



**The Revolutionary Government of Zanzibar
Ministry of Community Development,
Gender, Elders and Children**

**Program for Advancing Gender Equality in
Tanzania (PAMOJA) (P 178813)**

**ENVIRONMENTAL AND SOCIAL
MANAGEMENT FRAMEWORK (ESMF)**

October 2023

Table of Contents

Table of Contents.....	i
List of Tables	iii
Abbreviations and Acronyms	iv
Executive Summary	v
2. Project Description	2
3. Environmental and Social Policies, Regulations, and Laws.....	4
3.1 The Zanzibar Legal Framework	4
3.2 National Environmental and Social Assessment and Permitting	7
3.3 World Bank Standards and Key Gaps with the National Framework	7
4. Potential Environmental and Social Risk Impacts and Standard Mitigation Measures	10
4.1 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups	16
4.2 Planning and Design Considerations for Avoidance of Environmental and Social Risks and Impacts	17
5. Procedures and Implementation Arrangements	19
5.1 Environmental and Social Risk Management Procedures	19
5.5 Proposed Training and Capacity Building	24
5.6 Estimated Budget.....	25
6. Stakeholder Engagement, Disclosure, and Consultations	26
6.1. Introduction.....	26
6.2 Stakeholder Identification	26
6.3 Consultations	27
6.4 Grievance Mechanism	28
6.4.1 Description of GM	29
ANNEXES.....	32
Annex 1. Screening Form	32
Annex 2. Environmental and Social Codes of Practice (ESCP)	37
Annex 3. Environmental and Social Management Plan (ESMP) Template	43
Annex 4. Simplified Labor Management Procedures	44
Annex 5. Chance Find Procedures.....	52
Annex 6. Fertilizer and Pest Management Plan	53

List of Tables

Table 1 The Zanzibar Relevant Legal Framework	4
Table 2 Relevant World Bank ESS and Key Gaps with the National Framework	8
Table 3 Environmental and Social Risks and Mitigation Measures	10
Table 4 Project Cycle and E&S Management Procedures	19
Table 5 Exclusion List	20
Table 6 Implementation Arrangements	23
Table 7 Proposed Training and Capacity Building Approach	24
Table 8 ESMF Implementation Budget.....	25

Abbreviations and Acronyms

COVID	Coronavirus disease
DOSH	Department of Occupational Safety and Health
E&S	Environmental and Social
EA	Environmental Assessment
EIA	Environmental Impact Assessment
EMP	Environmental Management Plan
ESIA	Environmental and Social Impact Assessments
ESMF	Environmental and Social Management Framework
GBV	Gender Based Violence
GHG	Green House Gases
HIV/AIDS STD	Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome Sexually Transmitted Diseases
MoCDGEC	Ministry of Community Development, Gender, Elderly and Children
NPA	National Plan of Action
PIU	Project Implementation Unit
RAP	Resettlement Action Plan
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
TBS	Tanzania Bureau of Standards
ZBS	Zanzibar Bureau of Standard
ZEMA	Zanzibar Environment Management Authority
ZFDA	Zanzibar Food and Drug Agency

Executive Summary

The World Bank will be supporting the Ministry of Community Development, Gender, Elders and Children in implementing the Program for Advancing Gender Equality in Tanzania (PAMOJA) (P178813). The objective of the project is to promote gender equity, equality, and economic empowerment. The project will support the following activities: strengthening community-based institutions towards enhanced opportunities through support for community-based groups and mobilize women and adolescent girls to participate in them; capacity building and training to women's groups and individual entrepreneurs, financing for different categories of women's and adolescent girls' groups and female entrepreneurs; support the construction and operationalization of common user facilities for women's and adolescent girls' groups and female entrepreneurs; and further support for a childcare pilot and strengthening GBV response services through activities to strengthen quality and survivor centered GBV response services.

The project activities will take place in Unguja and Pemba, the project will target all rural districts, i.e., excluding the mostly urban region of Mjini Magharibi with the exception of the psychosocial support facility that will be constructed in Mjini district. Specific locations of subproject activities are not known at this stage, because the list of subprojects is still under review. The subproject locations will be known by appraisal.

This Environmental and Social Management Framework (ESMF) has been prepared to identify the potential environmental and social risks and impacts of proposed Project activities and propose suitable mitigation measures to manage these risks and impacts. It maps out the Zanzibar laws and regulations and the World Bank policies applicable to the Project, and describes the principles, approaches, implementation arrangements, and environmental and social mitigation measures to be followed.

The potential environmental and social risks for project activities are identified as:

- The project activities which are expected to have potential risk to environment include livelihood small scale agriculture activities (component 1). The risks associated with small scale farming includes land degradation, loss of vegetation, soil erosion, soil and water pollution due to agrochemicals uses and occupational and community health and safety from the use of the agrochemicals.
- Small scale civil works due to funding of rehabilitation of district offices, establishment of safe houses, construction of psychosocial centre (Component 2) and rehabilitation of community infrastructure for development of CDCC (Component 3). These small-scale civil works interventions are expected to cause typical construction works impacts including vegetation removal, noise, vibrations, dust, waste generation, occupational health and safety risks, sexual harassment and Gender Based Violence, child labor, and community health and safety.
- Risks associated with the use of the buildings by the project (offices, training, safe houses, etc.) including exposure to PCBs, asbestos, lead based paint, poor indoor air quality, inadequate potable water and/or wastewater disposal, and risks related to man-made or natural disasters (fire, etc.).

The measures that will be used in the early stages of subproject planning and design to avoid and minimize these impacts include:

- The project shall set out clearly defined E&S procedures to screen subprojects (application of exclusion list, review of industry sector and technical aspects of each subproject) and conduct due diligence to evaluate E&S risk and assign risk categories (low, moderate, substantial and high risk;

- There shall be systems/processes for due diligence within MoCDGEC/ LGAs the to evaluate, monitor, review and manage E&S risks and impacts of the subprojects;
- Including a budget and environmental and social specialist position designated for reporting on the ESMF/ESMPs as well as providing training and capacity-building on ESMF/ESMPs procedures and performance.
- Selection of buildings for rehabilitation will consider the health and safety of project workers and during and after rehabilitation, also the ESMPs which contain health and safety issues (ie provision of portable water supply/ waste disposal) shall be prepared and implemented
- Establishing external communications mechanism, including a Stakeholder Engagement Plan and a Grievance Mechanism; and
- In addition, this ESMF specifically include the project's exclusion list which will explicitly include projects involving substantial and high-risk sectors (e.g, mining, forest plantations, etc.) and activities, such as involuntary resettlement (all new land acquisition will be excluded from project financing); involving harmful child labor or forced labor; destruction of natural and critical natural habitats; production or commercialization of any product or activity considered illegal according to the laws or regulations of Zanzibar; production or trade of alcoholic beverages (except beer and wine); production, trade, storage or transport of large volumes of hazardous chemicals; and any dams that would be considered a high or substantial risk to support.

These risks will be managed and mitigated through the application of:

ESF documents have been prepared prior to appraisal:

- Environmental and Social Management Framework (ESMF)
- Stakeholder Engagement Plan (SEP) including Grievance Redress Mechanism
- Environmental and Social Commitment Plan (ESCP)

Documents to be prepared after Board Approval includes:

- Labor Management Plan (LMP to be developed by project PIU for project activities
- Environmental and Social Management Plans (ESMPs) for subprojects to be prepared after subproject depending on the outcome of the screening.

Implementation Arrangements

- *National level* -A joint **Project Steering Committee** PSC will be established between Mainland and Zanzibar at national level to provide strategic oversight, review annual work plans and budgets monitor and evaluate implementation status, and conduct general project supervision meetings on a at least annual basis, as well as other tasks to be agreed upon between the PSC members per Terms of Reference (TOR) that will be elaborated in the Project Implementation Manual (PIM). The PSC will be chaired by the respective Permanent Secretary (PS) of MoCDGEC and will include: PS PO-RALGSD, PS Vice President 2, PS OP-Finance and Planning and PS Economic Empowerment. Additional members from key relevant line ministries and agencies in Zanzibar will be elaborated in the PIM. Also **Project Technical Committee (PTC)** chaired by the Director Policy, Planning and Research MoCDGEC will be established. Membership will include the Director Gender MoCDGEC and Director of Empowerment MoCDGEC as technical component leads plus the Director of Empowerment (ZEEA); Director for Coordination for RALG (PO-RALGSD), Director for Agriculture, Director for Livestock, Director Fisheries, Director for Trade, SMIDA Director-level representative, Director for Tourism, Director for Finance and Fiscal Policy, DPPR VP2. Lastly, **Project Implementation Team (PIT)** will be established at the MoCDGEC. Project-specific technical staff will include a full-time project coordinator, one focal point each on women's economic

opportunities and GBV, procurement specialist, accountant, an environmental specialist, a social development specialist, M&E officer, and a communications officer.

- *District level* -The project will work through the district level administration structure. The District Implementation Team (DIT) will be the main mechanism for the implementation of project activities at district level. Its TOR will be detailed in the PIM. The DIT will be chaired by the District Executive Officer. The Planning Officer will be the secretary. The District Gender, Women and Children Officer and District ZEEA Officer will be co-coordinators. The DIT will include a member from the National Disability Council, Social Welfare Officer, Health Officer, Agriculture Officer, Livestock Officer, Fisheries Officer, Accounting, Engineer, Communication and ICT on needs-basis. The district implementation support teams will consist of designated government staff and contract staff, depending on the capacity and needs of the district. The project will put in place MoUs with the district administrations.
- *Community level* – At the Shehia level, the local leader (Shehia), Gender Coordinator and Community Health Volunteers will support community-level implementation. A cadre of female Community Business Agents (CBAs) will be recruited and facilitated at the Shehia level to support the implementation of project activities.

The PIU will organize and oversee capacity building training for relevant Ministry staff, collaborating partners and other stakeholders with the aim of enhancing their capacity to effectively contribute to the implementation, management and sustainability of PAMOJA project activities. Training will also be provided to project beneficiaries and/or contractors to enable them plan, implement and monitor their subprojects in close alignment with the Project Development Objective. The training will, inter alia, sensitize them on: a) the Bank's safeguards policies, and b) the management of environmental, social, health and safety risks associated with the execution of civil works activities etc. The training program will help build and/or strengthen the requisite capacities within the beneficiaries'/contractors' organizations, as well as the implementing entities. The PIU will either use its relevant staff or engage external consultants to provide the capacity building training. Such training will be provided periodically as may be deemed necessary throughout the project implementation period. The total budget for the ESMF implementation is estimated to be USD 85,000.

Monitoring

Impact and compliance monitoring shall be practiced during the project implementation phase. Monitoring should be conducted to verify the predicted impacts, examine the implementation and effectiveness of mitigation measures, respond to unanticipated environmental impacts, and improve environmental controls. Monitoring should be conducted by trained individuals following monitoring and recordkeeping procedures and using properly calibrated and maintained equipment. Monitoring data should be analyzed and reviewed at regular intervals and compared with the operating standards so that any necessary corrective actions can be taken. It should be stressed that the developed monitoring plan should be updated to reflect the specificities of each project (scale, location, etc.) and should also incorporate an estimate of the total monitoring costs involved.

A separate **Stakeholder Engagement Plan (SEP)** has been prepared for the Project, based the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The SEP can be found here: www.jamii.smz.go.tz.

1. Introduction

This Environmental and Social Management Framework (ESMF) is developed to support the environmental and social due diligence provisions for activities financed by the World Bank in the Program for Advancing Gender Equality in Tanzania (PAMOJA) (P 178813). Environmental and social management framework (ESMF) is an instrument that examines the risks and impacts when a project consists of a program and/or series of subprojects, and the risks and impacts cannot be determined until the program or subproject details have been identified. The ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts.

The project will support economic opportunities for women and adolescent girls and strengthen Gender-Based Violence prevention and response in targeted areas in Zanzibar while supporting the government's capacity to advance gender equality through strengthening community-based institutions towards enhanced economic opportunities, delivering services to support and enable economic opportunities, shifting social norms and enabling behavior change towards gender equality and GBV prevention at the community level, and strengthening GBV response services in Zanzibar. The Ministry of Community Development, Gender, Elders and Children-Zanzibar will be implementing the Project activities.

This ESMF follows the World Bank Environmental and Social Framework (ESF) as well as the national laws and regulations of Zanzibar. The objective of the ESMF is to assess and mitigate potential negative environmental and social risks and impacts of the Project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements. More specifically, the ESMF aims to (a) assess the potential environmental and social risks and impacts of the proposed Project and propose mitigation measures; (b) establish procedures for the environmental and social screening, review, approval, and implementation of activities; (c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities; (d) identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF; (e) address mechanisms for public consultation and disclosure of project documents as well as redress of possible grievances; and (f) establish the budget requirements for implementation of the ESMF.

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP) and Labor Management Procedures.

2. Project Description

The Project Development Objective is to increase access to economic opportunities for women and to Gender-Based Violence prevention and response services in targeted areas in Tanzania. The following are the project components:

- **Component 1: Promoting Economic Opportunities for Women through Community-Based (US\$ 15.4 million).** This component will finance access to climate resilient economic opportunities for different categories of women's groups. Economic opportunities are defined as training, guidance, income-generating activities, business opportunities and access to finance. Activities will be implemented through three sub-components: Strengthening women's business skills and linking them to markets (sub-component 1.1) Access to finance through women's groups' revolving loan funds (sub-component 1.2) and Access to finance through the formal financial sector (sub-component 1.3). Sub-component 1.1: Strengthening women's business skills and linking them to markets focuses on providing training to women groups. Activities include: (i) Mapping community-based women's groups to be platforms for delivery of project support, (ii) Market and value chain assessments to identify viable business opportunities for women, (iii) Assess available materials for training groups, and develop/define the materials to be used for training under PAMOJA and (iv) providing training/ skills to groups which includes business and life skills training, business plan preparation and implementation, mentoring for successful businesses and sensitization on CDCC. Sub-component 1.2 will provide demand-driven financing to women micro-entrepreneurs through capital injections to their group's revolving loan fund. The capital injection will allow the group to increase the amount and number of loans to members for business activities. Detailed eligibility criteria (which includes Environmental and social exclusion list) for groups to receive support under this sub-component will be captured in the Community Operations Manual. The size of the loan is estimated to be around USD 30,000 per group of about 100 individuals (USD 300 per individual). Component 1.3 will increase the scale of lending to rural women micro-entrepreneurs through financial institutions will not be applicable in Zanzibar.
- **Component 2: Strengthening Gender-Based Violence (GBV) Prevention and Response (US\$9.8 million)** will cover shifting social norms & enabling behavior change towards gender equality and GBV prevention (sub-component 2.1) and strengthening GBV response services (sub-component 2.2). Subcomponent 2.1 will finance: (i) the development of a national protocol for a community-based social norms change and GBV prevention program with the structures established by the NPA-VAWCs; and (ii) implementation of the national prevention protocol targeting beneficiaries of the business plan financing under sub-component 1.2 and their partners to ensure that women's economic activity is supported at the household and couples' level and can result in a transformation of gender roles and wellbeing of their household. Sub-component 2.2 Strengthening GBV response services will finance district-wide activities in the project districts to strengthen quality and survivor-centred GBV response services, with a main focus on basic service delivery and referral mechanisms at the community-level. This sub-component will further fund rehabilitation of offices of Community Development Officers (CDOs), Social Welfare Officers (SWOs), and other relevant facilities as to be agreed with the World Bank (painting, small internal repairs and provision of screens or partitions as well as lockable cupboards) in the project districts to create adequate conditions for consultations and counselling for survivors where those do not currently exist. The project will only fund internal repairs and rehabilitation of these facilities with no expansion of the footprint of existing facilities to be supported. In Zanzibar, the sub-component will fund the construction and equipment of a psychosocial service delivery center in

Mjini district. Lastly, this sub-component will support GoT efforts towards the establishment of government-run safe houses that would provide temporary accommodation to survivors who are not able to immediately return to their households and communities. Detailed analysis shall be done which will consider the option of refurbishing existing structures previously used as government-run elderly homes.

- **Component 3: Innovations and Partnerships (US\$1.4 million)** has 2 sub-components. Sub-component 3.1 will support a childcare pilot in select project wards. Specifically, it will sensitize and engage women's groups to establish Community Day Care Centers and creches and finance activities towards the same. The National Guidelines on the Establishment and Management of Creches and the National Guidelines on the Establishment and Management of Day Care Centers will be reviewed and updated as needed as part of the pilot. Sub-Component 3.1 will support a childcare pilot in selected project communities. The pilot include rehabilitation, renovation and upgrading of existing government and community infrastructure for establishment and management of CDCC Zanzibar; there will not be construction of new facilities. Sub-component 3.2: Innovations and partnerships for enhanced market linkages, will finance innovations and partnerships to enable market linkages for women's groups and entrepreneurs, including: (i) a digital savings application that will be utilized by groups to track their savings and loan records digitally; and (ii) partnerships with service providers for digital platforms in the agriculture sector that enable better market linkages.
- **Component 4: Project Management and Monitoring and Evaluation (US\$2.8 million)** has 2 sub-components. Sub-component 4.1: Project Management will finance overall project coordination and implementation arrangements at the national and local level including FM, procurement and social and environmental safeguards under the Environmental and Social Framework (ESF). The sub-component will finance dedicated support to the implementing agencies and their institutional strengthening, including logistical support and other critical goods necessary for project implementation. The sub-component will include support for strengthening existing coordination structures under the NPA-VAWCs, the sustainability of project activities and the training of critical staff at national and sub-national level. Sub-component 4.2: Monitoring, Evaluation and Learning will finance M&E activities which will include baseline, midline and endline surveys and Iterative Beneficiary Monitoring along with a process evaluation. The sub-component will finance a Management Information System (MIS) to monitor project activities and report on key results indicators. The MIS will be leveraged to monitor other key activities on GBV prevention and response and women's economic opportunities under MoCDGEC, enabling technology-based solutions for safe and efficient data collection and information management while linking with and complementing existing databases on GBV prevention and response and women's economic opportunities. The sub-component will finance an Impact Evaluation with a focus on the most innovative aspects of the project design, namely the GBV prevention intervention under sub-component 2.1 and the community childcare pilot under subcomponent 3.1. The impact evaluation will be designed in close collaboration with the World Bank. Lastly, the sub-component will finance a process evaluation and M&E system for the Women Development Fund at MoCDGEC to inform the review of the fund and its future operation.

The MoCDGEC will coordinate project activities, including day-to-day implementation, coordination, supervision, and overall management of project activities.

3. Environmental and Social Policies, Regulations, and Laws

3.1 The Zanzibar Legal Framework

Table 1 The Zanzibar Relevant Legal Framework

Law	Description and Relevance to Project Activities
The Environmental Management Act No. 3 of 2015	Section 36 of the Act states that, a person shall not carry out or cause to be carried out; any activity which is likely to have significant impact on the environment and society without Environmental Impact Assessment Certificate issued by the Authority. The Act also states that a person who undertakes any activity that does not require an Environment Impact Assessment shall prepare an Environmental Report. ESIA for this project shall be prepared to meet requirements of this act and World Bank ESS.
Environmental Impact Assessment Regulation, 2019	This Regulation contains useful information that guide the whole process of Environmental Assessment from registration to certificate issuance for establishment and operation of any project/activity that are going to cause an impact on society and environment. It also contains SCHEDULE II that is used for Screening Criteria and screening lists that may be used by the Authority to decide whether an EIA, Environmental Report, or no assessment is required the proposed activity/project. Therefore, these regulations shall be used for the Advancing Gender Equality (PAMOJA) project to determine the level of the Environmental Assessment required under subproject activities.
The Persons with Disabilities (Rights and Privileges) Act, 2006	The Act emphasizes on the need of observing the right of the people with disability in accessing all public buildings and other social amenities. Section 12 of the Act states that; <p>“Persons with disability shall be entitled to a barrier-free and disability friendly environment to enable them to have access to public building and facilities for public use, roads, other social amenities, assistive devices, and other equipment other promote their mobility”.</p> <p>Since the people with disability are among the expected beneficiaries when the project is in operation, the Ministry of Community Development, Gender, Elderly and Children through the selected architect and structural engineer, will ensure that barrier free built environment for people with disability is considered in all stages of construction.</p>
The Zanzibar Elders Act. No 2 of 2020	This Act has set out the proper base that ensures elders’ rights are observed. The Act constitute with the Rights, entitlements, and duties of the older person older persons in need of care and protection, Community-based care and support services for the older persons, Registration of older persons institutions and the part of Universal pension scheme. In this Act, the age threshold set for elderly is seventy (70) years and above. This Act is of its kind in the whole East African region as it offers elders with monthly grant using local sources of revenues. Such programs have also been introduced in some other East African Countries such as Kenya which depend on donor contributions. Apart from monthly grant, elders are also entitled to discount of half fare in public transport so long as they present their special identification cards that have been issued to all older people as par 2020 Act.
The Occupational Safety and Health Act No. 8 of 2005	The occupational safety and health representatives at the enterprise level are responsible to identify potential hazards and major incidents at their workplace.

Law	Description and Relevance to Project Activities
	The Act also establishes occupational safety and health inspectors for systematic and continuous monitoring as well as evaluation of work environments. The inspectors are also required to devise mechanisms to eliminate and control hazards at workplaces. The MoCDGEC will adhere to this Act by making sure that the environmental conditions at working place during construction and operation phase of the project is safe by having risks management plan.
Social Protection Policy 2014	The objectives focus of the policy is to contribute to minimum income security, to provide adequate protection against life-course shocks and livelihood risks, to extend access to basic social services, for all citizens and residents of Zanzibar and to strengthen multi sectoral coordination of all stakeholders working on social protection. It comprises fourteen policy statements with their respective strategies that are designed at easing hardship elders experiencing whenever they seek services such health related and others. This policy, contributing to availability of low income, providing security regarding livelihood disasters and expansion of service provisions for all citizens of Zanzibar.
Urban Municipal Council Solid Waste Management (SWM) Regulations 2019	The regulation emphasises the generator's responsibility to segregate domestic waste into three streams namely compostable, recyclable and non-recyclable waste and to handover to the ZUMC. The ZUMC shall be further responsible to ensure this segregated waste is collected, processed and disposed in a segregated manner. In order to avoid spilling and littering of solid waste, any transport facilities shall be well covered. These regulations shall guide the projects on matters pertaining to waste management.
Zanzibar Gender Policy 2016	Objective of this policy is to attain gender equity, equality and women empowerment in all spheres of life. The following areas are earmarked: Equal participation of women in socio-economic and political affairs, including their participation in leadership and decision-making. Women and Men in Zanzibar Women and men shall have equal access to socio-economic and political opportunities at all levels and in all spheres of life. Inadequate opportunities to decent work for female labor force; Government shall provide favorable environment, including affirmative action to redress all forms of gender imbalances at workplace and to promote decent working environment for women. Prevalence of Sexual and Gender-based Violence in the society; The Government in collaboration with stakeholders shall ensure effective implementation, monitoring, evaluation and coordination of National frameworks for preventing and responding to sexual and gender-based violence. Gender disparities in education level; Provide equal access to education among girls and boys at all levels. The policy is applicable to PAMOJA project as it promotes equality and equity between men and women in all aspects of life.
Zanzibar Constitution 1984	The constitution promotes equal rights between men and women and equal access to social, economic and development opportunity. It is applicable to PAMOJA project as on economic empowerment to women and access to services.
The Children's Act No. 6 of 2011.	The Children Act No. 6, 2011 was legislated to protect children's rights in Zanzibar. The Act provides for the rights and best interests of children as well as for the establishment of the Children's Court. The Act consolidates and expands on provisions relating to the care and protection of vulnerable children and children in conflict with the law. It provides for parentage, custody and access to maintenance.

Law	Description and Relevance to Project Activities
The Penal Act No. 6 of 2018	The act promotes rights for women, boys, girls and disabled against Rape, Assaults, Abduction and other GBV related offences in Zanzibar. PAMOJA project beneficiaries are protected by this LAW. Close coordination with Legal aid and Gender Desk will be enhanced in PAMOJA project to comply with the requirement of Penal act and management of GBV and SEA.
The Criminal Procedure Act No.7 of 2018	This act allows for investigation and dealing with all criminal acts including GBV and SEA related offences. In this case PAMOJA project will apply this particular act by coordination with Police Gender Desk in investigation and management of GBV and SEA during project implementation.
Evidence Act No.9 of 2017	This Act promotes access to justice, the right to a fair trial, equality before the law and equal protection by the law by providing that new evidence and matters connected therewith including electronic evidence in domestic violence cases is admissible in Courts of law and that a minor's evidence is admissible without corroboration.
Kadhis' Court Act No.9 of 2017	This Act promotes non-discrimination and equality by repealing the Kadhi's Courts Act No. 3 of 1985 and to provide for the re-establishment of Kadhi's Courts, to prescribe certain matters relating to Kadhis' Courts and other matters incidental thereto including division of matrimonial assets if there is actual contribution.
The Spinsters, Single Parent Children Protection Act No. 4 of 2005	Spinsters and Single Parent Children Protection Act Number 4 of 2005 was introduced to ensure that both girls and boys have equal rights as well as opportunities to education regardless of their sex, ethnicity and socio-economic status. This Act is legislated to give more protection to education right. The Act repeal the Spinsters, Widows and Female Decree Protection Act, 1985 and to provide for the protection of Spinsters and Single Parent Children and other matters related there to. This Act serves to add emphasis to the protection of the Education Act No. 6 of 1982. This Act ensures the protection of children's rights to education for both male and female students. It provides opportunities for girl students who get pregnant while still in school to continue their studies after delivery. The Act examines that, the suspended girl may be reinstated to the school in the next academic year following her delivery, or at any time deemed most appropriate by the educational authority.
Education Policy 2006	The policy is committed to promote gender equity and equality where women and girls are provided access to education and protection against violation of their rights to access. Objective of this policy aligns with Project PAMOJA project activities on provision of education to women and girls for economic empowerment.
Legal Aid Act No 13 of 2018	This Act promotes access to justice and the right to a fair trial by providing legal aid services to indigent persons, by recognizing paralegals and legal aid providers and establishing the Legal Aid Department which shall be responsible for coordinating, administrating and regulating the delivery of legal aid. Through this, women and child will be able to access legal services in case of GBV and SEA incidence during implementation of PAMOJA project.
The Zanzibar Micro, Small and Medium Industrial Development Agency Act No.2 of 2018	This Act promotes economic rights and the right to development by establishing the Zanzibar Micro, Small and Medium Industrial Development Agency and to provide for the facilitation of promotion and development of Zanzibar micro, small

Law	Description and Relevance to Project Activities
	and medium industries and other related matters. In implementation of PAMOJA project activities such as economic empowerment, the act will be applicable in defending women's right to access economic opportunity and formulate different enterprises.

3.2 National Environmental and Social Assessment and Permitting

The Zanzibar Environmental Management Authority (ZEMA) provides an administrative and enforcement framework for environmental and social impact assessment for any prescribed project in accordance with Zanzibar Environmental Management Act No.3 of 2015 and ESIA Regulation of 2019. The Regulations' main function is to comprehensively describe the legal provisions of the Zanzibar Environmental Management Act No.3 of 2015 that specifically addresses the procedures on carrying out and reviewing Environmental and Social Impact Assessment process. The Regulation contain schedule II which describe screening criteria and screening list from which ZEMA decide on the level of assessment required. If a project requires a full ESIA study for environmental clearance, ZEMA recommends for environmental scoping study prior to releasing of Terms of Reference for the that Study through a recognized ESIA consultant (a person or a firm). On submission of that ESIA Study for administrative and institutional clearance, ZEMA convenes an Ad-hoc multidisciplinary Technical Committee on ESIA Review (formed of members from various Government institutions) which provides expertise advice to ZEMA on a wide range environmental and social matters for consideration and makes necessary recommendations to the Director General for appropriate action and necessary clearance conditions. The Department of Environment Zanzibar provides policy guidance and recommends policy, planning and implementation of strategic framework on environmental conservation and management. For projects which does not require EIA, the Environmental Management Act of 2015 has placed the responsibility for preparation, review and approval of Environmental Impact Assessment for local investments to District/Municipal Environmental Officers.

3.3 World Bank Standards and Key Gaps with the National Framework

The project will follow the World Bank Environmental and Social Standards (ESSs), as well as the World Bank Group General Environmental, Health and Safety Guidelines, Environmental, Health and Safety Guidelines for Annual Crop Production, Environmental, Health and Safety Guidelines for dairy processing, Environmental, Health and Safety Guidelines for mammalian livestock production, Environmental, Health and Safety Guidelines for perennial crops production and Environmental, Health and Safety Guidelines for Poultry Production. Based on these policies, the environmental and social risk of the project is categorized as moderate as the potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. The environmental risk classification for the Project is "moderate". The expected environmental risks of the proposed project are not expected to be significant since the impacts are local, site-specific, short term and reversible. The social risk classification for the project is "moderate". The project is expected to have a positive social impact at the individual and community level in that it will promote gender equality, economic opportunities, and address the social norms that contribute to GBV and stand as a barrier to women's empowerment, with an explicit focus on the inclusion of persons with disabilities (PwDs).

The World Bank's environmental and social standards applicable to project activities are summarized below.

Table 2 Relevant World Bank ESS and Key Gaps with the National Framework

E&S Standard	Relevance
1. Assessment and Management of Environmental and Social Risks and Impacts	<p>ESS1 is relevant for the project because project activities are expected to pose moderate environmental and social risks such as soil and water pollution, increased waste, dust, noise, vibration, soil erosion etc. These risks shall emanate from small scale civil works which includes rehabilitation of offices, establishment of safe houses, construction of psychosocial centre (Component 2) and rehabilitation of community infrastructure for development of CDCC (Component 3). Also, there may be small scale agriculture activities, petty trade and tourism as part of component 1. There is also a risk related to use of the buildings by the project including operational accidents and natural hazards including extreme weather events. (Fires, etc.). The borrower will design, construct, operate and decommission the structural elements of the project in accordance with the national legal requirements, the EHSs, and other GIIP, taking into consideration safety risks and third parties and affected communities (more details are provided under ESS4. This ESMF have identified the responsibilities of project stakeholders, procedures for environmental and social safeguards screening, review and approval, monitoring and reporting requirements, as well as plans to enhance institutional capacity. It also includes an exclusion list which includes subprojects that will be ineligible for funding by the project, the list includes subprojects which have potential adverse impacts/risk to environment and social. For moderate risk subprojects, borrower shall be required to prepare and implement subprojects in accordance with national law and any requirement of the ESSs that the Bank deems relevant to such subprojects.</p>
2. Labor and Working Conditions	<p>ESS2 is applicable to the project given that the project will employ/engage both skilled and non-skilled workers, including through contractors/ subcontractors, and primary suppliers, to undertake various activities when implementing some of the project activities. The ESS2 is relevant for the project because there are certain labor risks for project workers. Labor-related risks include (i) security risks to project workers, (ii) traffic and road safety issues, (iii) inadequate terms and conditions of employment, and (iv) occupational health and safety risks. The potential Occupational Health and Safety (OHS) risks during operation phase may include: i) OHS risks related to the potential use of pesticides and agrochemicals, which can have an adverse effect if they enter the body through inhalation, dermal absorption or ingestion or localized ill effects on contact with skin or eyes ii) health related risk due to poor indoor air quality, inadequate potable water and/or waste water disposal, communicable (covid 19) and non-communicable diseases and iv) risks related to man-made or natural disasters (fires, etc.). Reduction of the OHS risks will require effective application of OHS measures provided in ESS2, Occupational Health and Safety (OSHA) Act of 2003 and its accompanying regulations, the General Environmental, Health and Safety Guidelines (https://www.ifc.org/content/dam/ifc/doc/2000/2007-general-ehs-guidelines-en.pdf) Environmental, Health and Safety Guidelines for agribusiness/ food production sector (https://www.ifc.org/en/insights-reports/2000/ehs-guidelines-agribusiness-and-food-production) and GIIP. OHS measures will include compliance with COVID-19 prevention guidelines, and effective use of work-related Grievance Redress Mechanism where civil servants and consultants will be required to implement</p>

3. Resource Efficiency and Pollution Prevention and Management	<p>The standard is considered relevant as the project may entail funding small scale agriculture activities (among other activities such as petty trade, tourism etc) which may in turn involve the use of pesticides, fertilizers, or other agrochemicals which if not properly handled have the potential to cause pollution to soil and water resources. Also, components 2 and 3 shall finance small scale civil works for rehabilitation of offices, establishment of safe houses, construction of psychosocial center, and rehabilitation of community infrastructure for establishment of CDCC which will involve management of construction waste and hazardous materials. Also, operation and maintenance of these buildings are inherent to energy and water usage which require efficiency use according to ESS 3 and liquid and solid waste (mainly garbage) generation which may cause soil and water pollution if not well managed.</p>
4. Community Health and Safety	<p>ESS4 is relevant to the project in the sense that, communities' health and safety issues are associated to typical risks/impacts of construction sites as, dust, noise and vibrations, wastes and labor influx. Some risks/impacts are identified concerning public potential exposure to operational accidents or natural hazards, including extreme weather events. The project will also apply the concept of universal access to the design and construction of such new buildings where technically and financially feasible to take in account the needs of handicapped or limited mobility people accessing the facilities. The borrower will design, construct, operate and decommission the structural elements of the project in accordance with the national legal requirements, the EHSs (especially, 3.3 Life and Fire Safety (L&FS)), and other GIIP, taking into consideration safety risks and third parties and affected communities. The Borrower will identify and implement measures to address emergency events. An emergency event is an unanticipated incident, arising from both natural and man-made hazards, typically in the form of fire, explosions, leaks, or spills, which may occur for a variety of different reasons, including failure to implement operating procedures that are designed to prevent their occurrence, extreme weather, or lack of early warning. The measures will be designed to address the emergency event in a coordinated and expeditious manner; to prevent it from injuring the health and safety of the community; and to minimize, mitigate, and compensate for any impacts that may occur.</p>
6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources	<p>This ESS is relevant to the project. There is always a potential risk that some livelihood agriculture activities and associated value chains and other sectors activities to be financed by the project may lead to some impacts on natural habitats, biodiversity and land degradation, such as activities associated with land clearing or pesticide use which can lead to soil erosion or water pollution.</p>
8. Cultural Heritage	<p>It is not likely that any project activity would adversely affect cultural heritage as defined under the policy. Any such activities will be excluded from project eligibility. Chance finds procedure have been developed to be implemented during project implementation phase.</p>
10. Stakeholder Engagement and Information Disclosure	<p>ESS10 is relevant for all projects given the need to engage with beneficiaries and stakeholders on development activities that affect their lives.</p>

4. Potential Environmental and Social Risk Impacts and Standard Mitigation Measures

Table 3 Environmental and Social Risks and Mitigation Measures

Subcomponent Activity	Risk and Impacts	Mitigation Measures
Planning and Construction Phase		
Establishment of government-run safe houses that would provide temporary accommodation to survivors who are not able to immediately return to their households and communities.	Noise during construction	<ul style="list-style-type: none"> Plan activities in consultation with communities so that noisiest activities are undertaken during periods that will result in least disturbance. (Planning phase) Use when needed and feasible noise-control methods such as fences, barriers or deflectors (such as muffling devices for combustion engines or planting of fast-growing trees). (Construction phase) Minimize project transportation through community areas. Maintain a buffer zone (such as open spaces, row of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise to the living quarters. (Construction phase) Follow the <i>Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</i>
Rehabilitation of offices of Community Development Officers, Social Welfare Officers, health facilities and OSCs in order to support enhanced service delivery to survivors.	Soil erosion	<ul style="list-style-type: none"> Schedule construction/rehabilitation during dry season. (Planning phase) Use mulch, grasses or compacted soil to stabilize exposed areas. (Construction phase) Cover with topsoil and re-vegetate (plant grass, fast-growing plants/bushes/trees) construction areas quickly once work is completed. (Post-Construction phase) Design channels and ditches for post-construction flows and line steep channels/slopes (e.g., with palm fronds, jute mats, etc.). (Post-Construction phase) Follow the <i>Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</i>
Rehabilitation of Community-based childcare pilot	Air quality	<ul style="list-style-type: none"> Minimize dust from exposed work sites by applying water on the ground regularly during dry season. (Construction phase) Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Construction phase) Keep stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals. (Construction phase) Reduce the operation hours of generators /machines /equipment /vehicles. (Construction phase)

		<ul style="list-style-type: none"> ▪ Control vehicle speed when driving through community areas is unavoidable so that dust dispersion from vehicle transport is minimized. (Construction phase) ▪ Follow the <i>Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</i>
	Water quality and availability	<ul style="list-style-type: none"> ▪ Activities should not affect the availability of water for drinking and hygienic purposes. (Construction phase) ▪ No soiled materials, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal. (Construction phase) ▪ Provision of toilets with temporary septic tank. (Construction phase) ▪ The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of riverbeds or flooding of settlements. (Construction phase) ▪ Separate concrete works in waterways and keep concrete mixing separate from drainage leading to waterways. (Construction phase) ▪ Follow the <i>Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</i>
	Occupational Health and Safety	<ul style="list-style-type: none"> ▪ When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase) <p>It is useful to consider:</p> <ul style="list-style-type: none"> ○ Construction place: Are there any hazards that could be removed or should warn people about? ○ The people who will be taking part in construction: Do the participants have adequate skill and physical fitness to perform their works safely? ○ The equipment: Are there checks you could do to make sure that the equipment is in good working order? Do people need any particular skills or knowledge to enable them to use it safely? ○ Electricity Safety: Do any electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measure, aware on identifying burning smell from wires, etc. apply at site? Is the worksite stocked with voltage detectors, clamp meters and receptacle testers? ▪ Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles). (Construction phase)

		<ul style="list-style-type: none"> ▪ Keep worksite clean and free of debris on daily basis. (Construction phase) ▪ Provision of first aid kit with bandages, antibiotic cream, etc. or health care facilities and enough drinking water. (Construction phase) ▪ Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas. (Construction phase) ▪ Ensure adequate toilet facilities for workers from outside of the community. (Construction phase) ▪ Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs including at unsafe locations. Do not allow children to play in construction areas. (Construction phase) ▪ Ensure structural openings are covered/protected adequately. (Construction phase) ▪ Secure loose or light material that is stored on roofs or open floors. (Construction phase) ▪ Keep hoses, power cords, welding leads, etc. from laying in heavily travelled walkways or areas. (Construction phase) ▪ Follow the <i>Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</i>
	Community Health and Safety	<ul style="list-style-type: none"> ▪ Inclusion of buffer strips or other methods of physical separation around project sites to protect the public from major hazards associated with hazardous materials incidents or process failure, as well as nuisance issues related to noise, odors, or other emissions (Planning) ▪ Incorporation of siting and safety engineering criteria to prevent failures due to natural risks posed by earthquakes, wind, flooding, landslides and fire (Planning) ▪ Application of locally regulated or internationally recognized building codes to ensure structures are designed and constructed in accordance with sound architectural and engineering practice, including aspects of fire prevention and response (Planning) ▪ Engineers and architects responsible for designing and constructing facilities, building, and other structures should certify the applicability and appropriateness of the structural criteria employed (Planning) ▪ If school children are in the vicinity, include traffic safety personnel to direct traffic during school hours, if needed. (Construction phase)

		<ul style="list-style-type: none"> ▪ Control driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas. (Construction phase) ▪ During heavy rains or emergencies of any kind, suspend all work. (Construction phase) ▪ Minimizing pedestrian interaction with construction vehicles (Construction) ▪ Collaboration with local communities and responsible authorities to improve signage, visibility and overall safety of roads, particularly along stretches located near schools or other locations where children may be present. Collaborating with local communities on education about traffic and pedestrian safety (e.g. school education campaigns) (Construction) ▪ Coordination with emergency responders to ensure that appropriate first aid is provided in the event of accidents (Construction) ▪ Using locally sourced materials, whenever possible, to minimize transport distances. (Construction) ▪
	Solid and hazardous waste	<ul style="list-style-type: none"> ▪ Segregate construction waste as recyclable, hazardous and non-hazardous waste. (Construction phase) ▪ All hazardous wastes must be collected by authorised hazardous waste collector for disposal. ▪ Collect, store and transport construction waste to appropriately designated/ controlled dump sites. (Construction phase) ▪ On-site storage of wastes prior to final disposal (including earth dug for foundations) should be at least 300 metres from rivers, streams, lakes and wetlands. (Construction phase) ▪ Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials. (Construction phase) ▪ After each construction site is decommissioned, all debris and waste shall be cleared. (Post-Construction phase)
	Asbestos	<ul style="list-style-type: none"> ▪ If asbestos or asbestos containing materials (ACM) are found at a construction site, they should be clearly marked as hazardous waste. (Construction phase) ▪ The asbestos should be appropriately contained and sealed to minimize exposure. (Construction phase)

		<ul style="list-style-type: none"> ▪ Prior to removal, if removal is necessary, ACM should be treated with a wetting agent to minimize asbestos dust. (Construction phase) ▪ If ACM is to be stored temporarily, it should be securely placed inside closed containers and clearly labeled. (Construction phase) ▪ Removed ACM must not be reused. (Construction and post-Construction phase)
	Other existing environmental liabilities (eg lead based paint, waste, contamination, inadequate potable water and/or waste water disposal, unsafe structure or related conditions (fire, etc.), etc).	<ul style="list-style-type: none"> ▪ Selection of buildings for rehabilitation will consider the health and safety of project workers and during and after rehabilitation (Planning) ▪ ESMPs which contain health and safety issues (ie provision of portable water supply/ waste disposal) shall be prepared and implemented (Construction) ▪ Provision of manual firefighting equipment that is easily accessible and simple to use (Construction) ▪ No use of unapproved toxic materials including lead-based paints, un-bonded asbestos, etc. (Construction phase) ▪ Defining and labeling fire hazards areas to warn of special rules (e.g. prohibition in use of smoking materials, cellular phones, or other potential spark generating equipment) ▪ Providing specific worker training in handling in fire prevention or suppression
	GBV/SEA/SH risks	<ul style="list-style-type: none"> ▪ This risk will be mitigated by GBV and HIV awareness programs, community security management plan in coordination with local government authorities, functional GRM for both GBV and other grievances, educational campaigns in primary and secondary schools to avoid school dropouts, early pregnancies and early marriages, periodic community engagement during project implementation.
	Labor Influx	<ul style="list-style-type: none"> ▪ This risk can be minimized by sourcing the workforce from the village the work is undertaken and the neighboring villages this is particular to semi-skilled and manual workers. Advertisements and recruitment of works at all levels such as village, district and regional level and discouragement to hire at the gate and project site will reduce the risk of labour influx.
	Other	<ul style="list-style-type: none"> ▪ No cutting of trees or destruction of vegetation other than on construction site. MoCDGEC will procure locally sourced materials consistent with traditional construction practices in the communities. (Planning phase)

		<ul style="list-style-type: none"> ▪ No hunting, fishing, capture of wildlife or collection of plants. (Construction phase) ▪ No disturbance of cultural or historic sites. (Planning and Construction phases)
Operational Phase		
The usage of safe houses, offices of CDOs and SWOs and Childcare pilot	Solid and Hazardous Waste Management	<ul style="list-style-type: none"> ▪ Waste should be segregated at the point of generation ▪ All hazardous wastes (if any) must be collected by authorised hazardous waste collector for disposal. ▪ Collect, store and transport construction waste to appropriately designated/ controlled dump sites. (Construction phase)
	Wastewater	<ul style="list-style-type: none"> ▪ Wastewater from these facilities should be collected and treated before disposal according to District council regulations. ▪ Wastewater should not be allowed to contaminate the soil or water body.
	Community Health and Safety	<ul style="list-style-type: none"> ▪ The quality of water supplied to the buildings should comply with national acceptability standards. ▪ Ensure the sustainability of the water supply by involving the community in its management to minimize the dependency in the long-term. ▪ Project activities should not compromise the availability of water for personal hygiene needs and should take account of potential future increases in demand. ▪ The overall target should be the availability of 100 liters per person per day although lower levels may be used to meet basic health requirements. ▪ Architects and professional consulting engineers should demonstrate that affected buildings meet these life and fire safety objectives. ▪ Life and fire safety systems and equipment should be designed and installed using appropriate prescriptive standards and/or performance-based design, and sound engineering practices. ▪ Life and fire safety design criteria for all existing buildings should incorporate all local building codes and fire department regulations. ▪ The sponsor should prepare Emergency Preparedness and Response Plan that should cover: <ul style="list-style-type: none"> ▪ Planning Coordination: This should include procedures for: <ul style="list-style-type: none"> ○ Informing the public and emergency response agencies ○ Documenting first aid and emergency medical treatment

		<ul style="list-style-type: none"> ○ Taking emergency response actions ○ Reviewing and updating the emergency response plan to reflect changes and ensuring that the employees are informed of such changes. ▪ Emergency Equipment: The plan should include procedures for using, inspecting, testing, and maintaining emergency response equipment. ▪ Training: Employees should be trained in any relevant procedures
--	--	---

4.1 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

“Disadvantaged and vulnerable groups” refer to persons who may be disproportionately impacted or further disadvantaged by the project(s) compared with other groups due to their vulnerable status (for example, due to age, gender identity, sexual orientation, ethnicity, disability, economic disadvantages, etc.) and may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project.

Subcomponent Activity	Risks and Impacts	Mitigation Measures
Innovations and partnerships enhanced for market linkages	Exclusion of disadvantaged and vulnerable households	<ul style="list-style-type: none"> ▪ In identifying subproject activities and beneficiaries, conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities. ▪ Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, trusted intermediaries, and in relevant ethnic languages. ▪ Proactively identify, consult with, and reach out to disadvantaged and vulnerable groups and households (through surveys, consultations, or other means, as appropriate). ▪ For livelihood assistance activities, include specific measures to address the potential obstacles to access for disadvantaged and vulnerable groups. For example, if electronic money transfers are not accessible to certain households, ensure cash transfer. ▪ Ensure that the grievance/beneficiary feedback mechanism is accessible by disadvantaged and vulnerable groups through raising awareness among

		these groups and in relevant ethnic languages, providing different intake channels, etc.
	Participation of women in decision-making processes)	<ul style="list-style-type: none"> MoCDGEC should include community stakeholders in the ownership and decision making to encourage the marginalized groups to decide on self-management and financing of the operations in agriculture sector that enable better market linkages. Adequate communication framework to ensure VMPs voices are heard, pending issues resolved and grievances heard

4.2 Planning and Design Considerations for Avoidance of Environmental and Social Risks and Impacts

The planning phase shall involve all the steps to be followed by the MoCDGEC before the start of the construction. These include the approvals from all the relevant authorities such as ZEMA. The planning is the initial phase of the project. This involves various activities that aim at ensuring that the project meets all the requirements and gets approvals prior to the actual physical developments. In the early stages of this phase, the proponent selects the project experts and makes consultative meetings with them. In turn, the appointed experts in consultation with the entire team undertake various designs and submit the same to various authorities for approval. The architects, who are also the lead consultants, undertake design of the designs, which shall be submitted to the relevant authorities for approval.

The proposed project's design will integrate some mitigation measures with a view to ensuring compliance with the applicable laws and procedures as well as the legislation and regulatory framework that govern environmental, social, and worker and community health and safety. To this effect, the proposed project shall be developed to the required planning/architectural/ structural standards of all respective Ministries and agencies. Careful sitting, planning and design of the development to ensure that it is compatible to its surroundings and is in line with construction standards. To address issues to do with waste management, sound waste management policies and procedures will be adopted in accordance with the Environmental management and coordination (Waste Management) Regulations during both the implementation and occupational phases. Waste shall be reduced at source and all avenues towards recycling explored such as backfilling using excavated suitable materials and debris, which will ensure environmental enhancement over and above saving on costs. All waste that cannot be recycled should be dumped in approved dumpsite. Other considerations include:

- The project shall set out clearly defined E&S procedures to screen subprojects (application of exclusion list, review of industry sector and technical aspects of each subproject) and conduct due diligence to evaluate E&S risk and assign risk categories (low, moderate, substantial and high risk). If the risk is high/substantial the subproject shall be excluded or will undergo modification to reduce the risk.
- There shall be systems/processes for due diligence and subsequent monitoring within MoCDGEC/ LGAs to evaluate, monitor, review and manage E&S risks and impacts of the subprojects.
- Including a budget and environmental and social specialist position designated for reporting on the ESMF/ESMPs/EHS performance of subprojects as well as providing training and capacity-building on ESMF/ESMPs procedures and performance.
- Establishing external communications mechanism, including a Stakeholder Engagement Plan and a Grievance Mechanism; and

- In addition, this ESMF specifically include the project's exclusion list (Table 3) which explicitly include projects involving substantial and high-risk sectors (e.g. mining, forest plantations, etc.) and activities, such as involuntary resettlement (all new land acquisition will be excluded from project financing); involving harmful child labor or forced labor; destruction of natural and critical natural habitats; production or commercialization of any product or activity considered illegal according to the laws or regulations of Zanzibar; production or trade of alcoholic beverages (except beer and wine); production, trade, storage or transport of large volumes of hazardous chemicals; and any dams that would be considered a high or substantial risk to support.

5. Procedures and Implementation Arrangements

5.1 Environmental and Social Risk Management Procedures

The environmental and social risk management procedures will be implemented through the Project's subproject selection process. In summary, the procedures aim to do the following:

Table 4 Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
a. Assessment and Analysis: Subproject identification	Screening	<ul style="list-style-type: none"> During subproject identification, ensure subproject eligibility by referring to the Exclusion List in table 5 below. For all activities, use the Screening Form in Annex 1 to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject. Identify the documentation, permits, and clearances required under the government's Environmental Regulation.
b. Formulation and Planning: Planning for subproject activities, including human and budgetary resources and monitoring measures	Planning	<ul style="list-style-type: none"> Based on Screening Form adopt and/or prepare relevant environmental and social procedures and plans (ie. ESMP, Chance find procedures, Fertilizer and pest management plan etc). For activities requiring Environmental and Social Management Plans (ESMPs) submit the first 5 ESMPs for prior review and no objection by the World Bank prior to initiating bidding processes (for subprojects involving bidding processes) and/or launching activities (for subproject activities not subject to bidding). Then Implement the approved ESMPs. Ensure that the contents of the ESMPs are shared with relevant stakeholders in an accessible manner and consultations are held with the affected communities in accordance with the SEP. Complete all documentation, and obtain permits, and clearances required under the government's Environmental Regulation. Train staff responsible for implementation and monitoring of plans and EHS mitigation measures (including reporting). Incorporate relevant environmental and social requirements procedures and plans into contractor bidding documents, train contractors on relevant procedures and plans. Ensure that the contents of the ESMP incorporate operation and maintenance procedures for various subprojects (service delivery, safe houses, childcare)
c. Implementation and Monitoring: Implementation support and continuous monitoring for projects	Implementation	<ul style="list-style-type: none"> Ensure implementation of EHS requirements through site visits, regular reporting and reporting of ESHS incidents (per ESCP requirements) from the field, and other planned monitoring.

		<ul style="list-style-type: none"> ▪ Track grievances/beneficiary feedback. ▪ Continue awareness raising and/or training for relevant staff, volunteers, contractors, communities. ▪ Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation Subproject ESMPs are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.
d. Review and Evaluation: Qualitative, quantitative, and/or participatory data collection on a sample basis	Completion	<ul style="list-style-type: none"> ▪ Assess whether plans have been effectively implemented. ▪ Ensure that physical sites are properly restored.

More detail for each stage is provided below.

a. Subproject Assessment and Analysis – E&S Screening

As a first step, all proposed activities should be screened to ensure that they are within the boundaries of the Project's eligible activities, and they are not considered as activities listed on the E&S Exclusion List in the table below.

Table 5: Exclusion List

<ul style="list-style-type: none"> • Weapons, including but not limited to mines, guns, ammunition, and explosives • Support of production of any hazardous good, including alcohol, tobacco, and controlled substances • Any construction in protected areas or priority areas for biodiversity conservation, as defined in national law • Activities that have the potential to cause any significant loss or degradation of critical natural habitats, whether directly or indirectly, or which would lead to adverse impacts on natural habitats • Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes • Activities involving changing forestland into agricultural land or logging activities in primary forest • Purchase or use of banned/restricted pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides) • Construction of any new dams or rehabilitation of existing dams including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water • Activities that involve the use of international waterways • Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures • Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development • Any activity on land that has disputed ownership or tenure rights • Any activity that will cause physical relocation of households or will require the use of eminent domain
--

- Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA)
- Any activity that will require Free, Prior and Informed Consent (FPIC) as defined in ESS7.

As a second step, the Ministry's PIU will use the **E&S Screening Form in Annex 1** to identify and assess relevant environmental and social risks specific to the activities and identify the appropriate mitigation measures. The *Screening Form* lists the various mitigation measures and plans that may be relevant for the specific activities (such as the Environmental and Social Codes of Practice, the Environmental and Social Management Plan, the Labor Management Procedures, Chance Find Procedures, etc.). EHS monitoring measures and indicators for each subproject shall be included in the ESMP provided in **annex 3**.

The PIU will also identify the documentation, permits, and clearances required under the government's Environmental Regulation.

b. Subproject Formulation and Planning – E&S Planning

Based on the process above and the Screening Form, the PIU will adopt the necessary environmental and social management measures already included in the Annexes of this ESMF (such as the ESCOPs, etc.) or develop relevant site-specific environmental and social management plans.

If site-specific ESMPs are necessary, the PIU will prepare these ESMPs and other applicable documents as needed. The PIU will provide approval and compile ESMPs and other applicable forms. The contents of the ESMPs will be shared with relevant stakeholders in an accessible manner, and consultations will be held with the affected communities on the environmental and social risks and mitigation measures. If certain subprojects or contracts are being initiated at the same time or within a certain location, an overall ESMP covering multiple subprojects or contracts can be prepared.

The ESMPs in each category of subproject or a different number to be agreed with the World Bank will also be submitted to the World Bank for prior review and no objection. After this first 5, the World Bank and the MoCDGEC-PIU will reassess whether prior review is needed for further ESMPs or a certain category of ESMPs (for example, for activities exceeding a certain budget, for certain types of activities).

The MoCDGEC-PIU will also complete the documentation, permits and clearances required under the government's Environmental Regulation before any project activities begin.

At this stage, staff who will be working on the various subproject activities should be trained in the environmental and social management plans relevant to the activities they work on. The MoCDGEC-PIU should provide such training to field staff. The PIU shall also ensure adequate EHS terms and conditions are in contract bids and contracts. In addition, the PIU shall ensure adequate EHS measures are included in operation phase plans/procedures for subprojects (e.g., service delivery, safe houses, childcare, psychosocial centre).

The MoCDGEC –PIU should also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for civil works. The Ministry PIU should provide training to selected contractors to ensure that they understand and incorporate environmental and social mitigation measures; and plan for

cascading training to be delivered by contractors to subcontractors and vendors. The MoCDGEC-PIU should further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on operations stage environmental and social management measures as applicable.

c. Implementation and Monitoring – E&S Implementation

During implementation, the MoCDGEC-PIU will conduct regular monitoring visits. If there are contractors implementing subproject activities, the contractors will be responsible for implementing the mitigation measures in the E&S risk management documents, with PIU oversight.

The MoCDGEC will ensure that monitoring practices include the environmental and social risks identified in the ESMF and will monitor the implementation of E&S risk management mitigation requirements as part of regular project monitoring.

At a minimum, the reporting will include (i) the overall ESMF implementation, (ii) Subproject ES performance, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP. Reports from the local levels will be submitted to the MoCDGEC -PIU at the national level, where they will be aggregated and submitted to the World Bank on a quarterly or biannual basis.

Throughout the Project implementation stage, the MoCDGEC -PIU will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 5.6.

The MoCDGEC will also track grievances/beneficiary feedback (in line with the SEP) during project implementation to use as a monitoring tool for implementation of project activities and environmental and social mitigation measures.

Last, if the MoCDGEC becomes aware of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings.

d. Review and Evaluation – E&S Completion

Upon completion of Project activities, the MoCDGEC will review and evaluate progress and completion of project activities, and all required environmental and social mitigation measures. Especially for civil works, the MoCDGEC will monitor activities with regard to site restoration and landscaping in the affected areas to ensure that the activities are done to an appropriate and acceptable standard before closing the contracts, in accordance with measures identified in the ESMPs and other plans. The sites must be restored to at least the same condition and standard that existed prior to commencement of works. Any pending issues must be resolved before a subproject is considered fully completed. The MoCDGEC will prepare the completion report describing the final status of compliance with the E&S risk management measures and submit it to the World Bank.

The table below summarizes the roles and responsibilities regarding the implementation arrangements for **environmental and social management**.

Table 6 Implementation Arrangements

Level/Responsible Party	Roles and Responsibilities
National Level -Project Steering Committee (PSC) -Project Technical Committee (PTC) -Project Implementation Unit (PIU)	<ul style="list-style-type: none"> • Provide support, oversight, and quality control to field staff working on environmental and social risk management. • Collect, review, and provide quality assurance and approval to Screening Forms and ESMPs as relevant. Keep documentation of all progress. • Oversee overall implementation and monitoring of environmental and social mitigation and management activities, compile progress reports from local levels/subprojects, and report to the World Bank on a quarterly or biannual basis. • Train central and field staff and contractors who will be responsible for implementing the ESMF. • Ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, and ESCOPs.
District Level -Steering Committee (DLSC)	<ul style="list-style-type: none"> • Ensure project activities do not fall under the Exclusion List. Fill out Screening Forms for relevant subproject activities and submit forms to the national level. • Complete site-specific ESMPs for subproject activities and submit forms to the national level. • Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the national level on a monthly basis. • Provide training to local contractors and communities on relevant environmental and social mitigation measures, roles, and responsibilities. • If contracting is managed regionally, ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, and ESCOPs.
Community Level -Shehia Leader	<ul style="list-style-type: none"> • Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the district level on a monthly basis.
Local contractors	<ul style="list-style-type: none"> • Comply with the Project's environmental and social mitigation and management measures as specified in ESMPs, ESCOPs, and contract documents, as well as national and local legislation. • Take all necessary measures to protect the health and safety of workers and community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities.

5.2 Proposed Training and Capacity Building

Table 7 Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
National level	World Bank	National staff responsible for overall implementation of ESMF	ESMF and approach: <ul style="list-style-type: none"> ▪ Identification and assessment of E&S risks ▪ Selection and application of relevant E&S risk management measures/instruments ▪ E&S monitoring and reporting ▪ Incident and accident reporting ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of SEP and the grievance/beneficiary feedback mechanism
Regional level	National staff	Regional staff Contractors	ESMF and approach: <ul style="list-style-type: none"> ▪ Identification and assessment of E&S risks ▪ Selection and application of relevant E&S risk management measures ▪ E&S monitoring and reporting ▪ Incident and accident reporting ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of SEP and the grievance/beneficiary feedback mechanism
Local/site level	Regional staff	Local staff Local contractors	<ul style="list-style-type: none"> ▪ Application of SEP and the grievance/beneficiary feedback mechanism ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of ESCOPs or ESMPs, as relevant ▪ Selection and application of relevant E&S risk management measures ▪ E&S monitoring and reporting
Community level	Local staff	Community members Community Workers, if relevant	<ul style="list-style-type: none"> ▪ Basic OHS measures and Personal Protective Equipment ▪ Community health and safety issues ▪ Worker Code of Conduct ▪ SEA/SH issues, prevention, measures ▪ COVID-19 mitigation ▪ Grievance redress ▪ Workers' grievance redress ▪ Environmental pollution issues, land degradation ▪ Efficient use of water and energy

5.3 Estimated Budget

The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget:

Table 8 ESMF Implementation Budget

Activity/Cost Item	Potential Cost (USD)
Trainings for staff (venue, travel, refreshments etc.)	1,500
Trainings for contractors (venue, travel, refreshments, etc.)	1,500
Printing of awareness raising materials / grievance redress materials	500
Software for data collection / supervision / monitoring / grievance redress	500
Preparation of site-specific ESMPs and other site-specific plans	4,000
Cost of obtaining clearances or permits	10,000
Implementation of site-specific ESMPs and other site-specific plans	2,000
Environmental and social staff (for different levels)	60,000
Travel and accommodation budget for environmental and social staff site visits	1,000
External monitoring or supervision consultant	4,000
TOTAL	85,000

6. Stakeholder Engagement, Disclosure, and Consultations

6.1. Introduction

Stakeholder engagement and disclosure are requirements in the national EIA regulations as well as World Bank ESF standards in particular ESS10. The process of stakeholder engagement is based on the following key principles: to provide information to all stakeholders through different media platforms; promoting dialogue between all stakeholders and civil society players if needed; and promoting access to project information by availing it to all stakeholders at all levels. Stakeholder engagement and information disclosure in the PAMOJA will be guided by the project's Stakeholder Engagement Plan (SEP).

6.2 Stakeholder Identification

The project has responsibility to conduct stakeholder mapping and identify all the direct and indirect effects project stakeholders. Below table is the list of preliminary stakeholders identified by the project and their specific roles.

Table 9 Stakeholder Identification

Acronym	Definition	Roles
Technical Partner (Part of Project Steering Committees) & other MDAs		
MoAINL	Ministry of Agriculture, Irrigation, Natural Resources and Livestock	The women engaged in agriculture activities will have the opportunity/potential of getting subsidies for farming and will be provided with trainings on modern methods of farming.
MoBEF	Ministry of Blue Economy & Fisheries	Women economic groups will be provided with market opportunities and supported with equipment's especially seaweed farming. The center proposed will be used for product display and linking with other business opportunities
MoFP	Ministry of Finance and Planning	The Ministry will oversee the progress of the project through reports from the Ministry
PORASD	President's Office Regional Administration and Special Departments	The Ministry is with all the district implementation area. The administrative office will provide human resource assistance and engagement within the districts
MOH	Ministry of Health	Ministry will manage the GBV case management through One Stop Centers and provide medical assistance for victims
ZEA	Zanzibar Empowerment Authority	Through the Authority Women entrepreneur will receive opportunities through incubation centre and add value of displaying their products. The ministry will link women with loans and micro credits to initiate their business.
OCGS	Office of Chief Government Statistician	The Office will publish the official data on women activities as well that of GBV
INGO	International Non-Governmental Organization	They will support the project implementation and engage in further assistance whether technical or financial if needed throughout the project

Acronym	Definition	Roles
Beneficiaries		
CSO-	Civil Society Organizations	Facilitate and advocate for the smooth or effective implementation of the project by providing information to the needed parties
WYG	Women and Youth Groups	Will receive economical support, social/PSS support and empowered to become financially and economically stable
	Victims of GBV	Will receive PSS, health services and shelter
Local Actors		
Religious leaders		Sensitize for the support to be provided to GBV survivors. Advocate for the implementation of the project through community participation
Structures prominent in women's empowerment and Individual Women-Led Businesses Community saving groups		Organize and provide guidance for women potentially able to initiate their businesses. Give opportunities to women entrepreneur. Support women in business ventures and startups.
Community Based Organization/Activists		Sensitize for the support to be provided to GBV survivors. Advocate for the implementation of the project through community participation
Counselors, Case Workers, Health Care Local Health facilities, Psychosocial support & other GBV service providers		Provide social services to GBV survivors within the communities
Crisis Shelter/Safe House		Provide social services to GBV survivors and victims' within the communities
Local Police, Legal Aid & Courts		Enforce the law and provide legal support to victims and survivors
People Living with Disabilities		Provided with support and business opportunities
Business Development Service Providers		Organize and provide guidance for women potentially able to initiate their businesses. Support women in business ventures and startups.
Associations and Grass roots Women Entrepreneurs		Will receive economical support, social/PSS support and empowered to become financially and economically stable through credits, equipment, trainings and business startups.

6.3 Consultations

During project preparation, the following three public consultation meetings were conducted by the Ministry of Community Development, Gender, Elderly and Children—two in Pemba and one in Ungu—aiming at collecting stakeholders' views and comments on the new project of Advancing Gender and Women Empowerment (PAMOJA). The Ministry premises were used for the meetings. The 110 participants (68 females and 42 males) of these meetings came from all 11 Districts of Unguja and Pemba. They include District Social Welfare Officers, Women and Children Officers, Women Entrepreneurs, Shehas, Officers from One Stop Centers, Officers from Ministry of Trade, Incubation Center paralegals,

and NGOs, Department of Public Prosecutors, Gender Police Desk, State Attorney Office, President Office Labor, Economic and Investment on the side of Unguja and Pemba. The key issues were on the overall objectives and description of the project preparations so as to raise their awareness of the project and the four components.

The environmental and social reports and plans were discussed through presentations in the public meetings. Feedback received during consultations by stakeholders were on components 1 and 2 concerning gender of the beneficiaries, marketing, entrepreneur, construction, and GBV case management, response and services. This was taken into account by the facilitators from the Ministry. A summary of the main recommendations received and integrated into the Stakeholder Engagement Plan is provided in the table below table.

Table 10 Stakeholder Engagement Plan

Stakeholder (Group or Individual)	Dates of Consultations	Summary of Feedback	Response of Project Implementation Team
Social District Officers, Women Officers, Women Entrepreneurs, Shehas, Officers from One Stop Centers, Officers from Ministry of Trade, Incubation Centers Paralegal, and NGO's, Department of Public Prosecutors, Gender Police Desk, State Attorney, President Office Labor, Economic and Investment	23/4/2023 Pemba 24/4/2023 Pemba 15/5/2023 Unguja	<ul style="list-style-type: none"> Concerning gender of the beneficiaries Marketing Entrepreneur Constructions (Gender House, women/incubation centre, safe house) GBV case management Response and services 	<ul style="list-style-type: none"> Need to consider male engagement as the ones who grant permissions to their spouses to engage to any economic activities. Zanzibar Bureau Standards and environmental standards shall be adhered with during the design and implementation stage of the project. Therefore, the WB and RGoZ should take the issue of construction into consideration and add it into approved activities to be implemented at Pemba as well.

6.4 Grievance Mechanism

PAMOJA project has in place Grievance Redress mechanism which allows community and other project stakeholders to register their complains.vews and different concerns about the project.

The main objective of a GM is to assist to resolve complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved.

6.4.1 Description of GM

Table 11 Description of grievance system

Step	Description of Process	Time Frame	Responsibility
GM implementation structure	Consists of several levels starting with a Shehia Committees at the lowest level through the District Social Specialist to the project grievance committee at the Ministerial level.	Throughout the project period	Ministry of Community Development, Gender, Elderly and Children
Grievance uptake	Grievances can be submitted via the following channels: <ul style="list-style-type: none"> Letter to Grievance focal points at local facilities Complaint form to be lodged via any of the above channels. Walk-ins may register a complaint in a grievance logbook at a facility or suggestion box 	Throughout the project period	Community Local Leader - Shehas
Sorting, processing	Any complaint received is forwarded to District Social specialist, logged in logbook and categorized according to the following complaint types: [project GRM/Workers GRM/GBV sensitive GRM]	Upon receipt of complaint	Local grievance focal points
Acknowledgment and follow-up	Receipt of the grievance is acknowledged to the complainant by the social specialist/welfare officer	Within 2 days of receipt	Local grievance focal points
Verification, investigation, action	Investigation of the complaint is led by the social specialist/welfare officer. A proposed resolution is formulated by District Committee and communicated to the complainant by social specialist/welfare officer	Within 10 working days	Complaint Committee composed of ..., ... and ...
Monitoring and evaluation	Data on complaints are collected in the shehia and reported to social specialist every month	Throughout the implementation of the project	The Ministry M&E staff
Provision of feedback	Feedback from complainants regarding their satisfaction with complaint resolution is collected by the shehia grievance committee	Every month	Shehia grievance committee

Step	Description of Process	Time Frame	Responsibility
Training	Training needs for staff/consultants in the PIU, Contractors, and Supervision Consultants are as follows: operationalization of GRM		
If relevant, payment of reparations following complaint resolution	To be determined		

Acknowledgment and follow-up	Receipt of the grievance is acknowledged to the complainant by the Social specialist/welfare officer	Within 2 days of receipt	Local grievance focal points
Verification, investigation, action	Investigation of the complaint is led by the social specialist/welfare officer. A proposed resolution is formulated by District Committee and communicated to the complainant by social specialist/welfare officer	Within 10 working days	Complaint Committee
Monitoring and evaluation	Data on complaints are collected in the shehia and reported to social specialist every month	Throughout the implementation of the project	The Ministry M&E staff
Provision of feedback	Feedback from complainants regarding their satisfaction with complaint resolution is collected by the shehia grievance committee	Every month	Shehia grievance committee
Training	Training needs for staff/consultants in the PIU, Contractors, and Supervision Consultants are as follows: operationalization of GRM		
If relevant, payment of reparations following complaint resolution	To be determined		

The GM will provide an appeals process if the complainant is not satisfied with the proposed resolution of the complaint. Once all possible means to resolve the complaint have been proposed and if the complainant is still not satisfied, then they should be advised of their right to legal recourse.

The Project may result in incidences of Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) affecting workers and the community. Handling GBV cases is quite different from handling other complaints. At the Shehia level, Women GBV coordinator will receive GBV related grievances including matters of confidentiality, treating survivors with empathy and what non-identifiable data should be collected and how to refer the case to service providers. Labor Grievance Mechanism will be developed to resolve workers related grievances.

GRM procedure will be communicated to the public through different means such as public meetings, announcements, posters and fliers in different government offices and project locations. Grievances can be channeled through letters, suggestion boxes, toll free numbers, during stakeholder meetings and through different committees. More information about project GRM can be found in the Stakeholder engagement Plan disclosed in the ministry website.

This ESMF, SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for and disclosed on the following website www.jamiismz.go.tz on 24th September 2023.

ANNEXES

Annex 1. Screening Form

The E&S Screening procedure comprises of two stages-process: (1) Initial screening by using the **Exclusion List** in Table 5 of the ESMF; and (2) Screening the proposed activities to identify the approach for E&S risk management. This Screening Form is the second stage of screening process and is to be used for all subproject activities. The completed forms will be signed and kept in the Project ESF file. The PIU will also identify the documentation, permits, and clearances required under the government's Environmental Regulation. The World Bank may review a sample of the forms during implementation support visits.

1. Subproject Information:

Subproject Title	
Subproject Location	
Regional Unit in Charge	
Estimated Cost	
Start/Completion Date	
Brief Description of Subproject	

2. Environmental and Social Screening Questionnaires

Questions	Answer		Next Steps
	Yes	No	
ESS1			
1. Is the subproject likely to have significant adverse environmental impacts that are sensitive and unprecedented that trigger the 'Ineligible Activities' or other exclusion criteria (Table 5)?			If "Yes": Exclude from project.
2. Does the subproject involve <u>renovation or rehabilitation</u> of any small-scale infrastructure, such as offices, or shelters?			If "Yes": 1. Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the questions below raises specific environmental risks and requires a site-specific ESMP). 2. Include E&S risk management measures in bidding documents.
3. Does the subproject pose risk on existing EHS liabilities including i) exposure to PCBs, asbestos, lead based paint, ii) poor indoor air quality, iii) inadequate potable water and/or waste water disposal, and iii) risks related to man-made or natural disasters (fires, etc.)?			If "Yes": 1. Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the questions below raises specific environmental risks and requires a site-specific ESMP). 2. Include E&S risk management measures in bidding documents.
5. Does the project lead to any risks and impacts on, individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable. ¹			If "Yes": 1. Apply relevant measures described in the ESMF and SEP.

¹ "Disadvantaged or vulnerable" refers to those individuals or groups who, by virtue of, for example, their age, gender, ethnicity, religion, physical, mental or other disability, social, civic or health status, sexual orientation, gender identity, economic disadvantages or ethnic peoples status, and/or dependence on unique natural resources, may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits.

Advancing Gender Equality in Tanzania (PAMOJA) (P 178813) ESMF

			2. Include E&S risk management measures in bidding documents
ESS2			
6. Does the subproject involve uses of goods and equipment involving forced labor, child labor, or other harmful or exploitative forms of labor?			If "Yes": Exclude from project.
7. Does the subproject involve recruitment of workforce including direct, contracted, primary supply, and/or community workers?			If "Yes": 1. Apply LMP 2. Include E&S risk management measures in bidding documents
8. Will the workers be exposed to workplace hazards that needs to be managed in accordance with local regulations and General EHSGs? Do workers need PPE relative to the potential risks and hazards associated with their work?			If "Yes": 1. Apply LMP 2. Include E&S risk management measures in bidding documents
9. Is there a risk that women may be underpaid when compared to men when working on the project construction?			If "Yes": 1. Apply LMP 2. Include E&S risk management measures in bidding documents
ESS3			
10. Is the project likely to generate solid or liquid waste that could adversely impact soils, vegetation, rivers, streams or groundwater, or nearby communities?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
11. Do any of the construction works involve the removal of asbestos or other hazardous materials?			If "Yes": 1. Apply asbestos guidance provide in the ESCOP 2. Include E&S risk management measures in bidding documents.
12. Are works likely to cause significant negative impacts to air and / or water quality?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
13. Does the activity rely on existing infrastructure (such as discharge points) that is inadequate to prevent environmental impacts?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
14. Is there any potential to have impact on soil or water bodies due to agro-chemicals (e.g., pesticides) used in farmlands due to the consequences of the subproject activities (e.g., development of irrigation system, agriculture related activities, seed and fertilizer assistance, procurement of pesticides)?			If "Yes": Apply Fertilizer and Pest Management Plan in Annex 7.
15. Are works likely to cause significant negative impacts to water availability/quantity?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.

Advancing Gender Equality in Tanzania (PAMOJA) (P 178813) ESMF

16. Are works likely to cause significant negative impacts to energy (electricity) availability/quantity?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
ESS4			
17. Is there a risk of increased community exposure to communicable disease (such as COVID-19, HIV/AIDS, Malaria), or increase in the risk of traffic related accidents?			If "Yes": 1. Apply LMP in Annex 4 and relevant measures in SEP. 2. Include E&S risk management measures in bidding documents
18. Is an influx of workers, from outside the community, expected? Would workers be expected to use health services of the community? Would they create pressures on existing community services (water, electricity, health, recreation, others?)			If "Yes": 1. Apply LMP in Annex 4. 2. Include E&S risk management measures in bidding documents
19. Is there a risk that SEA/SH may increase as a result of project works?			If "Yes": 1. Apply LMP in Annex 4. 2. Include E&S risk management measures in bidding documents
20. Would any public facilities, such as schools, health clinic, church be negatively affected by construction?			If "Yes": Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the other questions in the screening form raises specific environmental and social risks and requires a site-specific ESMP).
20. Will the subproject require the government to retain workers to provide security to safeguard the subproject?			If "Yes": Prepare a site-specific ESMP for the proposed subproject, including an assessment of potential risks and mitigation measures of using security personnel.
21. Is there risk of potential existing EHS liabilities during rehabilitation of the said buildings and their subsequent use which includes i) exposure to PCBs, asbestos, lead based paint, ii) poor indoor air quality, iii) inadequate potable water and/or waste water disposal, and iii) risks related to man-made or natural disasters (fires, etc.)			If "Yes": Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the other questions in the screening form raises specific environmental and social risks and requires a site-specific ESMP).
ESS5			
22. Will the subproject require the involuntary acquisition of new land (will the government use eminent domain powers to acquire the land)? ²			If "Yes": Refer to and apply the project Resettlement Framework (RF).
23. Will the subproject lead to temporary or permanent physical displacement (including people without legal claims to land)?			If "Yes": Refer to and apply the project RF.
24. Will the subproject lead to economic displacement (such as loss of assets or livelihoods, or access to resources due to land acquisition or access restrictions)?			If "Yes": Refer to and apply the project RF.

² Environmental and Social Standard 5, Footnote 10: "In some circumstances, it may be proposed that part or all of the land to be used by the project is donated on a voluntary basis without payment of full compensation. Subject to prior Bank approval, this may be acceptable providing the Borrower demonstrates that: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the donor's livelihood at current levels; (d) no household relocation is involved; (e) the donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached."

Advancing Gender Equality in Tanzania (PAMOJA) (P 178813) ESMF

25. Has the site of the subproject been acquired through eminent domain in the past 5 years, in anticipation of the subproject?			If "Yes": Refer to and apply the project RF.
26. Are there any associated facilities needed for the subproject (such as access roads or electricity transmission lines) that will require the involuntary acquisition of new land?			If "Yes": Refer to and apply the project RF.
27. Is private land required for the subproject activity being voluntarily donated to the project? ³			If "Yes": Refer to and apply the project RF.
ESS6			
28. Does the subproject involve activities that have potential to cause any significant loss or degradation of critical habitats ⁴ whether directly or indirectly, or which would lead to adverse impacts on natural habitats ⁵ ?			If "Yes": Exclude from project.
29. Will the project involve the conversion or degradation of non-critical natural habitats?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
30. Will this activity require clearance of mangroves?			If "Yes": Exclude from project.
31. Will this activity require clearance of trees, including inland natural vegetation?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Exclude from project if more than 1 hectare of tree and vegetation cutting is expected. 2. Include E&S risk management measures in bidding documents.
32. Will there be any significant impact on any ecosystems of importance (especially those supporting rare, threatened or endangered species of flora and fauna)?			If "Yes": Exclude from project.
ESS7			
33. Are there any Indigenous Peoples or Sub-Saharan African Historically Underserved Traditional Local Communities present in the subproject area and are likely to be affected by the proposed subproject negatively?			If "Yes": Prepare an Indigenous Peoples Plan OR Include the requirements of an Indigenous Peoples Plan in the SEP.
ESS8			
34. Is the subproject to be located adjacent to a sensitive site (historical or archaeological or culturally significant site) or facility?			If "Yes": 1. Apply Chance Find Procedures in Annex 5. 2. Include E&S risk management measures in bidding documents

³ Environmental and Social Standard 5, Footnote 10: "In some circumstances, it may be proposed that part or all of the land to be used by the project is donated on a voluntary basis without payment of full compensation. Subject to prior Bank approval, this may be acceptable providing the Borrower demonstrates that: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the donor's livelihood at current levels; (d) no household relocation is involved; (e) the donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached."

⁴ Environmental and Social Standard 6, paragraph 23: "Critical habitat is defined as areas with high biodiversity importance or value, including (a) Habitat of significant importance to Critically Endangered or Endangered species, as listed in the IUCN Red List of threatened species or equivalent national approaches; (b) Habitat of significant importance to endemic or restricted-range species; (c) Habitat supporting globally or nationally significant concentrations of migratory or congregatory species; (d) Highly threatened or unique ecosystems; and (e) Ecological functions or characteristics that are needed to maintain the viability of the biodiversity values described above in (a) to (d)."

⁵ Environmental and Social Standard 6, paragraph 21: "Natural habitats are areas composed of viable assemblages of plant and/or animal species of largely native origin, and/or where human activity has not essentially modified an area's primary ecological functions and species composition."

35. Locate near buildings, sacred trees or objects having spiritual values to local communities (e.g. memorials, graves or stones) or require excavation near there?			If "Yes": 1. Apply Chance Find Procedures in Annex 5. 2. Include E&S risk management measures in bidding documents
--	--	--	--

3. Conclusion

Based on the result from the screening above, please list the E&S risk management instruments to be prepared / adopt and implemented:

- a) Environmental and Social Codes of Practice (ESCOP)
- b) Labor Management Procedures (LMP)
- c) Chance finder
- d) Fertilizer and Pest Management Plan
- e)

Name and title of person who conducted screening:

Date of screening:

Name and title of person who approved screening:

Date of approval:

Annex 2. Environmental and Social Codes of Practice (ESCAP)

To manage and mitigate potential negative environmental impacts, the project applies Environmental Codes of Practice (ESCAPs); outlined in this document. The ESCAPs contain specific, detailed and tangible measures that would mitigate the potential impacts of each type of eligible subproject activity under the project. They are marked as relevant for the planning phase, the implementation phase, or the post-implementation phase of activities. They are intended to be simple risk mitigation and management measures, readily usable to the Borrower and contractors.

The ESCAPs in this section are divided into:

- a. ESCAPs for infrastructure subprojects (general guidelines and technical guidelines)- The project shall finance rehabilitation of CDOs and SWOs offices, establishment of safe houses, child care facilities (pilot), and psychosocial centre through refurbishment of existing community buildings.
- b. ESCAPs for livelihood support subprojects – Component 1.2 of the project intends to provide loans to women entrepreneurs to support livelihood project activities such as small scale agriculture, petty trade and tourism.

c. ESCAPs for Infrastructure Subprojects

General ESCAP for Infrastructure Subprojects

Issue	Environmental Prevention/Mitigation Measures	Responsible Party
Planning and Construction Phase		
1. Noise during construction	<ol style="list-style-type: none"> a) Plan activities in consultation with communities so that noisiest activities are undertaken during periods that will result in least disturbance. (Planning phase) b) Use when needed and feasible noise-control methods such as fences, barriers or deflectors (such as muffling devices for combustion engines or planting of fast-growing trees). (Construction phase) c) Minimize project transportation through community areas. Maintain a buffer zone (such as open spaces, row of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise to the living quarters. (Construction phase) 	Contractor/ Project E&S Specialist
2. Soil erosion	<ol style="list-style-type: none"> a) Schedule construction during dry season. (Planning phase) b) Contour and minimize length and steepness of slopes. (Construction phase) c) Use mulch, grasses or compacted soil to stabilize exposed areas. (Construction phase) d) Cover with topsoil and re-vegetate (plant grass, fast-growing plants/bushes/trees) construction areas quickly once work is completed. (Post-Construction phase) e) Design channels and ditches for post-construction flows and line steep channels/slopes (e.g., with palm fronds, jute mats, etc.). (Post-Construction phase) 	Contractor/ Project E&S Specialist
3. Air quality	<ol style="list-style-type: none"> a) Minimize dust from exposed work sites by applying water on the ground regularly during dry season. (Construction phase) b) Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Construction phase) c) Keep stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals. . (Construction phase) d) Reduce the operation hours of generators /machines /equipment /vehicles. (Construction phase) 	Contractor/ Project E&S Specialist

	e) Control vehicle speed when driving through community areas is unavoidable so that dust dispersion from vehicle transport is minimized. (Construction phase)	
4. Water quality and availability	<p>a) Activities should not affect the availability of water for drinking and hygienic purposes. (Construction phase)</p> <p>b) No soiled materials, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal. (Construction phase)</p> <p>c) Avoid the use of waste water pools particularly without impermeable liners.</p> <p>d) Provision of toilets with temporary septic tank. (Construction phase)</p> <p>e) The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of river beds or flooding of settlements. (Construction phase)</p> <p>f) Separate concrete works in waterways and keep concrete mixing separate from drainage leading to waterways. (Construction phase)</p>	Contractor/ Project E&S Specialist
5. Solid and hazardous waste	<p>a) Segregate construction waste as recyclable, hazardous and non-hazardous waste. (Construction phase)</p> <p>b) Collect, store and transport construction waste to appropriately designated/controlled dump sites. (Construction phase)</p> <p>c) On-site storage of wastes prior to final disposal (including earth dug for foundations) should be at least 300 metres from rivers, streams, lakes and wetlands. (Construction phase)</p> <p>d) Use secured area for refuelling and transfer of other toxic fluids distant from settlement area (and at least 50 metres from drainage structures and 100 metres from important water bodies); ideally on a hard/non-porous surface. (Construction phase)</p> <p>e) Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials. (Construction phase)</p> <p>f) Collect and properly dispose of small amount of maintenance materials such as oily rags, oil filters, used oil, etc. Never dispose spent oils on the ground and in water courses as it can contaminate soil and groundwater (including drinking water aquifer). (Construction phase)</p> <p>g) After each construction site is decommissioned, all debris and waste shall be cleared. (Post-Construction phase)</p>	Contractor/ Project E&S Specialist
6. Asbestos	<p>a) If asbestos or asbestos containing materials (ACM) are found at a construction site, they should be clearly marked as hazardous waste. (Construction phase)</p> <p>b) The asbestos should be appropriately contained and sealed to minimize exposure. (Construction phase)</p> <p>c) Prior to removal, if removal is necessary, ACM should be treated with a wetting agent to minimize asbestos dust. (Construction phase)</p> <p>d) If ACM is to be stored temporarily, it should be securely placed inside closed containers and clearly labeled. (Construction phase)</p> <p>e) Removed ACM must not be reused. (Construction and post-Construction phase)</p>	Contractor/ Project E&S Specialist
7. Health and Safety	<p>a) When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase)</p> <p>It is useful to consider:</p> <ul style="list-style-type: none"> Construction place: Are there any hazards that could be removed or should warn people about? 	PIU/ Contractor/ Project E&S Specialist

	<ul style="list-style-type: none"> • The people who will be taking part in construction: Do the participants have adequate skill and physical fitness to perform their works safely? • The equipment: Are there checks you could do to make sure that the equipment is in good working order? Do people need any particular skills or knowledge to enable them to use it safely? • Electricity Safety: Do any electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measure, aware on identifying burning smell from wires, etc. apply at site? Is the worksite stocked with voltage detectors, clamp meters and receptacle testers? <p>b) Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles). (Construction phase)</p> <p>c) Follow the below measures for construction involve work at height (e.g. 2 meters above ground (Construction phase):</p> <ul style="list-style-type: none"> • Do as much work as possible from the ground. • Do not allow people with the following personal risks to perform work at height tasks: eyesight/balance problem; certain chronic diseases – such as osteoporosis, diabetes, arthritis or Parkinson’s disease; certain medications – sleeping pills, tranquillisers, blood pressure medication or antidepressants; recent history of falls – having had a fall within the last 12 months, etc. • Only allow people with sufficient skills, knowledge and experience to perform the task. • Check that the place (eg a roof) where work at height is to be undertaken is safe. • Take precautions when working on or near fragile surfaces. • Clean up oil, grease, paint, and dirt immediately to prevent slipping; and • Provide fall protection measures e.g. safety harness, simple scaffolding/guard rail for works over 4 meters from ground. <p>d) Keep worksite clean and free of debris on daily basis. (Construction phase)</p> <p>e) Provision of first aid kit with bandages, antibiotic cream, etc. or health care facilities and enough drinking water. (Construction phase)</p> <p>f) Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas. (Construction phase)</p> <p>g) Ensure adequate toilet facilities for workers from outside of the community. (Construction phase)</p> <p>h) Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs including at unsafe locations. Do not allow children to play in construction areas. (Construction phase)</p> <p>i) Ensure structural openings are covered/protected adequately. (Construction phase)</p> <p>j) Secure loose or light material that is stored on roofs or open floors. (Construction phase)</p> <p>k) Keep hoses, power cords, welding leads, etc. from laying in heavily traveled walkways or areas. (Construction phase)</p> <p>l) If school children are in the vicinity, include traffic safety personnel to direct traffic during school hours, if needed. (Construction phase)</p> <p>m) Control driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas. (Construction phase)</p>	
--	--	--

	<p>n) During heavy rains or emergencies of any kind, suspend all work. (Construction phase)</p> <p>o) Fill in all earth borrow-pits once construction is completed to avoid standing water, water-borne diseases and possible drowning. (Post-Construction phase)</p>	
8. Other	<p>a) No cutting of trees or destruction of vegetation other than on construction site. MoCDGEC will procure locally sourced materials consistent with traditional construction practices in the communities. (Planning phase)</p> <p>b) No hunting, fishing, capture of wildlife or collection of plants. (Construction phase)</p> <p>c) No use of unapproved toxic materials including lead-based paints, un-bonded asbestos, etc. (Construction phase)</p> <p>d) No disturbance of cultural or historic sites. (Planning and Construction phases)</p>	
Operational Phase		
Solid and Hazardous Waste Management	<p>a) Waste should be segregated at the point of generation</p> <p>b) All hazardous wastes (if any) must be collected by authorised hazardous waste collector for disposal.</p> <p>c) Collect, store and transport construction waste to appropriately designated/controlled dump sites. (Construction phase)</p>	
Wastewater	<p>d) Wastewater from these facilities should be collected and treated before disposal according to District council regulations</p> <p>e) Wastewater should not be allowed to contaminate the soil or water body.</p>	
Community Health and Safety	<p>a) The quality of water supplied to the buildings should comply with national acceptability standards</p> <p>b) Ensure the sustainability of the water supply by involving the community in its management to minimize the dependency in the long-term.</p> <p>c) Project activities should not compromise the availability of water for personal hygiene needs and should take account of potential future increases in demand.</p> <p>d) The overall target should be the availability of 100 liters per person per day although lower levels may be used to meet basic health requirements.</p> <p>e) Architects and professional consulting engineers should demonstrate that affected buildings meet these life and fire safety objectives.</p> <p>f) Life and fire safety systems and equipment should be designed and installed using appropriate prescriptive standards and/or performance based design, and sound engineering practices.</p> <p>g) Life and fire safety design criteria for all existing buildings should incorporate all local building codes and fire department regulations.</p> <p>h) The sponsor should prepare Emergency Preparedness and Response Plan that should cover:</p> <ul style="list-style-type: none"> ▪ Planning Coordination: This should include procedures for: <ul style="list-style-type: none"> ○ Informing the public and emergency response agencies ○ Documenting first aid and emergency medical treatment ○ Taking emergency response actions ○ Reviewing and updating the emergency response plan to reflect changes and ensuring that the employees are informed of such changes ▪ Emergency Equipment: The plan should include procedures for using, inspecting, testing, and maintaining emergency response equipment. <p>i) Training: Employees should be trained in any relevant procedures</p>	

Specific ESCOPs for Infrastructure Subprojects

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
Buildings		
In general	<ul style="list-style-type: none"> a) Provide adequate drainage in the building's immediate surroundings to avoid standing water, insect related diseases (malaria, etc.) and unsanitary conditions. (Implementation phase) b) Include sanitary facilities such as toilets and basins for hand-washing. (Implementation phase) c) Restrict use of asbestos cement tiles as roofing. (Implementation phase) d) Tiled floors are preferred for easier cleaning and more hygienic. (Planning and implementation phases) 	

d. ESCOPs for Livelihood Support Subprojects
ESCOPs for Livelihood Support Subprojects

Risk/Concern	Environmental Prevention/Mitigation Measures	Responsible Party
General		
To minimize water pollution	<ul style="list-style-type: none"> a) Avoid any activity causing excessive erosion and turbidity. (Planning phase) b) Keep waste and hazardous materials away from surface water bodies, drinking water sources and do not dispose of waste in creeks or rivers. (Implementation phase) c) Properly dispose contaminated wastewater and hazardous materials, if any, passing through conventional treatment process such as screening, settling, oil-water separation, etc. (Construction phase) d) Avoid contamination of drinking water source (e.g. well) from inflow of waste materials and pollutants. (Implementation phase) e) Avoid-large-scale animal farming and aquaculture activities in water catchment area. (Planning and implementation phases) 	
To minimize air pollution	<ul style="list-style-type: none"> a) Limit burning post-harvest waste material in close proximity to village; choose days with limited wind for burning; limit number and size of areas for burning per day; do not burn non-agricultural waste such as garbage, plastics or animal waste. Rather than burning post-harvest waste, consider alternative good practices such as composting to produce organic fertilizer or utilization as fuel for bioenergy production. (Planning and implementation phases) b) Reduce dust generation through application of water where practical. (Implementation phase) c) Limit idling of vehicles, machineries equipment. (Implementation phase) 	
To minimize noise disturbance	<ul style="list-style-type: none"> a) Repair and maintain machineries for safe and quiet operation. (Implementation phase) b) Avoid emission of continuous/noisy sounds during working. (Implementation phase) 	
To minimize soil pollution	<ul style="list-style-type: none"> a) Store petrol / diesel on impermeable floor (e.g. compacted clay, concrete floor) and surrounded by an embankment or berm. (Implementation phase) b) Storage for hazardous materials including petroleum should be above ground and isolated. (Implementation phase) c) Establishing an appropriate disposal area for hazardous materials and waste where prevents hazardous material from leaching into the soil and surface water. (Implementation phase) d) Do not dispose hazardous wastes anywhere except in areas designated by pollution control agencies. (Implementation phase) 	
To minimize impact from non-	<ul style="list-style-type: none"> a) Collect waste systematically, store and dispose at appropriately designated dump sites, far away from households. (Implementation phase) b) Reuse and recycle appropriate and viable materials. (Implementation phase) c) Segregate hazardous and non-hazardous wastes. (Implementation phase) 	

agricultural waste generation		
To minimize emergency risks	<ul style="list-style-type: none"> a) Build appropriately designed infrastructure safe from natural hazards. (Planning and implementation phases) b) Avoid areas prone to natural hazard events (flooding, spring tides, etc.), steep slopes and vulnerable to erosion and landslides, etc. (Planning and implementation phases) 	
To secure the safety	<ul style="list-style-type: none"> a) Proper use and management of hazardous materials and waste. (Implementation phase) b) Awareness of dangers on working area, occupation, health and safety equipment through signage where applicable. (Implementation phase) c) Lock storage of fuels, paints, and chemicals. (Implementation phase) 	
Agriculture Support to Farmers		
	<ul style="list-style-type: none"> a) Use sustainable agricultural practices / approaches / technologies. (e.g., Agroforestry Practices, Polycultures and Crop rotation, Integrated Pest Management (encouraging the predators of crop-eating pest insects such as birds and bats), etc.) (Planning and implementation phases) b) Reduce top-soil losses from erosion and the reduction in soil fertility. (Cover Crops and Mulches (Establishing leguminous ground cover and applying plant residues), Grass Barriers (planting grass in strips along the contour lines), etc.) (Implementation phase) c) Induce conservation and efficient use of water. (Planning and implementation phases) d) Reduce misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water. (Planning and implementation phases) e) Reduce usage of pesticides and promote integrated pest management approaches recommended by DOA. (Planning and implementation phases) f) Reduce, recycle and reuse the agricultural waste (natural, animal, plant waste). (Implementation phase) 	

Annex 3. Environmental and Social Management Plan (ESMP) Template

Environmental and social risks and impacts are strongly linked to subproject location and scope of activities. This ESMP should be customized for each specific subproject location and activities.

1. Subproject Information

Subproject Title:	
Estimated Cost:	
Start/Completion Date:	

2. Site/Location Description

--

3. Subproject Description and Activities

--

4. ESMP Matrix: Risk and Impacts, Mitigation, Monitoring

--

Anticipated E&S Risks and Impacts	Risk Mitigation and Management Measures	Impact Mitigation		Impact/Mitigation Monitoring		
		Location/Timing/Frequency	Responsibility	Parameter to be monitored	Methodology, including Location and Frequency	Responsibility

5. Capacity Development & Training

--

6. Implementation Schedule and Cost Estimates

--

7. Attachments

ESCOPs, site specific SEP etc.

IV. Review & Approval

<p>Prepared By:(Signature)</p> <p>Position: Date</p>	
<p>Reviewed By:(Signature)</p> <p>Position: Date</p>	<p>Approved By:(Signature)</p> <p>Position: Date</p>

Annex 4. Simplified Labor Management Procedures

In accordance with the requirements of World Bank's Environmental and Social Standard 2 (ESS2) on Labor and Working Conditions, a simplified LMP have been developed for the project. The LMP sets out the ways in which MoCDGEC will manage all project workers in relation to the associated risks and impacts. The objectives of the LMP are to: Identify the different types of project workers that are likely to be involved in the project; identify, analyze and evaluate the labor-related risks and impacts for project activities; provide procedures to meet the requirements of ESS 2 on Labor and Working Conditions, ESS 4 on Community Health and Safety, and applicable national legislation.

The Labor Management Procedures apply to all project workers, irrespective of contracts being full-time, part-time, temporary or casual. The types of workers that will be included in the project are listed below:

- **Direct workers** – The implementation of PAMOJA Sub-projects will utilize direct workers working with the PAMOJA PIU as well as government civil servants at the MoCDGEC and LGAs level. Furthermore, the project will employ independent consultants who will be working on contractual bases with different time inputs as part of PAMOJA PIU. The estimated number of direct workers for each LGA will not exceed 20 including the management unit, technical unit, social, environmental, financial, procurement and administrative. Direct workers will be managed by MoCDGEC in accordance with the Tanzania Employment and Labour Relations Act of 2004, the Occupational Health and Safety Act, 2003; and the World Bank ESS 2.

Timing of labor requirements: Direct project workers are eligible to work on full-time fixed renewable contracts for the duration of the entire project implementation. For the consultants, the duration of contracts will vary by assignment but generally, not less than one year.

- **Contracted workers** – Contracted workers will be hired under the standard form of Contract for Construction/ Rehabilitation. The number of Sub-Projects will correspond to the number of Contractors with the possibility of one contractor being awarded multiple Sub-Projects. Each contractor might need engagement of multiple subcontractors. The subcontractors' workforce will be also considered as contracted workers. The labor requirement including the time schedule and deliverables will be as stipulated in their respective contracts.

Timing of labor requirements: Contracted workers timing and labor requirements will vary by assignment. They will generally be for a minimum of six months and potentially for several years during project life cycle depending on the contract duration.

- **Community workers** – The program may involve community workers especially for component 2 which aims at strengthening economic opportunities where the program will involve local communities and groups for program activities such as capacity and trainings.
- **Primary supply workers** – This group of workers might be engaged on the project as certain supply of materials (i.e. aggregate and crushed stone, sand, timber, paints, electrical equipment etc.) will be required within PAMOJA project. The potential number is not possible to be provided as this will depend of the sourcing strategy and management by the Contractors/ Fundis. However, in case third parties qualifying as primary supply workers are to be engaged risks of potential child labor, forced labor ad serious safety issues which may arise in relation to primary suppliers shall be assessed.

Labor Risks

The following potential labor risks are identified under the project:

- Violation of worker's rights: Terms and conditions of employment of workers may not be consistent with national legislation or World Bank standards
- Violation of worker's rights: Non-discrimination and equal opportunity of workers may not be consistent with national legislation or World Bank standards
- Use of child labor or forced labor
- OHS risks related to the potential use of pesticides and agrochemicals, which can have an adverse effect if they enter the body through inhalation, dermal absorption or ingestion or localized ill effects on contact with skin or eyes,
- Risk related to civil works (construction/rehabilitation works) including exposure to hazardous materials (PCBs, asbestos, lead based paint), substances and process if they are not properly controlled, inhalation of dust, toxic fumes, noise, vibration, ergonomic hazards,
- Health related risk due to poor indoor air quality, inadequate potable water and/or waste water disposal, communicable (COVID 19) and non communicable diseases
- Risks related to man-made or natural disasters (fires, etc.).
- Unsafe work environment and poor working conditions
- Workplace injuries and accidents, particularly when operating construction equipment, when working at height on building construction, and when handling heavy equipment and materials
- Risks from exposure to hazardous substances (dust, cement, chemicals used in construction etc.)
- Sexual exploitation and abuse/sexual harassment (SEA/SH) risks for workers
- SEA/SH risks for community members, from workers from outside the project areas
- Conflicts between workers and communities
- Transmission of COVID-19 among workers or nearby communities, especially if workers are not hired locally and arrive to civil works locations from elsewhere or if COVID-19 specific precautions are not in place at work sites and worker accommodation sites

Relevant National Labor Legislation

General Applicable Procedures

MoCDGEC and contractors will apply the following guidelines when dealing with workers:

- There will be no discrimination with respect to any aspects of the employment relationship, such as: Recruitment and hiring; compensation (including wages and benefits; working conditions and terms of employment; access to training; job assignment; promotion; termination of employment or retirement; or disciplinary practices.
- Harassment, intimidation and/or exploitation will be prevented or addressed appropriately.
- Special measures of protection and assistance to remedy discrimination or selection for a particular job will not be deemed as discrimination.
- Vulnerable project workers will be provided with special protection.
- MoCDGEC and contractors will provide job / employment contracts with clear terms and conditions including rights related to hours of work, wages, overtime, compensation and benefits, annual holiday and sick leave, maternity leave and family leave. Code of Conduct included in this LMP will be applicable for all project workers.
- MoCDGEC will ensure compliance with the Code of Conduct including providing briefings/awareness raising on the Code.

- MoCDGEC and contractors will ensure compliance with occupational health and safety procedures and COVID-19 specific procedures (see below) including that the workers are properly trained in application of the standards that are relevant to the work.
- MoCDGEC and retained contractors will ensure no person under the age of 18 shall be employed. Age verification of all workers will be conducted by the contractors.
- MoCDGEC will recruit contractors and labor locally to the extent that they are available.
- Workers shall be recruited voluntarily, and no worker is forced or coerced into work.
- MoCDGEC will supervise and monitor to ensure compliance with the above requirements.
- All workers will be made aware of the Worker's Grievance Mechanism (see below) to raise work related grievances, including any sensitive and serious grievances on SEA/SH.

Occupational Health and Safety (OHS) Procedures

The objective of the procedure is to achieve and maintain a healthy and safe work environment for all project workers (contracted workers and community workers) and the host community.

- On procurement for contractors, MoCDGEC will avail Table 3 of the ESMF, ESCOPs and WB General EHS on the aspiring contractors so that contractors include the budgetary requirements for OHS measures in their respective bids.
- The contractor will develop and maintain an OHS management system that is consistent with the scope of work, which must include measures and procedures to address all the following topics listed below and in accordance with local legislation and GIIP (as defined by World Bank Group General EHSs). The management system must be consistent with the duration of contract and this LMP.
- Contractor will conduct workplace hazards identification and adopt all applicable E&S risk mitigation measures in accordance with local legislation requirements and WBG EHSs.
- Contractor designates a responsible person to oversee OHS related issues at the project site and define OHS roles and responsibilities for task leaders and contract managers.
- Contractor should put in place processes for workers to report work situations that they believe are not safe or healthy, and to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health, without fear of retaliation.
- Contractor provides preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances informed by assessment and plan. Whenever PPEs are required for the work, it must be provided at no cost for the workers.
- Contractor should assess workers' exposure to hazardous agents (noise, vibration, heat, cold, vapors, chemicals, airborne contaminants etc.) and adopt adequate control measures in accordance with local regulations and WB EHSs.
- Contractors provides facilities appropriate to the circumstances of the work, including access to canteens, hygiene facilities, and appropriate areas for rest. Where accommodation services are provided to project workers, policies will be put in place and implemented on the management and quality of accommodation to protect and promote the health, safety, and well-being of the project workers, and to provide access to or provision of services that accommodate their physical, social and cultural needs.
- Contractor provides for appropriate training/induction of project workers and maintenance of training records on OHS subjects.
- Contractor documents and reports on occupational incidents, diseases and incidents as per ESMF guidance.

- Contractor provides emergency prevention and preparedness and response arrangements to emergency situations including and not limited to workplace accidents, workplace illnesses, flooding, fire outbreak, disease outbreak, labor unrest and security.
- Contractor provides remedies for adverse impacts such as occupational injuries, deaths, disability and disease in accordance with local regulatory requirements and Good International Industry Practices.
- Contractor shall maintain all such record for activities related to the safety health and environmental management for inspection by MoCDGEC or the World Bank.
- Surfaces, structures and installations should be easy to clean and maintain, and not allow for accumulation of hazardous compounds.
- Buildings should be structurally safe, provide appropriate protection against the climate, and have acceptable light and noise conditions.
- Fire resistant, noise-absorbing materials should, to the extent feasible, be used for cladding on ceilings and walls.
- Floors should be level, even, and non-skid.
- The space provided for each worker, and in total, should be adequate for safe execution of all activities, including transport and interim storage of materials and products.
- Passages to emergency exits should be unobstructed at all times. Exits should be clearly marked to be visible in total darkness.
- Equipping facilities with fire detectors, alarm systems, and fire-fighting equipment. The equipment should be maintained in good working order and be readily accessible. It should be adequate for the dimensions and use of the premises, equipment installed, physical and chemical properties of substances present, and the maximum number of people present.
- Provision of manual firefighting equipment that is easily accessible and simple to use
- Fire and emergency alarm systems that are both audible and Visible
- Adequate lavatory facilities (toilets and washing areas) should be provided for the number of people expected to work in the facility and allowances made for segregated facilities, or for indicating whether the toilet facility is "In Use" or "Vacant". Toilet facilities should also be provided with adequate supplies of hot and cold running water, soap, and hand drying devices.
- Adequate supplies of potable drinking water should be provided from a fountain with an upward jet or with a sanitary means of collecting the water for the purposes of drinking
- Where there is potential for exposure to substances poisonous by ingestion, suitable arrangements are to be made for provision of clean eating areas where workers are not exposed to the hazardous or noxious substances
- Workplaces should, to the degree feasible, receive natural light and be supplemented with sufficient artificial illumination to promote workers' safety and health, and enable safe equipment operation. Supplemental 'task lighting' may be required where specific visual acuity requirements should be met.
- Passageways for pedestrians and vehicles within and outside buildings should be segregated and provide for easy, safe, and appropriate access
- The employer should ensure that qualified first-aid can be provided at all times. Appropriately equipped first-aid stations should be easily accessible throughout the place of work
- Sufficient fresh air should be supplied for indoor and confined work spaces. Factors to be considered in ventilation design include physical activity, substances in use, and process related emissions. Air distribution systems should be designed so as not to expose workers to draughts
- Provisions should be made to provide OHS orientation training to all new employees to ensure they are apprised of the basic site rules of work at / on the site and of personal protection and preventing injury to fellow employees.

- No employee should be exposed to a noise level greater than 85 dB(A) for a duration of more than 8 hours per day without hearing protection. In addition, no unprotected ear should be exposed to a peak sound pressure level (instantaneous) of more than 140 dB(C).
- Marking all energized electrical devices and lines with warning signs
- The use of asbestos containing materials (ACM) should be avoided in new buildings or as a new material in remodeling or renovation activities.
- Existing facilities with ACM should develop an asbestos management plan which clearly identifies the locations where the ACM is present, its condition (e.g. whether it is in friable form with the potential to release fibers), procedures for monitoring its condition, procedures to access the locations where ACM is present to avoid damage, and training of staff who can potentially come into contact with the material to avoid damage and prevent exposure. The plan should be made available to all persons involved in operations and maintenance activities.
- Repair or removal and disposal of existing ACM in buildings should only be performed by specially trained personnel following Tanzania requirements.

COVID-19 Procedures

- Contractors should ensure that workers are hired locally to the extent possible.
- Contractors should provide training to all workers on signs and symptoms of COVID-19, how it is spread, how to protect themselves (including regular handwashing and social distancing) and what to do if they or other people have symptoms, as well as policies and procedures listed here. Training of workers should be conducted regularly, providing workers with a clear understanding of how they are expected to behave and carry out their work duties. Training should address issues of discrimination or prejudice if a worker becomes ill and provide an understanding of the trajectory of the virus, where workers return to work following infection.
- A summary of basic guidelines and COVID-19 symptoms should be displayed at all civil works sites, with images and text in relevant ethnic languages.
- Workers who are sick or showing possible symptoms should not be allowed on work site, should be isolated and referred to local medical facilities immediately.
- Contractors should review worker accommodation arrangements to see if they are adequate and designed to reduce contact with the community.
- Contractors should review work arrangements, tasks and hours to allow social distancing.
- Contractors should provide workers with appropriate forms of personal protective equipment.
- Contractors should ensure handwashing facilities supplied with soap, disposable paper towels and closed waste bins exist at key places at the work site.
- MoCDGEC and contractors should together implement a communication strategy with the community in relation to COVID-19 issues on the site.

Contractor Management Procedures

The objective of this procedure is to ensure that MoCDGEC has contractual power to administer oversight and action against contractors for non-compliance with the LMP.

- MoCDGEC will make available relevant documentation to inform the contractor about requirements for effective implementation of the LMP.
- MoCDGEC will include the provisions of the ESMF, LMP and other relevant documents into the specification section of the bidding documents. The contractors will be required to comply with these specifications.
- Contractor will raise worker awareness on the Code and Conduct.

- Contractor will show evidence of OHS and Emergency Preparedness procedures.
- MoCDGEC will monitor contract's E&S performance during its regular site visits utilizing contractor reporting or external monitoring/supervision consultants where available. Where appropriate, MoCDGEC may withhold contractor's payment or apply other contractual remedies as appropriate until corrective action(s) is/are implemented on significant non-compliance with the LMP, such as failure to notify MoCDGEC of incidents and accidents.

Procedures for Primary Suppliers

The objective of the procedure is to ensure that labor-related risks, especially child and forced labor as well as serious safety issues to the project from primary supply workers are managed. MoCDGEC and all contractors will undertake the following measures:

- Procure supplies from legally constituted suppliers.
- To the extent feasible, conduct due diligence to ensure that primary suppliers conduct age verifications, employ workers without any force or coercion, and maintain basic OHS systems.

Procedures for Community Workers

The program may involve community workers especially for component 2 which aims at strengthening economic opportunities where the program will involve local communities and groups for program activities such as capacity and trainings. The objective of this procedure is to ensure the community workers offer their labor voluntarily and that they agree to the terms and conditions of employment. MoCDGEC and contractors using community workers will apply the following guidelines when dealing with community workers:

- MoCDGEC will develop standard working times, remuneration systems (depending on the type of work), methods of payment, timing of payment, and community worker Code of Conduct, which will apply to all project activities.
- MoCDGEC and contractors should consult communities and document their community meetings where members agree to conditions of community worker recruitment. The agreement should include details on nature of work, working times, age restrictions (18 and above), remuneration amount, method of payment, timing of payment, individual signatory or representative signatory of meeting resolution
- Contractors will have the terms and conditions discussed, explained, negotiated and documented through joint community meetings, with each community employee showing consent through signing the attendance register of the meeting which made the employment resolutions.
- MoCDGEC and contractors train community workers on key LMP issues, including SEA/SH, OHS, COVID-19, Community Health and Safety, safe use of equipment and lifting techniques, and the relevant grievance mechanisms.

Worker Accommodation

If accommodations are provided for workers, contractors will ensure that they are provided in good hygiene standards, with fresh drinking water, clean beds, restrooms and showers, clean bedrooms, good illumination, lockers, proper ventilation, safe electrical installation, fire and lightening protection, separate cooking and eating areas. There will be separate facilities provided for men and women. The contractors will be liable to comply with "Workers' Accommodation: Processes and Standards: A guidance Note" by IFC and the EBRD.

Institutional Arrangement for Implementation of the LMP

MoCDGEC will carry the main responsibility for the implementation and monitoring of the LMP. [Responsible parties at the implementing agency] will identify subproject activities, prepare subproject designs and bidding documents, as well as procure contractors. [Responsible parties at the implementing agency] will be responsible for contractor and site supervision, technical quality assurance, certification, and payment of works. [Responsible parties at the implementing agency] will ensure that labor management procedures are integrated into the specification section of the bidding documents and the procurement contracts.

Grievance Mechanism

There will be a specific Workers Grievance Mechanism (Worker GM) for project workers as per the process outlined below. This considers culturally appropriate ways of handling the concerns of direct and contracted workers. Processes for documenting complaints and concerns have been specified, including time commitments to resolve issues. Workers will be informed about the relevant Worker GM upon their recruitment and their right to redress, confidentiality and protection against any reprisals from the employer will be stated in the contract.

Routine Grievances

The process for the Worker GM is as follows:

- Any worker may report their grievance in person, by phone, text message, mail or email (including anonymously if required) to the contractor as the initial focal point for information and raising grievances. For complaints that were satisfactorily resolved by the aggrieved worker or contractor within one week of receipt of complaint, the incident and resultant resolution will be logged and reported monthly to the [responsible parties at the implementing agency].
- If the grievance is not resolved within one week, the contractor (or the complainant directly) will refer the issue to the [responsible parties at the implementing agency – this may be site level, local, regional]. The [responsible parties at the implementing agency – this may be site level, local, regional] will work to address and resolve the complaint and inform the worker as promptly as possible, in particular if the complaint is related to something urgent that may cause harm or exposure to the person, such as lack of PPE needed to prevent COVID-19 transmission. For non-urgent complaints, the [responsible parties at the implementing agency – this may be site level, local, regional] will aim to resolve complaints within 2 weeks. For complaints that were satisfactorily resolved by the [responsible parties at the implementing agency – this may be site level, local, regional], the incident and resultant resolution will be logged by [responsible parties at the implementing agency – this may be site level, local, regional] and reported monthly to [national level responsible parties at the implementing agency] as part of regular reporting. Where the complaint has not been resolved, the [responsible parties at the implementing agency – this may be site level, local, regional] will refer to [national level responsible parties at the implementing agency] for further action or resolution.

The workers will preserve all rights to refer matters to relevant judicial proceedings as provided under national labor law.

At [national level responsible parties at the implementing agency] level, each grievance record should be allocated a unique number reflecting year, sequence and township of received complaint. Complaint

records (letter, email, record of conversation) should be stored together, electronically or in hard copy. The [implementing agency] will appoint a Worker GM Focal Person, who will be responsible for undertaking a monthly review of all grievances to analyze and respond to any common issues arising. The Focal Person will also be responsible for oversight, monitoring and reporting on the Worker GM.

Serious Grievances

In case a worker experiences serious mistreatment such as harassment, intimidation, abuse, violence, discrimination or injustice at the workplace, the worker may raise the case, verbally or in writing directly to the contractor or [implementing agency – at different levels]. The contractor will immediately refer the case to MoCDGEC. The MoCDGEC will immediately investigate the case respecting confidentiality and anonymity of the worker.

Upon project effectiveness, the MoCDGEC will designate a Focal Person or Persons for Serious Grievances. These Focal Persons will receive training in investigating serious grievances, relevant laws and regulations, and World Bank standards including the rights of people who file a grievance. MoCDGEC and the World Bank will jointly develop culturally-sensitive and locally-appropriate roles and responsibilities, and procedures.

In case a direct worker or civil servant has a serious grievance, the staff may directly contact verbally or in writing the Focal Person for Serious Grievances.

All complaints received will be filed and kept confidential. For statistical purposes, cases will be anonymized and bundled to avoid identification of persons involved.

Code of Conduct

- Treat women, children (persons under the age of 18), and men with respect regardless of ethnicity, language, religion, political or other opinion, national, social origin, citizenship status, property, disability, birth or other status.
- Do not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Do not participate in sexual activity with community members.
- Do not engage in sexual favors or other forms of humiliating, degrading or exploitative behavior.
- Do not engage in any activity that will constitute payment for sex with members of the communities surrounding the workplace.
- Report through the Worker GM suspected or actual gender-based violence against a person of any gender by a fellow worker or any breaches of this Code of Conduct.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass women, children or a vulnerable person through these mediums.
- Comply with all relevant local legislation.
- Engaging in any of the prohibited activities above can be cause for termination of employment, criminal liability, and/or other sanctions.

Annex 5. Chance Find Procedures

Cultural heritage encompasses tangible and intangible heritage which may be recognized and valued at a local, regional, national or global level. *Tangible cultural heritage*, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water. *Intangible cultural heritage*, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artefacts and cultural spaces associated therewith— that communities and groups recognize as part of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.

In the event that during construction, sites, resources or artifacts of cultural value are found, the following procedures for identification, protection from theft, and treatment of discovered artefacts should be followed and included in standard bidding documents. These procedures take into account requirements related to Chance Finding under national legislation including [list relevant cultural heritage legislation in country].

- Stop the construction activities in the area of chance find temporarily.
- Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a guard shall be arranged until the responsible local authorities take over. These authorities are [list the responsible authorities under national legislation].
- Notify the relevant MoCDGEC E&S Specialist and the relevant District Executive Director immediately. MoCDGEC E&S Specialist will inform the MoCDGEC management.
- The relevant [list the responsible local authorities under national legislation] shall promptly carry out the necessities and inform the Directorate of Archeology immediately from the date on which the information is received.
- The Directorate of Archeology would be in charge of evaluation /inspection of the significance or importance of the chance finds and advise on appropriate subsequent procedures.
- If the Directorate of Archeology determines that chance find is a non-cultural heritage chance find, the construction process can resume.
- If the Directorate of Archeology determines chance find is an isolated chance find, [national level cultural heritage or archeology ministry] would provide technical supports/advice on chance find treatment with related expenditure on the treatment provided by the entity report the chance find.

Annex 6. Fertilizer and Pest Management Plan

MoCDGEC will follow the guidelines in this Annex as applicable and provide training to farmers for proper use of fertilizers, pest and disease management in line with this Annex. The MoCDGEC will encourage the use of bio-pesticides and aim to minimize the use of chemical pesticides when possible.

The plan comprises the following three aspects: (i) application of government regulations on pesticide control, (ii) key impacts of pesticides and mitigation measures, and (iii) training on safe use of chemicals.

Government Regulations related to Pesticides. The manufacture, importation, wholesale and retail of pesticides in Zanzibar is regulated by the Zanzibar Food, Drug and Cosmetics Board (ZFDB) established by the Zanzibar Food and Drug and Cosmetics Act (ZFDC, No. 2 of 2006). However, there are no specific provisions for the pesticides in the act.

Key Impacts of Pesticides and Mitigation Measures. Pesticides benefit the farmers for the crop production, nevertheless, they also impose a series of negative impacts on the environment. Pesticides may easily contaminate the air, ground water, surface water, and soil when they run off from fields, escape storage tanks, and not discarded properly.

Moreover, pesticides are hazardous to both pests and humans and they become toxic to humans and non-target animal species if suitable precautions are not undertaken during transport, storage, handling and disposal. Most pesticides will cause adverse effects if they are in contact with the skin for a long time or if intentionally or accidentally ingested. Pesticides may be inhaled with the air while they are being sprayed. An additional risk is the contamination of drinking-water, food or soil.

The following mitigation measures are recommended from different aspects at every stage in order to avoid the adverse impacts on both human and the environment due to pesticides.

Stage	Mitigation Measures ⁶
Before using pesticides	<ol style="list-style-type: none"> 1. Minimize the need for pesticides by practicing integrated management by control strategies such as cultural control, mechanical control, physical control, biological control and chemical control. 2. Receive recommendations from Tanzania Plant Health and Pesticides Authority for proper management method for specific crop.
General precautions	<ol style="list-style-type: none"> 1. Only choose the pesticides labelled in the national language and do not use the pesticides without any label or with foreign language labels. 2. Select the pesticide which is suitable for specific pests and target plants as described on the label. 3. Do not mix any two or more pesticides at the same time. 4. Follow the instructions for use and the pre-harvest interval (PHI) as prescribed on the label. 5. Use appropriate and correct application techniques to ensure safety for the health of humans, animals and the environment.
Label Reading	<ol style="list-style-type: none"> 1. Check the pesticide registration number on your product. 2. Review the date of manufacture and date of expiry. 3. Read the active ingredient and pesticide group on your product. 4. Read the target pests, dosage of product. 5. Read the pre-harvest interval (PHI). 6. Read the storage and disposal procedure for the product. 7. Read the first aid procedure. 8. Follow the instructions and safety precautions precisely written on the label.
Storage and Transport	<ol style="list-style-type: none"> 1. Store pesticides in a certain place that can be locked and not accessible to unauthorized people or children. 2. Never be kept in a place where they might be mistaken for food or drink.

⁶ Instructions from Safe Use of Pesticides by WHO.

Stage	Mitigation Measures ⁶
	3. Keep them dry but away from fires and out of direct sunlight. 4. Store away from water sources. 5. Should be transported in well-sealed and labelled containers. 6. Do not carry them in a vehicle that is also used to transport food.
Handling / Application	<p>From Environmental Safety Aspect –</p> 1. Application rates must not exceed the manufacturer’s recommendations. 2. Avoid application of pesticides in wet and windy conditions. 3. Pesticides must not be directly applied to streams, ponds, lakes, or other surface bodies. 4. Maintain a buffer zone (area where pesticides will not be applied) around water bodies, residential areas, livestock housing areas and food storage areas. <p>From Health and Safety of User Aspect –</p> 1. Use suitable equipment for measuring out, mixing and transferring pesticides. 2. Do not stir liquids or scoop pesticides with bare hands. 3. Do not spray pesticides at the down-stream direction and during the strong wind. 4. Do not spray pesticides at the high temperature of the day (noon). 5. Do not suck or blow the blocked nozzle. 6. Do not assign pregnant women, lactating mother and children under 18 for handling and use of pesticides. 7. Protective gloves, shoes, long-sleeved shirt and full trousers shall always be worn when mixing or applying pesticides. 8. Respiratory devices (nose mask) shall be used to avoid accidental inhaling. 9. In case if any exposure/body contact with the pesticide, wash-off and seek medical aid.
Disposal	<p>From Environmental Safety Aspect –</p> 1. Dispose any left-over pesticide by pouring it into a pit latrine. 2. It should not be disposed of where it may enter water used for dinking or washing, fish ponds, creeks or rivers. 3. Do not dispose any empty containers into river, creek, fish ponds and water way. 4. Do not burn any empty containers. 5. Decontaminate the pesticide containers by triple rinsing and use for next application. i.e. part-filling the empty container with water three times and emptying into a bucket or sprayer for next application. 6. All empty package and containers should be returned to the designated organization / individual for safe disposal. 7. If safe disposal is not available, bury the empty package and containers at least 50cm (20 inches) from ground level as much as possible. 8. The hole / disposal site must be at least 100 meters (~300 ft) away from the streams, wells and houses. 9. Do not reuse empty pesticide containers for any purposes.
Personal Hygiene	1. Never eat, drink or smoke while handling pesticides. 2. Change clothes immediately after spraying pesticides. 3. Wash hands, face, body and clothes with plenty of water using soap after pesticides handling.
Emergency Measures	<p>Indications of Pesticide Poisoning</p> <p>General: extreme weakness and fatigue.</p> <p>Skin: irritation, burning sensation, excessive sweating, staining.</p> <p>Eyes: itching, burning sensation, watering, difficult or blurred vision, narrowed or widened pupils.</p> <p>Digestive system: burning sensation in mouth and throat, excessive salivation, nausea, vomiting, abdominal pain, diarrhea.</p> <p>Nervous system: headaches, dizziness, confusion, restlessness, muscle twitching, staggering gait, slurred speech, fits, unconsciousness.</p> <p>Respiratory system: cough, chest pain and tightness, difficulty with breathing, wheezing.</p> <p>Responsiveness</p> <p>General:</p> <p>If pesticide poisoning is suspected, first aid must be given immediately and medical advice and help must be sought at the earliest opportunity. If possible, the patient should be taken to the nearest medical facility.</p> <p>First Aid Treatment</p>

Stage	Mitigation Measures ⁶
	<p>If breathing has stopped: Give artificial respiration (i.e. mouth to mouth resuscitation if no pesticide has been swallowed.)</p> <p>If there is pesticide on the skin: Remove contaminated clothing from the patient and remove the patient from the contaminated area. Wash the body completely for at least 10 minutes, using soap if possible. If no water is available, wipe the skin gently with cloths or paper to soak up the pesticide. Avoid harsh rubbing or scrubbing.</p> <p>If there is pesticide in the eyes: Rinse the eyes with large quantities of clean water for at least five minutes.</p> <p>If there is ingestion: Rinse mouth, give water to drink. Never induce vomiting in unconscious or confused persons, seek medical advice immediately.</p>

Trainings. Trainings on pesticide management should be provided to the farmers under relevant component of the project. The following trainings on pesticide management are recommended to be provided:

- *Training on Policy, Laws and Regulations Regarding to Pesticides Use:* To provide basic knowledge about the national laws, rules and regulations.
- *Trainings for Pest Management:* To provide trainings to clearly understand the technical aspect of pesticide and skill in using them such as what are the eligible and prohibited items of pesticide under national regulations, the level of negative impact of each eligible item, how to use them, how to protect and minimize the negative impact on the environment and human while using them, how to keep them before and after used etc.
- *Storage, handling, usage and disposal of pesticide;* To provide trainings about the procedures of storage, handling, usage of pesticide and disposal of pesticides residues or empty containers without affecting the health and safety of user, nearby community and the environment.