Waste management companies will be assisted to improve their capacity and safe management and will partner the project on specific activities (component 2 of the project)
Supermarkets, retailers of electronic equipment	Large supermarket in Eswatini, (like Shoprite Eswatini, Pick n Pay Eswatini, OK Foods Eswatini, Swazi Plaza SuperSpar, SaveRite Eswatini, Woolworths Eswatini, Boxer Superstores Eswatini, Game Eswatini, Mbabane Spar, Mbabane Wholesale & Retail Company) are located mainly in the main cities of the country. They could be contacted to establish strategies for the reduction of single use plastic and plastic collection points. Retailers of electric and electronic goods, like Hifi Corporation Eswatini, OK Furniture Eswatini, Game Eswatini, Joshua Doore Eswatini, House of Sound Eswatini, Electro Sales Eswatini, Jet Eswatini, Cash Crusaders Eswatini, Incredible Connection Eswatini, Rectron Eswatini, House of Computers Eswatini, Computronics Eswatini, Matrix Warehouse Eswatini, TelPro Eswatini, Bantama Technologies Eswatini, Zingisa Computers Eswatini, will be contacted to establish agreement on EPR activities like sell-one-take-one, collection and storage services for WEEE	The project will establish cooperation with supermarkets and retailers of electric and electronic equipment to establish collection points of WEEE on a one-to-one basis and to prevent the use of SUP (component 2 of the project)
Manufacturers of plastic articles including SUP	In Eswatini, industries like Swazi Plastics Industries, Future Pipe Eswatini (PTY) Ltd, Luba Plastics Eswatini, Sebenta Plastics Eswatini, Eastern Polymer Industries Eswatini, will be contacted to identify the best options in the	The project will establish cooperation with plastic enterprises with the purpose to support the replacement SUP manufacturing with other

	sector of recycling of plastic waste and to secure an outlet to high quality plastic waste collected through door-to-door segregated collection.	business and to increase recycling capacity (Component 2 of the project)
Informal waste workers (IWW)	Informal waste workers in Eswatini are often self-employed individuals or small groups who collect and sort recyclable materials from waste dumps and landfills, as well as from households and businesses. They typically sell these materials to intermediaries or recycling companies and earn a living from the income generated. Informal waste workers in Eswatini often face difficult working conditions and low levels of income and may also be exposed to health and safety risks. There is a need for greater recognition of the role of informal waste workers in the waste management sector, as well as for efforts to improve their working conditions and livelihoods.	IWW are a pillar in project implementation. The project will establish cooperation with them in the field of waste collection at source and will try to ensure better working condition and incentive the shifting to a more formal business (Component 2 of the project)
Environmental NGOs	There are few NGOs in Eswatini active in the environmental sector. These are Eswatini Climate Coalition, Wildlife and Environmental Conservation Society of Eswatini, Eswatini Youth Climate Network. Other NGOs like Green Peace and WWF does not currently operate in Eswatini. The project will endeavour to establish cooperation with the existing environmental NGOs.	NGOs will have a key role in the establishment of relationships with IWW and in the awareness raising on the waste management issue (Component 2 and Knowledge Management)
Women Right NGOs	There are several women right associations in Eswatini, including Eswatini Action Group Against Abuse (SWAGAA), Women and Law in Southern Africa Research and Education Trust - Eswatini, The Eswatini Single Mothers Association (SWASMO), Eswatini Women's Consortium, The Eswatini National Association of Teachers (SNAT) Women's League, Lusweti Women's Organisation, The Eswatini Young Women's Network (SYWN), The Eswatini National Council of Women (ENCW), Women's Ink, Young Women's Christian Association (YWCA), Business Women Forum Eswatini (BWFS), Imbita Swaziland Women's Finance Trust, Women Unlimited Eswatini, Young Heroes Foundation	The project will establish cooperation with NGO active on women right associations to ensure a successful mainstreaming of women rights through the implementation of the project (Component 2 and 3 and Knowledge Management)

South-South and Triangular Cooperation (SSC/TrC)

The project will establish cooperation (in terms of mutual exchange of information and lessons learned or visit to project sites) with the following projects:

- The Rwanda UNDP/GEF project "Supporting a Green Economy - Decoupling Hazardous Waste Generation from Economic Growth in Rwanda" (GEF 10373)
- GEF Integrated Programme on Circular Solutions to Plastic Pollution (Senegal, Jordan);
- Global Electronics Management Programme (GEM) (countries TBD, candidates from Africa);
- The Jordan UNDP/GEF project "Reduction and elimination of POPs and other chemical releases through implementation of environmentally sound management of E-Waste, healthcare waste and priority U-POPs release sources associated with general waste management activities" (GEF 9189)
- The Egypt GEF/UNDP project "Protect Human Health and the Environment from Unintentional Releases of POPs Originating from Incineration and Open Burning of Health Care- and Electronic-waste" (GEF 4392),
- The Regional GEF/UNDP project "Reducing UPOPs and Mercury Releases from the Health Sector in Africa" (Ghana, Madagascar, Tanzania) (GEF 4611).

All projects cover similar activities, and the exchange of experience and expertise will bring significant mutual benefit for their implementation.

Gender equality and Women's Empowerment:

The Gender analysis and action plan was developed for the UNDP-supported and GEF-funded project Reduced risks on human health & the environment through reduction of POPs and U-POPs in Eswatini in line with gender commitments in the project theory of change and with institutional mandates on gender equality and gender mainstreaming from UNDP and GEF. The gender analysis and action plan aim to strengthen understanding of the gender realities and implementation of gender-responsive approaches in integrated solid waste management (ISWM) structures in Eswatini, which is a critical part of supporting a gender-responsive and inclusive zero waste and circular economy vision.

The gender analysis attempts to identify the different roles and responsibilities of women and men in waste management value chains, as well as the specific needs and challenges faced by women in this sector, in Eswatini. This includes available information on exposure risks and concerns of POPs and U-POPs for women and men in communities and within the waste management value chains. The gender action plan uses the findings from the analysis to identify actions and strategies for mainstreaming gender in the execution of the project, as well as areas where the project can contribute to closing knowledge gaps on gender and ISWM.

The action plan that has been developed and integrated in the Project Result Framework and Project Budget is given in Annex 10.

Knowledge

This project will complement the previous efforts and support the MTEA and EEA in designing and applying a better waste management approach, including those for e-waste, HCW and plastic. It will use the available institutional resources such as the organizational units for public awareness and communication established by EEA that utilize radio messages, leaflets, poster campaigns, lectures and school projects. In addition, the efforts were done by other donors and local NGOs where several awareness campaigns have been conducted to increase the awareness of the population.

During the project implementation, the project team will keep active participation in other stakeholders' activities, meetings, committees and networking to maintain continuous knowledge sharing and lessons learned exchange. The project activities will include seminars and workshops to ensure dissemination of information and findings with stakeholders, partners and interested people. A Project Steering Committee will be established consisting of members from donors, stakeholders and governmental and private entities, to have regular meetings to share findings and exchange experiences.

The project will initiate a Community of Practice (CoP) through a knowledge hub, gathering a group of stakeholders who share the same profession of waste management. CoP will provide a platform that will enhance knowledge

sharing about the waste management in the municipalities, landfills' operation and good practices, and recycling activities and to understand the overall waste management system's setup in Eswatini. The committee will consist of interested stakeholders related to waste management issues including academics, government entities, private sector, and NGOs. The CoP approach will be achieved through well-designed and subject dedicated meetings, networking, and collaboration with different stakeholders.

Several workshops and trainings will be conducted through the project implementation period. Developed guidebooks, training material, briefs will be disseminated to all participants in trainings and workshops. These events will include all stakeholders and donors, governmental and private entities. It aims to share the project objectives and progress and transfer the knowledge. Consequently, transparency of all components is ensured and will help to have a comprehensive cooperation between all sectors to achieve better waste management approach.

Project documents and deliverables will be published on the UNDP website, where it is easy accessed by anyone at any time. The project will develop a website to collect all information at one source and will ensure its sustainability. This will lead researchers and interested people to find the needed information and have it shared with the public. Project activities will be publicized as well through press releases in the local newspapers, and social media.

Knowledge sharing will open up a dialogue to help embrace change and encourage ideas and insights sharing, which often lead to innovation and changing behaviours for example for littering, recycling and reducing waste.

The results of the project can also be presented in any of relevant regional or global meetings, including the BRS Conference of Parties during specially organized side-events.

Innovativeness, Sustainability and Potential for Scaling Up

The following activities proposed by the project are innovative for Eswatini, as they were never applied before in the country, although they are based on consolidated procedures and technologies which have been applied in other countries, even under projects supported by the GEF. All the proposed activities are fully scalable.

- Integrating a circular economy approach and the introduction of the EPR concept ad financing tool in the existing regulatory framework may be highly innovative for Eswatini which environmental and waste regulations are dated around 20yrs ago (component 1 of the project). That will imply a new mindset in the cycle of materials, which has a large impact on the environment and society, and the creation of job opportunities. This change in mindset is probably one of the biggest challenges of the project. The project will contribute to a first step toward this goal, which will be having to scaled up in the coming years to ensure its sustainability. UNDP will contribute to the successfully implementation of circular economy through the experience it has already achieved worldwide.
- Management Healthcare Waste with a systematic and lifecycle approach (component 3) which sees small and remote healthcare facilities, medium and large hospital as part of a whole system connected through a logistic tailored to the local situation and equipped with modern technologies for waste treatment. This vision is highly innovative for the country and at the same time highly adaptive as it will adapt the logistic and the deployment of treatment technologies based on the availability of utilities and access to roads. The project intends to deploy this system countrywide.
- Behavior change in the manufacturing and use of plastic packaging (component 2). The project intends to pilot behavior change of plastic waste, with special reference to plastic packaging, by introducing alternatives to Single Use Plastic and by piloting door to door collection of waste and adopting a reverse logistic approach with the partnership of shops and supermarket. This will involve IWWs with the purpose to improve their working condition and promote shifting to formal business. This activity will be implemented initially in a municipality, with potential scaling up at country level.
- Collection of e-waste stream (CRT monitors/laptops/smartphones/renewable energy equipment, component 2) through a reverse logistic approach (integrated with the reverse logistic developed for plastic packaging); their safe dismantling and checking for PBDE contamination through integrated XRF and laboratory analysis, with involvement of IWW in the collection stage. This is a composite activity which combines a social component, and highly technical components (segregation, analysis and disposal of POPs

waste). This activity is limited to a target of around 40000 to 50000 CRT monitors but can be easily scalable once piloted and consolidated.

Additionally, the entire project has been designed with the support of all partners and stakeholders with the main goal of being sustainable and to constitute the first pillar of a wider activity. In terms of the three components of sustainability (environmental, financial and social) the following can be affirmed:

- The project is environmentally sustainable as its goal is to promote the implementation of the 3R approach on waste (Reduce, Reuse, Recycle) in the target waste streams and simultaneously to reduce the release of U-POPs and other POPs into the environment. In addition, through the implementation of this project, a significant reduction of the emission of CO_2 will be achieved through the prevention of burning of waste.
- The project will bring not only environmental benefits but also social benefits. The right to have access to a safe and healthy environment is sanctioned by the Universal Declaration of Human Rights. A specific gender mainstreaming plan has been integrated throughout all project component, and the activities related to the recycling of waste will generate – although at pilot stage – income and job opportunities for the local communities which will also benefit of specific training and awareness raising activities. At a higher level, the establishment of a market-based waste management system will represent a business opportunity for the providers of disposal services who, although already operating in the country, are currently facing issues due to the unfair competition deriving from the persistence of substandard waste disposal practices.
- From the financial standpoint, it has to be noted that the GEF contribution has to be considered only as a catalytic support which will unlock the potential already existing in the waste value chain. In the course of the project design, it has been observed that a significant amount of resources coming from waste are currently unexploited: this is the case of the recycling of plastic, paper, organic waste for which a market does exist but which is hindered by a poor organization of waste collection and segregation; potential clients of RDF waste (cement factories) are available to purchase the RDF at a price proportional to its calorific value, but cannot still have access to this resource; the generator of hazardous waste are already use to pay a fee for the storage of these waste, but most of these financial resources are currently unused. The project will closely work with all private and governmental parties to unlock this potential.

Digital Solutions**:**

Data collection in waste management is the biggest challenge in policy development for Eswatini similar to any other country. Therefore, under the fourth component of the project, it is expected to develop a knowledge management platform that contains a knowledge hub, a project website and multimedia campaigns, etc. Digital solutions will be utilized under knowledge management part of the project where will be done through the process of collecting, use, managing and sharing the data. This project will work on collecting all information available on waste management and develop a comprehensive database with a user interface.

In all type of digital solutions that promote data collection and outreach, the project will promote working in line with the UNDP good practices, the Digital Standards and the Personal Data Protection and Privacy Policy / Data Principles.

PROJECT MANAGEMENT

Cost Efficiency and Effectiveness

The present project envisions a wide-ranging collaboration with a diverse array of stakeholders. The aim of this collaboration is to leverage substantial co-financing and investment contributions from project stakeholders, which would enable them to carry out numerous project activities in a cost-efficient and resourceful manner. By pooling the resources in this way, we anticipate significant cost savings and efficiency gains, which would be difficult to attain through isolated efforts.

This collaborative approach would also allow the project team to tap into the diverse skills and knowledge of stakeholders to deliver a more comprehensive and effective project that caters to the needs of all stakeholders involved. It is anticipated that this wide-scope collaboration would be a game-changer for the project, as it would help the project team to achieve objectives in a more efficient and sustainable manner. This collaborative effort would not only result in substantial cost savings but would also enhance the project's impact and outreach.

This is, for instance, the case of the collaboration with the media in Eswatini, which will contribute at no charge to the broadcasting of project material and awareness-raising information.

The project aims to collaborate with recyclers and industries that are keen on developing a market for recycled waste. As part of this effort, the project partners will develop or provide equipment required for project activities. For instance, hazardous waste disposal service providers need to upgrade their equipment up to the standards required by the Basel and Stockholm conventions, and the project will support them in part of the investment needed to achieve this. The crucial element of the project is to examine the initial setup of the waste management system, with the aim of initiating discussions and searching for solutions that promote sustainability in the long term. This, in turn, is expected to encourage additional investments from both private and public sectors in this area.

In general, however, cost efficiency and effectiveness will be ensured at each stage of the project by adoption of tender-based (quality for affordable costs) UNDP procurement procedures for all the activities, including the selection of consultancy services, and testing and procurement of technologies, based on the best quality/cost ratio.

UNDP has accumulated significant experience worldwide on the procurement and testing of technical services (for instance, management of international consultancies, testing of equipment, disposal services for POPs contaminated materials). This approach always resulted in attractive quality/cost ration.

Project Management

The project will be implemented following UNDP's National Implementation Modality (NIM) according to the Standard Basic Assistance Agreement (SBAA) between UNDP and the Kingdom of Eswatini, and the Country Programme Action Plan (CPAP). The Implementing Partner for this project is the Eswatini Environment Authority (EEA) and is responsible and accountable for managing this project, including the monitoring and evaluation of project interventions, achieving project outcomes, and for the effective use of UNDP resources.

A Project Steering Committee (PSC) will be established to to take decision in case of an issue or change in the project, provide strategic, long-term guidance for the project and provide consultations whenever needed. The PSC will make recommendations on issues such as the prioritization of project activities, shifts in strategic direction when required, and help secure project partnerships with other relevant institutions. The PSC will meet at least twice a year and include representatives from the Ministry of Tourism and Environmental Affairs, the Ministry of Health, EEA, UNDP, and other key stakeholders who may be invited to join the board if necessary.

A Project Management Unit (PMU) will carry out the day-to-day management of the project. The Project Manager will report to UNDP, the implementing partner, and the Project Board. The PMU will be supported by one Project Assistant, three component-related coordinators and a Project Financial Assistant. The project personnel will be selected on a competitive basis in accordance with the relevant UNDP rules and procedures. The Project Manager will be supported by international and national experts taking the lead in the implementation of specific technical assistance components of the project. The PMU will be responsible for the planning and overall management of project activities including project reporting, accounting and monitoring, recruitment, procurement and services solicitation, supervision of the implementing partners and managing project resources. It will be accountable to UNDP for the production of outputs, the achievement of project objectives and the use of project resources. It will facilitate dialogue and networking between the partners and utilize relevant expertise to support the project.

The project assurance role will be provided by the Head of the Environment and climate change portfolio, UNDP CO.

The project will establish a *Technical committee* to offer support and guidance to the implementation of the project in accordance with the project document and annual work plan. The technical committee will meet on quarterly basis, will be summoned by the PMU and will include representatives from EEA (chair) and all relevant stakeholders.

The project will be implemented in close coordination and collaboration with all relevant government institutions, private companies and NGOs, as well as with other related relevant projects in the region. UNDP will support implementation by monitoring the project budget and project expenditures, contracting project personnel, experts and subcontractors, undertaking procurement, and providing other assistance upon request of the IP. The UNDP-CO will also monitor the project's implementation and achievement of the project outcomes and outputs, and will ensure the proper use of UNDP/GEF funds.

The project will also draw upon the substantial expertise of the National partners and actors (academia, UN specialized agencies in the region, EEA, MoTEA, MoH) as well as internal UNDP expertise at the national, regional and global levels".

PROJECT RESULTS FRAMEWORK

Contribution to the Sustainable Development Goal (s): SDG1: End poverty in all form everywhere. SDG3: Good health and Well being. SDG 12: Responsible consumption and production SDG5: Achieve gender equality and empower all women and girls; SDG13: Climate Action, SDG9: Industry, Innovation and Infrastructure, SDG11: Make cities inclusive, safe, resilient and sustainable							
Intended Outcome as stated in the UNSDCF/Country Programme Results and Resource Framework: *Outcome 1. By 2025, women, men and youth, including marginalized persons, contribute to and benefit from economic progress, through access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.*							
Applicable Output (s) from the UNDP Strategic Plan: *Output 1.3: Solutions developed at national and subnational levels for the sustainable management of natural resources, ecosystem services, chemicals, and waste.*							
Project title and Quantum Project Number: Reduced risks on human health & the environment through reduction of POPs & U-POPs in Eswatini							
Objective and Outcome Indicators		**Data Source**	**Baseline**	**Mid-term Target**	**End of Project Target**	**Data Collection Methods**	**Risks/Assumptions**
Project Objective:	The project aims to boost a systemic change in waste management in Eswatini, particularly in the three critical areas of healthcare waste, plastic waste, and e-waste, with the associated reduction of POPs and U-POPs.						
	Mandatory GEF Core Indicator 11: Indicator 1: # direct project beneficiaries disaggregated by gender (individual people)	UNDP and Ministry of Tourism and Environmental Affairs	The beneficiaries will be considered after the project start.	At least 5000 people	26074 people	Project records, surveys, interviews, and data from the Ministry of Tourism and Environmental Affairs	Risks: People may not accurately report their practices Assumptions: People are willing to change their waste management practices
	Mandatory GEF Core Indicator 9.1: Indicator 2: Amount of solid and liquid Persistent Organic Pollutants (POPs) removed or disposed of (POPs type)	UNDP, Ministry of Tourism and Environmental Affairs	Currently, there is no e-waste collection system in the country.	No expectation during the mid-term.	1 ton (Decabromodiphenyl ether (commercial mixture, c-decaBDE))	Disposal certificates. Basel Convention Notification forms.	Risks: Disposal records may not be accurate or complete Assumptions: The project interventions will lead to increased disposal of POPs
	Mandatory GEF Core Indicator 9.8: Indicator 3: Amount of avoided residual plastic waste	UNDP, Ministry of Tourism and Environmental Affairs, National Waste Database	Current system is not collecting recyclables data	500 tons	1500 tons	Waste disposal records, project records, national and municipal reports on waste disposal, data from the Ministry of Tourism and Environmental Affairs	Risks: Disposal records may not be accurate or complete Assumptions: The project interventions will lead to reduced plastic waste
	Mandatory GEF Core Indicator 10.1: Indicator 4: Grams of toxic equivalent (gTEQ) of persistent organic pollutants to air reduced	Ministry of Tourism and Environmental Affairs	48 gTEQ	12 gTEQ	24 gTEQ	NIP Update inventory studies, UNEP Toolkit for UPOPS Inventory	Risks: Air quality data may not be accurate or complete Assumptions: The project interventions will lead to reduced POPs in the air

	Mandatory GEF Core Indicator 6.5: Indicator 5: Greenhouse gas emissions mitigated (metric tons of CO2e (direct))	UNDP, Ministry of Tourism and Environmental Affairs,	No data available at the beginning of the project	At least 200 tons	547 tons	Emissions records, project records, national and municipal reports on emissions, data from the Ministry of Tourism and Environmental Affairs	Risks: Emissions records may not be accurate or complete Assumptions: The project interventions will lead to reduced greenhouse gas emissions
Project component 1	Enabling environment, including policy, regulations, and sustainable financing, for a transition to a circular economy in Eswatini						
Project Outcome 1.1: Waste management regulation improved	Indicator 6: Number of legislations revised and guidelines updated	Ministry of Tourism and Environmental Affairs	Currently all subject legislations are outdated and require updating	2 Regulations (Waste Regulations and EMA) and one guideline updated	2 Regulations and one guideline updated	Review of government and parliamentary records, interviews with government officials	Risks: Government records may not be accurate or complete Assumptions: The government is willing to revise and update legislation and guidelines
	Indicator 7: Number of capacity building activities conducted disaggregated by gender	UNDP and Ministry of Tourism and Environmental Affairs	0	6 trainings or workshops	6 trainings or workshops	Project records, participant feedback, national and municipal reports on capacity building, data from the Ministry of Tourism and Environmental Affairs	Risks: Project records may not be accurate or complete Assumptions: Stakeholders are willing to participate in capacity building activities
Outputs to achieve Outcome 1.1	Output 1.1.1: Regulatory tools for the establishment of EPR and circular economy drafted and enacted Output 1.1.2: National Healthcare Waste Management Guidelines updated. Output 1.1.3: Institutional strengthening of relevant institutions dealing in waste management Output 1.1.4: Enforcement strategies for implementation of updated regulatory framework						
Outcome 1.2: NIP updated	Indicator 8: Availability of updated or conducted POPs inventories (existing POPs inventories updated and new POPs inventories conducted)	Ministry of Tourism and Environmental Affairs	0	Yes	Yes	Project records, SC Secretariat records, national reports on NIP submission, data from the Ministry of Tourism and Environmental Affairs	Risks: Records may not be accurate or complete Assumptions: The project has the resources to update or conduct POPs inventories
	Indicator 9: Submission of NIP to SC Secretariat	SC Secretariat and Ministry of Tourism and Environmental Affairs	Current NIP covering initial POPs submitted in 2011.	No	Yes	Review of project and SC Secretariat records	Risks: Records may not be accurate or complete Assumptions: The project has the resources to update the NIP and submit it to the SC Secretariat

Outputs to achieve Outcome 1.2	Output 1.2.1: Inventory of POPs updated. Output 1.2.2: NIP priorities established. Output 1.2.3: Updated Eswatini NIP endorsed and submitted to the SC secretariat.						
Project component 2	Circular management of plastic materials and EEE in Eswatini						
Outcome 2.1 Circular Economy of plastic products, Electric and Electronic Equipment (EEE) and organic waste communicated and implemented and women entrepreneurship in Circular Economy promoted	Indicator 10: Number of jobs created for woman	Ministry of Labour & Social Security, Municipalities	No Data available	At least 10	At least 30	Review of project and employment records, surveys, interviews	Risks: Records may not be accurate or complete Assumptions: The project has the resources to create jobs for women in the waste management sector
	Indicator 11: Number of events (training/workshop) conducted disaggregated by gender	UNDP and Ministry of Tourism and Environmental Affairs	No Data available	At least 3	At least 10	Project records, training attendance sheets, national and municipal reports on training, data from the Ministry of Tourism and Environmental Affairs	Risks: Training records may not be accurate or complete Assumptions: People are willing to participate in training
	Indicator 12: Number of equipment provided for waste collection/storing/transfer/composting, etc.	UNDP and Ministry of Tourism and Environmental Affairs	0	1000	3000	Project records, facility records, national and municipal reports on facilities, data from the Ministry of Tourism and Environmental Affairs	Risks: Facility records may not be accurate or complete Assumptions: The project has the resources to establish or upgrade facilities
Outputs to achieve Outcome 2.1	Output 2.1.1: Awareness on plastic circularity raised and behavior related to plastic production and consumption changed. Output 2.1.2. Women entrepreneurship in the sector of circular economy promoted. Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out. Output 2.1.5: Infrastructure and logistics for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. Output 2.1.6: Recycling and reuse of plastic materials established Output 2.1.7: Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini established						
Project component 3	Environmentally sound management of healthcare waste in Eswatini						
Outcome 3.1: HCW management improved with a lifecycle perspective.	Indicator 13: Number of jobs created for woman	Ministry of Labour & Social Security, Municipalities	No Data available	At least 5	At least 15	Review of project and employment records, surveys, interviews	Risks: Records may not be accurate or complete Assumptions: The project has the resources to create jobs for women in the healthcare waste management sector

	Indicator 14: Indicator 12: Number of equipment provided for healthcare waste collection/storage/transfer/pre-treatment, etc.	UNDP and Ministry of Health	Currently no equipment available	1000	2000	Project records, facility records, national and municipal reports on facilities, data from the Ministry of Tourism and Environmental Affairs	Risks: Facility records may not be accurate or complete Assumptions: The project has the resources to buy equipment or upgrade facilities
Outputs to achieve Outcome 3.1	Output 3.1.1. Favoring women access to jobs and women entrepreneurship in the HCW sector Output 3.1.2: Training for the upstream management of healthcare waste carried out Output 3.1.3: Equipment for HCW collection, storage and transport deployed and demonstrated Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities Output 3.1.5: Centralized technologies for HCW disposal established						
Outcome 3.2 Environmentally sound management of mercury in the healthcare sector established.	Indicator 15: Number of trainings conducted disaggregated by gender	UNDP and Ministry of Health	Currently no trainings conducted	0	3	Project records, training attendance sheets, national and municipal reports on training,	Risks: Training records may not be accurate or complete Assumptions: Stakeholders are willing to participate in training
	Indicator 16: Amount of mercury from mercury-containing equipment replaced and permanently stored.	UNDP and Ministry of Health	0	0	500 kg	Project reports, inventories of Healthcare Facilities	Risks: Inventory records may not be accurate or complete Assumptions: The project has the resources to deploy the necessary equipment
Outputs to achieve Outcome 3.2	Output 3.2.1: Training on mercury management, with focus on mercury containing equipment, carried out Output 3.2.2: Sustainable alternatives to mercury containing equipment implemented. Output 3.2.3: Facilities for mercury waste permanent storage established.						
Project component 4	Project Knowledge Management						
Outcome 4.1 Knowledge management and knowledge sharing at national and international level established.	Indicator 17: Number of events conducted for awareness raising disaggregated by gender	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health	0	0	At least 3	Review of project and event records, surveys, interviews	Risks: Event records may not be accurate or complete Assumptions: People are willing to attend awareness-raising events
	Indicator 18: Number of people reached through awareness raising events disaggregated by gender	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health	0	At least 2000 people	At least 6000 people	Project records, event attendance sheets, national and municipal reports on events, data from the Ministry of Tourism and Environmental Affairs	Risks: Event records may not be accurate or complete Assumptions: People are willing to attend awareness-raising events and learn about waste management
	Indicator 19: Availability of knowledge hub and project website	UNDP, Ministry of Tourism and	No	Yes	Yes	Review of project and event records, surveys, interviews	Risks: Website analytics may not be accurate or complete

		Environmental Affairs					Resources to continue hosting and updating of website might be missing Assumptions: The project has the resources to establish and maintain a knowledge hub and project website
Outputs to achieve Outcome 4.1	Output 4.1.1 A knowledge hub to promote circular economy concepts in healthcare waste management established Output 4.1.2. Multimedia and events to promote circular economy concepts and share project result for the general population, the private sector and the environmental authorities carried out Output 4.1.3 A project website developed and maintained						
Outcome 4.2: M&E and adaptive management applied to capture lessons learned from project, including inception workshop	Indicator 20: Number of project monitoring and Evaluation reports drafted and submitted with reference to the M&E plan.	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health	0	1	2	MTR and TE Reports	M&E records may not be accurate or complete Assumptions: The project has the resources to draft and submit M&E reports
Outputs to achieve Outcome 4.2.1	Output 4.2.1.1. Project inception meeting held, and inception report drafted Output 4.2.1.2. Project Monitoring ensured through project lifetime Output 4.2.1.3. Project Mid Term Review and Project Terminal Evaluation carried out						

MONITORING AND EVALUATION (M&E) PLAN

The project results as outlined in the project results framework will be monitored annually and evaluated periodically during project implementation to ensure the project effectively achieves these results.

Project-level monitoring and evaluation will be undertaken in compliance with UNDP requirements as outlined in the UNDP POPP (including guidance on GEF project revisions) and UNDP Evaluation Policy The UNDP Country Office is responsible for ensuring full compliance with all UNDP project M&E requirements including project monitoring, UNDP quality assurance requirements, quarterly risk management, and evaluation requirements.

Additional mandatory GEF-specific M&E requirements will be undertaken in accordance with the GEF Monitoring Policy and the GEF Evaluation Policy and other relevant GEF policies[15]. The M&E plan and budget included below will guide the GEF-specific M&E activities to be undertaken by this project.

In addition to these mandatory UNDP and GEF M&E requirements, other M&E activities deemed necessary to support project-level adaptive management will be agreed – including during the Project Inception Workshop - and will be detailed in the Inception Report.

Minimum project monitoring and reporting requirements as required by the GEF:

Inception Workshop and Report:
A project inception workshop will be held within 2 months from the First disbursement date, with the aim to:

a. Familiarize key stakeholders with the detailed project strategy and discuss any changes that may have taken place in the overall context since the project idea was initially conceptualized that may influence its strategy and implementation.
b. Discuss the roles and responsibilities of the project team, including reporting lines, stakeholder engagement strategies and conflict resolution mechanisms.
c. Review the results framework and monitoring plan.
d. Discuss reporting, monitoring and evaluation roles and responsibilities and finalize the M&E budget; identify national/regional institutes to be involved in project-level M&E; discuss the role of the GEF OFP and other stakeholders in project-level M&E.
e. Update and review responsibilities for monitoring project strategies, including the risk log; SESP report, Social and Environmental Management Framework (where relevant) and other safeguard requirements; project grievance mechanisms; gender strategy; knowledge management strategy, and other relevant management strategies.
f. Review financial reporting procedures and budget monitoring and other mandatory requirements and agree on the arrangements for the annual audit.
g. Plan and schedule Project Board meetings and finalize the first-year annual work plan. Finalize the TOR of the Project Board.
h. Formally launch the Project.

GEF Project Implementation Report (PIR):
The annual GEF PIR covering the reporting period July (previous year) to June (current year) will be completed for each year of project implementation. UNDP will undertake quality assurance of the PIR before submission to the GEF. The PIR submitted to the GEF will be shared with the Project Board. UNDP will conduct a quality review of the PIR, and this quality review and feedback will be used to inform the preparation of the subsequent annual PIR.

GEF Core Indicators: The GEF Core indicators included as Annex 15 will be used to monitor global environmental benefits and will be updated for reporting to the GEF before MTR and TE. The project team will be responsible for updating the core indicators status. The updated monitoring data must be shared with MTR/TE consultants prior to

[15] *See https://www.thegef.org/projects-operations/policies-guidelines*

required evaluation missions, so these can be used for subsequent ground truthing. The methodologies to be used in data collection have been defined by the GEF and are available on the GEF.

Independent Mid-term Review (MTR):
An independent mid-term review (MTR) will be completed by the mid-point of the project. The terms of reference, the MTR process and the final MTR report will follow the standard templates and MTR guidance for UNDP-supported GEF-financed projects available on the UNDP Evaluation Resource Center. The MTR must be submitted to the GEF by the mid-point of the project but no later than 48 months after CEO Endorsement.

Terminal Evaluation (TE):
An independent terminal evaluation (TE) will take place upon completion of all major project outputs and activities. The terms of reference, the evaluation process and the final TE report will follow the standard templates and TE guidance for UNDP-supported GEF-financed projects available on the UNDP Evaluation Resource Center. TE must be submitted to the GEF no later than 6 months after the Completion Date. This is a hard deadline that, if not met, can only be extended through a formal extension request.

Provisions must be taken to complete and submit the TE within the submission deadline. Therefore, TE must start no later than 8 months before the expected date of submission of the TE (or 11 months prior to the estimated operational closure date).

The evaluation will be 'independent, impartial and rigorous'. The evaluator (s) that UNDP will hire to undertake the assignment will be independent from organizations that were involved in designing, executing or advising on the project to be evaluated. Equally, the evaluators should not be in a position where there may be the possibility of future contracts regarding the project being evaluated.

The GEF Operational Focal Point and other stakeholders will be actively involved and consulted during the terminal evaluation process. Additional quality assurance support is available from BPPS NCE.

The final TE report will be publicly available in English and posted on the UNDPHY ERC by the TE submission date included on cover page of this project document. A management response to the TE recommendations will be posted to the ERC within six weeks of the TE report submission to the GEF.

Per the GEF Terminal Evaluation requirements, for cancelled full-sized projects, Terminal Evaluations are required if the GEF grant expenditure exceeds more than US$ 2 million.

Final Report:
The project's final GEF PIR along with the terminal evaluation (TE) report and corresponding management response will serve as the final project report package. The final project report package shall be discussed with the Project Board during an end-of-project review meeting to discuss lesson learned and opportunities for scaling up.

In accordance with UNDP's programming policies and procedures, the project will be monitored through the following monitoring and evaluation plans**.**

Monitoring Plan: The project results, corresponding indicators and mid-term and end-of-project targets in the project results framework will be monitored by the Project Management Unit annually, and will be reported in the GEF PIR every year, and will be evaluated periodically during project implementation. If baseline data for some of the results indicators is not yet available, it will be collected during the first year of project implementation. Project risks, as outlined in the risk register, will be monitored quarterly.

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
Track results progress	**Project objective from the results framework**	***Indicator 1:*** # direct project beneficiaries disaggregated by gender (individual people)	Mid-term: At least 200 people (100 Women, 100 Men) End-of-project: 600 people (300 Women, 300 Men)	The number of participants who have been involved in the project activities directly.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP and Ministry of Tourism and Environmental Affairs Project management team	Project records, surveys, interviews, and data from the Ministry of Tourism and Environmental Affairs
		Indicator 2: Amount of solid and liquid Persistent Organic Pollutants (POPs) removed or disposed of (POPs type)	Mid-term: 0 ton End-of-project: 1 ton (Decabromodiphenyl ether (commercial mixture, c-decaBDE))	Amount of e-waste that contains POPS collected from households through project activities	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP and Ministry of Tourism and Environmental Affairs Project management team	Disposal certificates. Basel Convention Notification forms.
		Indicator 3: Amount of avoided residual plastic waste	Mid-term: 500 tons End-of-project: 1500 tons	Amount of avoided plastic waste as a result of recycling and reuse campaigns during the project	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP, Ministry of Tourism and Environmental Affairs, National Waste Database	Waste disposal records, project records, national and municipal reports on waste disposal, data from the Ministry of

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
						Project management team	Tourism and Environmental Affairs
		Indicator 4: Grams of toxic equivalent (gTEQ) of persistent organic pollutants to air reduced	Mid-term: 12 gTEQ End-of-project: 24 gTEQ	Amount of uPOPs reduced by chaning disposal method from open burning to recycling/reuse.	Mid-term and closure	Ministry of Tourism and Environmental Affairs Project management team	NIP Update inventory studies, UNEP Toolkit for UPOPS Inventory
		Indicator 5: Greenhouse gas emissions mitigated (metric tons of CO2e (direct))	Mid-term: At least 200 tons End-of-project: 547 tons	Amount of CO2 mitigated by chaning disposal method from open burning to recycling/reuse.	Mid-term and closure	Ministry of Tourism and Environmental Affairs Project management team	Emissions records, project records, national and municipal reports on emissions, data from the Ministry of Tourism and Environmental Affairs
	Project Outcome 1.1	***Indicator 6:*** Number of Legislation revised and guidelines updated	Mid-term: 2 Regulations and one guideline updated End-of-project: 2 Regulations and one guideline updated	Number of legislations revised and updated under Outcome 1.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Review of government and parliamentary records, interviews with government officials
		Indicator 7: Number of capacity building activities conducted disaggregated by gender	Mid-term: 6 trainings or workshops End-of-project:	Number of trainings and workshops that will be conducted under Outcome 1.	Annually (reported in Development Objective (DO) progress section	UNDP Ministry of Tourism and Environmental Affairs Project management team	Project records, participant feedback, national and municipal reports on capacity building, data from the Ministry of

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
			6 trainings or workshops		of the GEF PIR), mid-term, closure		Tourism and Environmental Affairs
	Project Outcome 1.2	***Indicator 8:*** Availability of updated or conducted POPs inventories	Mid-term: Yes End-of-project: Yes	POPs inventories under NIP Update should be completed.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Project records, SC Secretariat records, national reports on NIP submission, data from the Ministry of Tourism and Environmental Affairs
		Indicator 9: Submission of NIP to SC Secretariat	Mid-term: No End-of-project: Yes	Updated NIP should be submitted with the support of the project	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Review of project and SC Secretariat records
	Project Outcome 2.1	***Indicator 10:*** Number of jobs created for woman	Mid-term: At least 10 End-of-project: At least 30	Recorded data indicating the number of women found a job in public/private sector in the relevant subject	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Review of project and employment records, surveys, interviews
		Indicator 11: Number of events (training/ workshop) conducted	Mid-term: At least 3 End-of-project: At least 10	Number of trainings and workshops that will be conducted under Outcome 3.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Project records, training attendance sheets, national and municipal reports on training, data from the Ministry of Tourism

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
							and Environmental Affairs
		Indicator 12: Number of equipment provided for waste collection/sorting/ transfer/composting, etc.	Mid-term: 1000 End-of-project: 3000	Total number of different equipment procured for supporting circular economy and waste management	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP Ministry of Tourism and Environmental Affairs Project management team	Project records, facility records, national and municipal reports on facilities, data from the Ministry of Tourism and Environmental Affairs
	Project Outcome 3.1	***Indicator 13:*** Number of jobs created for woman	Mid-term: At least 5 End-of-project: At least 15	Recorded data indicating the number of women found a job in public/private sector in the relevant subject	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	Ministry of Labour & Social Security, Municipalities Project management team	Review of project and employment records, surveys, interviews
		Indicator 14: Number of equipment provided for healthcare waste collection/storage/ transfer/pre-treatment, etc.	Mid-term: 1000 End-of-project: 2000	Total number of different equipment procured for supporting healthcare waste management	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP and Ministry of Health Project management team	Project records, facility records, national and municipal reports on facilities, data from the Ministry of Tourism and Environmental Affairs
	Project Outcome 3.2	***Indicator 15:*** Number of trainings conducted disaggregated by gender	Mid-term: 0 End-of-project: 3	Number of trainings and workshops that will be conducted under Outcome 5.	Annually (reported in Development Objective (DO) progress section	UNDP and Ministry of Health Project management team	Project records, training attendance sheets, national and municipal reports on training,

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
					of the GEF PIR), mid-term, closure		
		Indicator 16: Amount of mercury from mercury-containing equipment replaced and permanently stored.	Mid-term: 0 End-of-project: 500 kg	Data about the collected amount of mercury containing equipment (thermometer, barometers, etc.) from HCFs	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP and Ministry of Health Project management team	Project reports, inventories of Healthcare Facilities
	Project Outcome 4.1	***Indicator 17: Number of events conducted for awareness raising*** disaggregated by gender	Mid-term: 0 End-of-project: At least 3	Number of trainings, workshops, and other awareness raising activities that will be conducted under Outcome 6.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health Project management team	Review of project and event records, surveys, interviews
		Indicator 18: Number of people reached through awareness raising events disaggregated by gender	Mid-term: At least 2000 people End-of-project: At least 6000 people	Number of man and woman attended trainings, workshops, and other awareness raising activities that will be conducted under Outcome 6.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health Project management team	Project records, event attendance sheets, national and municipal reports on events, data from the Ministry of Tourism and Environmental Affairs
		Indicator 19: Availability of knowledge hub and project website	Mid-term: Yes End-of-project: Yes	A project website will be developed at the beginning of the project and a knowledge hub will be developed at the end of the project.	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP, Ministry of Tourism and Environmental Affairs Project management team	Review of project and event records, surveys, interviews

Monitoring Activity							
	Results Monitoring	**Indicators**	**Targets**	**Description of indicators and targets**	**Frequency**	**Responsible for data collection**	**Means of verification**
	Project Outcome 4.2	***Indicator 20: Number of project monitoring and Evaluation reports drafted and submitted with reference to the M&E plan.***	Mid-term: 1 End-of-project: 2	As a GEF requirement MTR and TE will be conducted withing the given dates	Annually (reported in Development Objective (DO) progress section of the GEF PIR), mid-term, closure	UNDP, Ministry of Tourism and Environmental Affairs, and Ministry of Health Project management team	MTR and TE Reports

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Inception Workshop and Report	Inception Workshop within 2 months of the First Disbursement	As per above description	UNDP Country Office and Project Manager
Track results progress (see above table for details)	Annually and at mid-point and closure	Slower than expected progress will be addressed by project management.	Project Manager
Monitor and Manage Risk	Quarterly	Risks are identified by project management and actions are taken to manage risk. The risk log is actively maintained to keep track of identified risks and actions taken.	Project Manager
Monitoring of environmental and social risks, and corresponding management plans	Continuous	Environmental and social risks are identified and captured proactively.	UNDP Country Office and Project Manager
Monitoring of gender action plans	Continuous	Gender dimensions of project activities captured by the project team and proper actions taken	Project Manager and Gender focal point of UNDP CO
Supervision Missions	Annually	Feedback on the effectiveness of the project implementation provided.	UNDP Country Office
Learning Missions	As needed	Relevant lessons are captured by the project team and used to inform management decisions.	Project Manager

Monitoring Activity			
	Frequency/Timeframe	**Expected Action**	**Partners (if joint)**
Annual Project Quality Assurance	Annually	Areas of strength and weakness will be reviewed by project management and used to inform decisions to improve project performance.	UNDP Country Office and Project Manager
Review and Make Course Corrections	At least annually	Performance data, risks, lessons and quality will be discussed by the project board and used to make course corrections.	UNDP Country Office and Project Manager
Annual GEF Project Implementation Report (PIR)	Annually typically between June-September	Mandatory contribution by Project Team, CO and RTA. Strengths and weaknesses will be reviewed by project management and used to inform decisions to improve project performance	Project Manager
Project Steering Committee Meetings	*Annually*	Any quality concerns or slower than expected progress should be discussed by the project board and management actions agreed to address the issues identified.	UNDP Country Office and Project Manager
NIM Audit as per UNDP audit policies	Annually or other frequency as per UNDP Audit policies	Auditing project execution tasks as per UNDP Policies.	UNDP Country Office
Oversight missions	Troubleshooting as needed	Critical bottlenecks of the project consulted.	UNDP-GEF team
GEF Secretariat learning missions/site visits	To be determined	Project results were disseminated.	UNDP Country Office and Project Manager and UNDP-GEF team

Evaluation Plan

Evaluation Title	Partners (if joint)	Related Strategic Plan Output	UNSDCF/CPD Outcome	Planned Completion Date	Key Evaluation Stakeholders
Independent Mid-Term Review (MTR)	*UNDP*	*Output 1.3: Solutions developed at national and sub-national levels for sustainable management of natural resources, ecosystem services, chemicals and waste.*	Outcome 1. By 2025, women, men and youth, including marginalized persons, contribute to and benefit from economic progress, through access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.	By the MTR submission date included on cover page of Project Document	UNDP Country Office and Project team and UNDP-GEF team

Independent Terminal Evaluation (TE)	*UNDP*	*Output 1.3: Solutions developed at national and sub-national levels for sustainable management of natural resources, ecosystem services, chemicals and waste.*	*Outcome 1. By 2025, women, men and youth, including marginalized persons, contribute to and benefit from economic progress, through access to decent employment, equitable social economic opportunities, sustainable enterprise opportunities as well as resilient, financially sustainable social protection systems.*	By the TE submission date included on cover page of Project Document	UNDP Country Office and Project team and UNDP-GEF team

Monitoring and Evaluation Budget for project execution:	
GEF M&E requirements to be undertaken by Project Management Unit (PMU)	**Indicative costs (US$)**
Inception Workshop and Report	*5,000 US$*
M&E required to report on progress made in reaching GEF core indicators and project results included in the project results framework	*None*
Preparation of the annual GEF Project Implementation Report (PIR)	*None*
Monitoring of 1) environmental and social risks ***National Project Assistant** *** Project Social and Environmental Safeguards Officer**	 *9,000 US$* *40,000 US$*
Monitoring of 2) gender action plan *** National Gender Expert**	 *8,000 US$*
Supervision missions	*None*
Learning missions	*None*
Independent Mid-term Review (MTR):	*40,000 US$*
Independent Terminal Evaluation (TE):	*48,000 US$*
TOTAL indicative COST	*150,000 US$*

GOVERNANCE AND MANAGEMENT ARRANGEMENTS

Section 1: General roles and responsibilities in the projects' governance mechanism

Implementing Partner: The Implementing Partner for this project is Eswatini Environment Authority (EEA).

The Implementing Partner is the entity to which the UNDP Administrator has entrusted the implementation of UNDP assistance specified in this signed project document along with the assumption of full responsibility and accountability for the effective use of UNDP resources and the delivery of outputs, as set forth in this document.

The Implementing Partner is responsible for executing this project. Specific tasks include:

- Project planning, coordination, management, monitoring, evaluation and reporting. This includes providing all required information and data necessary for timely, comprehensive and evidence-based project reporting, including results and financial data, as necessary. The Implementing Partner will strive to ensure project-level M&E is undertaken by national institutes and is aligned with national systems so that the data used and generated by the project supports national systems.
- Overseeing the management of project risks as included in this project document and new risks that may emerge during project implementation.
- Procurement of goods and services, including human resources.
- Financial management, including overseeing financial expenditures against project budgets.
- Approving and signing the multiyear workplan.
- Approving and signing the combined delivery report at the end of the year; and,
- Signing the financial report or the funding authorization and certificate of expenditures.

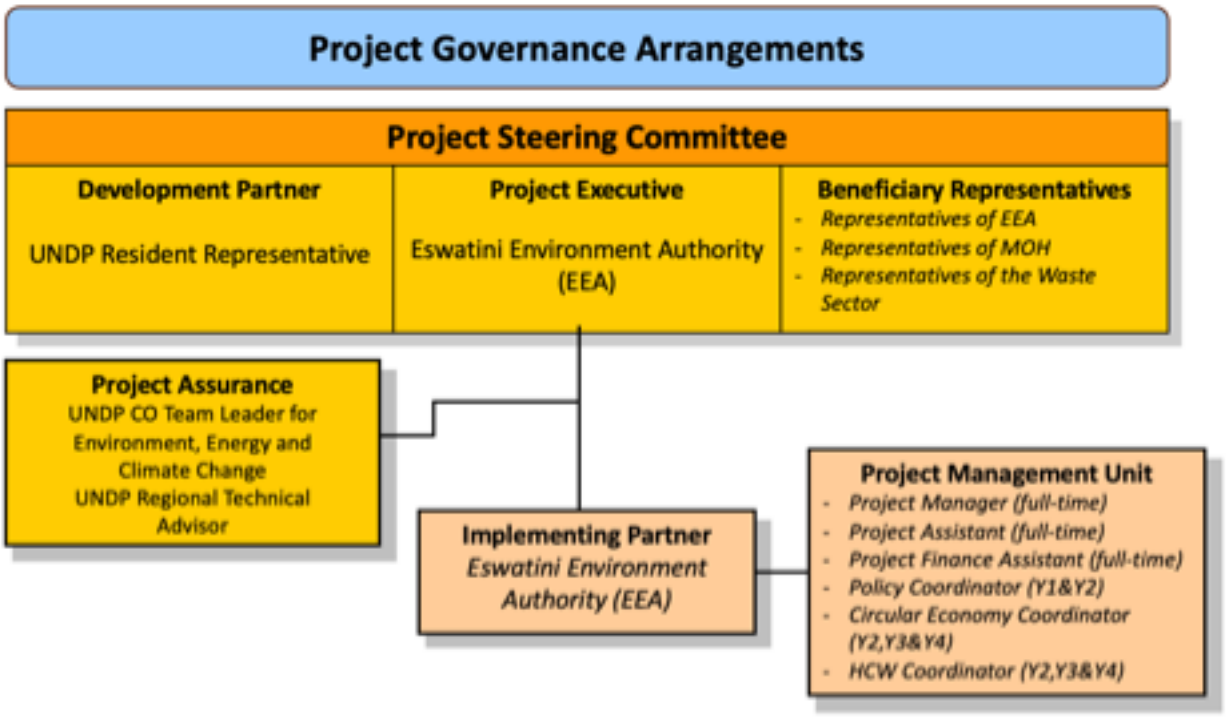
Responsible Parties: There is no responsible party identified at this stage. However, Ministry of Health might be a potential responsible party for healthcare waste-related activities of the project. This possibility will be further considered during the implementation.

Project stakeholders and target groups: Project Targets Groups and their representatives will be invited to participate in the project's Inception Workshop at the start of the project. The Inception workshop will be an opportunity for project target groups to provide additional feedback on the project's design and planning and propose changes (if necessary).

Additionally, both the PMU and the PSC will implement mechanisms to ensure ongoing stakeholder participation and effectiveness with the commencement of the Project by conducting regular stakeholder meetings, issuing a regular project electronic newsletter, conducting feedback surveys, implementing strong project management practices, and having close involvement with UNDP Eswatini CO as the GEF implementing agency.

UNDP: UNDP is accountable to the GEF for the implementation of this project. This includes overseeing project execution undertaken by the Implementing Partner to ensure that the project is being carried out in accordance with UNDP and GEF policies and procedures and the standards and provisions outlined in the Delegation of Authority (DOA) letter for this project. **The UNDP GEF Executive Coordinator, in consultation with UNDP Bureaus and the Implementing Partner, retains the right to revoke the project DOA, suspend or cancel this GEF project.** UNDP is responsible for the Project Assurance function in the project governance structure and presents to the Project Board and attends Project Board meetings as a non-voting member.

Section 2: Project governance structure



The UNDP Resident Representative assumes full responsibility and accountability for oversight and quality assurance of this Project and ensures its timely implementation in compliance with the GEF-specific requirements and UNDP's Programme and Operations Policies and Procedures (POPP), its Financial Regulations and Rules and Internal Control Framework. A representative of the UNDP Country Office will assume the assurance role and will present assurance findings to the Project Board, and therefore attends Project Board meetings as a non-voting member.

Section 3: Segregation of duties and firewalls vis-à-vis UNDP representation on the project board:

As noted in the Minimum Fiduciary Standards for GEF Partner Agencies, in cases where a GEF Partner Agency (i.e. UNDP) carries out both implementation oversight and execution of a project, the GEF Partner Agency (i.e. UNDP) must separate its project implementation oversight and execution duties, and describe in the relevant project document a: 1) Satisfactory institutional arrangement for the separation of implementation oversight and executing functions in different departments of the GEF Partner Agency; and 2) Clear lines of responsibility, reporting and accountability within the GEF Partner Agency between the project implementation oversight and execution functions.

In this case, UNDP is only performing an implementation oversight role in the project vis-à-vis our role in the project board and in the project assurance function and therefore a full separation of project implementation oversight and execution duties has been assured.

Section 4: Roles and Responsibilities of the Project Organization Structure:

a) **Project Steering Commitee** All UNDP projects must be governed by a multi-stakeholder board or committee established to review performance based on monitoring and evaluation, and implementation issues to ensure quality delivery of results. The Project Steering Committee is the most senior, dedicated oversight body for a project.

The two main (mandatory) roles of the PSC are as follows:

1) **High-level oversight of the execution of the project by the Implementing Partner** (as explained in the "Provide Oversight" section of the POPP). This is the primary function of the project board and includes annual (and as-needed) assessments of any major risks to the project, and decisions/agreements on any management actions or remedial measures to address them effectively. The Project Board reviews evidence of project performance based on monitoring, evaluation and reporting, including progress reports, evaluations, risk logs and the combined delivery report. The Project Board is responsible for taking corrective action as needed to ensure the project achieves the desired results.
2) **Approval of strategic project execution decisions of the Implementing Partner** with a view to assess and manage risks, monitor and ensure the overall achievement of projected results and impacts and ensure long term sustainability of project execution decisions of the Implementing Partner (as explained in the "Manage Change" section of the POPP).

Requirements to serve on the PSC:

- ✓ Agree to the Terms of Reference of the PSC and the rules on protocols, quorum and minuting.
- ✓ Meet annually; at least once.
- ✓ Disclose any conflict of interest in performing the functions of a PSC member and take all measures to avoid any real or perceived conflicts of interest. This disclosure must be documented and kept on record by UNDP.
- ✓ Discharge the functions of the Project Board in accordance with UNDP policies and procedures.
- ✓ Ensure highest levels of transparency and ensure Project Board meeting minutes are recorded and shared with project stakeholders.

Responsibilities of the PSC:

- ✓ Consensus decision making:
  - The PSC provides overall overall guidance and direction to the project, ensuring it remains within any specified constraints, and providing overall oversight of the project implementation.
  - Review project performance based on monitoring, evaluation and reporting, including progress reports, risk logs and the combined delivery report;
  - The project board is responsible for making management decisions by consensus.
  - In order to ensure UNDP's ultimate accountability, PSC decisions should be made in accordance with standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition.
  - In case consensus cannot be reached within the PSC, the UNDP representative on the board will mediate to find consensus and, if this cannot be found, will take the final decision to ensure project implementation is not unduly delayed.
- ✓ Oversee project execution:
  - Agree on project manager's tolerances as required, within the parameters outlined in the project document, and provide direction and advice for exceptional situations when the project manager's tolerances are exceeded.
  - Appraise annual work plans prepared by the Implementing Partner for the Project; review combined delivery reports prior to certification by the implementing partner.
  - Address any high-level project issues as raised by the project manager and project assurance;
  - Advise on major and minor amendments to the project within the parameters set by UNDP and the donor and refer such proposed major and minor amendments to the UNDP BPPS Nature, Climate and Energy Executive Coordinator (and the GEF, as required by GEF policies).
  - Provide high-level direction and recommendations to the Project Steering Committee to ensure that the agreed deliverables are produced satisfactorily and according to plans.
  - Track and monitor co-financed activities and realisation of co-financing amounts of this project.
  - Approve the Inception Report, GEF annual project implementation reports, mid-term review and terminal evaluation reports.
  - Ensure commitment of human resources to support project implementation, arbitrating any issues within the project.

- ✓ Risk Management:
    - Provide guidance on evolving or materialized project risks and agree on possible mitigation and management actions to address specific risks.
    - Review and update the project risk register and associated management plans based on the information prepared by the Implementing Partner. This includes risks related that can be directly managed by this project, as well as contextual risks that may affect project delivery or continued UNDP compliance and reputation but are outside of the control of the project. For example, social and environmental risks associated with co-financed activities or activities taking place in the project's area of influence that have implications for the project.
    - Address project-level grievances.
- ✓ Coordination:
    - Ensure coordination between various donor and government-funded projects and programmes.
    - Ensure coordination with various government agencies and their participation in project activities.

Composition of the Project Steering Committee: The composition of the Project Board must include individuals assigned to the following three roles:

1. **Project Executive:** This is an individual who represents ownership of the project and chairs (or co-chairs) the PSC. The Executive usually is the senior national counterpart for nationally implemented projects (typically from the same entity as the Implementing Partner), and it must be UNDP for projects that are direct implementation (DIM). In exceptional cases, two individuals from different entities can co-share this role and/or co-chair the PSC. If the project executive co-chairs the PSC with representatives of another category, it typically does so with a development partner representative. The Project Executive is: Mr. Isaac Gcina Dladla (MBA, MSc- EIA & EA), Executive Director/Chief Executive Officer of Eswatini Environment Authority.
2. **Beneficiary Representative (s):** Individuals or groups representing the interests of those groups of stakeholders who will ultimately benefit from the project. Their primary function within the board is to ensure the realization of project results from the perspective of project beneficiaries. Often representatives from civil society, industry associations, or other government entities benefiting from the project can fulfil this role. There can be multiple beneficiary representatives in a Project Board. The Beneficiary representative (s) is/are: Nominated representative from EEA, MOH and Waste Companies.
3. **Development Partner (s):** Individuals or groups representing the interests of the parties concerned that provide funding, strategic guidance and/or technical expertise to the project. The Development Partner (s) is/are: UNDP Eswatini CO Resident Representative

b) **Project Assurance:** Project assurance is the responsibility of each project board member; however, UNDP has a distinct assurance role for all UNDP projects in carrying out objective and independent project oversight and monitoring functions. UNDP performs quality assurance and supports the PSC (and Project Management Unit) by carrying out objective and independent project oversight and monitoring functions, including compliance with the risk management and social and environmental standards of UNDP. The Project Board cannot delegate any of its quality assurance responsibilities to the Project Manager. Project assurance is totally independent of project execution.

A designated representative of UNDP playing the project assurance role is expected to attend all board meetings and support board processes as a non-voting representative. It should be noted that while in certain cases UNDP's project assurance role across the project may encompass activities happening at several levels (e.g. global, regional), at least one UNDP representative playing that function must, as part of their duties, specifically attend board meeting and provide board members with the required documentation required to perform their duties. The UNDP representative playing the main project assurance function is/are: UNDP CO M&E Officer.

c) **Project Management – Execution of the Project:** The Project Manager (PM) (also called project coordinator) is the senior most representative of the Project Management Unit (PMU) and is responsible for the overall day-to-day management of the project on behalf of the Implementing Partner, including the mobilization of all

project inputs, supervision over project staff, responsible parties, consultants and sub-contractors. The project manager typically presents key deliverables and documents to the board for their review and approval, including progress reports, annual work plans, adjustments to tolerance levels, and risk registers.

A designated representative of the PMU is expected to attend all PSC meetings and support PSC processes as a non-voting representative.

The primary PMU representative attending board meetings is: Project Manager.

FINANCIAL PLANNING AND MANAGEMENT

The total cost of the project is USD 36,075,000.00 This is financed through a GEF grant of USD 4,935,000.00 administered by UNDP, and additional support of USD 31,140,000.00 as co-financing. UNDP, as the GEF Implementing Agency, is responsible for the oversight of the GEF resources and the cash co-financing transferred to UNDP bank account only.

Co-financing: The actual realization of project co-financing amounts will be monitored by the UNDP Country Office and the PMU on an annual basis in the GEF PIF and will be reported to the GEF during the mid-term review and terminal evaluation process as follows:

Co-financing source	Co-financing type	Name of Co-financier	Investment Mobilized	Co-financing amount (USD)
GEF Agency	Grant	UNDP	Investment mobilized	600,000.00
Recipient Country Government	Grant	Ministry of Health	Investment mobilized	10,000,000.00
Recipient Country Government	Grant	Ministry of Natural Resources and Energy	Investment mobilized	20,000,000.00
Recipient Country Government	Grant	Eswatini Environment Authority (EEA)	Investment mobilized	540,000.00
Total				31,140,000.00

Budget Revision and Tolerance: As per UNDP POPP, the project board may agree with the project manager on a tolerance level for each detailed plan under the overall multi-year workplan. The agreed tolerance should be written in the project document or approved project board meeting minutes. It should normally not exceed 10 percent of the agreed annual budget at the activity level, but within the overall approved multi-year workplan at the activity level. Within the agreed tolerances, the project manager can operate without intervention from the project board. Restrictions apply as follows:

Should the following deviations occur, the Project Manager/IP through UNDP Country Office will seek the approval of the BPPS/NCE-VF team to ensure accurate reporting to the GEF. It is **strongly encouraged** to maintain the expenditures within the approved budget at the budgetary account and at the component level:

a) Budget reallocations must prove that the suggested changes in the budget will not lead to material changes in the results to be achieved by the project. A strong justification is required and will be approved on an exceptional basis. Budget re-allocations among the components (including PMC) of the approved Total Budget and Work Plans (TBWP) that represent a value greater than 10% of the total GEF grant.

b) Introduction of new outputs/activities (i.e. budget items) that were not part of the agreed project document and TBWP that represent a value greater than 5% of the total GEF grant. The new budget items must be eligible as per the GEF and UNDP policies.
c) Project management cost (PMC): budget under PMC component is capped and cannot be increased.

UNDP is not in a position to increase the total budget above the amount approved by the donor, therefore any over-expenditure would have to be absorbed from non-GEF resources by the Implementing Partner (GEF Executing Entity)

Project extensions: The UNDP-BPPS-NCE team Executive Coordinator must approve all requests for extension of the Project Completion Date and for other milestone extensions with hard deadlines. All extensions impose additional time and cost burdens at all levels and the GEF project budget cannot be increased beyond its originally approved amount. A single extension may be granted on an exceptional basis and subject to the conditions and maximum durations set out in the UNDP POPP. The project management costs during the extension period must remain within the originally approved amount, and any increase in PMC costs shall be covered by non-GEF resources; the additional UNDP oversight costs during the extension period must be covered by non-GEF resources, in accordance with UNDP's policy as set out in UNDP POPP.

For any extension request, UNDP CO and IP will consult and jointly present a clear plan indicating how and from which specific sources the additional oversight costs that will be incurred by UNDP will be covered during the extended period. The BPPS-NCE Executive Coordinator will consult the Regional Bureaux (RBX) and may reject the extension request if no (external co-financing by the IP or internal UNDP CO resources) can be identified.

All extension requests, along with all supporting documentation, shall be submitted by the IP to the UNDP CO in line with the requirements and within the deadlines set out in the UNDP SOPs and policies in UNDP POPP.

Audit: The project will be audited as per UNDP Financial Regulations and Rules and applicable audit policies. Audit cycle and process must be discussed during the Inception workshop. If the Implementing Partner is an UN Agency, the project will be audited according to that Agencies applicable audit policies.

Transfer or disposal of assets: In consultation with the Implementing Partner and other parties of the project, UNDP is responsible for deciding on the transfer or other disposal of assets. Transfer or disposal of assets is recommended to be reviewed and endorsed by the project board following UNDP rules and regulations. Assets may be transferred to the government for project activities managed by a national institution at any time during the life of a project, however, **must be done before the operational closure date**. In all cases of transfer, a transfer document must be prepared and kept on file[16]. The transfer should be done before Project Management Unit complete their assignments.

Completion Date: The project completion date is the date of Project Document Signature plus project duration. This date can only be extended through a formal extension request. Prior to completion date, all UNDP-financed inputs must be provided and related activities for the Project completed. No activities, except for the final clearance of the Terminal Evaluation Report and the corresponding management response and the end-of-project review Project Board Meeting should take place after the Completion Date.

Project Closure: Project closure will be conducted as per UNDP requirements outlined in the UNDP POPP. All costs incurred to close the project must be included in the project closure budget and reported as final project commitments presented to the Project Board during the final project review. The only costs a project may incur following the final project review are those included in the project closure budget.

- **Operational Closure**: **Operational closure must happen within 9 months from project completion date.** Prior to operational closure, the Terminal Evaluation must have been submitted and the corresponding TE

[16] See https://popp.undp.org/ https://popp-prod.acquia.undp.org/policy-page/close-and-transition.

management response and the end-of-project review Project Board meeting must have been completed. The Implementing Partner through a Project Board decision will notify the UNDP Country Office when operational closure has been completed. Before Operational Closure, the project must have completed the transfer or disposal of any equipment that is still the property of UNDP.

- **Financial Closure: Financial closure must happen within 6 months of operational closure or after the date of cancellation.** The project will be financially closed when the following conditions have been met: a) the project is operationally completed or has been cancelled; b) the Implementing Partner has reported all financial transactions to UNDP; c) UNDP has closed the accounts for the project; d) UNDP and the Implementing Partner have certified a final Combined Delivery Report (which serves as final budget revision).
  Between operational and financial closure, the implementing partner will identify and settle all financial obligations and prepare a final expenditure report. The UNDP Country Office will send the final signed closure documents including confirmation of final cumulative expenditure and unspent balance to BPPS/NCE for confirmation before the project will be financially closed in Quantum by the UNDP Country Office.

Cancellation and Suspension: All projects considering going through cancellation or suspension must follow UNDP and GEF requirements. Guidance can be found in the UNDP POPP (SOPs for management actions of Vertical Fund projects escalated to the Executive Coordinator and Guidance for GEF project revisions).

Refund to GEF: Should a refund of unspent funds to the GEF be necessary, this will be managed directly by the BPPS/NCE team Directorate in New York. No action is required by the UNDP Country Office on the actual refund from UNDP project to the GEF. Unspent project balance is not permitted to be transferred to any other projects.

TOTAL BUDGET AND WORK PLAN

Total Budget and Work Plan			
Quantum Business Unit	SWZ		
Quantum Project ID:	01004934	Quantum Project Title:	*Reduced risks on human health & the environment through reduction of POPs & U-POPs in Eswatini*
Quantum Award ID:	1259903	Quantum Award Title:	*Reduced risks on human health & the environment through reduction of POPs & U-POPs in Eswatini*
UNDP-GEF PIMS No.	6728		
Implementing Partner	*Eswatini Environment Authority (EEA)*		

Quantum Outcome (GEF Component)	**Quantum Output** (GEF Outcome)	**Quantum Responsible Party (UNDP, IP, or Responsible Party)**	**Quantum Fund ID**	**Quantum Donor ID**	**Quantum Budgetary Account Code**	**Quantum Budget Account Description**	**Amount Year *1* (USD)**	**Amount Year 2 (USD)**	**Amount Year 3 (USD)**	**Amount Year 4 (USD)**	**Amount Year 5 (USD)**	**Total (USD)**	**See Budget Note: *(reference as number, not as letter)***
COMPONENT 1. ENABLING ENVIRONMENT, INCLUDING POLICY, REGULATIONS, AND SUSTAINABLE FINANCING, FOR A TRANSITION TO A CIRCULAR ECONOMY IN ESWATINI	**Outcome 1.1 Waste management regulation improved**	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	69,000.00	60,000.00	0.00	0.00	0.00	129,000.00	1
					71300	*Local Consultants*	20,000.00	30,000.00	0.00	0.00	0.00	50,000.00	2
					71800	*Contractual Services - Individuals*	15,000.00	23,000.00	0.00	0.00	0.00	38,000.00	3
					71600	*Travel*	4,000.00	14,000.00	0.00	0.00	0.00	18,000.00	4
					72100	*Contractual Services - Companies*	5,000.00	10,000.00	0.00	0.00	0.00	15,000.00	5
					75700	*Training, workshop and conferences*	10,000.00	30,000.00	0.00	0.00	0.00	40,000.00	6
					74200	*Audio Visual&Print Prod Costs*	2,000.00	8,000.00	0.00	0.00	0.00	10,000.00	7
	Total Outcome 1.1						**125,000.00**	**175,000.00**	**0.00**	**0.00**	**0.00**	**300,000.00**	
	Outcome 1.2: NIP updated	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	24,000.00	42,000.00	0.00	0.00	0.00	66,000.00	8
					71300	*Local Consultants*	20,000.00	70,000.00	0.00	0.00	0.00	90,000.00	9
					71800	*Contractual Services - Individuals*	10,000.00	21,000.00	0.00	0.00	0.00	31,000.00	10
					71600	*Travel*	3,000.00	10,000.00	0.00	0.00	0.00	13,000.00	11

					72100	*Contractual Services - Companies*	5,000.00	15,000.00	0.00	0.00	0.00	20,000.00	12
					74200	*Audio Visual&Print Prod Costs*	2,500.00	7,500.00	0.00	0.00	0.00	10,000.00	13
					75700	*Training, workshop and conferences*	5,000.00	15,000.00	0.00	0.00	0.00	20,000.00	14
	Total Outcome 1.2.						**69,500.00**	**180,500.00**	**0.00**	**0.00**	**0.00**	**250,000.00**	
TOTAL COMPONENT 1.							**194,500.00**	**355,500.00**	**0.00**	**0.00**	**0.00**	**550,000.00**	
COMPONENT 2: CIRCULAR MANAGEMENT OF PLASTIC MATERIALS AND EEE IN ESWATINI	**Outcome 2.1 Circular Economy of plastic products, Electric and Electronic Equipment (EEE) and organic waste communicated and implemented and women entrepreneurship in Circular Economy promoted.**	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	0.00	51,000.00	126,000.00	114,000.00	0.00	291,000.00	15
					71300	*Local Consultants*	0.00	48,000.00	92,000.00	92,000.00	0.00	232,000.00	16
					71800	*Contractual Services - Individuals*	0.00	24,000.00	44,000.00	44,000.00	0.00	112,000.00	17
					71600	*Travel*	0.00	14,000.00	20,000.00	20,000.00	0.00	54,000.00	18
					72100	*Contractual Services - Companies*	0.00	88,000.00	184,000.00	218,000.00	0.00	490,000.00	19
					74200	*Audio Visual&Print Prod Costs*	0.00	10,000.00	15,500.00	14,500.00	0.00	40,000.00	20
					72200	*Equipment*	0.00	30,000.00	170,000.00	208,000.00	0.00	408,000.00	21
					75700	*Training, workshop and conferences*	0.00	16,000.00	29,000.00	28,000.00	0.00	73,000.00	22
	Total Outcome 2.1						**0.00**	**281,000.00**	**680,500.00**	**738,500.00**	**0.00**	**1,700,000.00**	
TOTAL COMPONENT 2.							**0.00**	**281,000.00**	**680,500.00**	**738,500.00**	**0.00**	**1,700,000.00**	
COMPONENT 3: ENVIRONMENTALLY SOUND MANAGEMENT OF HEALTHCARE WASTE IN ESWATINI	**Outcome 3.1 HCW management improved with a lifecycle perspective.**	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	0.00	75,000.00	93,000.00	30,000.00	0.00	198,000.00	23
					71300	*Local Consultants*	0.00	54,000.00	50,000.00	10,000.00	0.00	114,000.00	24
					71800	*Contractual Services - Individuals*	0.00	19,000.00	24,000.00	5,000.00	0.00	48,000.00	25
					71600	*Travel*	0.00	12,000.00	14,000.00	2,500.00	0.00	28,500.00	26
					72100	*Contractual Services - Companies*	0.00	177,000.00	430,000.00	0.00	0.00	607,000.00	27

					74200	*Audio Visual&Print Prod Costs*	0.00	7,000.00	9,000.00	2,000.00	0.00	18,000.00	28
					75700	*Training, workshop and conferences*	0.00	12,000.00	11,000.00	5,000.00	0.00	28,000.00	29
					72200	*Equipment*	0.00	100,000.00	150,000.00	0.00	0.00	250,000.00	30
	Total Outcome 3.1						**0.00**	**456,000.00**	**781,000.00**	**54,500.00**	**0.00**	**1,291,500.00**	
	Outcome 3.2 - Environmentally sound management of mercury in the healthcare sector established.	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	0.00	0.00	33,000.00	45,000.00	36,000.00	114,000.00	31
					71300	*Local Consultants*	0.00	0.00	28,000.00	33,000.00	25,000.00	86,000.00	32
					71800	*Contractual Services - Individuals*	0.00	0.00	5,000.00	15,000.00	5,000.00	25,000.00	33
					71600	*Travel*	0.00	0.00	4,500.00	7,000.00	5,500.00	17,000.00	34
					72100	*Contractual Services - Companies*	0.00	0.00	24,000.00	82,000.00	105,000.00	211,000.00	35
					74200	*Audio Visual&Print Prod Costs*	0.00	0.00	4,000.00	8,500.00	5,000.00	17,500.00	36
					75700	*Training, workshop and conferences*	0.00	0.00	8,000.00	11,000.00	9,000.00	28,000.00	37
					72200	*Equipment*	0.00	0.00	50,000.00	130,000.00	130,000.00	310,000.00	38
	Total Outcome 3.2						**0.00**	**0.00**	**156,500.00**	**331,500.00**	**320,500.00**	**808,500.00**	
TOTAL COMPONENT 3.							**0.00**	**456,000.00**	**937,500.00**	**386,000.00**	**320,500.00**	**2,100,000.00**	
COMPONENT 4: PROJECT KNOWLEDGE MANAGEMENT and M&E	**Outcome 4.1 Knowledge management and knowledge sharing at national and international level established.**	Eswatini Environment Authority (EEA)	62000	*10003*	*71200*	*International Consultants*	0.00	0.00	0.00	18,000.00	12,000.00	30,000.00	39
					71300	*Local Consultants*	2,000.00	2,000.00	2,000.00	22,000.00	13,600.00	41,600.00	40
					71800	*Contractual Services - Individuals*	2,000.00	2,000.00	2,000.00	9,000.00	9,000.00	24,000.00	41
					72100	*Contractual Services - Companies*	5,000.00	5,000.00	5,000.00	29,400.00	35,000.00	79,400.00	42
					75700	*Training, workshop and conferences*	0.00	0.00	0.00	4,000.00	8,000.00	12,000.00	43
					74200	*Audio Visual & Print Prod Costs*	1,000.00	1,000.00	1,000.00	2,000.00	4,000.00	9,000.00	44

					71600	*Travel*	0.00	0.00	0.00	2,000.00	2,000.00	4,000.00	45
	Total Outcome 4.1						**10,000.00**	**10,000.00**	**10,000.00**	**86,400.00**	**83,600.00**	**200,000.00**	
	Outcome 4.2 M&E and adaptive management applied to capture lessons learned from project, including inception workshop	UNDP	001981	*10003*	*71200*	*International Consultants*	0.00	0.00	30,000.00	0.00	36,000.00	66,000.00	46
					71300	*Local Consultants*	0.00	0.00	10,000.00	0.00	12,000.00	22,000.00	47
		Eswatini Environment Authority (EEA)	62000		*71600*	*Travel*	5,500.00	500.00	5,500.00	500.00	5,500.00	17,500.00	48
					71800	*Contractual Services - Individuals*	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	27,500.00	49
					72100	*Contractual Services - Companies*	8,000.00	0.00	0.00	0.00	0.00	8,000.00	50
					75700	*Training, workshop and conferences*	5,000.00	0.00	0.00	0.00	0.00	5,000.00	51
					74200	*Audio Visual & Print Prod Costs*	2,000.00	0.00	1,000.00	0.00	1,000.00	4,000.00	52
	Total Outcome 4.2						**26,000.00**	**6,000.00**	**52,000.00**	**6,000.00**	**60,000.00**	**150,000.00**	
TOTAL COMPONENT 4.							**36,000.00**	**16,000.00**	**62,000.00**	**92,400.00**	**143,600.00**	**350,000.00**	
COMPONENT 5: PROJECT MANAGEMENT COST (PMC)	PMC	PMC	Eswatini Environment Authority (EEA)	62000	*10003*	*71800*	*Contractual Services - Individuals*	36,000.00	36,000.00	36,000.00	36,000.00	36,000.00	180,000.00	53
				62000	*10003*	*71600*	*Travel*	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	25,000.00	54
				62000	*10003*	*72500*	*Supplies*	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	5,000.00	55
			UNDP	001981	*10003*	*74100*	*Professional Services*	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	15,000.00	56
			EEA	62000	*10003*	*72800*	*IT Equipment*	10,000.00	0.00	0.00	0.00	0.00	10,000.00	57
TOTAL COMPONENT 5.								55,000.00	45,000.00	45,000.00	45,000.00	45,000.00	**235,000.00**	
TOTAL PROJECT GRANT								**285,500.00**	**1,153,500.00**	**1,725,000.00**	**1,261,900.00**	**509,100.00**	**4,935,000.00**	

Budget Notes

No.	Budget Code	Budget Note (Description)	Total Budget
COMPONENT 1. ENABLING ENVIRONMENT, INCLUDING POLICY, REGULATIONS, AND SUSTAINABLE FINANCING, FOR A TRANSITION TO A CIRCULAR ECONOMY IN ESWATINI			
1	*71200*	*One (1) International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project (18 w/d*3,000 = USD 54,000); One (1) International Chemicals and Waste Expert to support project activities 1.1.1, 1.1.2., 1.1.3 1.3.2, 1.3.3. and 1.4.2. (19 w/d*3,000 = USD 57,000); and One (1) International Healthcare Waste Expert to support project activities 1.2.1, and 1.2.2. (6 w/d*3,000 = USD 18,000)*	*129,000.00*
2	*71300*	*One (1) National Technical Expert on Chemical and Waste (31 w/d*400 = 12,400); One (1) National Technical Expert on Circular Economy to support Activities 1.1.1, 1.1.2 and 1.1.3; (64 w/d*400 = USD 25,600) One (1) National Healthcare Management Expert to support project activities 1.2.1. and 1.2.2. (30 w/d*400 = 12,000);*	*50,000.00*
3	*71800*	*One (1) Policy Coordinator to support Component 1 Activities for Y1 and Y2 (42,5% salary - 38,000 USD);*	*38,000.00*
4	*71600*	*Travel costs related to activities under Output 1.1, 1.2, 1.3., and 1.4. (USD 18,000)*	*18,000.00*
5	*72100*	*One (1) Contracted Company to: organize training and workshop events (Activity 1.3.2 and 1.3.3.) (USD 10,000); One (1) Contracted Company to organize workshop events (Activity 1.4.2.) (USD 5,000);*	*15,000.00*
6	*75700*	*Two workshops under Output 1.1. for stakeholder consultation during revision of the legal documents (USD 10,000/each); One workshop under Output 1.2. for dissemination and finalization of HCW guideline. (USD 10,000); Two trainings and 3 workshops under Output 1.3. (Total USD 10,000)*	*40,000.00*
7	*74200*	*Printing and publications costs related to the training workshops, the training workshops and other capacity building activities (USD 10,000)*	*10,000.00*
8	*71200*	*International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project, including Activities under Output 2.1., 2.2. and 2.3. (10 w/d*3,000 = USD 30,000) and International POPs Expert to support project activities 2.1.2., 2.1.3., 2.2.1., 2.2.2., 2.3.1. and 2.3.2. (12 w/d*3,000 = USD 36,000)*	*66,000.00*
9	*71300*	*Five (5) National Technical Experts on POPs Inventory Studies (5 person*30 w/d*400 USD= USD 60,000); One (1) National Technical Expert on POPs (30 w/d*400 USD= USD 12,000); One (1) National Technical Expert on POPs (country profile and final review) (45 w/d*400 USD= USD 18,000);*	*90,000.00*
10	*71800*	*One (1) Policy Coordinator to support Component 1 activities for Y1 and Y2 (7,5 % salary - 7,000 USD); One (1) Project Assistant to support Outcome 2 (21% Annual Salary - USD 19,000); One (1) Project Finance Assistant to support Outcome 2 (6% Annual Salary - USD 5,000)*	*31,000.00*
11	*71600*	*Travel costs related to activities under Output 2.1, 2.2. and 2.3. (USD 13,000)*	*13,000.00*
12	*72100*	*One (1) Contracted Company to: organize training and workshop events (Activity 2.1.2 and 2.1.3.) (USD 10,000); One (1) Contracted Company to: organize workshop events (Activity 2.2.2) (USD 5,000); One (1) Contracted Company to: organize workshop events (Activity 2.3.2) (USD 5,000);*	*20,000.00*
13	*74200*	*Printing and publications costs related to the inventory trainings and workshops (USD 10,000)*	*10,000.00*

14	*75700*	*Inventory/Action Plan Validation Workshops for NIP Update (USD 20,000)*	*20,000.00*
COMPONENT 2: CIRCULAR MANAGEMENT OF PLASTIC MATERIALS AND EEE IN ESWATINI			
15	*71200*	*International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project (45 w/d*3,000 = USD 135,000);* *International Chemicals and Waste Expert to support project activities 3.3.1, 3.3.2. and 3.3.3 (4 w/d*3,000 = USD 12,000);* *International E-Waste Expert to support project activities 3.4.1, 3.4.2. and 3.4.3 (8 w/d*3,000 = USD 24,000);* *International Waste Management Expert to support project activities 3.5.1 - 3.5.8 (32 w/d*2,500 = USD 80,000);* *International Entrepreneurship Trainer to support project activity 3.2.2. (4 w/d*3,000 = USD 12,000);* *International Organic Waste/Compost Expert to support project activities 3.7.1 - 3.7.5 (9 w/d*3,000 = USD 27,000)*	*291,000.00*
16	*71300*	*One (1) National Technical Expert on Chemical and Waste (110 w/d*400 = 44,000);* *One (1) National Technical Expert on Circular Economy to support Output 3.1. (25 w/d*400 = USD 10,000);* *One (1) National Expert on Entrepreneurship and Mentoring (60 w/d*400 = 24,000);* *One (1) National Gender Expert to support Output 3.2. (25 w/d*400 = USD 10,000);* *One (1) National Technical Expert on E-waste to support Output 3.3. (60 w/d*400 = USD 24,000);* *One (1) National Technical Expert on waste disposal to support Output 3.4. (25 w/d*400 = USD 10,000);* *One (1) National Technical Expert on Plastic waste (100 w/d*400 = 40,000);* *One (1) National Technical Expert on Zero Waste to support Output 3.5. (90 w/d*400 = USD 36,000);* *One (1) National Technical Expert on Organic Waste and Composting to support Output 3.7. (45 w/d*400 = USD 18,000);* *Project Social and Environmental Safeguards Officer (40 w/d*400 = 16,000);*	*232,000.00*
17	*71800*	*One (1) Circular Economy Coordinator to support Component 2 activities for Y2, Y3 and Y4 (100 % salary - 67,500 USD); One (1) Project Assistant to support Outcome 3 (34% Annual Salary - USD 30,900); One (1) Project Finance Assistant to support Outcome 3 (4% Annual Salary - USD 3,600); One (1) Project Manager to support Outcome 3 (9% Annual Salary - USD 10,000)*	*112,000.00*
18	*71600*	*Travel costs related to activities under Output 3 (USD 14,000)in year 2, (USD 20,000) in year 3 and (USD 20,000) in year 4*	*54,000.00*
19	*72100*	*One (1) Contracted Company to: organize workshop events (Activity 3.1.3) (USD 15,000); One (1) Contracted Company to: organize workshop events (Activity 3.2.2) (USD 9,000);One (1) Contracted Company to: organize workshop events (Activity 3.3.3) (USD 15,000); One (1) Contracted Company to: organize training events (Activity 3.4.4) (USD 6,000);One (1) Contracted Company to: dispose POPs containing e-waste (Activity 3.4.5) (USD 36,000);One (1) Contracted Company to: organize training events (Activity 3.5.5 and 3.5.7) (USD 5,000);One (1) Contracted Company to: develop mobile application (Activity 3.5.2) (USD 20,000);One (1) Contracted Company to: establish 2 civic amenity centers (Activity 3.5.4) (USD 200,000); One (1) Contracted Company to: upgrade selected recycling facilities (Activity 3.6.3.) (USD 169,000); One (1) Contracted Company to: organize training and workshop events (Activity 3.7.1. and 3.7.2.) (USD 15,000);*	*490,000.00*

20	*74200*	*Printing and publication costs to support workshops and awareness raising campaigns (USD 10,000); Printing and publications costs related to the woman entrepreneurship trainings and workshops (USD 6,000); Printing and publication costs to support trainings and workshops for waste companies (USD 6,000); Printing and publication costs to support trainings and workshops for waste workers in municipalities (USD 9,000); Printing and publication costs to support trainings and workshops for waste companies (USD 5,000); Printing and publication costs to support trainings and workshops for households on composting (USD 2,000)*	*40,000.00*
21	*72200*	*Procurement of E-waste collection containers (USD 160,000); Procurement of containers (Activities 3.5.3. and 3.5.6.) (USD 90,000); Procurement of waste recycling equipment to upgraded facilities (Activities 3.6.3.) (USD 60,000); Procurement of composting containers for households (Activities 3.7.2.) (USD 98,000)*	*408,000.00*
22	*75700*	*Three workshops on awareness raising on plastic circularity under Output 3.1. (USD 4,000*3 = USD 12,000); Three trainings on woman entrepreneurship under Output 3.2. (USD 4,000/each* 3 = 12,000); Three workshops on awareness raising on e-waste under Output 3.3. (USD 4,000/each* 3 = 12,000); Two trainings for e-waste management companies under Output 3.4. (USD 5,000/each*2 = USD 10,000); Three trainings for waste collection and sorting companies under Output 3.5. (USD 4,000/each* 3 = USD 12,000);Two trainings for waste recycling companies under Output 3.6. (USD 5,000/each* 2 = USD 10,000); One training on waste composting under Output 3.7. (USD 5,000/each)*	*73,000.00*
COMPONENT 3: ENVIRONMENTALLY SOUND MANAGEMENT OF HEALTHCARE WASTE IN ESWATINI			
23	*71200*	*International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project (25 w/d*3,000 = USD 75,000); International Entrepreneurship Trainer to support project activity 4.1.3. (2 w/d*3,000 = USD 6,000); International Healthcare Waste Expert to support project activities 4.2.1, 4.2.2., 4.2.3., 4.3.1, 4.3.2., 4.3.3, 4.3.4., 4.4.1, 4.4.2., 4.4.3., 4.5.1, and 4.5.2. (39 w/d*3,000 = USD 117,000);*	*198,000.00*
24	*71300*	*One (1) National Expert on Entrepreneurship and Mentoring (60 w/d*400 = 24,000); One (1) National Gender Expert to support Output 4.1. (10 w/d*400 = USD 4,000); One (1) National Healthcare Management Expert to support project Outputs 4.2, 4.3 and 4.5. (110 w/d*400 = 44,000); One (1) National Technical Expert on Chemical and Waste (55 w/d*400 = 22,000); Project Social and Environmental Safeguards Officer (50 w/d*400 = 20,000);*	*114,000.00*
25	*71800*	*One (1) HCW Coordinator to support Component 3 activities for Y2, Y3 and Y4 (71 % salary - 48,000 USD);*	*48,000.00*
26	*71600*	*Travel costs related to activities under Outcome 4 (USD 28,500)*	*28,500.00*
27	*72100*	*One (1) Contracted Company to: organize training and workshop events (Activity 4.1.3.) (USD 5,000); One (1) Contracted Company to: organize training events (Activity 4.2.2.) (USD 6,000); One (1) Contracted Company to: Upgrading temporary storage capacity of selected hospitals (Activity 4.3.4.) (USD 116,000); One (1) Contracted Company to: procure and install autoclaves in selected hospitals (Activity 4.4.2.) (USD 480,000);*	*607,000.00*
28	*74200*	*Printing and publications costs related to the woman entrepreneurship trainings and workshops (USD 4,000); Printing and publication costs to support trainings and workshops for upstream management of HCW (USD 6,000); Printing and publication costs to support trainings and workshops for waste management staff in hospitals (USD 6,000); Printing and publication costs to support trainings and workshops for waste management staff in hospitals (USD 2,000)*	*18,000.00*

29	*75700*	*Two trainings on woman entrepreneurship under Output 4.1. (Total USD 7,000); Two trainings on HCW management under Output 4.2. (Total USD 7,000); Two trainings for HCW management workers under Output 4.3. (USD 5,000/each*2 = USD 10,000); One training for HCW disposal workers under Output 4.3. (Total USD 4,000)*	*28,000.00*
30	*72200*	*Procurement of HCW management equipment to upgraded facilities (Activities 4.3.4.) (USD 250,000)*	*250,000.00*
31	*71200*	*International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project (15 w/d*3,000 = USD 45,000) and International Mercury Waste Expert to support project activities 5.1.1, 5.1.2., 5.1.3., 5.2.1, 5.2.2., 5.2.3., 5.3.1, 5.3.2. and 5.3.3. (23 w/d*3,000 = USD 69,000)*	*114,000.00*
32	*71300*	*One (1) National Technical Expert on Mercury Waste to support Output 5.1. (140 w/d*400 = 56,000); One (1) National Technical Expert on Healthcare Waste Management to support Output 5.2. (75 w/d*400 = USD 30,000)*	*86,000.00*
33	*71800*	*One (1) HCW Coordinator to support Component 3 activities for Y2, Y3 and Y4 (19 % salary - 19,500 USD); One (1) Project Assistant to support Outcome 5 (6% Annual Salary - USD 5,500)*	*25,000.00*
34	*71600*	*Travel costs related to activities under Outcome 5 (USD 17,000)*	*17,000.00*
35	*72100*	*One (1) Contracted Company to: organize training events (Activity 5.1.2.) (USD 6,000); One (1) Contracted Company to: disposal of mercury containing equipment (Activity 5.2.4.) (USD 80,000); One (1) Contracted Company to: organize training events (Activity 5.3.5.) (USD 5,000); One (1) Contracted Company to: upgrade selected hazardous waste storage units for mercury storage (Activity 5.3.3.) (USD 120,000)*	*211,000.00*
36	*74200*	*Printing and publication costs to support trainings and workshops on mercury waste management in hospitals (USD 6,000); Printing and publication costs to support trainings and workshops on mercury waste phase out in hospitals (USD 6,000); Printing and publication costs to support trainings and workshops for waste management staff in hospitals (USD 5,500)*	*17,500.00*
37	*75700*	*Three trainings for mercury waste management in hospitals under Output 5.1. (USD 2,000/each); Three trainings for mercury phase-out in hospitals under Output 5.2. (USD 4,000/each); Two trainings for mercury storage in hospitals under Output 5.3. (USD 5,000/each)*	*28,000.00*
38	*72200*	*Procurement of mercury-free equipment for hospitals (Activities 5.2.2.) (USD 250,000); Procurement of mercury waste storage equipment to upgraded facilities (Activities 5.3.3.) (USD 60,000)*	*310,000.00*
COMPONENT 4: PROJECT KNOWLEDGE MANAGEMENT and M&E			
39	*71200*	*International Chief Technical Advisor (CTA) to provide expert advice on the technical aspects of the project, including Activities under Output 6.1. (7 w/d*3,000 = USD 21,000) and International Chemicals and Waste Expert to support project activities 6.1.2, and 6.1.3 (3 w/d*3,000 = USD 9,000)*	*30,000.00*
40	*71300*	*One (1) National Technical Expert on Chemical and Waste (29 w/d*400 = 11,600); One (1) National Expert on Communication to support Output 6.1. (75 w/d*400 = USD 30,000)*	*41,600.00*
41	*71800*	*One (1) Project Assistant to support Outcome 6 (4% Annual Salary - USD 4,000); One (1) Project Finance Assistant to support Outcome 6 (11% Annual Salary - USD 10,000); One (1) Project Assistant to support project website operation (11% Annual Salary - USD 10,000)*	*24,000.00*

42	*72100*	*One (1) Contracted Company to: design and establish online knowledge hub (Activity 6.1.3.) (USD 10,000); One (1) Contracted Company to: design and conduct multimedia and events to promote circular economy (Activity 6.2.1.) (USD 44,400); One (1) Contracted Company to: design and operate project website (Activity 6.3.1.) (USD 25,000);*	*79,400.00*
43	*75700*	*Three workshops on awareness raising on circular economy under Output 6.1. (USD 4,000/each)*	*12,000.00*
44	*74200*	*Printing and publication costs to support workshop for dissemination of knowledge hub (USD 1,000); Printing and publication costs to support workshops and awareness raising campaigns (USD 4,000); Printing and publication costs to support dissemination of project website (USD 4,000)*	*9,000.00*
45	*71600*	*Travel costs related to activities under Output 6.2 (USD 4,000)*	*4,000.00*
46	*71200*	*International MTR Consultant to conduct MTR of the project (10 w/d*3,000 = USD 30,000) and International TE Consultant to conduct Terminal Evaluation of the Project (12 w/d*3,000 = USD 36,000)*	*66,000.00*
47	*71300*	*One (1) National MTR Expert (25 w/d*400 = 10,000); One (1) National TE Expert (30 w/d*400 = USD 12,000)*	*22,000.00*
48	*71600*	*Travel costs related to activities under Outcome 7 (USD 17,500)*	*17,500.00*
49	*71800*	*One (1) Project Manager to support project monitoring for 5 years (25% Annual Salary - USD 27,500)*	*27,500.00*
50	*72100*	*One (1) Contracted Company to: organize inception workshop (Activity 7.1.1.) (USD 8,000);*	*8,000.00*
51	*75700*	*Project Inception Workshops (USD 5,000)*	*5,000.00*
52	*74200*	*Printing and publication costs to support project inception workshop (USD 2,000); Printing and publication costs to support MTR and TE workshops (USD 2,000)*	*4,000.00*
COMPONENT 5: PROJECT MANAGEMENT COST (PMC)			
53	*71800*	*PMU Staff Cost for 5 years; One Project Manager Annual Salary = USD 22,500 - 68% Annual Salary * 5 years (Total USD 76,500); One Project Assistant Annual Salary = USD 18,000 - 35% Annual Salary (Total USD 31,500); One Project Finance Assistant Annual Salary = USD 18,000 - 80% Annual Salary) (Total USD 72,000)*	*180,000.00*
54	*71600*	*Travel costs related to activities under Project Management (USD 25,000)*	*25,000.00*
55	*72500*	*Office supplies for the project team (USD 5,000)*	*5,000.00*
56	*74100*	*UNDP Audit*	*15,000.00*
57	*72800*	*IT Equipment for the project team (USD 10000)*	*10,000.00*

LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the Government of Eswatini and UNDP, signed on 1977. All references in the SBAA to "Executing Agency" shall be deemed to refer to "Implementing Partner."

This project will be implemented by Eswatini Environment Authority (EEA) in accordance with its financial regulations, rules, practices and procedures only to the extent that they do not contravene the principles of the Financial Regulations and Rules of UNDP. Where the financial governance of an Implementing Partner does not provide the required guidance to ensure best value for money, fairness, integrity, transparency, and effective international competition, the financial governance of UNDP shall apply.

RISK MANAGEMENT

1. Consistent with the Article III of the SBAA *[or the Supplemental Provisions to the Project Document]*, the responsibility for the safety and security of the Implementing Partner and its personnel and property, and of UNDP's property in the Implementing Partner's custody, rests with the Implementing Partner. To this end, the Implementing Partner shall:
   a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
   b) assume all risks and liabilities related to the Implementing Partner's security, and the full implementation of the security plan.

2. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of the Implementing Partner's obligations under this Project Document.

3. The Implementing Partner agrees to undertake all reasonable efforts to ensure that no UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the United Nations Security Council Consolidated Sanctions List, and that no UNDP funds received pursuant to the Project Document are used for money laundering activities. The United Nations Security Council Consolidated Sanctions List can be accessed via https://www.un.org/securitycouncil/content/un-sc-consolidated-list.

4. The Implementing Partner acknowledges and agrees that UNDP will not tolerate sexual harassment and sexual exploitation and abuse of anyone by the Implementing Partner, and each of its responsible parties, their respective sub-recipients and other entities involved in Project implementation, either as contractors or subcontractors and their personnel, and any individuals performing services for them under the Project Document.

   (a) In the implementation of the activities under this Project Document, the Implementing Partner, and each of its sub-parties referred to above, shall comply with the standards of conduct set forth in the Secretary General's Bulletin ST/SGB/2003/13 of 9 October 2003, concerning "Special measures for protection from sexual exploitation and sexual abuse" ("SEA").

   (b) Moreover, and without limitation to the application of other regulations, rules, policies and procedures bearing upon the performance of the activities under this Project Document, in the implementation of activities, the Implementing Partner, and each of its sub-parties referred to above, shall not engage in any form of sexual harassment ("SH"). SH is defined as any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. SH may occur in the workplace or in connection with work. While typically involving a pattern of conduct, SH may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct shall be considered.

5. a) In the performance of the activities under this Project Document, the Implementing Partner shall (with respect to its own activities), and shall require from its sub-parties referred to in paragraph 4 (with respect to their activities) that they, have minimum standards and procedures in place, or a plan to develop and/or improve such standards and procedures in order to be able to take effective preventive and investigative action. These should include: policies on sexual harassment and sexual

exploitation and abuse; policies on whistleblowing/protection against retaliation; and complaints, disciplinary and investigative mechanisms. In line with this, the Implementing Partner will and will require that such sub-parties will take all appropriate measures to:

i. Prevent its employees, agents or any other persons engaged to perform any services under this Project Document, from engaging in SH or SEA;

ii. Offer employees and associated personnel training on prevention and response to SH and SEA, where the Implementing Partner and its sub-parties referred to in paragraph 4 have not put in place its own training regarding the prevention of SH and SEA, the Implementing Partner and its sub-parties may use the training material available at UNDP;

iii. Report and monitor allegations of SH and SEA of which the Implementing Partner and its sub-parties referred to in paragraph 4 have been informed or have otherwise become aware, and status thereof;

iv. Refer victims/survivors of SH and SEA to safe and confidential victim assistance; and

v. Promptly and confidentially, record and investigate any allegations credible enough to warrant an investigation of SH or SEA. The Implementing Partner shall advise UNDP of any such allegations received and investigations being conducted by itself or any of its sub-parties referred to in paragraph 4 with respect to their activities under the Project Document, and shall keep UNDP informed during the investigation by it or any of such sub-parties, to the extent that such notification (i) does not jeopardize the conduct of the investigation, including but not limited to the safety or security of persons, and/or (ii) is not in contravention of any laws applicable to it. Following the investigation, the Implementing Partner shall advise UNDP of any actions taken by it or any of the other entities further to the investigation.

b) The Implementing Partner shall establish that it has complied with the foregoing, to the satisfaction of UNDP, when requested by UNDP or any party acting on its behalf to provide such confirmation. Failure of the Implementing Partner, and each of its sub-parties referred to in paragraph 4, to comply of the foregoing, as determined by UNDP, shall be considered grounds for suspension or termination of the Project.

6. Social and environmental sustainability will be enhanced through application of the UNDP Social and Environmental Standards (http://www.undp.org/ses) and related Accountability Mechanism (http://www.undp.org/secu-srm).

7. The Implementing Partner shall: (a) conduct project and programme-related activities in a manner consistent with the UNDP Social and Environmental Standards, (b) implement any management or mitigation plan prepared for the project or programme to comply with such standards, and (c) engage in a constructive and timely manner to address any concerns and complaints raised through the Accountability Mechanism. UNDP will seek to ensure that communities and other project stakeholders are informed of and have access to the Accountability Mechanism.

8. All signatories to the Project Document shall cooperate in good faith with any exercise to evaluate any programme or project-related commitments or compliance with the UNDP Social and Environmental Standards. This includes providing access to project sites, relevant personnel, information, and documentation.

9. The Implementing Partner will take appropriate steps to prevent misuse of funds, fraud or corruption, by its officials, consultants, responsible parties, subcontractors and sub-recipients in implementing the project or using UNDP funds.

10. In the implementation of the activities under this Project Document, UNDP places reasonable reliance upon the Implementing Partner for it to apply its laws, regulations and processes, and applicable international laws regarding anti money laundering and countering the financing of terrorism, to ensure consistency with the principles of then in force the UNDP Anti-Money Laundering and Countering the Financing of Terrorism Policy.

11. The Implementing Partner will ensure that its financial management, anti-corruption, anti-fraud and anti-money laundering and countering the financing of terrorism policies are in place and enforced for all funding received from or through UNDP.

12. The requirements of the following documents, then in force at the time of signature of the Project Document, apply to the Implementing Partner: (a) UNDP Policy on Fraud and other Corrupt Practices and (b) UNDP Office of Audit and Investigations Investigation Guidelines. The Implementing Partner agrees to the requirements of the above documents, which are an integral part of this Project Document and are available online at www.undp.org.

13. In the event that an investigation is required, UNDP has the obligation to conduct investigations relating to any aspect of UNDP projects and programmes in accordance with UNDP's regulations, rules, policies and procedures. The Implementing Partner shall provide its full cooperation, including making available personnel, relevant documentation, and granting access to the Implementing Partner's (and its consultants', responsible parties', subcontractors' and sub-recipients') premises, for such purposes at reasonable times and on reasonable conditions as may be required for the purpose of an investigation. Should there be a limitation in meeting this obligation, UNDP shall consult with the Implementing Partner to find a solution.

14. The signatories to this Project Document will promptly inform one another in case of any incidence of inappropriate use of funds, or credible allegation of fraud or corruption with due confidentiality.

    Where the Implementing Partner becomes aware that a UNDP project or activity, in whole or in part, is the focus of investigation for alleged fraud/corruption, the Implementing Partner will inform the UNDP Resident Representative/Head of Office, who will promptly inform UNDP's Office of Audit and Investigations (OAI). The Implementing Partner shall provide regular updates to the head of UNDP in the country and OAI of the status of, and actions relating to, such investigation.

15. UNDP shall be entitled to a refund from the Implementing Partner of any funds provided that have been used inappropriately, including through fraud, corruption or other financial irregularity, or otherwise paid other than in accordance with the terms and conditions of the Project Document. Such amount may be deducted by UNDP from any payment due to the Implementing Partner under this or any other agreement. Recovery of such amount by UNDP shall not diminish or curtail the Implementing Partner's obligations under this Project Document.

    Where such funds have not been refunded to UNDP, the Implementing Partner agrees that donors to UNDP (including the Government) whose funding is the source, in whole or in part, of the funds for the activities under this Project Document, may seek recourse to the Implementing Partner for the recovery of any funds determined by UNDP to have been used inappropriately, including through fraud, corruption or other financial irregularity, or otherwise paid other than in accordance with the terms and conditions of the Project Document.

    Note: The term "Project Document" as used in this clause shall be deemed to include any relevant subsidiary agreement further to the Project Document, including those with responsible parties, subcontractors and sub-recipients.

16. Each contract issued by the Implementing Partner in connection with this Project Document shall include a provision representing that no fees, gratuities, rebates, gifts, commissions or other payments, other than those shown in the proposal, have been given, received, or promised in connection with the selection process or in contract execution, and that the recipient of funds from the Implementing Partner shall cooperate with any and all investigations and post-payment audits.

17. Should UNDP refer to the relevant national authorities for appropriate legal action any alleged wrongdoing relating to the project, the Government will ensure that the relevant national authorities shall actively investigate the same and take appropriate legal action against all individuals found to have participated in the wrongdoing, recover and return any recovered funds to UNDP.

18. The Implementing Partner shall ensure that all of its obligations set forth under this section entitled "Risk Management" are passed on to each responsible party, subcontractor and sub-recipient and that all the clauses under this section entitled "Risk Management Standard Clauses" are included, mutatis mutandis, in all sub-contracts or sub-agreements entered into further to this Project Document.

Mandatory Annexes

1. GEF Budget Template (available from BPPS NCE team)
2. Project Map and geospatial coordinates of the project area
3. Multiyear Workplan
4. Social and Environmental Screening Procedure (SESP)
5. UNDP Risk Register
6. Overview of technical consultancies/subcontracts
7. Stakeholder Engagement Plan
8. Environmental Social Management Framework (ESMF) or other SES frameworks/plans including the Project's GRM, if required,
9. Gender Analysis and Gender Action Plan
10. Procurement Plan – for first year of implementation especially GEF focal area specific annexes (e.g. METT, GHG calculations, target landscape profile, feasibility study, other technical reports)
11. Additional agreements
12. GEF CEO Endorsement/Approval
13. Terms of Reference for Project Board and Project Team
14. GEF and/or LDCF/SCCF Core indicators (see template below)
15. GEF Taxonomy (see template below)
16. Results of the Partners Capacity Assessment Tool (PCAT) and HACT Micro Assessment
17. UNDP Project Quality Assurance Report (to be completed in UNDP online corporate planning system)

Annex 1: GEF Budget Template

Expenditure Category	Detailed Description	Component (Used.)										Responsible Entity
		Component 1		*Component 2*	*Component 3*		*Component 4*		*Sub-Total*	*PMC*	Total (USDeq.)	(Executing Entity receiving funds from the GEF Agency)[1]
		Outcome 1.1	*Outcome 1.2*	*Outcome 2.1*	*Outcome 3.1*	*Outcome 3.2*	*Outcome 4.1*	*Outcome 4.2 M&E*				
Contractual services-Company	Contracted Companies to: design and establish online knowledge hub; design and conduct multimedia and events to promote circular economy: design and operate project website (USD 79,400);						79,400.00		79,400.00		79,400.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Company to: organize inception workshop (USD 8,000);							8,000.00	8,000.00		8,000.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Companies to: organize training and workshop events (USD 10,000); organize workshop events (USD 5,000);	15,000.00							15,000.00		15,000.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Companies to: organize training and workshop events (USD 5,000);		20,000.00						20,000.00		20,000.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Company to: organize training and workshop events (USD 5,000); organize training events (USD 6,000); Upgrading temporary storage capacity of selected hospitals (USD 116,000); procure and install autoclaves in selected hospitals (USD 480,000);				607,000.00				607,000.00		607,000.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Companies to: organize training events (USD 6,000); disposal of mercury containing equipment (USD 80,000); organize training events (USD 5,000); upgrade selected hazardous waste storage units for mercury (USD 120,000)					211,000.00			211,000.00		211,000.00	Eswatini Environment Authority (EEA)
Contractual services-Company	Contracted Companies to: organize workshop events			506,000.00					506,000.00		506,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	Circular Economy Coordinator (67,500 USD); Project Assistant (USD 30,900); Project Finance Assistant (USD 3,600); Project Manager (USD 10,000)			112,000.00					112,000.00		112,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	HCW Coordinator (19,500 USD); Project Assistant (USD 5,500)					25,000.00			25,000.00		25,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	HCW Expert- (48,000 USD);				48,000.00				48,000.00		48,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	Policy Coordinator (38,000 USD);	38,000.00							38,000.00		38,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	Policy Coordinator (7,000 USD); Project Assistant (USD 19,000); Project Finance (USD 5,000)		31,000.00						31,000.00		31,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	Project Assistant (USD 4,000); Project Finance Assistant (USD 10,000); Project Assistant (USD 10,000)						24,000.00		24,000.00		24,000.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	Project Manager to support project monitoring for 5 years (USD 27,500)							27,500.00	27,500.00		27,500.00	Eswatini Environment Authority (EEA)
Contractual services-Individual	PMU Staff Cost for 5 years (Project Manager (USD 22,500) - Project Assistant (USD 18,000) - Project Finance Assistant (USD 18,000) (USD 180.000)								-	180,000.00	180,000.00	Eswatini Environment Authority (EEA)
Equipment	Procurement of E-waste collection containers (USD 160,000); Procurement of containers (USD 90,000); Procurement of waste recycling equipment to upgraded facilities (USD 60,000); Procurement of composting containers for households (USD 98,000)			408,000.00					408,000.00		408,000.00	Eswatini Environment Authority (EEA)
Equipment	Procurement of HCW management equipment to upgraded facilities (USD 250,000)				250,000.00				250,000.00		250,000.00	Eswatini Environment Authority (EEA)
Equipment	Procurement of mercury-free equipment for hospitals (USD 250,000); Procurement of mercury waste storage equipment to upgraded facilities (USD 60,000)					310,000.00			310,000.00		310,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publication costs to support project inception workshop, MTR and TE workshops (USD 4,000)							4,000.00	4,000.00		4,000.00	Eswatini Environment Authority (EEA)

Other Operating Costs	Printing and publication costs to support trainings and workshops on mercury waste management in hospitals, trainings and workshops on mercury waste phase out in hospitals and trainings and workshops for waste management staff in hospitals (USD 17,500)					17,500.00			17,500.00		17,500.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publication costs to support workshop for dissemination of knowledge hub, workshops and awareness raising and dissemination of project website (USD 9,000)						9,000.00		9,000.00		9,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publication costs to support workshops and awareness raising campaigns, the woman entrepreneurship trainings and workshops, trainings and workshops for waste companies, trainings and workshops for waste workers in municipalities, trainings and workshops for waste companies and trainings and workshops for households on composting (USD 40,000)			40,000.00					40,000.00		40,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publications costs related to the inventory trainings and workshops (USD 10,000)		10,000.00						10,000.00		10,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publications costs related to the training workshops, the training workshops and other capacity building activities (USD 10,000)	10,000.00							10,000.00		10,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	Printing and publications costs related to the woman entrepreneurship trainings and workshops, trainings and workshops for upstream management of HCW, trainings and workshops for waste management staff in hospitals, trainings and workshops for waste management staff in hospitals (USD 18,000)				18,000.00				18,000.00		18,000.00	Eswatini Environment Authority (EEA)
Equipment	IT Equipment for the project team (USD 10000)								-	10,000.00	10,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. CTA (USD 45,000) and Int. Mercury Waste Expert (USD 69,000)					114,000.00			114,000.00		114,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. CTA (75,000); Int. Entrepreneurship Trainer (USD 6,000) ; Int. HCW Expert (USD 117,000);				198,000.00				198,000.00		198,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. CTA (USD 135,000); Int. C&W Expert (USD 12,000); Int. E-Waste Expert (USD 24,000); Int.Waste Management Expert (USD 54,000); Int. Entrepreneurship Trainer (USD 12,000); Int. Organic Waste/Compost Expert (USD 27,000)			291,000.00					291,000.00		291,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. CTA (USD 30,000) and International POPs Expert (USD 36,000)		66,000.00						66,000.00		66,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. CTA (USD 21,000) and International C&W Expert (USD 9,000)						30,000.00		30,000.00		30,000.00	Eswatini Environment Authority (EEA)
International Consultants	Int. MTR Consultant to conduct MTR (USD 30,000) and Int. TE Consultant to conduct Terminal Evaluation of the Project (USD 36,000)							66,000.00	66,000.00		66,000.00	UNDP
International Consultants	Int. CTA (USD 54,000); Int. C&W Expert (USD 57,000); and Int. HCW Expert (USD 18,000)	129,000.00							129,000.00		129,000.00	Eswatini Environment Authority (EEA)
Local Consultants	Five (5) National Technical Experts on POPs Inventory Studies (USD 60,000); National Technical Expert on POPs (USD 12,000); National Technical Expert on POPs (country profile and final review) (USD 18,000);		90,000.00						90,000.00		90,000.00	Eswatini Environment Authority (EEA)
Local Consultants	National Expert on Entrepreneurship and Mentoring (24,000); National Gender Expert to support Output 4.1. (USD 4,000); National HCWM (USD 48,000); National Technical Expert on C&W (USD 22,000); Project Social and Environmental Safeguards Officer (USD 20,000);				114,000.00				114,000.00		114,000.00	Eswatini Environment Authority (EEA)
Local Consultants	National MTR Expert (USD 10,000); National TE Expert (USD 12,000)							22,000.00	22,000.00		22,000.00	UNDP
Local Consultants	National Technical Expert on C&W (USD 44,000); National Technical Expert on Circular Economy (USD 10,000); National Expert on Entrepreneurship and Mentoring (USD 24,000); National Gender Expert (USD 4,000); National Technical Expert on E-waste (USD 24,000); National Technical Expert on waste disposal (USD 6,000); National Technical Expert on Plastic waste (USD 20,000); National Technical Expert on Zero Waste (USD 18,000); National Technical Expert on Organic Waste and Composting (USD 18,000); Project Social and Environmental Safeguards Officer (USD 20,000);			216,000.00					216,000.00		216,000.00	Eswatini Environment Authority (EEA)
Local Consultants	National Technical Expert on C&W (USD 11,600); National Expert on Communication (USD 30,000)						41,600.00		41,600.00		41,600.00	Eswatini Environment Authority (EEA)
Local Consultants	National Technical Expert on C&W (USD 12,400); National Technical Expert on Circular Economy (USD 25,600) National HCWM Expert (USD 12,000);	50,000.00							50,000.00		50,000.00	Eswatini Environment Authority (EEA)

Local Consultants	National Technical Expert on Mercury Waste (USD 56,000); National Technical Expert on HCWM (USD 30,000)					86,000.00			86,000.00		86,000.00	Eswatini Environment Authority (EEA)
Office Supplies	Office supplies for the project team (USD 4000)								-	5,000.00	5,000.00	Eswatini Environment Authority (EEA)
Other Operating Costs	UNDP Audit								-	15,000.00	15,000.00	UNDP
Training, Workshops, Meetings	Inventory/Action Plan Validation Workshops for NIP Update (USD 20,000)		20,000.00						20,000.00		20,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Project Inception Workshops (USD 5,000)							5,000.00	5,000.00		5,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Eight trainings for mercury waste management in hospitals; mercury phase-out in hospitals; trainings for mercury storage in hospitals					28,000.00			28,000.00		28,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Three workshops on awareness raising on circular economy under Output 6.1. (USD 4,000/each)						12,000.00		12,000.00		12,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Three workshops on awareness raising on plastic circularity under Output 3.1. (USD 5,000/each); There trainings on woman entrepreneurship under Output 3.2. (USD 5,000/each); Three workshops on awareness raising on e-waste under Output 3.3. (USD 5,000/each); Two trainings for e-waste management companies under Output 3.4. (USD 5,000/each); Three trainings for waste collection and sorting companies under Output 3.5. (USD 5,000/each); Two trainings for waste recycling companies under Output 3.6. (USD 5,000/each); One training on waste composting under Output 3.7. (USD 5,000/each)			73,000.00					73,000.00		73,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Two trainings on woman entrepreneurship under Output 4.1. (Total USD 7,000); Two trainings on HCW management under Output 4.2. (Total USD 7,000); Two trainings for HCW management workers under Output 4.3. (USD 5,000/each); One training for HCW disposal workers under Output 4.3. (USD 5,000)				28,000.00				28,000.00		28,000.00	Eswatini Environment Authority (EEA)
Training, Workshops, Meetings	Two workshops under Output 1.1. for stakeholder consultation during revision of the legal documents (USD 10,000/each); One workshop under Output 1.2. for dissemination and finalization of HCW guideline. (USD 10,000); Two trainings and 3 workshops under Output 1.3. (Total USD 10,000)	40,000.00							40,000.00		40,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Outcome 4 (USD 28,500)				28,500.00				28,500.00		28,500.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Outcome 5 (USD 17,000)					17,000.00			17,000.00		17,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Outcome 7 (USD 17,500)							17,500.00	17,500.00		17,500.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Output 1.1, 1.2, 1.3., and 1.4. (USD 18,000)	18,000.00							18,000.00		18,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Output 2.1, 2.2. and 2.3. (USD 13,000)		13,000.00						13,000.00		13,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Output 3 (USD 15,000)			54,000.00					54,000.00		54,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Output 6.2 (USD 4,000)						4,000.00		4,000.00		4,000.00	Eswatini Environment Authority (EEA)
Travel	Travel costs related to activities under Project Management (USD 25,000)								-	25,000.00	25,000.00	Eswatini Environment Authority (EEA)
	Project Total	**300,000.00**	**250,000.00**	**1,700,000.00**	**1,291,500.00**	**808,500.00**	**200,000.00**	**150,000.00**	**4,700,000.00**	**235,000.00**	**4,935,000.00**	

Annex 2: Project map and Geospatial Coordinates of project sites



The project will be implemented in Mbabane, Eswatini (26.5225° S, 31.4659° E). However, awareness-raising activities will be implemented throughout the country.

Annex 3: Multi Year Work Plan

Component	Outcomes	Outputs	Year 1				Year 2				Year 3				Year 4				Year 5			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Component 1. Enabling Environment, Including Policy, Regulations, And Sustainable Financing, For A Transition to A Circular Economy In Eswatini	**Outcome 1.1.** Waste management regulation improved	**Output 1.1.1.** Regulatory tools for the establishment of EPR and circular economy drafted and enacted																				
		Output 1.1.2. National Healthcare Waste Management Guidelines updated																				
		Output 1.1.3. Institutional strengthening of relevant institutions dealing in waste management																				
		Output 1.1.4. Enforcement strategies for implementation of updated regulatory framework																				
	Outcome 1.2. NIP updated	**Output 1.2.1.** Inventory of POPs updated																				
		Output 1.2.2. NIP priorities established																				
		Output 1.2.3. Updated Eswatini NIP endorsed and submitted to the SC secretariat																				
Component 2. Circular Management Of Plastic Materials And EEE In Eswatini	**Outcome 2.1.** Circular Economy of plastic products, Electric and Electronic Equipment (EEE) and organic waste communicated and implemented and women entrepreneurship in Circular Economy promoted.	**Output 2.1.1.** Awareness on plastic circularity raised and behavior related to plastic production and consumption changed																				
		Output 2.1.2. Women entrepreneurship in the sector of circular economy promoted																				
		Output 2.1.3. Awareness on circular economy options for EEE and WEEE raised																				
		Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out																				
		Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini																				
		Output 2.1.6. Recycling and reuse of plastic materials established																				
		Output 2.1.7. Waste sorting at households and best practices through Composting and material recycling of organic waste in Eswatini established.																				

Component 3. Environmentally Sound Management Of Healthcare Waste In Eswatini	**Outcome 3.1.** HCW management improved with a lifecycle perspective.	**Output 3.1.1.** Favoring women access to jobs and women entrepreneurship in the HCW sector																				
		Output 3.1.2. Training for the upstream management of healthcare waste carried out																				
		Output 3.1.3. Equipment for HCW collection, storage and transport deployed and demonstrated																				
		Output 3.1.4. Technologies for HCW pretreatment established in main healthcare facilities																				
		Output 3.1.5. Centralized technologies for HCW disposal established																				
	Outcome 3.2. Environmentally sound management of mercury in the healthcare sector established	**Output 3.2.1.** Training on mercury management, with a focus on mercury-containing equipment, carried out																				
		Output 3.2.2. Sustainable alternatives to mercury-containing equipment are implemented																				
		Output 3.2.3. Facilities for permanent mercury waste storage are established																				
Component 4. Project Knowledge Management	**Outcome 4.1.** Knowledge management and knowledge sharing at national and international level established	**Output 4.1.1.** A knowledge hub to promote circular economy concepts in healthcare waste management established																				
		Output 4.2.2. Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out																				
		Output 4.2.3. A project website developed and maintained																				
	Outcome 4.2. M&E and adaptive management applied to capture lessons learned from project, including inception workshop	**Output 4.2.1.** Project inception meeting held, and inception report drafted																				
		Output 4.2.2. Project Monitoring ensured through project lifetime																				
		Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out																				

Annex 4: UNDP Social and Environmental Screening Procedure (SESP)

Social and Environmental Screening Template

The completed template, which constitutes the Social and Environmental Screening Report, must be included as an annex to the Project Document at the design stage. Note: this template will be converted into an online tool. The online version will guide users through the process and will embed relevant guidance.

Project Information

Project Information	
1. Project Title	REDUCTION OF POPS AND U-POPS THROUGH ENVIRONMENTALLY SOUND MANAGEMENT OF HEALTHCARE WASTE, ELECTRONIC WASTE, AND PLASTIC WASTE
2. Project Number (i.e. Atlas project ID, PIMS+)	6728
3. Location (Global/Region/Country)	ESWATINI
4. Project stage (Design or Implementation)	DESIGN
5. Date	APRIL 2024

Part A. Integrating Programming Principles to Strengthen Social and Environmental Sustainability

QUESTION 1: How Does the Project Integrate the Programming Principles in Order to Strengthen Social and Environmental Sustainability?
Briefly describe in the space below how the project mainstreams the human rights-based approach.
In 2022, the United Nations General Assembly declared that everyone has a right to a healthy environment, including clean air, water, and a stable climate. In conjunction with Article 25 of the UN Human Rights Declaration, this statement made a pollution-free environment a human right. The project "Reduction of POPS and U-POPS through environmentally sound management of healthcare waste, electronic waste, and plastic waste" aims to ensure an integrated solid waste management towards zero waste and circular economy vision for Eswatini. The project will ensure the protection of human rights through various implementation activities, including training programs, awareness campaigns on plastic waste and the circular economy, and knowledge management activities. These efforts will help to reduce people's exposure to hazardous substances, thereby upholding their right to a healthy environment. The project will help reduce the environmental pollution from poorly managed chemicals and waste, improve the health and livelihoods of the general population and workers through a gender-responsive approach, and foster green growth through public and private partnerships in the services of waste management and circular businesses, particularly SMEs. This will be achieved through strengthening institutional capacity,

reviewing and updating policies and regulatory frameworks for sound management and disposal of chemicals, POPs, and U-POPs, and developing sustainable systems for the sound collection, labeling, storage, and disposal of hazardous chemicals and wastes. Through the project implementation, people's exposure to these hazardous substances is expected to reduce, thereby maintaining their human rights substantially. Furthermore, these rights will be ensured during the implementation of the project through training, awareness campaigns on plastic waste, circular economy, and knowledge management activities, in particular Components 2 and 3.

Briefly describe in the space below how the project is likely to improve gender equality and women's empowerment.

Women are most vulnerable to the impacts of exposure to hazardous chemicals and waste directly and indirectly. The direct exposure can be during collections at the household level or during unsound processing and disposal. Indirect exposure to impact occurs with the responsibility of taking care of exposure victims during health challenges as open burning of healthcare waste and chemicals often occurs in the vicinity or within small communities, thereby exposing the entire family to the toxic emissions generated by the burning of waste.

The project aligns with the 2010 National Gender Policy[17] objectives by promoting gender equality and women's empowerment in environmental management.

Key aspects include:

- Gender-Responsive Approach: The project is designed with a gender-responsive approach, which means it actively considers the different impacts of environmental issues on men and women. This approach ensures that both men and women benefit equally from the project's interventions. For example, in the project's training programmes, efforts are made to ensure equal participation of men and women. The project also aims to address any gender-specific barriers that might prevent women from fully participating in or benefiting from the project.
- UNDP Gender Marker: The project uses the UNDP Gender Marker system, a tool that measures how much a project invests in gender equality and women's empowerment. The Gender Marker is applied to each output of the project, ensuring that gender equality is a significant objective throughout the project's implementation. This means that every aspect of the project, from planning to execution, is evaluated for its contribution to gender equality.
- Women Empowerment: The project aims to empower women, particularly those involved in Micro, Small, and Medium Enterprises (MSMEs). By providing specific trainings to women in HCW management, resources, and support, the project helps women regain sources of income, improve their livelihoods, and reduce poverty levels. This not only enhances women's economic empowerment but also contributes to their overall wellbeing.
- Inclusive Participation: The project seeks to ensure inclusive participation in all its activities. This means that all stakeholders, including women, youth, and marginalized groups, are involved in the project's decision-making processes. This inclusive approach ensures that the project's benefits are equitably distributed and that no group is left behind.

[17] https://www.undp.org/sites/g/files/zskgke326/files/migration/sz/UNDP_SZ_Gender_SwazilandNationalGenderPolicy2010.pdf

By integrating these elements, the project not only addresses the immediate challenges of waste management but also contributes to the broader goals of gender equality and women's empowerment.

The project will benefit the local communities, including women by reducing improper collection, processing, and disposal of waste. At the household level, women usually play a key role in ensuring that the proper management of chemicals and waste is adopted in the day-to-day practices, and they are, therefore, among the key resources for the day-to-day project implementation. Training and building the capacity of women's organizations will increase their decision-making and result in greater empowerment.

The project envisages specific gender actions that have been integrated into the general result framework of the project, which therefore includes gender mainstreaming outputs and indicators such as training and promoting women entrepreneurship and job creation for women in the circular economy sector.

The following are key indicators that include a gender dimension:

- Number of direct project beneficiaries (individual people) who have adopted recycling, composting, or safe disposal of hazardous waste practices, disaggregated by gender, by the end of the project.
- Number of jobs created for women in waste collection, sorting, or recycling by the end of the project.
- Number of jobs created for women in healthcare waste management by the end of the project.
- Number of women trained in waste collection, sorting, or recycling to improve women's participation in the sector.
- Sex-disaggregated number of people reached through awareness-raising events on the environmentally sound management of HCW, E-Waste, and Plastic Waste.

Briefly describe in the space below how the project mainstreams sustainability and resilience.

The project aims to reduce POPs and U-POPs through the environmentally sound management of healthcare, electronic, and plastic waste.

The project will mainstream sustainability and resilience in line with Eswatini's national policies and strategies by incorporating several key elements:

- Climate Change Adaptation and Mitigation: The project aligns with the Swaziland Climate Change Policy 2016 and Eswatini's Revised NDC, focusing on measures to adapt to and mitigate the impacts of climate change. This is reflected in the project's initiatives to improve waste management practices, which can significantly reduce greenhouse gas emissions.
- Biodiversity Conservation: By improving waste management, the project supports biodiversity conservation, which is a key aspect of Eswatini's environmental policies. Responsible and sustainable waste management helps protect habitats from pollution and degradation.
- Water and Energy Management: The project's approach to waste management includes sustainable water and energy management practices, which are crucial given the interlinkages between climate change, water, and energy. This is in coherence with the country's efforts as outlined in the Eswatini Climate Change Strategy and Action Plan and the National Development Strategy.

- Social Inclusion and Gender Equality: The project promotes social inclusion and gender equality, aligning with the National Gender Policy 2010. It ensures that the benefits of improved waste management are equitably distributed among all segments of society, including women and marginalized groups.
- Legal Compliance and Policy Alignment: The project complies with Eswatini's legal frameworks by aligning waste management practices with national health regulations and implementing measures to prevent disease, maintain sanitation, and protect community health. Applicable statues include:
    - the Public Health Act, 1969 (The Act emphasizes the prevention of diseases and nuisances, which aligns with the project's goal of managing healthcare, electronic, and plastic waste in an environmentally sound manner to prevent health risks and environmental pollution. The Act also imposes an obligation on everyone not to create a nuisance and for public authorities to maintain their areas in a clean and sanitary condition. This aligns with the project's aim of improving waste management practices),
    - the Waste Regulations, 2000 (This regulation provides guidelines for the management and disposal of waste. It applies to the project as it would govern how healthcare, electronic, and plastic waste should be handled, stored, transported, and disposed of. The project's activities must comply with these regulations to ensure environmentally sound waste management),
    - the Environment Management Act, 2002 (This act provides the legal framework for environmental protection and conservation. It applies to the project as it sets out the responsibilities and obligations for managing and mitigating environmental impacts. The project's ambition to mainstream sustainability and resilience aligns with the objectives of this act),
    - the Water Pollution Control Regulations, 2010 (These regulations provide standards and guidelines for preventing water pollution. They apply to the project as waste management activities, particularly those involving healthcare waste, could potentially impact water quality. The project must ensure that its waste management practices do not contribute to water pollution),
    - the Air Pollution Control Regulations, 2010 (These regulations set standards for air quality and control of air pollutants. They are relevant to the project as improper waste management, such as open burning of waste, can lead to air pollution. The project's aim to promote environmentally sound waste management aligns with the goal of these regulations to reduce air pollution) and
    - the Occupational Safety and Health Act, 2001 (This act provides for the safety, health, and welfare of persons at work. It applies to the project as it outlines the safety measures that must be in place for workers involved in waste management activities. The project must ensure that its activities do not compromise the safety and health of the workers involved),
- In addition, the project will be guided by the following national standards as published by the Eswatini Standards Authority –
    - SZNS SANS 032: Solid waste disposal sites guidelines for safe management (this standard prescribes guidelines for safe management of solid waste disposal sites in the form of landfills, land treatment facility and incinerators),
    - the SZNS SANS 10248-1: Management of healthcare risk waste from healthcare facilities (this standard lays down minimum provisions for the safe and effective management of healthcare risk waste generated by healthcare facilities and other places where healthcare professionals work in order to reduce potential risks to humans and to the environment. The management of healthcare risk waste covers the generation, the packaging, the treatment and the disposal (cradle-to-grave) of the waste) and
    - the SZNS SANS 10248-2: Management of healthcare risk waste for healthcare facilities and healthcare providers in rural and remote settings (this standard specifies provisions and requirements for the safe management of healthcare risk waste for healthcare facilities and healthcare providers operating in rural and remote settings).

The mainstreaming of environmental sustainability and resilience is expected to be ensured through the following components:

- Enabling environment, including policy, regulations, and sustainable financing for transitioning to a circular economy in Eswatini.
- Circular management of plastic materials, EEE, and organic materials in Eswatini
- Environmentally sound management of healthcare waste in Eswatini

The country does not have an existing EPR in place. Therefore, the project will develop operational guidelines for establishing EPR and Circular economy for enactment. The project will also update the National Healthcare Waste Management Guidelines and the inventory of POPs, while Eswatini NIP will be endorsed through the project and submitted to the Stockholm Convention Secretariat.

These efforts to improve regulatory and institutional frameworks are expected to contribute to achieving sustainability and resilience and will support the long-term sustainability of project results and the environment in general.

Briefly describe in the space below how the project strengthens stakeholders' accountability.

The project is designed to engage stakeholders from the design stage to implementation through:

- Transparent Reporting: Regularly updating stakeholders on project progress, challenges, and successes ensures transparency and builds trust.
- Stakeholder Engagement: Involving stakeholders in decision-making and considering their input in project activities fosters a sense of ownership and responsibility.
- Monitoring and Evaluation: Implementing robust monitoring and evaluation mechanisms to assess the project's impact, which provides stakeholders with measurable results.
- Feedback Mechanisms: Establish clear channels for stakeholders to provide feedback and ensure that this feedback is addressed in project revisions.
- Establishment of Grievance Redress Mechanism: A project-level GRM shall be established to provide access to project-affected persons to register their grievances and allow the project to provide feedback and resolution of such grievances.

The PPG phase identifies and engages stakeholders in the Environmental Agency, Ministry of Health, Power Stakeholders, Non-Governmental Organizations, and civil society organizations in the design of project activities. During the implementation phase, the stakeholders' updates and engagement will continue as a live activity within the project.

Part B. Identifying and Managing Social and Environmental Risks

QUESTION 2: What are the Potential Social and Environmental Risks?	QUESTION 3: What is the significance level of the potential social and environmental risks? Note: Respond to Questions 4 and 5 below before proceeding to Question 5	QUESTION 6: Describe the assessment and management measures for each risk rated Moderate, Substantial or High

Note: Complete SESP Attachment 1 before responding to Question 2.				
Risk Description (broken down by event, cause, impact)	Impact and Likelihood (1-5)	Significance (Low, Moderate, Substantial, High)	Comments (optional)	Description of assessment and management measures for risks rated as Moderate, Substantial, or High
Risk 1: Grievances over the selection of 1,000 households for pilot composting of organic wastes. The selection of 1,000 households across regions in Eswatini may create grievances among community members, as some might feel left out, especially where selection criteria are not well defined. Related to: P.13, P.14, P.15 Exclusion of stakeholders, grievances from excluded stakeholders and risk of reprisal against stakeholders who express grievances.	I = 3 L =2	Moderate	The impact is moderate because it can be managed through clear selection criteria focusing on households with composting needs. The grievances from this activity can also be resolved through a well-defined project-level Grievance Redress Mechanism.	The development of well-defined selection criteria will prevent many grievances from emanating. Proper communication of selection criteria in the Stakeholders Engagement Plan and across implementation areas for proper understanding. Development of a Project-Level Grievance Redress Mechanism to handle any grievance arising from selecting 1,000 households for the pilot compost activity.
Risk 2: Release of methane from composting of organic wastes. Composting household wastes in 1,000 selected households may lead to release methane into the	I = 3 L = 2	Moderate	This impact is moderate because it can be managed through the selection of environmentally	The selection of environmentally friendly household waste compost equipment will eliminate the escape of methane from the composting process. A Standard Operating Procedure (SOP) shall be developed by the implementing agency to guide the process for all pilot household beneficiaries.

environment, potentially increasing global warming and climate change impacts. Related to: Standard 1: Biodiversity and Natural Resource Management; 1.1.1.2 Standard 8: Pollution Prevention and Resource Efficiency; 8.1,8.2,8.3,8.4			friendly household compost equipment.	
Risk 3: Improper management of 500 e-waste collection containers leading to pilferation of collected e-waste and exposure of workers and environment: If not properly secured, the management of 500 e-waste collection containers may allow the stealing of collected e-waste, leading to illegal dismantling and emission of hazardous chemicals in the e-waste. Related to: Standard 3: Community Health, Safety, and Security; 3.2 Standard 8: Pollution Prevention and Resource Efficiency; 8.1,8.2,8.3,8.4	I = 3 L = 3	Moderate	Improper management of e-waste containers can allow informal collectors access to pilfer e-waste to remove useful items.	Before the deployment of the 500 e-waste collection containers, A management Plan (ESIA/ESMP) containing appropriate security and transfer plans from collection centers shall be put in place for implementation by the implementing agency during deployment and operations of the 500 e-waste collection containers.
Risk 4: Reduction in the scope of coverage of informal waste collectors leading to reduced economic gains.	I = 3 L =3	Substantial	The implementation of this project will reduce waste materials (plastics and E-waste) available to informal	A livelihood Action Plan which will enable integration of some informal waste collectors in areas of implementation into the circular economy program shall be developed and implemented by the implementing agency A project-level Grievance

The project will focus on a paradigm shift in waste management in Eswatini, seeking appropriate segregation and new ways of safely handling, storing and disposing of Healthcare, Electronic, and Plastic Waste. With the development of policies, guidelines, and enactment of legislation towards reducing HCW, WEEE, and Plastic Waste, it is important to anticipate some impacts on informal waste collection as this will suffer a decline. Related to: - Principle 4: Adverse impacts on Economic Rights; - Standard 5: Displacement and Resettlement, 5.2			waste collectors, thereby reducing their economic gains. A livelihood Action Plan which will provide for integration of some informal waste collectors into the circular economy program shall be developed and implemented by the executing agency.	Redress Mechanism (GRM) shall be established by the implementing agency to resolve all grievances arising from the project.
Risk 5: Continued exposure of recyclers to materials containing hazardous chemicals (e.g., POPs) The continuous handling of materials containing hazardous chemicals will pose exposure risks to the environment and recyclers. The project is a response to this impact, as it will provide a better approach to managing materials containing hazardous chemicals, drastically	I = 2 L =1	Low		Capacity building for recyclers who will be integrated into the project shall be carried out to enhance the handling and prevention of exposure to themselves and the environment. In addition, Personal protective equipment shall be provided for workers by the implementing agency. A Pollution Prevention Plan shall also be developed by the implementing agency to cater for the handling of materials containing hazardous chemicals.

reducing the exposure and emissions. Related to: Standard 3: Community Health, Safety, and Security; 3.2 Standard 7: Labour and Working Conditions; 7.1, 7.6. Standard 8: Pollution Prevention and Resource Efficiency; 8.1,8.2,8.3,8.4				
Risk 6: Road accidents during transportation and delivery of plastic and e-waste to incinerators, recycling, and reuse facilities. Related to: Standard 3: Community Health, Safety, and Security; 3.2 Standard 7: Labour and Working Conditions; 7.1, 7.6.	I = 3 L =3	Moderate	This impact is moderate as it can be effectively managed through a traffic management plan and continuous training and retraining of drivers, including alcohol prohibition during working hours.	Development and implementation of a Traffic Management Plan by the implementing agency, development and enforcement of a code of conduct on the prohibition of alcohol during working hours, and continuous training of drivers and maintenance of vehicles. Establishment of a project-level Grievance Redress Mechanism that will allow the uptake of grievances from the public and workers on any issue affecting them, including the safety of equipment and vehicles.
Risk 7: Health and Safety Risks and impacts from facility upgrades involving supply and installation of equipment across HCF as well as Civic Amenity Centres. Related to: Standard 3: Community Health, Safety, and Security; 3.2 Standard 7: Labour and Working Conditions; 7.1, 7.6.	I = 3 L =3	Moderate		Preparation of an Environmental and Social Impact Assessment (ESIA/ESMP) to manage health and safety risks.

Risk 8: Environmental and social risks associated with activities not fully developed at this PPG stage. Related to: Standards 1-8	I = 4 L =4	Substantial	Few implementation activities are yet to be fully developed, though some are soft activities whose full scale hasn't been finalized.	Development of an Environmental and Social Management Framework (ESMF) to provide a framework for assessing and managing environmental and social risks and impacts of activities that are not fully developed at this stage.

	QUESTION 4: What is the overall project risk categorization?				
	Low Risk	☐			
	Moderate Risk	☐			
	Substantial Risk	☒			
	High Risk	☐			
	QUESTION 5: Based on the identified risks and risk categorization, what requirements of the SES are triggered? (check all that apply)				
	Question only required for Moderate, Substantial and High-Risk projects				
	Is assessment required? (check if "yes")	☐			Status? (completed, planned)
	if yes, indicate overall type and status		☒	Targeted assessment (s)	
			☒	ESIA (Environmental and Social Impact Assessment)	Planned
			☐	SESA (Strategic Environmental and Social Assessment)	
	Are management plans required? (check if "yes)	☐			
	If yes, indicate overall type		☒	Targeted management plans (e.g., Gender Action Plan, Emergency Response Plan,	Planned

				Waste Management Plan, Grievance Redress Mechanism, others)	
			☒	ESMP (Environmental and Social Management Plan which may include range of targeted plans)	Planned
			☒	ESMF (Environmental and Social Management Framework)	Completed
	Based on identified risks, which Principles/Project-level Standards triggered?		Comments (not required)		
	Overarching Principle: Leave No One Behind				
	Human Rights	☒			
	Gender Equality and Women's Empowerment	☒			
	Accountability	☒			
	1. Biodiversity Conservation and Sustainable Natural Resource Management	☒			
	2. Climate Change and Disaster Risks	☒			
	3. Community Health, Safety and Security	☒			
	4. Cultural Heritage	☒			
	5. Displacement and Resettlement	☒			
	6. Indigenous Peoples	☒			
	7. Labour and Working Conditions	☒			
	8. Pollution Prevention and Resource Efficiency	☒			

Final Sign Off

Final Screening at the design-stage is not complete until the following signatures are included.

Signature	Date	Description

QA Assessor		UNDP staff member responsible for the project, typically a UNDP Programme Officer. Final signature confirms they have “checked” to ensure that the SESP is adequately conducted.
QA Approver		UNDP senior manager, typically the UNDP Deputy Country Director (DCD), Country Director (CD), Deputy Resident Representative (DRR), or Resident Representative (RR). The QA Approver cannot also be the QA Assessor. Final signature confirms they have “cleared” the SESP prior to submittal to the PAC.
PAC Chair		UNDP chair of the PAC. In some cases PAC Chair may also be the QA Approver. Final signature confirms that the SESP was considered as part of the project appraisal and considered in recommendations of the PAC.

SESP Attachment 1. Social and Environmental Risk Screening Checklist

Checklist Potential Social and Environmental Risks		
INSTRUCTIONS: The risk screening checklist will assist in answering Questions 2-6 of the Screening Template. Answers to the checklist questions help to (1) identify potential risks, (2) determine the overall risk categorization of the project, and (3) determine required level of assessment and management measures. Refer to the SES toolkit for further guidance on addressing screening questions.		
Overarching Principle: Leave No One Behind Human Rights		Answer (Yes/No)
P.1	Have local communities or individuals raised human rights concerns regarding the project (e.g., during the stakeholder engagement process, grievance processes, public statements)?	NO
P.2	Is there a risk that duty-bearers (e.g. government agencies) do not have the capacity to meet their obligations in the project?	NO
P.3	Is there a risk that rights-holders (e.g. project-affected persons) do not have the capacity to claim their rights?	YES
Would the project potentially involve or lead to:		
P.4	adverse impacts on enjoyment of the human rights (civil, political, economic, social or cultural) of the affected population and particularly of marginalized groups?	YES
P.5	inequitable or discriminatory impacts on affected populations, particularly people living in poverty or marginalized or excluded individuals or groups, including persons with disabilities? [18]	YES
P.6	restrictions in availability, quality of and/or access to resources or basic services, in particular to marginalized individuals or groups, including persons with disabilities?	YES
P.7	exacerbation of conflicts among and/or the risk of violence to project-affected communities and individuals?	YES
Gender Equality and Women's Empowerment		
P.8	Have women's groups/leaders raised gender equality concerns regarding the project, (e.g. during the stakeholder engagement process, grievance processes, public statements)?	NO
Would the project potentially involve or lead to:		
P.9	adverse impacts on gender equality and/or the situation of women and girls?	NO
P.10	reproducing discriminations against women based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?	YES

[18] Prohibited grounds of discrimination include race, ethnicity, sex, age, language, disability, sexual orientation, gender identity, religion, political or other opinion, national or social or geographical origin, property, birth or other status including as an indigenous person or as a member of a minority. References to "women and men" or similar is understood to include women and men, boys and girls, and other groups discriminated against based on their gender identities, such as transgender and transsexual people.

P.11	limitations on women's ability to use, develop and protect natural resources, taking into account different roles and positions of women and men in accessing environmental goods and services? For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their livelihoods and well being	NO
P.12	exacerbation of risks of gender-based violence? For example, through the influx of workers to a community, changes in community and household power dynamics, increased exposure to unsafe public places and/or transport, etc.	NO
Sustainability and Resilience: Screening questions regarding risks associated with sustainability and resilience are encompassed by the Standard-specific questions below		
Accountability		
Would the project potentially involve or lead to:		
P.13	exclusion of any potentially affected stakeholders, in particular marginalized groups and excluded individuals (including persons with disabilities), from fully participating in decisions that may affect them?	YES
P.14	grievances or objections from potentially affected stakeholders?	YES
P.15	risks of retaliation or reprisals against stakeholders who express concerns or grievances, or who seek to participate in or to obtain information on the project?	NO
Project-Level Standards		
Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management		
Would the project potentially involve or lead to:		
1.1	adverse impacts to habitats (e.g. modified, natural, and critical habitats) and/or ecosystems and ecosystem services? For example, through habitat loss, conversion or degradation, fragmentation, hydrological changes	YES
1.2	activities within or adjacent to critical habitats and/or environmentally sensitive areas, including (but not limited to) legally protected areas (e.g. nature reserve, national park), areas proposed for protection, or recognized as such by authoritative sources and/or indigenous peoples or local communities?	YES
1.3	changes to the use of lands and resources that may have adverse impacts on habitats, ecosystems, and/or livelihoods? (Note: if restrictions and/or limitations of access to lands would apply, refer to Standard 5)	YES
1.4	risks to endangered species (e.g. reduction, encroachment on habitat)?	YES
1.5	exacerbation of illegal wildlife trade?	NO
1.6	introduction of invasive alien species?	NO
1.7	adverse impacts on soils?	YES

1.8	harvesting of natural forests, plantation development, or reforestation?	NO
1.9	significant agricultural production?	NO
1.10	animal husbandry or harvesting of fish populations or other aquatic species?	NO
1.11	significant extraction, diversion or containment of surface or ground water? For example, construction of dams, reservoirs, river basin developments, groundwater extraction	NO
1.12	handling or utilization of genetically modified organisms/living modified organisms?[19]	NO
1.13	utilization of genetic resources? (e.g. collection and/or harvesting, commercial development)[20]	NO
1.14	adverse transboundary or global environmental concerns?	YES
Standard 2: Climate Change and Disaster Risks		
Would the project potentially involve or lead to:		
2.1	areas subject to hazards such as earthquakes, floods, landslides, severe winds, storm surges, tsunami or volcanic eruptions?	YES
2.2	outputs and outcomes sensitive or vulnerable to potential impacts of climate change or disasters? For example, through increased precipitation, drought, temperature, salinity, extreme events, earthquakes	YES
2.3	increases in vulnerability to climate change impacts or disaster risks now or in the future (also known as maladaptive or negative coping practices)? For example, changes to land use planning may encourage further development of floodplains, potentially increasing the population's vulnerability to climate change, specifically flooding	YES
2.4	increases of greenhouse gas emissions, black carbon emissions or other drivers of climate change?	YES
Standard 3: Community Health, Safety and Security		
Would the project potentially involve or lead to:		
3.1	construction and/or infrastructure development (e.g. roads, buildings, dams)? (Note: the GEF does not finance projects that would involve the construction or rehabilitation of large or complex dams)	NO
3.2	air pollution, noise, vibration, traffic, injuries, physical hazards, poor surface water quality due to runoff, erosion, sanitation?	YES
3.3	harm or losses due to failure of structural elements of the project (e.g. collapse of buildings or infrastructure)?	NO

[19] See the Convention on Biological Diversity and its Cartagena Protocol on Biosafety.
[20] See the Convention on Biological Diversity and its Nagoya Protocol on access and benefit sharing from use of genetic resources.

3.4	risks of water-borne or other vector-borne diseases (e.g. temporary breeding habitats), communicable and noncommunicable diseases, nutritional disorders, mental health?	YES
3.5	transport, storage, and use and/or disposal of hazardous or dangerous materials (e.g. explosives, fuel and other chemicals during construction and operation)?	YES
3.6	adverse impacts on ecosystems and ecosystem services relevant to communities' health (e.g. food, surface water purification, natural buffers from flooding)?	YES
3.7	influx of project workers to project areas?	YES
3.8	engagement of security personnel to protect facilities and property or to support project activities?	YES
Standard 4: Cultural Heritage		
Would the project potentially involve or lead to:		
4.1	activities adjacent to or within a Cultural Heritage site?	YES
4.2	significant excavations, demolitions, movement of earth, flooding or other environmental changes?	YES
4.3	adverse impacts to sites, structures, or objects with historical, cultural, artistic, traditional or religious values or intangible forms of culture (e.g. knowledge, innovations, practices)? (Note: projects intended to protect and conserve Cultural Heritage may also have inadvertent adverse impacts)	YES
4.4	alterations to landscapes and natural features with cultural significance?	YES
4.5	utilization of tangible and/or intangible forms (e.g. practices, traditional knowledge) of Cultural Heritage for commercial or other purposes?	YES
Standard 5: Displacement and Resettlement		
Would the project potentially involve or lead to:		
5.1	temporary or permanent and full or partial physical displacement (including people without legally recognizable claims to land)?	YES
5.2	economic displacement (e.g. loss of assets or access to resources due to land acquisition or access restrictions – even in the absence of physical relocation)?	YES
5.3	risk of forced evictions?[21]	NO
5.4	impacts on or changes to land tenure arrangements and/or community-based property rights/customary rights to land, territories and/or resources?	NO
Standard 6: Indigenous Peoples		
Would the project potentially involve or lead to:		
6.1	areas where indigenous peoples are present (including project area of influence)?	YES

[21] Forced eviction is defined here as the permanent or temporary removal against their will of individuals, families or communities from the homes and/or land which they occupy, without the provision of, and access to, appropriate forms of legal or other protection. Forced evictions constitute gross violations of a range of internationally recognized human rights.

6.2	activities located on lands and territories claimed by indigenous peoples?	YES
6.3	impacts (positive or negative) to the human rights, lands, natural resources, territories, and traditional livelihoods of indigenous peoples (regardless of whether indigenous peoples possess the legal titles to such areas, whether the project is located within or outside of the lands and territories inhabited by the affected peoples, or whether the indigenous peoples are recognized as indigenous peoples by the country in question)? If the answer to screening question 6.3 is "yes", then the potential risk impacts are considered significant and the project would be categorized as either Substantial Risk or High Risk	YES
6.4	the absence of culturally appropriate consultations carried out with the objective of achieving FPIC on matters that may affect the rights and interests, lands, resources, territories and traditional livelihoods of the indigenous peoples concerned?	YES
6.5	the utilization and/or commercial development of natural resources on lands and territories claimed by indigenous peoples?	YES
6.6	forced eviction or the whole or partial physical or economic displacement of indigenous peoples, including through access restrictions to lands, territories, and resources? Consider, and where appropriate ensure, consistency with the answers under Standard 5 above	YES
6.7	adverse impacts on the development priorities of indigenous peoples as defined by them?	YES
6.8	risks to the physical and cultural survival of indigenous peoples?	YES
6.9	impacts on the Cultural Heritage of indigenous peoples, including through the commercialization or use of their traditional knowledge and practices? Consider, and where appropriate ensure, consistency with the answers under Standard 4 above.	YES
Standard 7: Labour and Working Conditions		
Would the project potentially involve or lead to: (note: applies to project and contractor workers)		
7.1	working conditions that do not meet national labour laws and international commitments?	YES
7.2	working conditions that may deny freedom of association and collective bargaining?	YES
7.3	use of child labour?	YES
7.4	use of forced labour?	NO
7.5	discriminatory working conditions and/or lack of equal opportunity?	YES
7.6	occupational health and safety risks due to physical, chemical, biological and psychosocial hazards (including violence and harassment) throughout the project life-cycle?	YES
Standard 8: Pollution Prevention and Resource Efficiency		

Would the project potentially involve or lead to:		
8.1	the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and/or transboundary impacts?	YES
8.2	the generation of waste (both hazardous and non-hazardous)?	YES
8.3	the manufacture, trade, release, and/or use of hazardous materials and/or chemicals?	YES
8.4	the use of chemicals or materials subject to international bans or phase-outs? For example, DDT, PCBs and other chemicals listed in international conventions such as the Montreal Protocol, Minamata Convention, Basel Convention, Rotterdam Convention, Stockholm Convention	NO
8.5	the application of pesticides that may have a negative effect on the environment or human health?	NO
8.6	significant consumption of raw materials, energy, and/or water?	YES

Annex 5: UNDP Risk Register

Project Title: Reduced risks on human health & the environment through reduction of POPs & U-POPs in Eswatini	**Project Number:** 01004934	**Date: 29-Apr-24**

#	Event	Cause	Impact (s)	Risk Category and Sub-category (*including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
1	There is a risk of grievances emanating from project communities	selection of 1,000 households for pilot composting of organic wastes	This will impact public trust in the project team and community members.	**1. SOCIAL AND ENVIRONMENTAL (1.3. Grievances (Accountability to stakeholders)) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Likelihood: **2 - Low likelihoodPLEASE SELECT** Impact: **3 - IntermediatePLEASE SELECT** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)PLEASE SELECT**	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 1.1:** The development of well-defined selection criteria will prevent many grievances from emanating. **Risk Treatment 1.2:** Development of a Project-Level Grievance Redress Mechanism to handle any grievance arising from selecting 1,000 households for the pilot compost activity. **Risk Treatment Owner:** Project Implementation Team
2	There is a risk of release of small amount of methane into the environment.	As a result of pilot household program for organic waste management …	Which will impact the environment and the people…	**1. SOCIAL AND ENVIRONMENTAL (1.11. Pollution prevention and resource efficiency) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **2 - Low likelihoodPLEASE SELECT** Impact: **2 - MinorPLEASE SELECT** Risk level:	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 2.1:** Selection of environmentally friendly household waste compost equipment will eliminate the escape of methane from the composting process. **Risk Treatment Owner:** Implementing Agency (EEA)

#	Event	Cause	Impact (s)	Risk Category and Sub-category (*including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
				PLEASE SELECT	**LOW (equates to a risk appetite of CAUTIOUS)PLEASE SELECT**			**Risk Treatment 2.2:** Standard operating procedures shall be developed for the process for all pilot household beneficiaries. **Risk Treatment Owner:** Implementing Agency (EEA)
3	There is a risk of illegal dismantling of e-waste pilfered at selected collection points, leading to emissions into the environment and exposure of informal waste handlers	As a result of the deployment of 500 e-waste collection containers at different locations (shopping malls, supermarkets, etc.	Which will impact emissions into the environment and exposure of the people…	**1. SOCIAL AND ENVIRONMENTAL (1.6. Community health, safety and security) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Likelihood: **3 - Moderately likelyPLEASE SELECT** Impact: **3 - IntermediatePLEASE SELECT** Risk level: **PLEASE SELECTMODERATE (equates to a risk appetite of EXPLORATORY)**	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 3.1:** ESIA/ESMP containing security and transfer from collection centres shall be prepared and implemented by the implementing agency to cover, among other things procedures for handling, transporting and storing healthcare waste, WEEE and plastic waste. **Risk Treatment Owner:** Eswatini Environmental Authority (EEA)
4	There is a risk of reduction in the scope of coverage of informal wate	As a result of environmentally sound management of	Which will impact the livelihood of the informal waste collectors…	**1. SOCIAL AND ENVIRONMENTAL (1.8. Displacement**	Likelihood: **3 - Moderately likelyPLEASE SELECT**	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 4.1:** Livelihood Action Plan shall be prepared by the implementing agency to integrate some informal waste collectors into

#	Event	Cause	Impact (s)	Risk Category and Sub-category (*including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
	collectors with plastic and e-waste removed from their activities leading to low economic gains …	HCW, WEEE and plastic waste will reduce the economic opportunities in the indiscriminate management by informal waste collectors.		**and resettlement) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Impact: **4 - ExtensivePLEASE SELECT** Risk level: **SUBSTANTIAL (equates to a risk appetite of OPEN)PLEASE SELECT**			the circular economy space within the implementation areas. **Risk Treatment Owner:** Implementing Agency (EEA) **Risk Treatment 4.2:** Establishment of a project-level Grievance Redress Mechanism (GRM) **Risk Treatment Owner:** Implementing Agency (EEA) with supervision from UNDP
5	There is a risk of **Continued** exposure of recyclers to materials containing hazardous chemicals (e.g., POPs)	As a result of … continuous access to hazardous chemicals contained in WEEE and HC Wastes.	Which will impact the health of these recyclers and contaminate the environment.	**PLEASE SELECT 1. SOCIAL AND ENVIRONMENTAL (1.6. Community health, safety and security) - UNDP Risk Appetite: CAUTIOUS**	Likelihood: **PLEASE SELECT2 - Low likelihood** Impact: **PLEASE SELECT2 - Minor** Risk level: **PLEASE SELECTLOW (equates to a risk appetite of CAUTIOUS)**	From: 01-Jun-25 To: To: 30-Jun-30	Project Implementation Team	**Risk Treatment 5.1:** Capacity building for recyclers who will be integrated into the project shall be carried out to enhance the handling and prevention of exposure to themselves and the environment. **Risk Treatment Owner:** Implementing Agency (EEA) **Risk Treatment 5.2:** A pollution prevention plan shall be developed by the implementing agency to cater for the handling of materials containing hazardous chemicals. **Risk Treatment Owner:** Implementing Agency (EEA) Risk Treatment 5.3: Implementing agency shall provide PPEs to workers to prevent exposure to hazardous chemicals. **Risk Treatment Owner:** Implementing Agency (EEA)

#	Event	Cause	Impact (s)	Risk Category and Sub-category (*including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
6	There is a risk of road accidents.	As a result of transfers of collected e-waste, plastic waste and healthcare waste	Which will impact the people and the environment	**1. SOCIAL AND ENVIRONMENTAL (1.6. Community health, safety and security) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Likelihood: **3 - Moderately likely3 - Moderately likely** Impact: **3 - IntermediatePLEASE SELECT** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)PLEASE SELECT**	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 6.1:** Traffic Management Plan, development and enforcement of a Code of Conduct on the prohibition of alcohol during working hours, and continuous training of drivers and maintenance of vehicles. **Risk Treatment Owner:** Implementing Agency (EEA) **Risk Treatment 6.2:** Establishment of a project-level Grievance Redress Mechanism that will allow the uptake of grievances from the public and workers on any issue affecting them, including the safety of equipment and vehicles. **Risk Treatment Owner:** Implementing Agency (EEA)

#	Event	Cause	Impact (s)	Risk Category and Sub-category (*including Risk Appetite)*	Impact, Likelihood & Risk Level *(see Annex 3 Risk Matrix)*	Risk Valid From/To	Risk Owner *(individual accountable for managing the risk)*	Risk Treatment and Treatment Owner
7	There is a risk of Health and Safety of workers leading to injuries.	As a result of an upgrade of storage facilities of selected health care facilities and installation of civic amenity centers.	Which will impact the people and the environment	**1. SOCIAL AND ENVIRONMENTAL (1.6. Community health, safety and security) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Likelihood: **3 - Moderately likely3 - Moderately likely** Impact: **3 - IntermediatePLEASE SELECT** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)PLEASE SELECT**	From: 01-Jun-25 To: 30-Jun-30	Project Implementation Team	**Risk Treatment 7.1:** Preparation of an Environmental and Social Impact Assessment (ESIA/ESMP) to manage health and safety risks. **Risk Treatment Owner:** Implementing Agency (EEA)
8	There are undefined social and environmental risks from activities such as upgrades of facilities including storage facilities with locations undefined at this moment	As a result of impacts emanating from activities such as upgrade of storage facilities in selected HCFs, and installation of Civic Amenity Centres among others	Which will impact the people and the environment	**1. SOCIAL AND ENVIRONMENTAL (1.1. Human rights) - UNDP Risk Appetite: CAUTIOUS PLEASE SELECT**	Likelihood: **4 - Highly likelyPLEASE SELECT** Impact: **3 - Intermediate4 - Extensive** Risk level: **MODERATE (equates to a risk appetite of EXPLORATORY)SUBSTANTIAL (equates to a risk appetite of OPEN)**	From: 01-Jun-25 To: 30-Jun-30	Project Preparation Team and Implementation Team	**Risk Treatment 8.1:** Preparation of an Environmental and Social Management Framework (ESMF). **Risk Treatment Owner:** Project Preparation Team **Risk Treatment 8.2:** Implementation of Environmental and Social Management Framework (ESMF). **Risk Treatment Owner:** Implementing Agency (EEA)

Annex 6: Overview of Technical Consultancies/Subcontracts

Consultant	Time Input	Tasks, Inputs and Outputs
Local / National contracting		
National Technical Expert on Chemical and Waste Rate: $400/week Total cost: 100.000,00 USD Outcome 1: 12.400,00 USD Outcome 2: 44.000,00 USD Outcome 3: 32.000,00 USD Outcome 4: 11.600,00 USD	250 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Chemicals and Waste will work closely with the International Chemicals and Waste Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 1.1.1: Regulatory tools for the establishment of EPR and circular economy drafted and enacted - Output 1.1.3: Institutional strengthening of relevant institutions dealing in waste management - Output 1.1.4: Enforcement strategies for implementation of updated regulatory framework - Output 2.1.1: Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed. - Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised. - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out. - Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. - Output 2.1.6. Recycling and reuse of plastic materials established - Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established. - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities - Output 3.1.5. Centralized technologies for HCW disposal established - Output 4.1.1. A knowledge hub to promote circular economy concepts in healthcare waste management established - Output 4.1.2. Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out
National Technical Expert on Circular Economy Rate: $400/week Total cost: 35.600,00 USD Outcome 1: 25.600,00 USD Outcome 3: 10.000,00 USD	89 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Circular Economy will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 1.1.1: Regulatory tools for the establishment of EPR and circular economy drafted and enacted - Output 1.1.3: Institutional strengthening of relevant institutions dealing in waste management - Output 1.1.4: Enforcement strategies for implementation of updated regulatory framework - Output 2.1.1: Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed.

Consultant	Time Input	Tasks, Inputs and Outputs
National Healthcare Management Expert Rate: $400/week Total cost: 100.000,00 USD Outcome 1: 12.000,00 USD Outcome 4: 88.000,00 USD	250 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Healthcare Management Expert will work closely with the International Healthcare Waste Expert Expert and International Mercury Waste Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 1.1.2: National Healthcare Waste Management Guidelines updated. - Output 3.1.2. Training for the upstream management of healthcare waste carried out - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities - Output 3.1.5. Centralized technologies for HCW disposal established - Output 3.2.2. Sustainable alternatives to mercury-containing equipment are implemented. - Output 3.2.3. Facilities for permanent mercury waste storage are established.
National Technical Expert on POPs Rate: $400/week Total cost: 30.000,00 USD Outcome 2: 30.000,00 USD	75 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on POPs will work closely with the International Chemicals and Waste Expert and International POPs Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 1.2.2: NIP priorities established. - Output 1.2.3: Updated Eswatini NIP endorsed and submitted to the SC secretariat.
Five (5) National Technical Experts on POPs Inventory Studies Rate: $400/week Total cost: 60.000,00 USD Outcome 2: 60.000,00 USD	150 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), five (5) National Technical Experts on POPs Inventory Studies will work closely with the International Chemicals and Waste Expert and International POPs Expert to conduct activities and prepare reports related to the project under the following Output: - Output 1.2.1: Inventory of POPs updated.
National Technical Expert on E-waste Rate: $400/week Total cost: 24.000,00 USD Outcome 3: 24.000,00 USD	60 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on E-waste will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised. - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out.

Consultant	Time Input	Tasks, Inputs and Outputs
National Technical Expert on waste disposal Rate: $400/week Total cost: 6.000,00 USD Outcome 3: 6.000,00 USD	15 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Waste Disposal will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out.
National Expert on Plastic Waste Rate: $400/week Total cost: 40.000,00 USD Outcome 3: 40.000,00 USD	100 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Plastic Waste will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. - Output 2.1.6. Recycling and reuse of plastic materials established.
National Expert on Zero Waste Rate: $400/week Total cost: 36.000,00 USD Outcome 3: 36.000,00 USD	90 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Zero Waste will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. - Output 2.1.6. Recycling and reuse of plastic materials established.
National Technical Expert on Organic Waste and Composting Rate: $400/week Total cost: 18.000,00 USD Outcome 3: 18.000,00 USD	45 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Organic Waste and Composting will work closely with the International Chemicals and Waste Expert and International Waste Management Expert to conduct activities and prepare reports related to the project under the following Output: - Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established.

Consultant	Time Input	Tasks, Inputs and Outputs
National Technical Expert on Mercury and mercury waste management Rate: $400/week Total cost: 56.000,00 USD Outcome 5: 56.000,00 USD	140 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Mercury and mercury waste management will work closely with the International Healthcare Waste Expert Expert and International Mercury Waste Expert to conduct activities and prepare reports related to the project under the following Outputs: - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities - Output 3.1.5. Centralized technologies for HCW disposal established
National Expert on Communication Rate: $400/week Total cost: 30.000,00 USD Outcome 6: 30.000,00 USD	75 weeks / over 5 years	Under close supervision of Project Manager (PM), the National Technical Expert on Communication will work closely with the the Chief Technical Advisor to conduct activities and prepare reports related to the project under the following Outputs: - Output 4.1.1. A knowledge hub to promote circular economy concepts in healthcare waste management established - Output 4.1.2. Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out - Output 4.1.3. A project website developed and maintained
National Expert on Entrepreneurship and Mentoring Rate: $400/week Total cost: 48.000,00 USD Outcome 3: 24.000,00 USD Outcome 4: 24.000,00 USD	120 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National Technical Expert on Entreperneurship and Mentoring will work closely with the International Entrepreneurship Trainer to conduct activities and prepare reports related to the project under the following Outputs: - Output 2.1.2. Women entrepreneurship in the sector of circular economy promoted. - Output 3.1.1. Favoring women access to jobs and women entrepreneurship in the HCW sector
National MTR Expert Rate: $400/week Total cost: 10.000,00 USD Outcome 7: 10.000,00 USD	25 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National MTR Expert will work closely with the International MTR Expert to conduct activities and prepare reports related to the project under the following Output: - Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out
National TE Expert Rate: $400/week Total cost: 12.000,00 USD	30 weeks / over 5 years	Under close supervision of the Chief Technical Advisor and Project Manager (PM), the National TE Expert will work closely with the International TE Expert to conduct activities and prepare reports related to the project under the following Output: - Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out

Consultant	Time Input	Tasks, Inputs and Outputs
Outcome 7: 12.000,00 USD		
National Gender Expert Rate: $400/week Total cost: 8.000,00 USD Outcome 3: 4.000,00 USD Outcome 4: 4.000,00 USD	20 weeks / over 5 years	Duties and Responsibilities • Monitor progress in implementation of the project Gender Action Plan ensuring that targets are fully met and the reporting requirements are fulfilled; • Oversee/develop/coordinate implementation of all gender-related work; • Review the Gender Action Plan annually, and update and revise corresponding management plans as necessary; • Work with the M&E officer and Safeguards Officer to ensure reporting, monitoring and evaluation fully address the gender issues of the project;
Project Social and Environmental Safeguards Officer Rate: $400/week Total cost: 40.000,00 USD Outcome 3: 20.000,00 USD Outcome 4: 20.000,00 USD	50 weeks / over 5 years	Duties and Responsibilities • Prepare ESIA and LAP documents activities under ESMF as per national requirements • Monitor progress in development/implementation of the project ESMP/ESMF ensuring that UNDPs SES policy is fully met and the reporting requirements are fulfilled; • Oversee/develop/coordinate implementation of all safeguard related plans; • Ensure social and environmental grievances are managed effectively and transparently; • Review the SESP annually, and update and revise corresponding risk log; mitigation/management plans as necessary; • Ensure full disclosure with concerned stakeholders; • Ensure environmental and social risks are identified, avoided, mitigated and managed throughout project implementation; • Work with the UNDP CO M&E officer to ensure reporting, monitoring and evaluation fully address the safeguard issues of the project;
International / Regional and global contracting		
Chief Technical Advisor (CTA) Rate: $3,000/week Total cost: 360.000,00 USD Outcome 1: 54.000,00 USD Outcome 2: 30.000,00 USD Outcome 3: 135.000,00 USD Outcome 4: 75.000,00 USD Outcome 5: 45.000,00 USD Outcome 6: 21.000,00 USD	120 weeks / over 5 years	The Chief Technical Adviser (CTA) will be responsible for providing overall technical backstopping and management support to the Project.

Consultant	Time Input	Tasks, Inputs and Outputs
International Chemicals and Waste Expert Rate: $ 3,000/week Total cost: 78.000,00 USD Outcome 1: 57.000,00 USD Outcome 3: 12.000,00 USD Outcome 6: 9.000,00 USD	26 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the international Chemicals and Waste Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 1.1.1: Regulatory tools for the establishment of EPR and circular economy drafted and enacted - Output 1.1.3: Institutional strengthening of relevant institutions dealing in waste management - Output 1.1.4: Enforcement strategies for implementation of updated regulatory framework - Output 2.1.1: Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed. - Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised. - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out. - Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. - Output 2.1.6. Recycling and reuse of plastic materials established - Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established. - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities - Output 3.1.5. Centralized technologies for HCW disposal established - Output 4.1.1. A knowledge hub to promote circular economy concepts in healthcare waste management established - Output 4.1.2. Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out
International Healthcare Waste Expert Rate: $ 3,000/week Total cost: 135.000,00 USD Outcome 1: 18.000,00 USD Outcome 4: 117.000,00 USD	45 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the international Healthcare Waste Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 1.1.2: National Healthcare Waste Management Guidelines updated. - Output 3.1.2. Training for the upstream management of healthcare waste carried out - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities - Output 3.1.5. Centralized technologies for HCW disposal established - Output 3.2.2. Sustainable alternatives to mercury-containing equipment are implemented. - Output 3.2.3. Facilities for permanent mercury waste storage are established.

Consultant	Time Input	Tasks, Inputs and Outputs
International POPs Expert Rate: $ 3,000/week Total cost: 36.000,00 USD Outcome 2: 36.000,00 USD	12 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the international POPs Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 1.2.1: Inventory of POPs updated. - Output 1.2.2: NIP priorities established. - Output 1.2.3: Updated Eswatini NIP endorsed and submitted to the SC secretariat.
International Waste Management Expert Rate: $ 3,000/week Total cost: 81.000,00 USD Outcome 3: 81.000,00 USD	27 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the international Waste Management Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 2.1.1: Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed. - Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised. - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out. - Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini. - Output 2.1.6. Recycling and reuse of plastic materials established - Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established.
International E-Waste Expert Rate: $ 3,000/week Total cost: 24.000,00 USD Outcome 3: 24.000,00 USD	8 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the international E-Waste Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised. - Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out.
International Organic Waste/Compost Expert Rate: $ 3,000/week Total cost: 27.000,00 USD Outcome 3: 27.000,00 USD	9 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the International Organic Waste/Compost Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established.
International Mercury Waste Expert Rate: $ 3,000/week Total cost: 69.000,00 USD	23 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the International Mercury Waste Expert will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 3.1.3. Equipment for HCW collection, storage, and transport deployed and demonstrated - Output 3.1.4: Technologies for HCW pretreatment established in main healthcare facilities

Consultant	Time Input	Tasks, Inputs and Outputs
Outcome 5: 69.000,00 USD		- Output 3.1.5. Centralized technologies for HCW disposal established
International Entrepreneurship Trainer Rate: $ 3,000/week Total cost: 18.000,00 USD Outcome 3: 9.000,00 USD Outcome 4: 9.000,00 USD	6 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the International Entrepreneurship Trainer will provide international perspective, strategic guidance and technical inputs to the implementation of activities under the following Outputs: - Output 2.1.2. Women entrepreneurship in the sector of circular economy promoted. - Output 3.1.1. Favoring women access to jobs and women entrepreneurship in the HCW sector
International MTR Consultant Rate: $ 3,000/week Total cost: 30.000,00 USD Outcome 7: 30.000,00 USD	10 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the International MTR Consultant will conduct MTR study under the following Output: - Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out
International TE Consultant Rate: $ 3,000/week Total cost: 36.000,00 USD Outcome 7: 36.000,00 USD	12 weeks / over 5 years	In close coordination with the Project Manager (PM) and CTA, the International TE Consultant will conduct Terminal Evaluation study under the following Output: - Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out

Stakeholder Engagement Plan

Introduction

The Stakeholder Engagement Plan (SEP) seeks to define a technically and culturally appropriate approach to consultation, disclosure and grievance redress. The goal of this SEP is to improve and facilitate decision making and create an atmosphere of understanding that actively involves project-affected people and other stakeholders in a timely manner, and that these groups are provided enough opportunity to voice their opinions and concerns that may influence Project decisions. The SEP is a useful tool for managing communications between the project and its stakeholders.
The key objectives of the SEP can be summarised as follows:

- Understand the stakeholder engagement requirements of the Kingdom of Eswatini legislation;
- Provide guidance for stakeholder engagement such that it meets the standards of International Best Practice;
- Identify key stakeholders that are affected, and/or able to influence the Project and its activities;
- Identify the most effective methods, timing and structures through which to share project information, and to ensure regular, accessible, transparent and appropriate consultation;
- Develop a stakeholders' engagement process that provides stakeholders with an opportunity to engage in project planning and design and its implementation;
- Develop stakeholders' program to guide the stakeholders' engagement plan;
- Establish formal grievance/resolution mechanisms;
- Define roles and responsibilities for the implementation of the SEP;
- Define reporting and monitoring measures to ensure the effectiveness of the SEP and periodical reviews of the SEP based on findings.
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Principles of Stakeholder Engagement that will inform the project's engagement activities: Stakeholder engagement shall be informed by a set of key principles that are applied to all engagement activities and these include; free, prior and informed, adequate resources and time, inclusive and culturally appropriate and not raising expectations. The benefits of a stakeholder engagement include managing costs, managing risk, enhancing reputation, avoiding conflict, improving corporate policy, identifying, monitoring and reporting on impacts and managing stakeholder expectations.

2. Stakeholder Identification and Analysis

To develop an effective SEP, it is necessary to determine who the stakeholders are and understand their needs and expectations for engagement, and their priorities and objectives in relation to the Project. This information shall then be used to tailor engagement to each type of stakeholder. As part of this process, it will be particularly important to identify individuals and groups who may find it more difficult to participate and those who may be differentially or disproportionately affected by the project because of their marginalized or vulnerable status. It is also important to understand how each stakeholder may be affected – or perceives they may be affected – so that engagement can be tailored to inform them and understand their views and concerns in an appropriate manner. Stakeholders have been and will continue to be identified on a continuing basis by identifying:

- Various stakeholder categories that may be affected by, or be interested in, the Project; and
- Specific individuals, groups, and organizations within each of these categories taking into account:

- The expected Project area of impact, that is the geographical area over which it may cause impacts (both positive and negative) over its lifetime, and therefore the localities within which people and businesses could be affected;
- The nature of the impacts that could arise and therefore the types of national/local government entities, NGOs, academic and research institutions and other bodies who may have an interest in these issues.

In general, engagement is directly proportional to impact and influence, and as the extent of impact of a project on a stakeholder group increases, or the extent of influence of a stakeholder on a project increases, engagement with that stakeholder group shall intensify and deepen in terms of the frequency and the intensity of the engagement method used. All engagement shall proceed based on what are culturally acceptable and

appropriate methods for each of the different stakeholder groups targeted. For the purpose of this SEP, “stakeholder” refers to individuals or groups who:

- Are affected or likely to be affected by the project (project-affected parties); and
- May have an interest in the project (other interested parties). For the SEP, the term “Project-affected parties” includes “those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include beneficiaries, government ministries and agencies, individuals or groups, including local communities. The term “Other interested parties” (OIPs) refers to individuals, groups, or organizations with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. For example, these parties may include regulators, government officials, partners, the private sector, the scientific community, academics, unions, women’s organizations, other civil society organizations, and cultural groups.
- Development Partners; and
- Vulnerable or disadvantaged groups.

2.1 Project Affected People

Stakeholder	Role in the country	Expected role in the project
Project Steering Committee		Provide overall guidance and direction to the project. Review and approve project related plans, designs and resources for effective project delivery.
Project Management Unit		The PMU will carry out the day-to-day management of the project.
Ministry of Tourism and Environmental Affair (MTEA)	The mission of MTEA is to promote and support the tourism industry, wildlife conservation within an environmental framework that enhances amenities, conserves culture, sustains forest management, embraces meteorology and addresses climate change challenges to contribute towards sustainable socio-economic development.	MTEA will be key stakeholder and partner in the project for all the aspects relevant to the development of regulation and policies on POPs and wastes
Eswatini Environment Authority (EEA)	EEA is in charge of advising the Minister in the formulation of policies and regulations, to advise the Minister and the government on matters relating to the protection, conservation and enhancement of the environment and the sustainable management of natural resources, to conduct inspections, monitor compliance and ensure the enforcement of the environmental legislation, to undertake environmental research and promote awareness raising on environmental protection, to implement the EIA regulation.	EEA is the implementing partner of the project and will provide co-financing and support on the permitting aspects
Ministry of Health	The Ministry of Health (MOH) is responsible for managing waste generated in public and private healthcare facilities (HCFs) through theNational Health Care Waste Strategy. The MOH's Department of Environmental Health is responsible for implementing healthcare waste (HCW) activities and environmental health-related issues at the national and regional levels, while Environmental Health Officers (EHO) at regional and local levels are responsible for ensuring proper waste management at the facility level. The local authorities also provide environmental health services. The national level of the Department of Environmental Health coordinates the responsibilities of the EHOs at different levels.	MOH is a key project stakeholder, will provide co-financing and will be involved in the design and implementation of the component 3 of the project, which is related to the management of healthcare waste, including mercury, and in the revision of the HCW guidelines.
Environmental Health Department	In partnership with the Ministry of Labour and Social Security, the Environmental Health Department of the MOH has the responsibility of inspecting and monitoring occupational health and safety in workplaces. This responsibility is governed by the Occupational Safety and Health Act of 2001.	Key project stakeholder, coordinating HCW related project activities and monitoring the health of workers involved in HCW management.

Eswatini Medical and Dental Council (EMDC)	EMDC's mandate is to regulate the registration and licencing of health professionals, their professional conduct and practice as well as training, including continued development and internship training.	Contributing to the review and improvement of health regulatory framework
Central Medical Stores (Ministry of Health)	Central Medical Stores is the largest generator of pharmaceutical Waste in Eswatini.	Largest generator of pharmaceutical waste. They will be a source of waste for SMEs and contribute to the improvement of relevant regulation
Private Pharmacies (including wholesalers)	These are the private pharmaceutical businesses all over the country. They include big pharmaceutical companies like ASD Medicals, Swazi Pharm and others. They normally procure and use products and dispose health care waste in the form of expired pharmaceutical products	Generators of pharmaceutical waste. They will be a source of waste for SMEs
Non-governmental Organizations (World Vision, ICAP, Luke Commission)	These NGOs assist the Ministry of Health in closing service delivery gaps. In the course of their work, they produce certain volumes of health care risk waste	They will be a source of pharmaceutical waste for SMEs
Biomed Department (Ministry of Health)	BIOMED is the unit under MoH responsible for the maintenance and disposal of the Ministry's equipment and machinery.	Generators of electric and electronic waste. They will be a source of e-Waste for SMEs
Ministry of Finance (Central Government Stores)	The Ministry of Finance is responsible for establishment and maintenance of procurement and asset management policies in the country.	They will be a source of waste for SMEs through the disposal of used material
Small Enterprises Development Company (SEDCO)	SEDCO's mandate is to create, develop and promote Small, Micro and, Medium Enterprises in the Kingdom of Eswatini	They will be responsible for capacity building and strengthening of SMEs
National Laboratory of Eswatini (NLAE)	The NLAE facilitates improvements in testing and calibration services through capacity building, knowledge and technology transfer among member laboratories. To influence relevant legislation and advocate for implementation of laboratory quality management systems towards world class service delivery, thus contributing to economic growth.	They will be responsible for coordinating consensus on waste management needs amongst laboratories in Eswatini
Business Eswatini	Promotes a conducive business environment through advocacy, stakeholder engagement, representation and delivery of useful services to members.	They will be responsible for supporting the growth and development of SMEs
Veterinary Department (Ministry of Agriculture)	The department prevents the spread of animal diseases and zoonoses, promote animal health and welfare and equip livestock producers with adequate knowledge, skill and technical know-how on the efficient management of all resources that will ensure profitable returns and an efficient and sustainable livestock industry. Health care waste is generated in the provision of their services	They will be a source of health care waste for SMEs

Umbutfo Eswatini Defense Force	The Umbutfo Eswatini Defence Force is the official armed national military of Eswatini. It operates several functions including health care services which generate a certain amount of health care waste.	They will be a source of health care waste for SMEs
Ministry of Labour and Social Security (MOLSS)	The Ministry of Labour and Social Security (MOLSS) in Eswatini is responsible for creating and implementing policies, laws, and regulations related to labor, employment, and social security in the country, including enforcing labor laws and regulations to ensure that employers and employees comply with them, providing social security programs and services to eligible individuals, including pensions, disability benefits, and survivor benefits, providing training and development opportunities for workers to improve their skills and increase their employability.	MOLSS is a key project stakeholder and will be involved in all the aspects related to safety in the workplace, rights of workers and mainstreaming of gender aspects at work
Local authorities (Municipalities)	These include Mbabane, Manzini, Matsapha, Nhlangano, Pigg's Peak, Hlathikhulu, Lavumisa, Vuvulane, Buhleni and Siteki Municipalities. The municipalities are responsible for collecting general non-risk waste at the local level, and for operating landfills to dispose of Municipal Solid Waste (MSW). The Waste Regulation (2000) requires local authorities to report annually to the MTEA on the amount of household and clinical waste generated and disposed of in their area, as well as on the implementation of their waste management plan. In addition, the local authorities provide local Environmental Health Officers to support identified healthcare facilities (HCFs).	The project will work side by side with municipalities – both in urban and rural areas to pilot SUP avoidance, door to door collection, take back schemes for WEEE (component 2 of the project)
Ministry of Tinkhundla	One of the objectives of the Ministry is to coordinate and facilitate an integrated approach of all developmental programmes, projects, activities and other initiatives by Development Agencies, Government Departments and Non-Governmental organizations at Regional, Sub-Regional, Tinkhundla and Chiefdom levels.	They will be responsible for coordinating project activities under rural communities.
Ministry of Information, Communication and Technology	Its mandate is to provide an efficient national Information, Communications and Technology delivery framework for Swazi citizens, the public and private sectors; through converged services and applications, to promote Government policies and programmes; preserve public records for posterity; and to encourage knowledge management through universal access to information, and well-developed, efficient, and affordable communications facilities. The Ministry procures, uses and disposes large volumes of electronic waste	They will be a source of E-waste at government level for SMEs

Renewable Energy Association of Eswatini (REASWA)	The aim of the REASWA is to promote renewable energy in the country. The association membership includes practitioners deploying renewable energy technologies toi a wide range of users. The association also provides training and community sensitization on the benefits of renewable energy. REASWA members procure, use and dispose large volumes of electronic and electrical waste including batteries, inverters and solar products.	The REASWA membership are a source of e-waste
Royal Science and Technology Park	The aim of the RSTP is to provide steadfast support for basic research and innovation by providing a coherent approach to maximizing the innovation dividend. The agency procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Eswatini Post and Telecommunications Corporation (EPTC)	EPTC provides customer centric communication, logistics and financial solutions through the application of modern technology to enhance our stakeholders' quality of life. The agency procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Eswatini Electricity Company	EEC Mandate is to meet the needs of customers in a sufficiently profitable and environmentally sound way through providing reliable and safe power supply of acceptable quality. The company procures, uses and disposes large volumes of electronic waste	They will be a source of e-waste for SMEs
Healthcare Facilities (Public, Faith-based, NGOs and Private)	The management of waste within healthcare facilities (HCFs) and the implementation of government policies, laws and regulations are the responsibilities of the managerial levels of the HCFs. The facilities identify the budget needed for waste management, which is then submitted to the regional health offices and processed by the planning unit within the Ministry of Health. The HCWM Policy Note from 2018 outlines the functions of all the relevant stakeholders, and the national HCWM guidelines provide a clear division of responsibilities for managing healthcare waste at the facility level. Other facilities that will be included are Faith-based institutions i.e. Raleigh Fitkin Memorial Hospital and Good Shepherd Hospital. Private clinics including The Clinic Group, Ezulwini Private Hospital, Medisun and other smaller clinics. NGOs supporting MoH in the delivery of services. These include The Luke Commission, International Centre for AIDS Care and Treatment Programs (ICAP), Family Life Association of Eswatini and Baylor College of Medicine - Bristol Myers-Squibb Children's Clinical Centre of Excellence	The project will cooperate with small, medium size and large healthcare facilities to establish capacity in the HCW management and implement a network for the transport and environmentally safe disposal of HCW and mercury waste. (Component 3 of the project). The facilities will also be a source of health care waste.

Waste Management Companies	There are a limited number of waste management companies and recyclers in Eswatini. Some provide waste management services in large municipalities (Eric Slabbert Agencies, Envirowise), other are mainly interested in recycling of scrap metals (Nsimbi Recyclers), textile (Eswatini Waste Centers)	Waste management companies will be assisted to improve their capacity and safe management and will partner the project on specific activities (component 2 of the project)
Supermarkets, retailers of electronic equipment	Large supermarket in Eswatini, (like Shoprite Eswatini, Pick n Pay Eswatini, OK Foods Eswatini, Swazi Plaza SuperSpar, SaveRite Eswatini, Woolworths Eswatini, Boxer Superstores Eswatini, Game Eswatini, Mbabane Spar, Mbabane Wholesale & Retail Company) are located mainly in the main cities of the country. They could be contacted to establish strategies for the reduction of single use plastic and plastic collection points. Retailers of electric and electronic goods, like Hifi Corporation Eswatini, OK Furniture Eswatini, Game Eswatini, Joshua Doore Eswatini, House of Sound Eswatini, Electro Sales Eswatini, Jet Eswatini, Cash Crusaders Eswatini, Incredible Connection Eswatini, Rectron Eswatini, House of Computers Eswatini, Computronics Eswatini, Matrix Warehouse Eswatini, TelPro Eswatini, Bantama Technologies Eswatini, Zingisa Computers Eswatini, will be contacted to establish agreement on EPR activities like sell-one-take-one, collection and storage services for WEEE	The project will establish cooperation with supermarkets and retailers of electric and electronic equipment to establish collection points of WEEE on a one-to-one basis and to prevent the use of SUP (component 2 of the project)
Manufacturers of plastic articles including SUP	In Eswatini, industries like Swazi Plastics Industries, Future Pipe Eswatini (PTY) Ltd, Luba Plastics Eswatini, Sebenta Plastics Eswatini, Eastern Polymer Industries Eswatini, will be contacted to identify the best options in the sector of recycling of plastic waste and to secure an outlet to high quality plastic waste collected through door-to-door segregated collection.	The project will establish cooperation with plastic enterprises with the purpose to support the replacement SUP manufacturing with other business and to increase recycling capacity (component 2 of the project)
Informal waste workers (IWW)	Informal waste workers in Eswatini are often self-employed individuals or small groups who collect and sort recyclable materials from waste dumps and landfills, as well as from households and businesses. They typically sell these materials to intermediaries or recycling companies and earn a living from the income generated. Informal waste workers in Eswatini often face difficult working conditions and low levels of income and may also be exposed to health and safety risks. There is a need for greater recognition of the role of informal waste workers in the waste management sector, as well as for efforts to improve their working conditions and livelihoods.	IWW are a pillar in project implementation. The project will establish cooperation with them in the field of waste collection at source and will try to ensure better working condition and incentive the shifting to a more formal business (component 2 of the project)
Environmental NGOs	There are few NGOs in Eswatini active in the environmental sector. These are Eswatini Climate Coalition, Wildlife and Environmental Conservation Society of Eswatini, Eswatini Youth Climate Network. Other NGOs like Green Peace	NGOs will have a key role in the establishment of relationships with IWW and in the awareness raising on the

	and WWF does not currently operate in Eswatini. The project will endeavour to establish cooperation with the existing environmental NGOs.	waste management issue (Component 2 and Knowledge Management)
Women Right NGOs	There are several women right associations in Eswatini, including Eswatini Action Group Against Abuse (SWAGAA), Women and Law in Southern Africa Research and Education Trust - Eswatini, The Eswatini Single Mothers Association (SWASMO), Eswatini Women's Consortium, The Eswatini National Association of Teachers (SNAT) Women's League, Lusweti Women's Organisation, The Eswatini Young Women's Network (SYWN), The Eswatini National Council of Women (ENCW), Women's Ink, Young Women's Christian Association (YWCA), Business Women Forum Eswatini (BWFS), Imbita Swaziland Women's Finance Trust, Women Unlimited Eswatini, Young Heroes Foundation	The project will establish cooperation with NGO active on women right associations to ensure a successful mainstreaming of women rights through the implementation of the project (Component 2 and 3 and Knowledge Management)

2.2 Development Partners

Stakeholder	Role in the country	Expected role in the project
Global Environment Fund	GEF seeks to create long term, sustainable value for our investors, by partnering with growing, dynamic companies that are driving efficiency for their customers, enabling them to achieve their business and financial goals.	Providing project oversight and funding
United Nations Development Programme	Helping Eswatini to achieve the eradication of poverty and the reduction of inequalities and exclusion. We help countries develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.	Potential synergies with on-going and planned investments and initiatives in the country
World Bank	The World Bank provides support to the government in three key areas: improving human capital formation, budget management and governance, and increasing competitiveness	Potential synergies with on-going and planned investments and initiatives in the country
EU Eswatini	The European Union and the Kingdom of Eswatini have a long-standing and cordial partnership dating back more than 50 years now. This partnership focuses on poverty reduction and the promotion of sustainable and inclusive growth and development.	Potential synergies with on-going and planned investments and initiatives in the country

2.3 Other Interested Parties

Stakeholder	Role in the country	Expected role in the project
Eswatini National Youth Council	The ENYC is the coordinating body for all Youth programmes mandated by the government of Eswatini to Advocate, lobby and support youth empowerment. The ENYC has been tasked with serving the youth of Eswatini regardless of colour, race, religion, geographical location, sexual orientation or otherwise	Ensuring youth representation in the project
Coordinating Assembly of Non-Governmental Organisations (CANGO)	CANGO's mandate is to Coordinate, advocate, strengthen capacity and empower NGOs to effectively deliver on their mandates.	Coordinating the project activities involving non-governmental organizations
Swazi Fair Trade Organisation (SWIFT)	SWIFT strives to create social and economic empowerment for mostly rural women and some men involved in handcraft in Swaziland. The services and types of support SWIFT offers can be categorized into three pillars: training, trade, and advocacy.	Coordinating the establishment and maintenance of waste related businesses for women and men in rural areas under the project
Institute of Waste Management (Eswatini)	The IWM supports the improvement of waste management standards and legislation, support international, national and regional trends in best environmental practices; promote the science and technology of waste management and practice affordable cost-effective management of waste. Education and training in the realm of effective and efficient waste management is also a key focus for IWM.	Coordinate inputs towards improved regulation of waste and dissemination of project related information on waste management practices
Construction Industry Council	CIC's mandate is to regulate, develop and promote the construction industry for the benefit of all stakeholders through developing regulations and ensuring compliance, research, development, capacity building, and stakeholder engagement, thus improving the socio-economic status of the country	Coordinate inputs towards improved regulation of waste and dissemination of project related information on waste management practices
Safety, Health, Environment, Risk and Quality (SHERQ) Forum	The Forum is a formal platform where SHERQ practitioners exchange ideas, collectively bargain and enhance capacities.	Coordinate inputs towards improved regulation of waste and dissemination of project related information on waste management practices
Eswatini Environment Assessment Practitioners	The Eswatini Environment Assessment Practitioners is a newly established association of Environmental Assessment Practitioners as per the Environmental Assessment Regulations of 2023	Coordinate inputs towards the improved regulation of waste and dissemination of project related information on waste management practices

2.4 Vulnerable Groups

Stakeholder	Role in the country	Expected role in the project
Federation of Organizations of the Disabled Persons	The main purpose of the formation of the Federation was to build effective and efficient leadership amongst its affiliates and to act as a link between government and disabled people's organizations.	Coordinate inputs from members of the Federation and advocate for their interests under the project
Deputy Prime Minister's Office (Gender Department)	Their mandate is to mainstream gender and family issues into all areas of national development, including legislation, policies, programmes and projects.	Ensure gender mainstreaming and support gender activities under the project

3. Stakeholder Engagement Approach

There are a variety of engagement techniques that are being used to cultivate and build relationships with stakeholders, gather information from stakeholders, consult with stakeholders, and disseminate project information to stakeholders. When selecting an appropriate consultation technique, culturally appropriate consultation methods, the purpose for engaging with a stakeholder group shall be considered. The techniques that have and will continue to be used for consultations include: Consultations (email, telephone, text), one on one meetings, websites, public meetings, project leaflets, social media and mainstream media.

3.1 Project Affected People

Stakeholder	Stakeholder Type	Role	Effect on Project	Engagement Approach	Engagement Tools	Frequency	Expected Outcome
Project Steering Committee	Project	Provide overall guidance and direction to the project. Review and approve project related plans, designs and resources for effective project delivery.	+	Consultation, Workshops	Emails, Meetings	Very frequently	- Project guidance and direction - Approval of plans, designs and resources
Project Management Unit	Project	The PMU will carry out the day-to-day management of the project.	+	Meetings	Emails, Telephone, Meetings	Very frequently	- Project progress - Project coordination
Ministry of Tourism and Environmental Affair (MTEA)	Government	The mission of MTEA is to promote and support the tourism industry, wildlife conservation within an environmental framework that enhances amenities, conserves culture, sustains forest management, embraces meteorology and addresses climate change challenges to contribute towards sustainable socio-economic development.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	Coordination of inputs and processing of regulation and policies on POPs and wastes
Eswatini Environment Authority (EEA)	Parastatal	EEA is in charge of advising the Minister in the formulation of policies and regulations, to advise the Minister and the government on matters relating to the protection, conservation and enhancement of the environment and the sustainable management of natural resources, to conduct inspections, monitor compliance and ensure the enforcement of the environmental legislation, to undertake environmental research and promote awareness raising on environmental protection, to implement the EIA regulation.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Implementing agency of the project. - Information on gaps in regulatory framework and operations - Coordination of inputs and processing of regulation and policies on POPs and wastes

Ministry of Health	Government	The Ministry of Health (MOH) is responsible for managing waste generated in public and private healthcare facilities (HCFs) through the National Solid Waste Management Strategy (NSWMS). The MOH's Department of Environmental Health is responsible for implementing healthcare waste (HCW) activities and environmental health-related issues at the national and regional levels, while Environmental Health Officers (EHO) at regional and local levels are responsible for ensuring proper waste management at the facility level. The local authorities also provide environmental health services. The national level of the Department of Environmental Health coordinates the responsibilities of the EHOs at different levels.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment to co-financing and - the design and implementation of the component 3 of the project (Health care waste)
Environmental Health Department	Government	In partnership with the Ministry of Labour and Social Security, the Environmental Health Department of the MOH has the responsibility of inspecting and monitoring occupational health and safety in workplaces. This responsibility is governed by the Occupational Safety and Health Act of 2001.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Design and implementation of the component 3 of the project (Health care waste) and monitoring of HCW Workers health
Renewable Energy Association of Eswatini (REASWA)	Private	The aim of the REASWA is to promote renewable energy in the country. The association membership includes practitioners deploying renewable energy technologies to a wide range of users. The association also provides training and community sensitization on the benefits of renewable energy. REASWA members procure, use and dispose large volumes of electronic and electrical waste including batteries, inverters and solar products.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- The REASWA membership are a source of e-waste

Central Medical Stores (Ministry of Health)	Government	Central Medical Stores is the largest generator of pharmaceutical Waste in Eswatini.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Private Pharmacies (including wholesalers)	Private	These are the private pharmaceutical businesses all over the country. They include big pharmaceutical companies like ASD Medicals, Swazi Pharm and others. They normally procure and use products and dispose health care waste in the form of expired pharmaceutical products	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Biomed Department (Ministry of Health)	Government	BIOMED is the unit under MoH responsible for the maintenance and disposal of the Ministry's equipment and machinery.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Small Enterprises Development Company (SEDCO)	Parastatal	SEDCO's mandate is to create, develop and promote Small, Micro and, Medium Enterprises in the Kingdom of Eswatini	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment to develop and promote SMMEs
National Laboratory of Eswatini (NLAE)	Private	The NLAE facilitates improvements in testing and calibration services through capacity building, knowledge and technology transfer among member laboratories. To influence relevant legislation and advocate for implementation of laboratory quality management systems towards world class service delivery, thus contributing to economic growth.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs

Business Eswatini	Private	Promotes a conducive business environment through advocacy, stakeholder engagement, representation and delivery of useful services to members.	+	Consultation	Emails, Telephone, official letter, Meetings	Frequently	- Commitment to engage and support SMEs
Veterinary Department (Ministry of Agriculture)	Government	The department prevents the spread of animal diseases and zoonoses, promote animal health and welfare and equip livestock producers with adequate knowledge, skill and technical know-how on the efficient management of all resources that will ensure profitable returns and an efficient and sustainable livestock industry. Health care waste is generated in the provision of their services	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Umbutfo Eswatini Defense Force	Government	The Umbutfo Eswatini Defence Force is the official armed national military of Eswatini. It operates several functions including health care services which generate a certain amount of health care waste.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Ministry of Labour and Social Security (MOLSS)	Government	The Ministry of Labour and Social Security (MOLSS) in Eswatini is responsible for creating and implementing policies, laws, and regulations related to labor, employment, and social security in the country, including enforcing labor laws and regulations to ensure that employers and employees comply with them, providing social security programs and services to eligible individuals, including pensions, disability benefits, and survivor benefits, providing training and development opportunities for workers to improve their skills and increase their employability.	+	Consultation	Emails, Telephone, official letter, Meetings	Frequently	- Information on labor laws and practices; - Commitment to assist SMEs on labor issues

Local authorities (Municipalities)	Parastatal	These include Mbabane, Manzini, Matsapha, Nhlangano, Pigg's Peak, Hlathikhulu, Lavumisa, Vuvulane, Buhleni and Siteki Municipalities. The municipalities are responsible for collecting general non-risk waste at the local level, and for operating landfills to dispose of Municipal Solid Waste (MSW). The Waste Regulation (2000) requires local authorities to report annually to the MTEA on the amount of household and clinical waste generated and disposed of in their area, as well as on the implementation of their waste management plan. In addition, the local authorities provide local Environmental Health Officers to support identified healthcare facilities (HCFs).	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Support to SMEs and households during implementation
Ministry of Tinkhundla	Government	One of the objectives of the Ministry is to coordinate and facilitate an integrated approach of all developmental programmes, projects, activities and other initiatives by Development Agencies, Government Departments and Non-Governmental organizations at Regional, Sub-Regional, Tinkhundla and Chiefdom levels.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on rural communities and their commitment to the project - Commitment to coordinate project activities in the rural communities
Ministry of Information, Communication and Technology	Government	Its mandate is to provide an efficient national Information, Communications and Technology delivery framework for Swazi citizens, the public and private sectors; through converged services and applications, to promote Government policies and programmes; preserve public records for posterity; and to encourage knowledge management through universal access to information, and well-developed, efficient, and affordable communications facilities. The Ministry	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs

		procures, uses and disposes large volumes of electronic waste					
Royal Science and Technology Park	Parastatal	The aim of the RSTP is to provide steadfast support for basic research and innovation by providing a coherent approach to maximizing the innovation dividend. The agency procures, uses and disposes large volumes of electronic waste	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Eswatini Post and Telecommunications Corporation (EPTC)	Parastatal	EPTC provides customer centric communication, logistics and financial solutions through the application of modern technology to enhance our stakeholders' quality of life. The agency procures, uses and disposes large volumes of electronic waste	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Eswatini Electricity Company	Parastatal	EEC Mandate is to meet the needs of customers in a sufficiently profitable and environmentally sound way through providing reliable and safe power supply of acceptable quality. The company procures, uses and disposes large volumes of electronic waste	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs
Healthcare Facilities (Public, Faith-based and Private)	Government	The management of waste within healthcare facilities (HCFs) and the implementation of government policies, laws and regulations are the responsibilities of the managerial levels of the HCFs. The facilities identify the budget needed for waste management, which is then submitted to the regional health offices and processed by the planning unit within the Ministry of Health. The HCWM Policy Note from 2018 outlines the functions of all the relevant stakeholders, and the national HCWM guidelines provide a clear division of responsibilities for managing healthcare waste at the facility level. Other facilities that will be included are Faith-based institutions i.e.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Information on waste streams and volumes and their management - Commitment to be a source of waste for SMEs

		Raleigh Fitkin Memorial Hospital and Good Shepherd Hospital. Private clinics including The Clinic Group, Ezulwini Private Hospital, Medisun and other smaller clinics. NGOs supporting MoH in the delivery of services. These include The Luke Commission, International Centre for AIDS Care and Treatment Programs (ICAP), Family Life Association of Eswatini and Baylor College of Medicine - Bristol Myers-Squibb Children's Clinical Centre of Excellence					
Waste Management Companies	Private	There are a limited number of waste management companies and recyclers in Eswatini. Some provide waste management services in large municipalities (Eric Slabbert Agencies, Envirowise), other are mainly interested in recycling of scrap metals (Nsimbi Recyclers), textile (Eswatini Waste Centers)	+	Consultation/ active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- Waste management companies will be assisted to improve their capacity and safe management and will partner the project on specific activities (component 2 of the project)
Supermarkets, retailers of electronic equipment	Private	Large supermarket in Eswatini, (like Shoprite Eswatini, Pick n Pay Eswatini, OK Foods Eswatini, Swazi Plaza SuperSpar, SaveRite Eswatini, Woolworths Eswatini, Boxer Superstores Eswatini, Game Eswatini, Mbabane Spar, Mbabane Wholesale & Retail Company) are located mainly in the main cities of the country. They could be contacted to establish strategies for the reduction of single use plastic and plastic collection points. Retailers of electric and electronic goods, like Hifi Corporation Eswatini, OK Furniture Eswatini, Game Eswatini, Joshua Doore Eswatini, House of Sound Eswatini, Electro Sales Eswatini, Jet Eswatini, Cash Crusaders	+	Consultation	Emails, Telephone, official letter, Meetings	Frequently	- The project will establish cooperation with supermarkets and retailers of electric and electronic equipment to establish collection points of WEEE on a one-to-one basis and to prevent the use of SUP (component 2 of the project)

		Eswatini, Incredible Connection Eswatini, Rectron Eswatini, House of Computers Eswatini, Computronics Eswatini, Matrix Warehouse Eswatini, TelPro Eswatini, Bantama Technologies Eswatini, Zingisa Computers Eswatini, will be contacted to establish agreement on EPR activities like sell-one-take-one, collection and storage services for WEEE					
Manufacturers of plastic articles including SUP	Private	In Eswatini, industries like Swazi Plastics Industries, Future Pipe Eswatini (PTY) Ltd, Luba Plastics Eswatini, Sebenta Plastics Eswatini, Eastern Polymer Industries Eswatini, will be contacted to identify the best options in the sector of recycling of plastic waste and to secure an outlet to high quality plastic waste collected through door-to-door segregated collection.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- The project will establish cooperation with plastic enterprises with the purpose to support the replacement SUP manufacturing with other business and to increase recycling capacity (component 2 of the project)
Informal waste workers (IWW)	Private	Informal waste workers in Eswatini are often self-employed individuals or small groups who collect and sort recyclable materials from waste dumps and landfills, as well as from households and businesses. They typically sell these materials to intermediaries or recycling companies and earn a living from the income generated. Informal waste workers in Eswatini often face difficult working conditions and low levels of income and may also be exposed to health and safety risks. There is a need for greater recognition of the role of informal waste workers in the waste management sector, as well as for efforts to improve their working conditions and livelihoods.	+	Consultation/ Active involvement	Emails, Telephone, official letter, Meetings	Very frequently	- IWW are a pillar in project implementation. The project will establish cooperation with them in the field of waste collection at source and will try to ensure better working condition and incentive the shifting to a more formal business (component 2 of the project)

Environmental NGOs	Private	There are few NGOs in Eswatini active in the environmental sector. These are Eswatini Climate Coalition, Wildlife and Environmental Conservation Society of Eswatini, Eswatini Youth Climate Network. Other NGOs like Green Peace and WWF does not currently operate in Eswatini. The project will endeavour to establish cooperation with the existing environmental NGOs.					- NGOs will have a key role in the establishment of relationships with IWW and in the awareness raising on the waste management issue (Component 2 and Knowledge Management)
Women Right NGOs	Private	There are several women right associations in Eswatini, including Eswatini Action Group Against Abuse (SWAGAA), Women and Law in Southern Africa Research and Education Trust - Eswatini, The Eswatini Single Mothers Association (SWASMO), Eswatini Women's Consortium, The Eswatini National Association of Teachers (SNAT) Women's League, Lusweti Women's Organisation, The Eswatini Young Women's Network (SYWN), The Eswatini National Council of Women (ENCW), Women's Ink, Young Women's Christian Association (YWCA), Business Women Forum Eswatini (BWFS), Imbita Swaziland Women's Finance Trust, Women Unlimited Eswatini, Young Heroes Foundation					- The project will establish cooperation with NGO active on women right associations to ensure a successful mainstreaming of women rights through the implementation of the project (Component 2 and 3 and Knowledge Management)

3.2 Development Partners

Stakeholder	Stakeholder Type	Role in the country	Effect on Project	Engagement Approach	Engagement Tools	Frequency	Expected Outcome
Global Environment Fund	Development Agency	GEF seeks to create long term, sustainable value for our investors, by partnering with growing, dynamic companies that are	+	Consultation	Emails, Telephone,	Very frequently	- Overall guidance

		driving efficiency for their customers, enabling them to achieve their business and financial goals.			official letter, Meetings		- Project funding - Synergies with other initiatives
United Nations Development Programme	Development Agency	Helping Eswatini to achieve the eradication of poverty and the reduction of inequalities and exclusion. We help countries develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Overall guidance - Project funding - Synergies with other initiatives
World Bank	Development Agency	The World Bank provides support to the government in three key areas: improving human capital formation, budget management and governance, and increasing competitiveness	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Synergies with other initiatives
EU Eswatini	Development Agency	The European Union and the Kingdom of Eswatini have a long-standing and cordial partnership dating back more than 50 years now. This partnership focuses on poverty reduction and the promotion of sustainable and inclusive growth and development.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Synergies with other initiatives

3.3 Other Interested Parties

Stakeholder	Stakeholder Type	Role in the country	Effect on Project	Engagement Approach	Engagement Tools	Frequency	Expected Outcome
Eswatini National Youth Council	Parastatal	The ENYC is the coordinating body for all Youth programmes mandated by the government of Eswatini to Advocate, lobby and support youth empowerment. The ENYC has been tasked with serving the youth of Eswatini regardless of color, race,	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment to advocate for youth representation under the project

		religion, geographical location, sexual orientation or otherwise					
Coordinating Assembly of Non-Governmental Organisations (CANGO)	NGO	CANGO's mandate is to Coordinate, advocate, strengthen capacity and empower NGOs to effectively deliver on their mandates.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment towards advocacy of NGO interests under the project - Coordinating project activities to be executed by NGOs
Swazi Fair Trade Organisation (SWIFT)	NGO	SWIFT strives to create social and economic empowerment for mostly rural women and some men involved in handcraft in Swaziland. The services and types of support SWIFT offers can be categorized into three pillars: training, trade, and advocacy.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment to support SMEs towards financial stability
Institute of Waste Management (Eswatini)	Private	The IWM supports the improvement of waste management standards and legislation, support international, national and regional trends in best environmental practices; promote the science and technology of waste management and practice affordable cost-effective management of waste. Education and training in the realm of effective and efficient waste management is also a key focus for IWM.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment towards information dissemination on waste management and participation in stakeholder forums under the project
Construction Industry Council	Parastatal	CIC's mandate is to regulate, develop and promote the construction industry for the benefit of all stakeholders through developing regulations and ensuring compliance, research, development, capacity building, and stakeholder engagement, thus improving the socio-economic status of the country	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment towards regulation of construction companies on waste management
Safety, Health, Environment, Risk and Quality (SHERQ) Forum	Private	The Forum is a formal platform where SHERQ practitioners exchange ideas, collectively bargain and enhance capacities.	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment towards making inputs to

							improvements in regulation - Information dissemination on waste management and participation in stakeholder forums under the project
Eswatini Environment Assessment Practitioners	Private	The Eswatini Environment Assessment Practitioners is a newly established association of Environmental Assessment Practitioners as per the Environmental Assessment Regulations of 2023	+	Consultation	Emails, Telephone, official letter, Meetings	Very frequently	- Commitment towards making inputs to improvements in regulation - information dissemination on waste management and participation in stakeholder forums under the project

3.4 Vulnerable Groups

Stakeholder	Stakeholder type	Role in the country	Effect on Project	Engagement Approach	Engagement Tools	Frequency	Expected Outcome
Federation of Organizations of the Disabled Persons	NGO	The main purpose of the formation of the Federation was to build effective and efficient leadership amongst its affiliates and to act as a link between government and disabled people's organizations.	+	Consultation	Emails, Telephone, official letter, Meetings	Frequently	- Commitment towards advocacy of member interests in the project
Deputy Prime Minister's Office (Gender Department)	Government	Their mandate is to mainstream gender and family issues into all areas of national development, including legislation, policies, programmes and projects.	+	Consultation	Emails, Telephone, official letter, Meetings	Frequently	- Commitment towards gender mainstreaming under the project

4. Summary of Stakeholder Ratings

4.1 Project Affected People

Stakeholder	Rating	Importance of Stakeholder to Success of Project	Degree of Influence over project
1. Project Steering Committee	+	5	5
2. Project Management Unit	+	5	3
3. Ministry of Tourism and Environmental Affair (MTEA) 4.	+	5	5
5. Eswatini Environment Authority (EEA) 6.	+	5	5
7. Ministry of Health	+	5	4
8. Environmental Health Department	+	5	3
9. Renewable Energy Association of Eswatini (REASWA)	+	3	3
10. Central Medical Stores (Ministry of Health)	+	3	3
11. Private Pharmacies (including wholesalers)	+	3	3
12. Biomed Department (Ministry of Health)	+	3	3
13. Small Enterprises Development Company (SEDCO)	+	4	3
14. National Laboratory of Eswatini (NLAE)	+	3	3
15. Business Eswatini	+	3	3
16. Veterinary Department (Ministry of Agriculture)	+	3	3
17. Umbutfo Eswatini Defense Force	+	3	3
18. Ministry of Labour and Social Security (MOLSS)	+	4	3
19. Local authorities (Municipalities)	+	5	3
20. Ministry of Tinkhundla	+	4	3
21. Ministry of Information, Communication and Technology	+	3	3
22. Royal Science and Technology Park	+	3	3
23. Eswatini Post and Telecommunications Corporation (EPTC)	+	3	3
24. Eswatini Electricity Company	+	3	3
25. Healthcare Facilities (Public, Faith-based and Private)	+	3	3
26. Waste Management Companies	+	3	3
27. Supermarkets, retailers of electronic equipment	+	3	3
28. Manufacturers of plastic articles including SUP	+	3	3
29. Informal waste workers (IWW)	+	4	3

30. Environmental NGOs	+	4	3
31. Women Right NGOs	+	4	3

4.2 Development Partners

Stakeholder	Rating	Importance of Stakeholder to Success of Project	Degree of Influence over project
Global Environment Fund	+	5	5
United Nations Development Programme	+	5	4
World Bank	+	3	1
EU Eswatini	+	3	1

4.3 Other Interested Parties

Stakeholder	Rating	Importance of Stakeholder to Success of Project	Degree of Influence over project
Eswatini National Youth Council	+	2	2
Coordinating Assembly of Non-Governmental Organisations (CANGO)	+	3	3
Swazi Fair Trade Organisation (SWIFT)	+	3	3
Institute of Waste Management (Eswatini)	+	3	3
Construction Industry Council	+	3	3
Safety, Health, Environment, Risk and Quality (SHERQ) Forum	+	3	3
Eswatini Environment Assessment Practitioners	+	3	3

4.4 Vulnerable Groups

Stakeholder	Rating	Importance of Stakeholder to Success of Project	Degree of Influence over project
Federation of Organizations of the Disabled Persons	+	3	1
Deputy Prime Minister's Office (Gender Department)	+	3	3

Annex 8: Environmental Social Management Framework (ESMF)

As separate attachment.

Gender analysis and gender action plan

UNDP Project - Reduced risks on human health & the environment through reduction of POPs and U-POPs in Eswatini

Introduction

Zero waste and circular economy principles are a key strategy to promote sustainable development, reduce environmental damage, protect ecosystems and biodiversity, and tackle climate change while improving economic wellbeing of societies.[22] Gender equality and women's empowerment are also recognized an integral part of sustainable development, and gender-responsive principles and commitments are increasingly reflected in related strategies, action plans, and initiatives from local to international levels.[23] Equitable social, economic, and political structures that support women's rights and livelihoods naturally complement the aims of zero waste and circular economy efforts,[24] and gender-responsive approaches to a zero waste and circular economy vision create safer, better, and more opportunities for socially and politically marginalized groups, including women, and promote progress on human rights and gender equality.

This gender analysis and action plan was developed for the UNDP-supported and GEF-funded project *Reduced risks on human health & the environment through reduction of POPs and U-POPs in Eswatini* in line with gender commitments in the project theory of change and with institutional mandates on gender equality and gender mainstreaming from UNDP and GEF.[25] The gender analysis and action plan aim to strengthen understanding of the gender realities and implementation of gender-responsive approaches in integrated solid waste management (ISWM) structures in Eswatini, which is a critical part of supporting a gender-responsive and inclusive zero waste and circular economy vision.

Scope and methodology

The gender analysis attempts to identify the different roles and responsibilities of women and men in waste management value chains, as well as the specific needs and challenges faced by women in this sector, in Eswatini. This includes available information on exposure risks and concerns of POPs and U-POPs for women and men in communities and within the waste management value chains. The gender action plan uses the findings from the analysis to identify actions and strategies for mainstreaming gender in the execution of the project, as well as areas where the project can contribute to closing knowledge gaps on gender and ISWM.

Drawing from UNDP and GEF guidance,[26] the main research questions for the gender analysis were:

- *What is the context?* Gender equality progress, issues, and concerns in Eswatini, particularly in relation to social norms and dynamics, economic access, educational opportunities, and participation in decision-making, as well as gender and ISWM linkages in relevant national commitments, strategies, and legislation.
- *Who does what?* Activity profile and division of labor between women and men in households, communities, informal waste management, and formal waste management structures.
- *Who has access, controls, and decides what?* Gender differentiated access to income, services, information, and opportunities and participation in decision-making spaces.
- *How can the project ensure equal participation and benefits?* Best practices and lessons learned from past gender-responsive ISWM efforts in Eswatini and key gender considerations to address gender gaps and inequalities.

The analysis utilized a desk review to gather information relevant to the project, including from national and local level policies and strategies, institutional reports, academia, studies, among other resources. An international consultant coordinated with national experts to gather available information and develop context-specific actions and strategies. As information on gender and ISWM is relatively limited

[22] Albaladejo et al. (2022); OECD (2021)
[23] WEF (2021)
[24] Aidis and Khaled (2019); Crespo-Rosas and Franco-García (2023); WEF (2021)
[25] GEF (2017); UNDP (2022)
[26] GEF (2017); UNDP (2018)

at the national level in Eswatini, this analysis should be considered an initial effort that can be built on and improved through project activities.

Background and context: Gender and ISWM

Gender roles, norms, and dynamics influence the way women and men interact in social, economic, and political areas of life, meaning they have different concerns, priorities, and ideas and can contribute in different ways to a zero-waste and circular economy. However, women's roles, concerns, priorities, and the inequalities they face are often overlooked in research, strategy development, and projects on zero-waste and circular economy concepts,[27] including as related to ISWM. Existing gender inequalities and norms are embedded in every aspect of waste management value chains,[28] which results in women's marginalization within sectors that can help promote a zero-waste and circular economy vision. Below are several gender considerations related to ISWM based on available reports, studies, and discussions from various contexts and from global reports. These general discussions provide a useful starting point for understanding these issues, but more targeted assessments are needed to understand context-specific gender dynamics.

Gender roles and responsibilities shape women's and men's priorities and concerns for waste management.

Women bear primary responsibility for household tasks and maintenance, childcare, and family care, and in many areas, women spend a significant portion of their days completing this unpaid care work.[29] These responsibilities extend to managing household waste, including determining what materials are waste and storing, sorting, and disposing materials.[30] This is a challenging and time-consuming task, especially in areas that lack adequate waste management infrastructure, and influences preferences for waste management services.[31] For example, men may prefer a drop-off central collection point system while women may prefer door-to-door collection due to their limited access to and cost of transportation and household responsibilities.[32] Despite their influence in household management and separation of waste, the social and monetary value of women's unpaid roles are not measured and often not officially acknowledged.[33]

Gender roles also influence women's and men's exposure to hazardous chemicals, pollutants, and waste.[34] Women and children are more exposed to indoor air pollution when biomass is used for cooking and heating needs,[35] and in cities, outdoor air pollution is most damaging to the health of the elderly, children, and women, particularly pregnant women.[36] In low-income or informal urban settlements, limited or missing waste management and sanitation infrastructure increases exposure to environmental hazards, and women are disproportionately vulnerable to health risks from chemical and waste pollution.[37] Furthermore, in some areas, women's tasks for household waste management include burning plastics and other waste, exposing them to highly toxic pollutants and heavy metals.[38]

Women are underrepresented in formal waste management structures and tend to engage in low-income or informal roles within the sector.

[27] Aidis and Khaled (2019); Albaladejo et al. (2022); OECD (2021)
[28] GRID-Arendal (2022); UNEP-IETC and GRID-Arendal (2019)
[29] Charmes (2019); EIGE (2021); Oxfam (n.d.)
[30] UNEP-IETC (2015)
[31] UNEP-IETC and GRID-Arendal (2019)
[32] UNEP-IETC (2015)
[33] UNEP-IETC and GRID-Arendal (2019)
[34] Amugsi et al. (2016); UNEP-IETC (2015)
[35] WHO (2023)
[36] OECD (2021)
[37] Tacoli (2012)
[38] Secretariat of the Basel, Rotterdam and Stockholm Conventions (2019)

Work in the informal waste management sector requires no education or specialized equipment and has flexible work hours, making it especially accessible to women who are primary caretakers in their households. Women and men in these roles are critical parts of waste management infrastructure in municipalities, but they often suffer from extreme poverty, low societal status, harassment from police, and little to no formal protections.[39] Informal workers are less likely to be able to access the institutions that set priorities and make decisions regarding municipal infrastructure and face greatest exposure to hazardous materials while collecting, transporting, and sorting waste.[40] In some areas, waste is brought to the home where women are responsible for sorting medical, commercial, and construction waste, exposing themselves and their households to harmful and unsanitary materials.[41] However, despite unfavorable conditions, this work is often a critical source of income and a means of survival for many women and men in vulnerable and marginalized communities.[42]

Gendered power relations are present in informal waste management sectors. At landfills, men tend to get first pick of higher value recyclables and women have less access to equipment and vehicles to transport waste, which limits the type and quality of materials they can take.[43] Gender-based harassment, violence, and exploitation is used in the informal waste sector, particularly in areas where gang violence and/or conflict are prevalent, to control women's access to resources and waste materials.[44] Lack of childcare also means that children are often brought along to work with mothers as waste pickers, highlighting issues of safety and child labor exploitation.[45]

Privatization and formalization of the waste sector is a strategy proposed to improve conditions for informal workers. However, because women face significant barriers to formal waste management structures, limiting or outlawing informal sector activities displaces women from their source of income and risks their livelihoods.[46] Women may be opposed to formalization if it means they are unable to balance their social identities with economic success, such as taking away flexible working hours that allow them to care for children and households in addition to work.[47] There have been some attempts to address gender in waste management formalization, including top-up pension schemes and provision of maternity leave in Brazil[48] and unemployment insurance coverage for domestic, seasonal, and informal workers in South Africa.[49]

Gender gaps in access to resources, assets, and decision-making undermines women's ability to contribute to ISWM in formal management structures.

While women do play roles in reducing waste in households, there is also a need to support women's access to higher value-added and influential positions in ISWM, sustainable manufacturing, and production opportunities.[50] Studies show that women's leadership and engagement support more sustainable business practices. For example, at the corporate level, women's involvement in decision-making can have multiple benefits toward zero-waste and sustainable commitments. Many studies have found that gender diversity in corporate leadership and boards improves environmental performance and corporate social responsibility commitments.[51] A recent study on board gender diversity and waste

[39] Aidis and Khaled (2019); Anderson and Fisher (2022)
[40] Albaladejo et al. (2022); GRID-Arendal (2022); WIEGO (2020); WEF (2021)
[41] Aidis and Khaled (2019)
[42] Martinez (2010); Scheinberg et al. (2010)
[43] Aidis and Khaled (2019)
[44] GRID-Arendal (2022)
[45] Aidis and Khaled (2019); GRID-Arendal (2022)
[46] Anderson and Fisher (2022)
[47] Karki et al. (2020)
[48] Holmes and Jones (2013)
[49] OECD and ILO (2019)
[50] Todri et al. (2022)
[51] Atif et al. (2021); Shaukat et al. (2016); Walls et al. (2012)

management in 37 countries found that board gender diversity increases waste recycling in firms and reduces waste generation of both hazardous and non-hazardous waste.[52] The study also found that waste management activities of gender-diverse boards result in improved financial performance.[53] At the entrepreneurial level, there is immense potential to engage women in sustainable management of solid waste as more than half of women in developing countries are or aspire to be entrepreneurs,[54] and supporting women in green entrepreneurship promotes zero-waste and circular economies while improving women's economic wellbeing.[55]

However, there are several gendered challenges and gaps that impede women's engagement in green businesses and entrepreneurship and limit their access to formal structures in ISWM,[56] and men hold most roles in formal waste management structures, including in upper-level administration roles as landfill operators and managers of waste collection companies.[57] Education gaps are a significant challenge for women accessing technical and decision-making positions. More men than women enroll in and complete studies related to science, technology, engineering, and mathematics (STEM), which are in high demand and facilitate promotion in businesses.[58] Discriminatory hiring practices and gendered stereotypes are barriers to women's access to formal roles and their promotion in those formal roles. Additionally, women's household and care responsibilities can limit involvement in ventures if they do not have access to childcare and flexible working arrangements, resulting in lower pay and limiting access to social protections.[59] A survey of women in formal waste management from Women of Waste (WOW) found that over 60% of respondents spend up to 4 hours a day on family responsibilities in addition to their work in the formal waste sector.[60] Yet, the survey also found that women in the sector are increasingly shifting from waste management areas, like landfill management, to waste prevention, reuse/repaid/refurbishment, and recycling,[61] representing an entry point for strengthening women's engagement in this aspect of zero-waste strategies.

Desk review findings

Gender context

Legal frameworks

Eswatini has made some progress over the last several decades to advance gender equality in policy and legislative frameworks. Eswatini has committed to several international and regional instruments on human rights and gender equality, including the Beijing Platform for Action, the Convention for the Elimination of All Forms of Discrimination Against Women, the Protocol to the African Charter on Human and Peoples Rights and on the Rights of Women in Africa (Maputo Protocol), and the Southern African Development Community Protocol on Gender and Development. At the national level, gender equality is stipulated in the 2005 Constitution, which states that women must have equal opportunities in political, economic, and social activities as men. The Department of Gender and Family Issues oversees national obligations on gender, including implementation of the National Gender Policy, and supports gender mainstreaming in policies, legislation, programs, and projects across the government. In 2018, there were several landmark efforts to address gender issues and inequality, including amending the 1964 Marriage Act to prohibit child marriage and passing the 2018 Sexual Offences and

[52] Gull et al. (2023)
[53] Gull et al. (2023)
[54] Ubfal (2023)
[55] ILO (2022); Musngi et al. (2023); Women and Gender Constituency (n.d.)
[56] IFC (2023); Miles (2019); OECD (2021); WEF (2023)
[57] GRID-Arendal (2022)
[58] GRID-Arendal (2022)
[59] Anderson and Fisher (2022)
[60] Godfrey et al. (2023)
[61] Godfrey et al. (2023)

Domestic Violence Act and the 2018 Election of Women Act, which aimed to increase women's representation in Parliament.

However, implementation of gender legislation and strategies is lacking due to financial and human resource constraints, as well as weak institutional capacity and coordination across ministries and limited gender disaggregated data. Furthermore, there are still many gaps and laws that limit equality between women and men. According to the World Bank's Women, Business, and the Law survey, Eswatini scores 46.3 out of 100, meaning that women have less than 50% of the rights that men have in the areas covered by the survey (mobility, protection in the workplace, pay, marriage, parenthood, entrepreneurship, ownership of assets, and the pension system).[62] Contributing to gaps between legal protections for women and the reality of inequalities is the duel legal system in Eswatini that recognizes common and customary law under the Constitution, allowing for gender discrimination to continue where these legal systems misalign.

Participation in decision-making

Despite efforts to increase women's participation in decision-making, including the 2018 Election of Women Act, women remain underrepresented in leadership positions in Eswatini. Gendered cultural norms promote men's superiority and power in society, particularly which often means that women remain marginalized in decision-making.[63] Only 21.6% of House of Assembly seats are held by women.[64] Even though there are provisions for members to be appointed to parliament, including ten appointees from the King and in the case where women's participation falls below 30%, these actions are not always adhered to increase women's participation.[65] At the local level, only 14% of members of local deliberative bodies are women.[66]

Women in leadership positions face various challenges in their roles, including double burden of family and work commitments, gender bias and discrimination, social stigma, lack of role models, and lack of networks for support.[67] A survey by the Afrobarometer found that half of respondents say that women in political elections are likely to be criticized, called named, or harassed by community members and face problems with her family.[68] One study found that women in Eswatini cite lack of self-confidence and negative stereotypes that women are not capable or accepted as major challenges to engaging in decision-making spaces.[69]

Economic empowerment

About 47.4% of women and 54.7% of men active in the labor force.[70] Of those, about 40.2% of women and 28% of men are in vulnerable employment, meaning they have less access to formal work arrangements and social protections and are more likely to fall into poverty.[71] In rural areas, this disparity is more pronounced, with 51% of women and 35% of men engaged in informal employment.[72] Given their higher level of participation in informal work, women are more vulnerable to poverty and economic shocks and experience hazardous and exploitive conditions.[73] Poverty incidence is 67% for households headed by women compared to 59% for households headed by men.[74]

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[62] World Bank (2022)
[63] Women and Law in Southern Africa (2019)
[64] IPU Parline (2023)
[65] Gender Links Eswatini (2020)
[66] UN Women (n.d.)
[67] Nkambule and Perumal (2024); US Bureau of Democracy, Human Rights, and Labor (2022)
[68] Dlamini (2023)
[69] Nkambule and Perumal (2024)
[70] UNDP (2020); World Bank (n.d.)
[71] World Bank (n.d.)
[72] National Employment Statistics Unit (2021)
[73] US Bureau of Democracy, Human Rights, and Labor (2022)
[74] UNCT (2022)

Women face significant barriers to accessing employment opportunities and there is sizeable gender pay gaps, most prominently in low paying positions where most women are employed.[75] Women's participation in the formal economy is undervalued and they face higher likelihood of being unemployed or being discouraged from participating in the labor force.[76] Labor laws intended to protect women from discrimination are not applied consistently across sectors, especially in low paying employment, and pregnant women and mothers especially are subject to discriminatory hiring practices.[77] Updated data on workplace sexual harassment is limited, and reporting on sexual harassments tends to be low due to stigma and fear of reprisals, but a 2018 study found that 16% of workers in the private sector and nearly 18% of workers in NGO sector have experienced sexual harassment in the workplace, with more women (19.6%) than men (13.8%) indicating experiences of sexual harassment.[78] Eswatini has not ratified the International Labour Organization (ILO) Violence and Harassment Convention, which requires comprehensive protections to end violence and harassment at work.[79]

Women are highly engaged in MSMEs, with 65% of MSMEs owned by women.[80] Entrepreneurial ventures are especially important for women-headed households, and one survey found that about 28% of households had a household member who is an entrepreneur, of which about 66.5% had a decision maker who is a woman.[81] However, women entrepreneurs are concentrated in independent and micro-enterprises in less lucrative sectors and are less likely to own small and medium sized enterprises.[82] This is in part due to gender gaps in formal employment, meaning they are driven to self-employment as a necessity, and limited educational opportunities and access to financial resources and services that limit business viability and growth and offer women less formal employment prospects.[83] Only about 14% of women-led MSMEs report having access to a bank loan or line of credit, compared to 32% for MSMEs owned by men.[84] Furthermore, the average earnings of self-employed women amount to only 40% of self-employed men.[85] There are some established initiatives to increase women's access to financial accounts and their financial literacy, including Imbita Women's Finance Trust and the Women Economic Empowerment Trust, that should be further supported to improve women's financial inclusion and literacy.[86]

Access to education, resources, and services

Young women in Eswatini face difficulty accessing educational and vocational opportunities and transitioning to the labor market. One significant factor is women's primary responsibility for unpaid household and care work, which limits their economic participation and contributes to discriminatory views of women's capabilities in formal and paid employment structures.[87] Women are also less likely to have knowledge and skills in demand in labor markets, particularly STEM education.[88]

The duel legal system in Eswatini limits women's access to resources, including land, that help to secure financial resources, food security, and livelihood opportunities. The Constitution states that women shall have equal access to land, but in practice, women continue to face difficulties accessing land. About 57%

[75] Schwidrowski et al. (2021)
[76] Schwidrowski et al. (2021)
[77] World Bank (2022)
[78] Swaziland Economic Policy Analysis & Research Centre (2018)
[79] HRW (2024)
[80] Maposa and Fanta (2017)
[81] Eswatini Department of Gender and Family Issues (2019)
[82] Maposa and Fanta (2017)
[83] Eswatini Department of Gender and Family Issues (2019); Schwidrowski et al. (2021); UNDP (2020)
[84] IMF (2023)
[85] Schwidrowski et al. (2021)
[86] IMF (2023)
[87] UN Women (2021)
[88] Kapika et al. (2023)

of land in Eswatini is governed through customary law, which dictates that women should access land through men, such as fathers, uncles, husbands, or sons. Widowed women, unmarried women, young women, orphaned minors, and women with disabilities face risks of land disposition by local authorities.[89]

In terms of healthcare, Eswatini has the highest HIV rate globally, but access to sexual and reproductive health education and healthcare services remains limited and people living with HIV/AIDS face social stigma.[90] Young women and girls are five times more likely to be living with HIV compared to young men and boys in Eswatini.[91] Contributing to these high HIV rates are social norms that limit women's decision-making power in family planning and safe sex practices, lack of education and economic opportunities, and high rates of gender-based violence.[92] Harmful social norms, attitudes, behaviors, and practices related to gender are major contributors to high rates of gender-based violence in Eswatini.[93] About 48% of women and girls in Eswatini experience sexual violence in their lifetime, and despite efforts to address gender-based violence and intimate partner violence, there are reports that rates of violence against women have increased, particularly during COVID-19 lockdowns.[94] According to a COVID-19 rapid gender assessment by UN Women, 71% of women surveyed felt that gender-based violence happens very often in Eswatini.[95]

Gender and ISWM in Eswatini

Gender aspects in ISWM policies and strategies

Gender mainstreaming in Eswatini's priority environmental and natural resource sectors is limited compared to other sectors in national development planning.[96] These gaps extend to strategies and plans on ISWM, which also do not adequately consider the roles and issues facing informal workers and households in waste management. For instance, gender is not integrated into the National Solid Waste Management Strategy or in the Health Care Waste Management Plan. Neither plan addresses the roles of and impacts facing informal workers in waste management, and the Health Care Waste Management Plan only briefly addresses risks associated with mixing health care waste with household waste. The National Health Care Waste Management Guidelines have one mention of health and pollution risks associated with informal processing and incineration of electronic wastes but does not include gender considerations. Where gender integration does exist in national reports and policies, it is limited in depth and detail; for example, the National Sanitation and Hygiene Policy does include gender as a cross-cutting principle, but connections between gender and waste management are missing in strategic actions and women are largely considered vulnerable parties but not specifically targeted as agents of change.

The National Development Plan 2023/24-2027/28 does offer potential to strengthen cross-cutting gender mainstreaming as it has gender considerations throughout, including mentions of specific programs and interventions to promote women's economic growth, empowerment, and participation in decision-making; although it does not explicitly identify actions to address gender gaps. Waste management is a significant issue addressed in the plan, and while gender considerations are not outlined in the waste management sections of the Plan, there are opportunities to leverage the gender commitments made to deliver on waste management strategies in the plan. For example, integrating women's roles in informal, formal, and household waste management and the concerns they face in

[89] Amnesty International (2018)
[90] HRW (2024)
[91] Craig (2019)
[92] Craig (2019); HRW (2024)
[93] UNCT (2022)
[94] UNCT (2022)
[95] UN Women (2021)
[96] WRI and EnGen Collaborative (2022)

assessments and strategies conducted to support a circular economy model, and including women's entrepreneurship skills and opportunities for community waste solutions.

Eswatini's initial National Implementation Plan (NIP) for the management of POPs does not include gender considerations or discussion on the health impacts and exposure risks of POPs for vulnerable communities, including women and informal sector workers.[97] With the adoption of the Gender Action Plan for the Basel, Rotterdam, and Stockholm Conventions in 2013 (updated version in 2023),[98] there is an opportunity for integrating gender considerations in line with commitments and mandates in updated reports for Eswatini.

The UNDP Country Programme Document for Eswatini (2021-2025) includes emphasis on supporting women and vulnerable groups through human rights-based approaches across its portfolio.[99] One of the programme priorities is inclusive economic growth, which includes improving waste management to promote a circular economy. While connections with women's engagement are not included in that specific point, under the same priority of inclusive growth, there is a commitment to support implementation of socioeconomic impact assessments with a focus on informal workers, particularly women, as well as increasing skills and income potential of women and men in MSMEs. Connecting these commitments through specific actions can help to increase awareness of and progress on gender-responsive solutions to waste management within UNDP programming in Eswatini.

Women's participation in ISWM decision-making

Women's underrepresentation in government leadership positions and decision-making spaces limits the influence they have over ISWM strategies at the national and local levels. The barriers facing women to entering decision-making spaces and the challenges they face in those positions must be addressed to increase their participation. While this is not the singular solution to mainstreaming gender into ISWM, increasing women's participation and access to decision-making spaces helps introduce diverse viewpoints on concerns, priorities, and opportunities for more equitable solutions that may have previously been unrecognized.

Information on women's roles and participation in decision-making bodies specific to ISWM is not available, nor is information available on women's engagement in private sector leadership positions related to waste management structures in Eswatini. In terms of household decision-making, there are not analyses or data available for Eswatini, but given women's primary role in household and caretaking work, they likely play a significant role in determining what items are considered waste, what can be reused, and what can be recycled or composted. ISWM strategies should consider women's roles and responsibilities in the household, as well as improve their access to decision-making spaces to increase their influence and voice in leading actions.

Women's participation in formal and informal waste management

There is no available data on women's and men's engagement in formal and informal waste management spaces specifically. From the limited information that is available in Eswatini, women are often found in low-income, informal roles in the waste sector, and they face dangerous working conditions, sexual violence, and discriminatory treatment from communities.[100] The 2021 Integrated Labour Survey indicates that 0.2% of informally employed women and 0.2% of formally employed work in water supply, sewage, waste management, and remediation activities (the survey indicates 0% for informally employed men and 0.6% of formally employed men), but specific information on waste

[97] Ministry of Tourism and Environmental Affairs (2010)
[98] Secretariat of the Basel, Rotterdam and Stockholm Conventions (n.d.)
[99] UNDP (2020)
[100] Women Unlimited (2023a)

management is not indicated.[101] This is not just the case for Eswatini, and targeted gender analyses and assessments of waste management employment are very limited across countries and contexts.

Concerns and risks for women related to waste management and pollution

Information and assessments on gender-specific concerns, risks, and exposure pathways to pollutants and hazardous materials in waste management are not available for Eswatini. Available research on informal waste pickers working in recycling and waste processing in Eswatini indicate that they do not have access to sanitary facilities or protective equipment.[102] While there is not information for women's and men's differentiated access, research from other contexts and information on gender disparities in economic and resource access in Eswatini indicate that women working in waste picking roles most likely have even less access to sanitary facilities and protective equipment compared to men. However, specific analysis is needed to understand the concerns and risks of women engaged in waste management, as well as the health concerns for women exposed to pollution in communities and households, such as through waste and plastic burning.

Examples of gender-responsive ISWM initiatives in Eswatini

Phatsa Sakho Nawe Campaign

UNDP Eswatini partnered with the Eswatini Environment Authority to minimize circulation and usage of single-use plastic bags in Eswatini through a campaign encouraging shoppers to bring their bags and discouraging retailers from issuing plastic bags. The project included efforts to support inclusive livelihood opportunities for women and youth to produce and sell reusable bags. To support the campaign, the Vukani Bomake Project (VBP) was established by the Business Women Eswatini (BWE) and trained women on sewing and business skills. VBP also coordinated with textile companies to reduce textile waste and supply the factory with material for bags, masks, and sanitary towels, furthering sustainable waste management progress beyond single-use plastic bags. Over 200 women and youth benefitted from training on business and sewing skills and employment opportunities under the project.[103]

Women Unlimited

The NGO Women Unlimited in Eswatini has implemented several initiatives related to promoting gender equality and women's rights in the waste management sector. In 2023, Women Unlimited conducted a training session with women and youth from Mpolonjeni and Kwaluseni on responsible chemical waste management, including awareness about chemical exposure risks, safe handling techniques, and the importance of personal protective equipment.[104] With support from UNDP, Women Unlimited recruited 31 women and children waste collectors to recycle, sort, and process glass to sell to Ngwenya Glass Eswatini. The group has incorporated as company and has taken ownership of the process, making investments to produce more materials and supply workers with equipment.[105] Also in 2023, Women Unlimited hosted the Eswatini Waste conference to bring about an inclusive platform for stakeholders to develop waste management solutions. The conference included representatives from government, recycling companies, waste management companies, informal waste pickers, NGOs, civil society, and development partners.[106]

Gender mainstreaming strategy and action plan

Based on the findings from the desk review, there are several emerging themes and critical gaps that inform the gender mainstreaming strategy and action plan:

[101] National Employment Statistics Unit (2021)
[102] Singh (2021)
[103] UNDP Eswatini (2023)
[104] Women Unlimited (2023b)
[105] Women Unlimited (2023c)
[106] Women Unlimited (2023a)

- *Gender aspects in ISWM related strategies, action plans, and policies are limited, but there are opportunities to strengthen gender considerations within the legal and policy framework.* For relevant frameworks that do address both gender and waste management issues, the linkages between these issues are often missing. However, within the National Development Plan, for example, there are opportunities to emphasize the linkages between gender and ISWM in implementation of activities. In review and updating policies related to sustainable development and ISWM, there needs to be efforts to address gender considerations and support development of a knowledge base on these issues within Eswatini.
- *Research and data on women's roles in waste management – in formal, informal, and household levels – as well as gender differentiated concerns, exposure pathways, and priorities, are not available.* While women's and men's roles and concerns in formal and informal waste management are increasingly recognized in initiatives globally, gender-disaggregated data and analysis for waste management in Eswatini are not available. It is clear there are gender issues and considerations within the waste management sector, as evidenced by ISWM initiatives that have addressed gender issues, but assessments are needed to raise awareness on these issues and inform policies and investments.
- *There are opportunities to empower women owned MSMEs in ISWM, but efforts must also address structural inequalities to formal employment opportunities and barriers to growing businesses.* Women own a majority of MSMEs in Eswatini, but women's concentration in self-employment and independent entrepreneurial ventures is partly due to limited access to employment opportunities. For women owned MSMEs, there is also a need to ensure they have access to financial resources, training opportunities, education, and other resources to support and grow their businesses. This should include building on and supporting the reach of existing financial mechanisms targeted to women entrepreneurs.
- *Actions to strengthen women's engagement in ISWM and empower them in reaching a zero-waste and circular economy vision must address social, economic, and political inequalities*. This includes shifting negative social norms and views on gender by raising awareness of women's rights and the importance of their roles and contributions, such as through capacity building training, leadership workshops, sensitization and awareness raising campaigns, and collaborations with women's groups and advocacy organizations. Efforts should aim to reduce women's time and unpaid labor burdens and not add disproportionately to their unpaid responsibilities. Efforts should also address intersecting discrimination and stigma experienced by women and men in vulnerable groups, such as those living with HIV/AIDS, persons with disabilities, and youth.

These gaps in information limit the gender analysis and potentially impact the effectiveness of gender actions in the project. For this reason, it is critical that the project contribute to filling these gaps by building on this initial gender analysis through targeted data collection and analyses and concrete efforts to promote gender equality in activities. The strategies and activities in the gender mainstreaming strategy and action plan will help to support further analysis on gender considerations in ISWM, and ensure that:

1. The importance of gender mainstreaming is well recognized, supported, and implemented by all stakeholders.
2. Strategies for ISWM are gender-responsive and connect with closing gender gaps in employment, incomes, decision-making, and education to promote gender equality, women's decision-making influence, and economic empowerment.
3. The effectiveness of the project is increased, and the outcomes benefit women and men equally.

4. Women and men have equal access to opportunities under the project and their voice and potential in promoting a zero-waste and circular economy vision is strengthened, including through technical knowledge and skills and development of gender-responsive policies and projects.
5. Long-term and sustainable gender-transformative outcomes are supported through the project, including by strengthening the legal framework and recognition of gender dynamics, improving women's livelihoods and wellbeing, and shifting perceptions on gender equality among stakeholders at all levels.

Gender-responsive strategies and actions

Gender considerations are included in many areas of the project, including through specific outputs to strengthen women's entrepreneurship (Outputs 3.2 and 4.1). The following are cross-cutting gender-responsive strategies that can guide gender mainstreaming in all aspects of the project, example indicators that can be used to track and monitor activities across the project, and gender-specific recommendations for several outputs defined in the project.

Cross-cutting gender-responsive strategies

Cross-cutting gender-responsive strategies		
Strategic principle	*Actions*	*Time frame*
Ensure gender integration in policies and projects	• Identify research questions for assessments, examining the roles, priorities, and concerns of women and men in zero waste sectors, to elaborate on the findings of the initial gender analysis. Such as: (1) What are the gender-specific occupational challenges, hazards and safety issues of working with waste (in formal and informal structures)? (2) What are the needs of women and men workers in relation to their domestic/household labor roles? (3) Are policies and regulations based on safe exposure levels data for both women and men? See guidance from WEF (2021) on ensuring gender-responsive action in eliminating plastic pollution for additional questions and considerations. • Consult with women and men in communities, women's groups and gender focused CSOs, national gender machinery, and gender focal points in international organizations in development and implementation of policies and projects. • Develop gender-responsive budgets to ensure resources are adequately allocated for activities. An example of budget assessment for gender-related activities can be found in Annex 5 of UNDP's Guidance on Gender Mainstreaming in UNDP-GEF Chemicals and Waste Projects. • In policies, strategies, and action plans, include connections to other sectors, such as education and healthcare, and a commitment towards gender equity, the economic empowerment of women, women's participation in decision-making, and better opportunities for girls and women to receive quality education. • Ensure women and men have equal access to resources, skills training, opportunities, and benefits, and that gender-based discrimination and biases are eliminated through policy actions and strategies.	Throughout the project duration

Increase women's participation and facilitate women's empowerment	• Ensure equitable representation of women in project decision-making bodies and in project stakeholder selection. Report on gender disaggregation in decision-making bodies and stakeholder selection. • Establish appropriate prevention and response measures to prevent and respond effectively to gender-based violence. This includes screening personnel, providing training on prevention and response to gender-based violence, partnering with women's groups and service provides, training on appropriate reporting and response protocols, and prompt investigation of allegations of gender-based violence related to activities. • Provide women with training and capacity-building opportunities to improve their skills and leadership in different sectors covered by the project. • Provide equal pay to men and women for work of equal type, implement non-discrimination and anti-harassment policies, and ensure safe working conditions for both women and men workers in employment opportunities. • Where needed, conduct separate consultations with women to allow open discussion of views and priorities. These obstacles vary and differ for women and men in different groups, including youth and persons with disabilities. It is important to consult with gender groups and communities to determine their needs and preferences for engaging in the project	Throughout the project duration
Support gender-responsive implementation and capacity	• Recruit a local gender expert to provide gender mainstreaming capacity and oversee implementation of gender-responsive efforts. Ensure gender experts are paid and engaged in the same capacity as other technical experts. • Ensure project team and implementing partners have capacity to implement gender activities, including through internal training and workshops on gender mainstreaming. • Incorporate gender considerations into training and consultations with stakeholders and technical teams, e.g., reflect on gender dimensions in respective topics, invite gender experts and women's groups to participate in training, discussions on gender commitments and action plans from relevant international frameworks, etc.	Throughout the project duration

Example indicators for monitoring gender activities

Example indicators

Assessments and consultations	• Gender-specific assessments are undertaken to strengthen knowledge and awareness on women's roles, priorities, and concerns in waste management and a zero-waste vision. • Women and men from communities, grassroots orgs, civil society, NGOs, and government have equal opportunity to provide insights and feedback on assessments. • Number of gender-responsive or gender-specific assessments undertaken • Number of gender research questions identified for planned assessments • Number and % of women and men consulted and interviewed in stakeholder outreach • Number and type of government bodies, associations, networks focused on gender equality and women's empowerment consulted in assessments/strategy development/guidelines/outreach/etc.
Capacity building	• Project team and implementing partners have increased capacity on gender mainstreaming and gender concepts to support implementation of gender action plan • Women and men engaged in the project have strengthened capacity and knowledge on gender concepts and women's rights. • Gender considerations are mainstreamed in training opportunities, capacity building efforts, and workshops conducted under the project. • Number and % of women and men with increased capacity on gender mainstreaming, gender concepts, women's rights, etc. • Number and % of women and men with strengthened capacity on waste and chemicals management, POPs, etc. • Number and % of women and men receiving training on equipment and technology, guidelines, training kits, processes, etc. • Number and % of government authorities/NGOs/civil society/community groups/etc. with strengthened capacity on gender mainstreaming, gender concepts, women's rights, etc. • Number and % of women and men from government authorities with strengthened capacity on gender-disaggregated data collection and analysis • Number and type of trainings conducted with gender considerations included
Equal participation and benefit access	• Women and men are equally involved and benefitting from activities under the project. • Women have improved access to financial resources, technologies, safety equipment, and training under the project. • Women-led MSMEs have improved access to financial resources, markets, and business networks in contributing to a zero-waste and circular economy vision. • Women have improved access to influence and lead zero-waste and circular economy efforts. • Number and % of women and men on steering committees/coordination mechanisms; ToRs for steering committees/coordination mechanisms include experience on gender mainstreaming • Number and % of women and men benefitting from training and employment • Number and % of women and men with improved access to safety equipment, technologies, etc. • Number and % of women and men involved in formal/informal waste management and recycling structures • Number of women-led businesses with increased access to certification and financial resources, including green finance

	• Number of women-led businesses included and supported in project activities • Number and % of women and men using protective measures to minimize toxic chemicals exposure • Number and % of women and men using equipment and resources for recycling activities
Gender-responsive strategies and policies	• Number of strategies/policies updated/developed to include gender considerations • Number and type of gender criteria integrated into guidelines/training kits • Updated NIP integrates gender considerations in line with Stockholm Convention gender mandates and guidance • Number of enterprises and businesses developing and incorporating gender quotas for leadership, anti-harassment and non-discrimination policies, and opportunities for women's promotion • Number and type of financial incentives developed/strengthened to promote women's empowerment in financial access and formal employment opportunities • Number and type of strategies designed to ensure equal employment and benefits from formalization efforts
Monitoring and evaluation	• Gender expert recruited; local gender specialist hired to oversee gender action plan implementation and monitoring • Mid-term reviews and periodic reporting for project address gender considerations and the gender action plan is reviewed and revised based on updated needs. • Number of indicators revised/developed to reflect gender-disaggregated data • Number of gender targets identified in frameworks, strategies, and activities • Budget allocated to support gender mainstreaming, gender-responsive approaches, and implementation of the gender action plan. • Number of gender-responsive activities and targets included in replication and scale-up strategies. • Number and type of communications materials and outreach efforts developed/revised to be gender responsive (see UNDP (2018) gender-responsive communications). • Number and type of communications materials and outreach efforts highlighting women's roles, contributions, and leadership in ISWM • Number of women's and youth groups included in campaigns, education, and outreach efforts.

Recommended gender actions for specific outputs

Recommended gender actions for specific project outputs		
Project output	*Gender-specific actions*	*Time frame*

Output 1.1.1: Regulatory tools for the establishment of EPR and circular economy drafted and enacted	• Include gender criteria in legal gap assessment for chemicals and waste legislation and identify opportunities where improvements can contribute to closing gender gaps in employment, economic empowerment, decision-making, and resource access. • Involve women's groups and organizations in drafting recommendations for enabling CE and EPR. • Address opportunities and threats to women and men in waste picking communities in recommendations and guidelines, such as assessment of women and men in waste picking, clear inclusion mandates, ensuring participatory consultation, legal recognition of waste pickers, etc. See guidance from WIEGO (2022) *Extended Producer Responsibility (EPR) and Waste Pickers*.	Y1 and Y2
Output 1.1.2: National Healthcare Waste Management Guidelines updated.	• Work with women's groups, women in informal economy, and women in communities, including those engaged in home healthcare, to better reflect the concerns and impacts of healthcare waste on their lives and livelihoods. Ensure gender stakeholders are included in workshop to finalize guidelines. • Ensure guidelines include awareness raising and education for informal workers and households on safety regarding healthcare waste handling and disposal.	Y2
Output 1.1.3: Institutional strengthening of relevant institutions dealing in waste management	• Incorporate gender considerations into training for government, private sector companies, and public sector, including national commitments to gender equality, awareness of rights, opportunities and barriers for women's inclusion for the specific topics of the training, gender-sensitive training on health and safety, compliance to gender equality and inclusion mandates, household roles in waste reduction and proper disposal, etc. • If identified as a gap, implement gender mainstreaming training for government, private companies, and public sector, such as building capacity on gender-responsive implementation, indicator development, development of non-discrimination and anti-harassment policies, incorporation of women's leadership training, etc. • Increase capacity on working with informal waste pickers. See resources from GAIA and guidelines on waste picker organizing in South Africa from groundWork (2022).	Y1 and Y2
Output 1.1.4: Enforcement strategies for implementation of updated regulatory framework	• Utilize guidelines from UNDP (2018) on gender-responsive communications in developing communication strategy and materials. • Identify specific roles and responsibilities related to monitoring and ensuring implementation of the gender mainstreaming strategy and action plan. • Work with women's groups to determine gender-sensitive avenues for disseminating communications materials, such as through community meetings, school groups, radio, television, social media, etc. Coordinate with women's groups to support dissemination through their networks. • Conduct a gender audit at the mid-term and end of project to ensure transparent and unbiased gender evaluation of gender mainstreaming efforts for all stakeholders.	Y2

Output 1.2.1: Inventory of POPs updated.	• Incorporate gender disaggregated data in studies on risks associated with POPs exposure and ensure any differences in women's and men's exposure pathways and risks are highlighted and addressed. • Incorporate experience on gender mainstreaming and gender considerations in POPs in ToRs for coordination mechanism.	Y1 and Y2
Output 1.2.2: NIP priorities established. Output 1.2.3: Updated Eswatini NIP endorsed and submitted to the SC secretariat.	• Ensure women's groups and relevant government ministries are included in drafting priorities and action plans and in validation workshops. • Consult with guidelines from UNEP (2021) on incorporating gender dimensions into national strategy setting in chemicals managements, including NIPs.	Y2
Output 2.1.1: Awareness of plastic circularity was raised, and behavior related to plastic production and consumption changed. Output 2.1.3: Awareness on circular economy options for EEE and WEEE raised.	• Collaborate with women's groups and organizations to assess level of awareness among women in households, formal, and informal economies. • Include gender criteria in assessments on topics, including knowledge and perception of gender considerations among stakeholders (perceptions of women's engagement, access to resources and opportunities, attitudes on gender roles and norms, etc.) • Incorporate gender considerations into awareness raising campaigns, including dissemination of materials through avenues accessible and preferred by women, working with women's groups to access gender networks, etc. • Work with youth to develop and create communications materials for social media and community events. • Ensure that campaigns to reduce waste incorporate analysis of gender to better tailor effective messaging, including understanding gender differentiated perceptions of household waste management and consumer decisions, and ensuring that behavioral change does not increase women's or men's workloads.	Y2, Y3, and Y4
Output 2.1.2. Women entrepreneurship in the sector of circular economy promoted.	• Strengthen and build on current initiatives focused on women's financial access and literacy, such as the Imbita Women's Finance Trust and the Women Economic Empowerment Trust. • Sensitize financial institutions on gender considerations in financial access and incentivize actions to improve women's access and use of financial services and resources. • Work with women's groups, organizations, and networks, such as Women Unlimited, Business Women Eswatini (BWE), and groups identified in the project document to assess needs and perspectives in waste management. • Identify and consult with women in informal and formal waste management structures to ensure their views are included and addressed in the assessment.	Y2, Y3, and Y4

Output 2.1.4. Collection of WEEE with segregation and disposal of PBDE contaminated plastic carried out.	• Incorporate gender considerations into e-waste collection campaigns, including dissemination of materials through avenues accessible and preferred by women, working with women's groups to access gender networks, etc. • Ensure that women, including those in part-time or seasonal employment, have access to training on identification, sorting, dismantling, and safe disposal of e-waste. • Incorporate gender research questions and gender analysis into ESIA. See for example guidance from WEF (2021).	Y3 and Y4
Output 2.1.5. Infrastructures and logistic for the door-to-door collection of plastic waste implemented in at least 2 regions of Eswatini.	• Assess how women and men in households make decisions over consumption and use of plastic products. • Consult with women and households and women in informal waste management structures to determine their priorities and decisions regarding plastic waste. Ensure that changes do not adversely impact the livelihoods of women in informal recycling structures. • Ensure women have access to mobile application and equal opportunity for engagement in CACs. • Ensure women in part-time and other vulnerable working arrangements have access to training on collection and transportation of plastic waste, as well as access to safety and transportation equipment and other social protections afforded to full-time employees. • Work with women in communities to lead and promote training on waste sorting and transportation. Provide resources, training, and compensation for women to oversee implementation and information sharing in communities.	Y2, Y3, and Y4
Output 2.1.6. Recycling and reuse of plastic materials established	• Incorporate gender research questions and criteria for assessment of challenges in plastic waste management and ESIA, including challenges and opportunities for women and men in informal recycling structures and reuse of plastic materials by women entrepreneurs and women-led MSMEs. • Build on successful strategies and lessons learned from previous initiatives to engage women in reuse and recycling of plastic materials, such as from Women Unlimited and UNDP. • Ensure national strategy and action plan on recycling and reuse of plastic materials includes discussion on women's differentiated concerns and priorities and establish actions to improve women's economic empowerment and participation in decision-making. See for example guidance from WEF (2021). • Conduct specific training for women involved in plastic waste recycling and in local communities and include gender indicators in effectiveness assessment.	Y3 and Y4

Output 2.1.7. Waste sorting at households and best practices through composting and material recycling of organic waste in Eswatini were established.	• Engage women in households and communities to participate in organic waste collection and engage in economic opportunities established under the project. • Include women's concerns and access to compost collection points in feasibility assessments. • Work with women in communities to lead and promote training and awareness on compost. Provide resources, training, and compensation for women to oversee implementation and information sharing in communities. • Include indicators and assessments on outcomes related to improvements on women's economic access, food security from compost use, and educational attainment from project activities.	Y3 and Y4
Output 3.1.1. Favoring women access to jobs and women entrepreneurship in the HCW sector	• Include approaches and outcomes used for activities under the output to produce outreach and communications materials for promoting women's engagement in HCW.	Y2 and Y3
Output 3.1.2 – Output 3.1.5.	• Ensure women and men working part-time or in vulnerable or seasonal employment are included in training for management of healthcare waste, equipment training, and technology training. • Work with women's groups and networks to prepare and disseminate training kit. • Include gender criteria in route optimization and determine if women and men will be able to access technologies and equipment. • Include women's groups and networks in stakeholder consultation for assessment.	Y2, Y3, and Y4
Output 3.2.1. Training on mercury management, with a focus on mercury-containing equipment, carried out	• Work with women's groups and networks to develop and review training program and training kit to ensure the material is accessible and gender sensitive. • Ensure women and men have equal access to training, including those in part-time or precarious working arrangements.	Y3 and Y4
Output 3.2.2. Sustainable alternatives to mercury-containing equipment are implemented. Output 3.2.3. Facilities for permanent mercury waste storage are established.	• Ensure women's groups and relevant government bodies are included in development and review of policies and plans. • Reflect gender commitments and mandates of the Minamata Convention in National Healthcare Waste Strategy. See gender guidance from UNEP on the Minamata Convention. • Ensure women and men have equal access to training, including those in part-time or precarious working arrangements.	Y3, Y4, and Y5
Output 4.1.1. A knowledge hub to promote circular economy concepts in healthcare waste management established	• Include section or tagging mechanism on the knowledge hub to highlight gender-responsive concepts and case studies. • Work with women's groups and networks to promote calls for case studies and share the hub across gender networks. • Include gender disaggregated data in case studies. • Include gender criteria in ToR for knowledge hub.	Y4 and Y5

Output 4.1.2. Multimedia and events to promote circular economy concepts and share project results for the general population, the private sector and the environmental authorities carried out	• Highlight gender-responsive efforts, best practices, and lessons learned in communications efforts. • Utilize guidelines from UNDP (2018) on gender-responsive communications in developing communication strategy and materials. • Invite women leaders and women-led businesses to participate in and share stories through knowledge exchanges. • Work with youth to develop and create content for social media. • Work with women's groups and networks to disseminate materials and share website.	Y4 and Y5
Output 4.2.1. Project inception meeting held, and inception report drafted Output 4.2.2. Project Monitoring ensured through project lifetime Output 4.2.3. Project Mid Term Review and Project Terminal Evaluation carried out	• Include local gender expert, women's groups, and relevant stakeholders in inception meeting. • Provide opportunity to gender stakeholders to provide feedback on inception report. • Include gender criteria and reporting guidelines for report monitoring and evaluation and mid-term review. • Review and revise gender action plan at mid-term review to ensure changes are made to reflect updated information.	Throughout the project duration

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Annex 10: Procurement Plan

General Description	Procurement type	Contract Value USD (cumulative)	Procurement By	No. of Contracts	Advertisement/Search Date (quarter/year)	Implementation Start date
International Chief Technical Advisor (CTA)	Consultancy	USD 360,000	EEA	1	Q1/Y1	Q2/Y1
International Chemicals and Waste Expert	Consultancy	USD 78,000	EEA	1	Q1/Y1	Q2/Y1
International Healthcare Waste Expert	Consultancy	USD 135,000	EEA	1	Q4/Y1	Q1/Y2
National Healthcare Management Expert	Consultancy	USD 100,000	EEA	1	Q4/Y1	Q1/Y2
National Technical Expert on Chemical and Waste	Consultancy	USD 100,400	EEA	1	Q1/Y1	Q2/Y1
National Technical Expert on Circular Economy	Consultancy	USD 35,600	EEA	1	Q1/Y1	Q2/Y1
International POPs Expert	Consultancy	USD 36,000	EEA	1	Q1/Y1	Q2/Y1
National Technical Experts on POPs	Consultancy	USD 90,000	EEA	7	Q1/Y1	Q2/Y1
International Entrepreneurship Trainer	Consultancy	USD 18,000	EEA	1	Q4/Y1	Q1/Y2
National Expert on Entrepreneurship and Mentoring	Consultancy	USD 48,000	EEA	2	Q4/Y1	Q1/Y2
National Gender Expert	Consultancy	USD 8,000	EEA	1	Q4/Y1	Q1/Y2
International E-Waste Expert	Consultancy	USD 24,000	EEA	1	Q4/Y1	Q1/Y2
National Technical Expert on Plastic waste	Consultancy	USD 40,000	EEA	1	Q4/Y1	Q1/Y2
National Technical Expert on Zero Waste	Consultancy	USD 36,000	EEA	1	Q4/Y1	Q1/Y2
International Waste Management Expert	Consultancy	USD 81,000	EEA	1	Q4/Y1	Q1/Y2
Contracted Company to upgrade selected recycling facilities (Activity 2.1.6.3.)	Services	USD 185,000	EEA	1	Q4/Y2	Q2/Y3
Procurement of waste recycling equipment to upgraded facilities (Activities 2.1.6.3.)	Goods	USD 60,000	EEA	1	Q4/Y2	Q2/Y3
International Organic Waste/Compost Expert	Consultancy	USD 27,000	EEA	1	Q4/Y1	Q1/Y2
International Feasibility Expert	Consultancy	USD 6,000	EEA	1	Q4/Y1	Q1/Y2
Procurement of composting containers for households (Activities 2.1.7.2.)	Goods	USD 98,000	EEA	1	Q4/Y2	Q2/Y3
Contracted Company to: Upgrading temporary storage capacity of selected hospitals (Activity 3.1.3.4.)	Services	USD 100,000	EEA	1	Q4/Y2	Q2/Y3
Procurement of HCW management equipment to upgraded facilities (Activities 3.1.3.4.)	Goods	USD 250,000	EEA	1	Q4/Y2	Q2/Y3
Contracted Company to procure and establish autoclaves in selected hospitals (Activity 3.1.4.2.)	Services	USD 480,000	EEA		Q4/Y2	Q2/Y3
International Mercury Waste Expert	Consultancy	USD 15,000	EEA	1	Q4/Y2	Q2/Y3
National Technical Expert on Mercury	Consultancy	USD 56,000	EEA	1	Q4/Y2	Q2/Y3
Project Social and Environmental Safeguards Officer	Consultancy	USD 40,000	EEA	1	Q4/Y1	Q2/Y2
Contracted Company to: disposal of mercury containing equipment (Activity 3.2.2.4.)	Services	USD 80,000	EEA	1	Q4/Y2	Q2/Y3
Contracted Company to: upgrade selected hazardous waste storage units for mercury storage (Activity 3.2.3.3.)	Services	USD 120,000	EEA		Q4/Y2	Q2/Y3

Procurement of mercury-free equipment for hospitals (Activities 3.2.2.2.)	Goods	USD 250,000	EEA	1	Q4/Y2	Q2/Y3
Procurement of mercury waste storage equipment to upgraded facilities (Activities 3.2.3.3.)	Goods	USD 60,000	EEA	1	Q4/Y2	Q2/Y3
National Expert on Communication	Consultancy	USD 30,000	EEA	1	Q4/Y2	Q2/Y3
Contracted Company to: design and establish online knowledge hub (Activity 4.1.1.3.)	Services	USD 10,000	EEA	1	Q4/Y2	Q2/Y3
Contracted Company to: design and conduct multimedia and events to promote circular economy (Activity 4.1.2.1.)	Services	USD 40,000	EEA	1	Q4/Y3	Q2/Y4
Contracted Company to: design and operate project website (Activity 4.1.3.1.)	Services	USD 25,000	EEA	1	Q2/Y1	Q3/Y1
International MTR Consultant	Consultancy	USD 30,000	EEA	1	Q1/Y3	Q2/Y3
International TE Consultant	Consultancy	USD 36,000	EEA	1	Q2/Y5	Q3/Y5
National MTR Expert	Consultancy	USD 10,000	EEA	1	Q1/Y3	Q2/Y3
National TE Expert	Consultancy	USD 12,000	EEA	1	Q2/Y5	Q3/Y5
IT Equipment for the project team	Goods	USD 5,000	EEA	1	Q1/Y1	Q1/Y1

Annex 11: Additional agreements

Co-finance letters were attached separately.

Annex 12: Terms of Reference for Project Steering Committee and Project Team

Terms of Reference for the Project Steering Committee

The Project Steering Committee (PSC) will serve as the project's decision-making body. It will meet according to necessity, at least twice each year, to review project progress, approve project work plans and approve major project deliverables. The PSC is responsible for providing the strategic guidance and oversight to project implementation to ensure that it meets the requirements of the approved Project Document and achieves the stated outcomes.

The PSC's role will include:

- Provide strategic guidance to project implementation;
- Ensure coordination between various donor funded and government funded projects and programmes;
- Ensure coordination with various government agencies and their participation in project activities;
- Approve annual project work plans and budgets, at the proposal of the Project Manager;
- Approve any major changes in project plans or programmes;
- Oversee monitoring, evaluation and reporting in line with GEF requirements;
- Ensure commitment of human resources to support project implementation, arbitrating any issues within the project;
- Negotiate solutions between the project and any parties beyond the scope of the project;
- Ensure that UNDP Social and Environmental Safeguards Policy is applied throughout project implementation; and, address related grievances as necessary.

These terms of reference will be finalized during the Project Inception Workshop.

Project Manager

The Project Manager (PM), together with the Lead Technical Advisor will be responsible for the overall management of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors.

Duties and Responsibilities:

- Manage the overall conduct of the project.
- Plan the activities of the project and monitor progress against the approved workplan.
- Execute activities by managing personnel, goods and services, training and low-value grants, including drafting terms of reference and work specifications, and overseeing all contractors' work.
- Monitor events as determined in the project monitoring plan, and update the plan as required.
- Provide support for completion of assessments required by UNDP, spot checks and audits.
- Manage requests for the provision of UNDP financial resources through funding advances, direct payments or reimbursement using the FACE form.
- Monitor financial resources and accounting to ensure the accuracy and reliability of financial reports.
- Monitor progress, watch for plan deviations and make course corrections when needed within project board-agreed tolerances to achieve results.
- Ensure that changes are controlled and problems addressed.
- Perform regular progress reporting to the project board as agreed with the board, including measures to address challenges and opportunities.
- Prepare and submit financial reports to UNDP on a quarterly basis.
- Manage and monitor the project risks – including social and environmental risks - initially identified and submit new risks to the PSC for consideration and decision on possible actions if required; update the status of these risks by maintaining the project risks log;
- Capture lessons learned during project implementation.
- Prepare revisions to the multi-year workplan, as needed, as well as annual and quarterly plans if required.
- Prepare the inception report no later than one month after the inception workshop.
- Ensure that the indicators included in the project results framework are monitored annually in advance of the GEF PIR submission deadline so that progress can be reported in the GEF PIR.
- Prepare the GEF PIR;
- Assess major and minor amendments to the project within the parameters set by UNDP-GEF;
- Monitor implementation plans including the gender action plan, stakeholder engagement plan, and any environmental and social management plans;

- Monitor and track progress against the GEF Core indicators.
- Support the Mid-term review and Terminal Evaluation process.
- Add technical tasks as necessary

Project Assistant
Duties and Responsibilities
Under the guidance and supervision of the Project Manager, the Project Assistant will carry out the following tasks:
Assist the Project Manager in day-to-day management and oversight of project activities;
Assist the M&E officer in matters related to M&E and knowledge resources management;
Assist in the preparation of progress reports;
Ensure all project documentation (progress reports, consulting and other technical reports, minutes of meetings, etc.) are properly maintained in hard and electronic copies in an efficient and readily accessible filing system, for when required by PB, TAC, UNDP, project consultants and other PMU staff;
Provide PMU-related administrative and logistical assistance.

Project Finance Assistant
Duties and Responsibilities
Under the guidance and supervision of the Project Manager, the Project Assistant will carry out the following tasks:
Keep records of project funds and expenditures, and ensure all project-related financial documentation are well maintained and readily available when required by the Project Manager;
Review project expenditures and ensure that project funds are used in compliance with the Project Document and GoI financial rules and procedures;
Validate and certify FACE forms before submission to UNDP;
Provide necessary financial information as and when required for project management decisions;
Provide necessary financial information during project audit (s);
Review annual budgets and project expenditure reports, and notify the Project Manager if there are any discrepancies or issues;
Consolidate financial progress reports submitted by the responsible parties for implementation of project activities;
Liaise and follow up with the responsible parties for implementation of project activities in matters related to project funds and financial progress reports.

Policy Coordinator
The Project Manager (PM) will be supported by a Policy Coordinator (PC) who will be responsible for the Component 1 of the project. The PC ensure coordination among the stakeholders (related to their assigned project components, outcomes and outputs) and are an opportunity to represent the voice of stakeholders on POPs and waste management topics and the implementation of project activities in line with the agreed project plan and approach. The PC will report to the Project Manager.

Duties and Responsibilities
Organize meetings
Laise with national, provincial level government entities on the implementation of project activities within the assigned project component.
Support the organization of the national and municipality (if needed) level inception workshops.
Support the organization of training events.
Support the implementation of data collection studies
Provide day-to-day support to Project experts on the subjects they need support on (in accordance with the assigned project component).
Support the monitoring and evaluation of project results (in line with GEF and UNDP requirements)
Support the implementation of the Gender Action Plan (GAP) in relation to the assigned project components.

Circular Economy Coordinator
The Project Manager (PM) will be supported by a Circular Economy Coordinator (CEC) who will be responsible for the Component 2 of the project. The PC ensure coordination among the stakeholders (related to their assigned project components, outcomes and outputs) and are an opportunity to represent the voice of stakeholders on POPs and waste management topics and the implementation of project activities in line with the agreed project plan and approach. The CEC will report to the Project Manager.

Duties and Responsibilities

Organize meetings
Laise with national, provincial, district and village level government entities on the implementation of project activities within the assigned project component.
Support the organization of the national and municipality (if needed) level inception workshops.
Support the organization of training events.
Support the implementation of the awareness raising campaign
Provide day-to-day support to Project consultants on the subjects they need support on (in accordance with the assigned project component).
Support the monitoring and evaluation of project results (in line with GEF and UNDP requirements)
Support the implementation of the Gender Action Plan (GAP) in relation to the assigned project components.

HCW Coordinator
The Project Manager (PM) will be supported by a HCW Coordinator (HCWC) who will be responsible for the Component 2 of the project. The HCWC ensure coordination among the stakeholders (related to their assigned project components, outcomes and outputs) and are an opportunity to represent the voice of stakeholders on POPs and waste management topics and the implementation of project activities in line with the agreed project plan and approach. The HCWC will report to the Project Manager.

Duties and Responsibilities
Organize meetings
Laise with national, provincial, district and village level government entities on the implementation of project activities within the assigned project component.
Support the organization of the national and municipality (if needed) level inception workshops.
Support the organization of training events.
Support the implementation of the awareness raising campaign
Provide day-to-day support to Project consultants on the subjects they need support on (in accordance with the assigned project component).
Support the monitoring and evaluation of project results (in line with GEF and UNDP requirements)
Support the implementation of the Gender Action Plan (GAP) in relation to the assigned project components.

Annex 13: GEF Core indicators

REDUCING GHG EMISSIONS							
Core Indicator 6	**Greenhouse gas emission mitigated**						
				Expected metric tons of CO2e (6.1 + 6.2)			
				PIF Stage	**Endorsement**	**MTR**	**TE**
	6. Greenhouse gas emission mitigated (direct+indirect) (6.1+6.2)			**547**	**547**	**-**	**-**
	6.1 Greenhouse gas emission mitigated in the AFOLU sector (direct+indirect) (6.5+6.6)			**547**	**547**	-	-
	6.2 Greenhouse gas emission mitigated outside AFOLU sector (direct+indirect) (6.7+6.8)			**0**	**0**	-	-
Indicator 6.5	**Carbon sequestered or emissions avoided in the sector of Agriculture, Forestry, and Other Land Use (direct)**						
	Anticipated start year of accounting	2025		**Expected *(metric tons of CO2e)***		**Achieved *(metric tons of CO2e)***	
	Duration of accounting	5 y		**PIF Stage**	**Endorsement**	**MTR**	**TE**
				547	**547**		
Indicator 6.6	**Carbon sequestered or emissions avoided in the sector of Agriculture, Forestry, and Other Land Use (indirect)**						
	Anticipated start year of accounting			**Expected *(metric tons of CO2e)***		**Achieved *(metric tons of CO2e)***	
	Duration of accounting			**PIF Stage**	**Endorsement**	**MTR**	**TE**
				0	**0**		

REDUCING CHEMICALS AND WASTE

Core Indicator 9	Chemicals of global concern and their waste reduced				
		Metric Tons (9.1 + 9.2 + 9.3+9.7)			
		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
		1.00	2.00	-	-
Indicator 9.1	**Persistent Organic Pollutants (POPs) removed or disposed (POPs type) *(in metric tons)***				
POPs Type to choose from:		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
Decabromodiphenyl ether (commercial mixture, c-decaBDE)		1.00	1.00		
<pls select>					
<pls select>					
	Sum >>>	-	-	-	-
Indicator 9.2	**Quantity of mercury reduced**				
		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
Indicator 9.3	**Hydrochlorofluorocarbons reduced/phased out**				
Provide information by HCFC, such as HCFC22, HCFC-141b, HCFC-142b, HCFC-123, HCFC-124, HCFC-225ca and 225cb, and HCFC-21.		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
Indicator 9.4	**Countries with legislation and policy implemented to control chemicals and waste**				
		Number of Countries			
		Expected		Achieved	
		PIF Stage	Endorsement	MTR	TE
Indicator 9.5	**Low-chemical/non-chemical systems implemented particularly in food production, manufacturing and cities**				
	Technology used to be listed here:	Expected *(number)*		Achieved *(number)*	

		PIF Stage	Endorsement	MTR	TE
Indicator 9.6	**POPs/Mercury containing materials and products directly avoided (in metric tons)**				
		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
		0	1.00		
Indicator 9.7	**Highly Hazardous Pesticides eliminated**				
		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
Indicator 9.8	**Avoided residual plastic waste**				
		Expected *(metric tons)*		Achieved *(metric tons)*	
		PIF Stage	Endorsement	MTR	TE
		1,500.00	1,500.00		
Core Indicator 10	**Persistent organic pollutants to air reduced**				
		Expected *(grams of toxic equivalent)*		Achieved (grams of toxic equivalent)	
		PIF Stage	Endorsement	MTR	TE
		48.00 g	24.00 g		
Indicator 10.1	**Countries with legislation and policy implemented to control emissions of POPs to air**				
		Number of Countries			
		Expected		Achieved	
		PIF Stage	Endorsement	MTR	TE

Indicator 10.2	Emission control technologies/practices implemented				
		Number			
		Expected		Achieved	
		PIF Stage	Endorsement	MTR	TE

CROSS-CUTTING STRATEGIC AREAS					
Core Indicator 11	**People benefiting from GEF-financed investments**				
		Number			
		Expected		Achieved	
		PIF Stage	Endorsement	MTR	TE
	Female	300	13037		
	Male	300	13037		
	Total	**600**	**26074**	**-**	**-**

In addition to other environmental benefits, avoiding recyclable wastes that end up in landfills and promoting recycling will yield a significant amount of greenhouse gas emission mitigation. It is calculated at the PIF and PPG phase as 547 metric tons of CO_2e according to GEF Guidelines.

The reduction in GHG emissions will be calculated using the existing AMS-III.AJ (Recovery and recycling of materials from solid wastes) methodology and the associated assumptions from the UNFCCC system. Equation 2 and 4 were used with following assumptions: 100% of plastic in Eswatini is imported. As no detail on type of plastics, it is assumed an average of Polyethylene terephthalate (PET), High Density Polyethylene (HDPE), Low Density Polyethylene (LDPE), Polypropylene (PP). As plastic use is expected to increase year on year the baseline target and measure of achievement will be calculated using an estimate of the increase in use of plastics over the life of the project and 5 subsequent years. For Eswatini the estimation of increase was calculated based on last year increase (year base 2023): 5%. Through the implementation of project activities (mainly Output 3.5) new plastic demand will be reduced. A total of 600 MT will be downcycled per year (from the 4th year onwards). This means downcycling 1,200 MT (146 MT GHG emissions mitigated) for 5 years project implementation and 3,000 MT (403 MT GHG emissions mitigated) 5 years after project completion. Total plastic waste downcycled 4,200 MT and 547 MT GHG emissions mitigated.

Under Outcome 3, it is expected to collect at least 1 tons of e-waste (CRTs) that potentially contains BFRs. Additionally, under Outcome 5, it is estimated to collect at least 1 tons of mercury containing equipment from health sector. The inventory of e-waste and healthcare waste that potentially contains mercury will be inventorized during the project implementation by establishing hazardous waste and mercury waste temporary storage areas. During the life of the project, it is expected to collect at least 1 ton of e-waste and 1 ton of healthcare waste that contains mercury.

Avoiding recyclable wastes that end up in landfills and promoting recycling as well as avoiding uncontrolled burning of plastic and medical waste will also yield at least 24 gTEQ of unintentional POPs release reduction.

This Core Indicator is measured for 5 years of project implementation and 2 years after project implementation. The UPOPs calculation is done applying the Stockholm Toolkit. According to Eswatini's NIP for SC, Eswatini contributed approximately 117 g TEQ/a in total emissions in 2006. The priority sector needing attention is uncontrolled open burning

of waste (86% of total). By procurement of autoclaves and promotion of recycling open burning of waste (both plastic and HCW) will be reduced with a total contribution of 24 gTEQ UPOPS reduction during the life of the project and 5 subsequent years.

The direct beneficiaries are 26074 people. 500 people will benefit directly through trainings (50% of which women), 100 people will benefit directly from job creation (50% of which women). Additionally, 14474 professionals in health sector (Outcome 3.1) and 34 professionals in waste management sector (Outcome 2.1.) are also direct beneficiaries of the project. Lastly, 1000 families with an estimated number of 4000 people will also be direct beneficiary of the activities under Output 2.1.7. Also, the capital city of Eswatini, which is also the main project area in the country has a population of 61,940 that will be the indirect beneficiaries of the project.

Annex 14: GEF Taxonomy

Level 1	Level 2	Level 3	Level 4
☒ **Influencing models**			
	☒ **Transform policy and regulatory environments**		
	☒ **Strengthen institutional capacity and decision-making**		
	☐ **Convene multi-stakeholder alliances**		
	☐ **Demonstrate innovative approaches**		
	☐ **Deploy innovative financial instruments**		
☐ **Stakeholders**			
	☐ **Indigenous Peoples**		
	☒ **Private Sector**		
		☐ Capital providers	
		☐ Financial intermediaries and market facilitators	
		☐ Large corporations	
		☐ SMEs	
		☐ Individuals/Entrepreneurs	
		☐ Non-Grant Pilot	
		☐ Project Reflow	
	☐ **Beneficiaries**		
	☐ **Local Communities**		
	☐ **Civil Society**		
		☐ Community Based Organization	
		☐ Non-Governmental Organization	
		☐ Academia	
		☐ Trade Unions and Workers Unions	
	☒ **Type of Engagement**		
		☒ Information Dissemination	
		☒ Partnership	
		☒ Consultation	
		☒ Participation	
	☐ **Communications**		
		☐ Awareness Raising	
		☐ Education	
		☐ Public Campaigns	
		☐ Behavior Change	
☐ **Capacity, Knowledge and Research**			
	☐ **Enabling Activities**		
	☐ **Capacity Development**		
	☐ **Knowledge Generation and Exchange**		
	☐ **Targeted Research**		
	☐ **Learning**		
		☐ Theory of Change	
		☐ Adaptive Management	
		☐ Indicators to Measure Change	
	☐ **Innovation**		
	☒ **Knowledge and Learning**		
		☒ Knowledge Management	
		☐ Innovation	
		☐ Capacity Development	
		☐ Learning	
	☒ **Stakeholder Engagement Plan**		
☐ **Gender Equality**			
	☐ **Gender Mainstreaming**		
		☐ Beneficiaries	
		☐ Women groups	
		☐ Sex-disaggregated indicators	

		☐ Gender-sensitive indicators	
	☐ **Gender results areas**		
		☐ Access and control over natural resources	
		☐ Participation and leadership	
		☐ Access to benefits and services	
		☐ Capacity development	
		☐ Awareness raising	
		☐ Knowledge generation	
☐ **Focal Areas/Theme**			
	☐ **Integrated Programs**		
		☐ Commodity Supply Chains (Good Growth Partnership)	
			☐ Sustainable Commodities Production
			☐ Deforestation-free Sourcing
			☐ Financial Screening Tools
			☐ High Conservation Value Forests
			☐ High Carbon Stocks Forests
			☐ Soybean Supply Chain
			☐ Oil Palm Supply Chain
			☐ Beef Supply Chain
			☐ Smallholder Farmers
			☐ Adaptive Management
		☐ Food Security in Sub-Sahara Africa	
			☐ Resilience (climate and shocks)
			☐ Sustainable Production Systems
			☐ Agroecosystems
			☐ Land and Soil Health
			☐ Diversified Farming
			☐ Integrated Land and Water Management
			☐ Smallholder Farming
			☐ Small and Medium Enterprises
			☐ Crop Genetic Diversity
			☐ Food Value Chains
			☐ Gender Dimensions
			☐ Multi-stakeholder Platforms
		☐ Food Systems, Land Use and Restoration	
			☐ Sustainable Food Systems
			☐ Landscape Restoration
			☐ Sustainable Commodity Production
			☐ Comprehensive Land Use Planning
			☐ Integrated Landscapes
			☐ Food Value Chains
			☐ Deforestation-free Sourcing
			☐ Smallholder Farmers
		☐ Sustainable Cities	
			☐ Integrated urban planning
			☐ Urban sustainability framework
			☐ Transport and Mobility
			☐ Buildings
			☐ Municipal waste management
			☐ Green space
			☐ Urban Biodiversity
			☐ Urban Food Systems
			☐ Energy efficiency
			☐ Municipal Financing
			☐ Global Platform for Sustainable Cities
			☐ Urban Resilience
	☐ **Biodiversity**		

		☐ Protected Areas and Landscapes	
			☐ Terrestrial Protected Areas
			☐ Coastal and Marine Protected Areas
			☐ Productive Landscapes
			☐ Productive Seascapes
			☐ Community Based Natural Resource Management
		☐ Mainstreaming	
			☐ Extractive Industries (oil, gas, mining)
			☐ Forestry (Including HCVF and REDD+)
			☐ Tourism
			☐ Agriculture & agrobiodiversity
			☐ Fisheries
			☐ Infrastructure
			☐ Certification (National Standards)
			☐ Certification (International Standards)
		☐ Species	
			☐ Illegal Wildlife Trade
			☐ Threatened Species
			☐ Wildlife for Sustainable Development
			☐ Crop Wild Relatives
			☐ Plant Genetic Resources
			☐ Animal Genetic Resources
			☐ Livestock Wild Relatives
			☐ Invasive Alien Species (IAS)
		☐ Biomes	
			☐ Mangroves
			☐ Coral Reefs
			☐ Sea Grasses
			☐ Wetlands
			☐ Rivers
			☐ Lakes
			☐ Tropical Rain Forests
			☐ Tropical Dry Forests
			☐ Temperate Forests
			☐ Grasslands
			☐ Paramo
			☐ Desert
		☐ Financial and Accounting	
			☐ Payment for Ecosystem Services
			☐ Natural Capital Assessment and Accounting
			☐ Conservation Trust Funds
			☐ Conservation Finance
		☐ Supplementary Protocol to the CBD	
			☐ Biosafety
			☐ Access to Genetic Resources Benefit Sharing
	☐ **Forests**		
		☐ Forest and Landscape Restoration	
			☐ REDD/REDD+
		☐ Forest	
			☐ Amazon
			☐ Congo
			☐ Drylands
	☐ **Land Degradation**		
		☐ Sustainable Land Management	

			☐ Restoration and Rehabilitation of Degraded Lands
			☐ Ecosystem Approach
			☐ Integrated and Cross-sectoral approach
			☐ Community-Based NRM
			☐ Sustainable Livelihoods
			☐ Income Generating Activities
			☐ Sustainable Agriculture
			☐ Sustainable Pasture Management
			☐ Sustainable Forest/Woodland Management
			☐ Improved Soil and Water Management Techniques
			☐ Sustainable Fire Management
			☐ Drought Mitigation/Early Warning
		☐ Land Degradation Neutrality	
			☐ Land Productivity
			☐ Land Cover and Land cover change
			☐ Carbon stocks above or below ground
		☐ Food Security	
	☐ **International Waters**		
		☐ Ship	
		☐ Coastal	
		☐ Freshwater	
			☐ Aquifer
			☐ River Basin
			☐ Lake Basin
		☐ Learning	
		☐ Fisheries	
		☐ Persistent toxic substances	
		☐ SIDS : Small Island Dev States	
		☐ Targeted Research	
		☐ Pollution	
			☐ Persistent toxic substances
			☐ Plastics
			☐ Nutrient pollution from all sectors except wastewater
			☐ Nutrient pollution from Wastewater
		☐ Transboundary Diagnostic Analysis and Strategic Action Plan preparation	
		☐ Strategic Action Plan Implementation	
		☐ Areas Beyond National Jurisdiction	
		☐ Large Marine Ecosystems	
		☐ Private Sector	
		☐ Aquaculture	
		☐ Marine Protected Area	
		☐ Biomes	
			☐ Mangrove
			☐ Coral Reefs
			☐ Seagrasses
			☐ Polar Ecosystems
			☐ Constructed Wetlands
	☒ **Chemicals and Waste**		
		☒ Mercury	
		☐ Artisanal and Scale Gold Mining	
		☐ Coal Fired Power Plants	
		☐ Coal Fired Industrial Boilers	
		☐ Cement	
		☐ Non-Ferrous Metals Production	

		☐ Ozone	
		☒ Persistent Organic Pollutants	
		☒ Unintentional Persistent Organic Pollutants	
		☒ Sound Management of chemicals and Waste	
		☒ Waste Management	
			☒ Hazardous Waste Management
			☐ Industrial Waste
			☒ e-Waste
		☐ Emissions	
		☒ Disposal	
		☒ New Persistent Organic Pollutants	
		☐ Polychlorinated Biphenyls	
		☒ Plastics	
		☐ Eco-Efficiency	
		☐ Pesticides	
		☐ DDT - Vector Management	
		☐ DDT - Other	
		☒ Industrial Emissions	
		☒ Open Burning	
		☒ Best Available Technology / Best Environmental Practices	
		☐ Green Chemistry	
	☐ **Climate Change**		
		☐ **Climate Change Adaptation**	
			☐ Climate Finance
			☐ Least Developed Countries
			☐ Small Island Developing States
			☐ Disaster Risk Management
			☐ Sea-level rise
			☐ Climate Resilience
			☐ Climate information
			☐ Ecosystem-based Adaptation
			☐ Adaptation Tech Transfer
			☐ National Adaptation Programme of Action
			☐ National Adaptation Plan
			☐ Mainstreaming Adaptation
			☐ Private Sector
			☐ Innovation
			☐ Complementarity
			☐ Community-based Adaptation
			☐ Livelihoods
		☐ **Climate Change Mitigation**	
			☐ Agriculture, Forestry, and other Land Use
			☐ Energy Efficiency
			☐ Sustainable Urban Systems and Transport
			☐ Technology Transfer
			☐ Renewable Energy
			☐ Financing
			☐ Enabling Activities
		☐ **Technology Transfer**	
			☐ Poznan Strategic Programme on Technology Transfer
			☐ Climate Technology Centre & Network (CTCN)
			☐ Endogenous technology
			☐ Technology Needs Assessment
			☐ Adaptation Tech Transfer

		☐ **United Nations Framework on Climate Change**	☐ Nationally Determined Contribution
	☒ **Rio Markers**		
		☐ Paris Agreement	
		☐ Sustainable Development Goals	
		☐ Climate Change Mitigation 0	
		☐ Climate Change Mitigation 1	
		☐ Climate Change Mitigation 2	
		☐ Climate Change Adaptation 0	
		☐ Climate Change Adaptation 1	
		☐ Climate Change Adaptation 2	

Annex 15: HACT Micro Assessment

As separate attachment.