

# Government of Tanzania

## SECONDARY EDUCATION QUALITY IMPROVEMENT PROJECT (SEQUIP)-P170480

### ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) Version 3

February 21, 2020

**UNITED REPUBLIC OF TANZANIA**  
**SECONDARY EDUCATION QUALITY IMPROVEMENT PROJECT (SEQUIP P170480)**  
**DRAFT ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN – Version 1**

The United Republic of Tanzania (herein after referred to as the Government) is preparing a Project – Secondary Education Quality Improvement (SEQUIP) P170480. The government plans to implement SEQUIP under the leadership of the Ministry of Education, Science and Technology (MOEST) and The President’s Office, Regional Administration and Local Government (PORALG). The World Bank (herein after referred to as the Bank) has agreed to provide funding for the project.

The Government will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out a summary of the material measures and actions.

1. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Stakeholder Engagement Plan (SEP), Environmental and Social Management Framework (ESMF), Resettlement Framework (RF) and Vulnerable Groups Planning Framework (VGPF) which have been developed for the Project, as well as other specific instruments as needed, such as Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), Resettlement Action Plans (RAPs), Vulnerable Groups Plans, etc.
2. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Government is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministries, agency or unit referenced in paragraph 1 above, including the SEQUIP Coordination Team (SCT).
3. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Government as required by the ESCP and the conditions of the legal agreement and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
4. As agreed by the Bank and the Government, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Government will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters between the Bank and the Government. The Government will promptly disclose the updated ESCP on the project website that has been agreed with the Ministry of Education, Science and Technology (MoEST) and The President’s Office, Regional Administration and Local Government (PORALG) to create and maintain for the project lifecycle to hold all project and environmental and social documents (including but not limited to the SEP, ESMF, RF, VGPF, ESIA, ESMP, RAP and other documents). The ESCP may also specify the funding necessary for completion of a specific measure or action.

5. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Government shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts, labor influx, risks of degradation of natural resources and environmental pollution (air, land and water pollution; reduction in plant cover in the event of tree-felling and deforestation; and pollution due to worksite activities and waste); risks of disruption to free movement and socioeconomic activities; risks of social conflicts in the event of non-local employment or non-compliance with habits and customs; community health and safety risks (risks of development of health issues among communities and workers; risks of accidents related to worksite activities; health risks due to poor management of medical waste; risks of land loss, and loss of goods and sources of income; risks for the indigenous peoples in the area; risks of gender-based violence (sexual harassment, rape, unwanted pregnancies among the beneficiary populations, etc.); and risks of child labor.
  
6. As agreed by the Bank and the Government in the legal agreement, the implementation and application of this ESCP and related ESF instruments prepared for the project are mandatory and it is the responsibility of the implementing units, being MoEST and PORALG, regional, district and other agencies involved in the execution of the project to ensure its adoption, implementation, application and monitoring throughout the lifetime of the project, as well as transferring these obligations into the contracts of consultants, contractors, builders, and any other servant that will implement or collaborate with project implementation.

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| <b>ESCP Monitoring and Reporting</b>  |  |   |  |  |
| MR1   | <b>REGULAR REPORTING:</b> The Government, through the SCT and the environmental and social experts, will prepare and submit regular environmental and social monitoring reports presenting the state of compliance with the actions set out in the ESCP and, particularly, in relation to the preparation and implementation of the environmental and social management tools and actions referenced in Section 1.3. below.  | <i>Quarterly Reporting (every 3 months)</i>   | SEQUIP Coordination Team (SCT)<br><br>Funding from the Project budget <sup>1</sup> | <i>Throughout Project implementation</i> |
| MR2   | <b>INCIDENTS AND ACCIDENTS NOTIFICATION:</b> The government will promptly notify the Bank of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including risks based on the environmental and social assessment. Indicative examples: any Project-related fatalities (workers or community); project-related allegations of gender-based violence; significant environmental degradation eg spills.<br><br>The Government will provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and will include information provided by any contractor or supervising entity, as appropriate. | <i>Immediately, and no later than 48 hours after taking knowledge about such accidents or incidents, report to the Task Team Leader of the Bank</i> | SEQUIP Coordination Team (SCT)<br><br>Funding from the Project budget.             | <i>Throughout Project implementation</i> |

<sup>1</sup> Funding from the Project Budget means that the allocation will be from Component 4 to cover the expenses needed for the full implementation of the ESCP.

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| <b>SUMMARY ASSESSMENT</b>   |   |  |  |  |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>   |   |  |  |  |
| 1.1.1   | <b>ORGANIZATIONAL STRUCTURE</b> : Under SEQUIP, the government will create and maintain, an organizational structure to support environmental and social risk management for SEQUIP. The MoEST and PORALG will have overall coordination and responsibility for project implementation, including environmental and social management, through the Senior Management Team (SMT) co-chaired by the Permanent Secretaries of each ministry supported by the SEQUIP Coordination Team (SCT) both of which will be formed at the national level.  | <i>The Senior Management Team (SMT) and the SEQUIP Coordination Team (SCT) will be established prior to project effectiveness</i>  | <i>Ministry of Education, Science and Technology and Presidents Office, Regional Administration and Local Government</i> | <i>Throughout Project implementation</i> |
| 1.1.2   | The Government will ensure that the SCT includes two qualified, full time and competent Environmental and Social Management Experts (ESMEs): a GBV Specialist, and five Environmental and Social Specialists who will be responsible for environmental risks/impacts and social management (including Vulnerable Groups, gender and resettlement). The Environmental and Social Experts and five focal point shall have the qualifications and experience outlined in the Terms of Reference (ToR) described in the ESMF and POM and that the experts and focal points are satisfactory to the Bank and the Government. | <i>The following experts to be in place within the SCT prior to project effectiveness : at least one national environmental management expert and one national social management expert (collectively, the Environmental and Social Management Experts</i> | <i>SCT: Project Manager<br/><br/>Funding from the Project budget</i>   | <i>Throughout Project implementation</i> |

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|   |  | or ESMEs) and one GBV Specialist qualified to support the regional and LGA-level administration with the environmental and social management of the project; and five environmental and social specialists (collectively, the Environmental and Social Focal Points at the Regional level) to provide support to the national experts in, inter alia, capacity building, monitoring and data management, as further described in the ESMF. |   |                                   |
| 1.1.3   | Establishment of implementation teams at regional, district, ward and village level responsible for all environmental and social screening, supervision and monitoring including the development | Six months prior to commencement of  | SCT   | Throughout Project implementation |

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|   | of the ESIA's, ESMPs, VGPs and RAPs as required. Focal points will be appointed at the Regional, District, Ward and Village levels and will be supported by the SCT. These teams need to be provided material, operational support and training and have the capacity to apply the ESF frameworks and supervision procedures agreed for the project.   | <i>any activities in a Region/ District.<br/><br/>After every six months training plan will be implemented by the SCT</i>  | <i>Funding from the Project budget.</i>                           |  |
| 1.1.4   | The MoEST and PORALG will ensure that District Officers responsible for the environmental and social issues and any consultants to be engaged have a proper office space, communication, transportation and equipment needed to perform the required activities as agreed in the Operational Manual of the project (POM).  | <i>By the date of recruitment/hiring the respective consultants<br/><br/>Throughout (lifespan of) the Project for District Officers and throughout the contract period for consultants</i> | <i>SCT<br/>Funding from the Project Budget-Component 4</i>        | <i>Throughout project implementation</i> |
| 1.1.5   | The Government will ensure, by means of the SCT, that the ESMEs (once in place) conduct their environmental and social management tasks for the Project including in terms of: disseminating the ESMF, the SEP, VGPF and the RPF (as needed) to key stakeholders; screening activities are undertaken for sub-projects (schools); informing the National Environmental Management Committee (NEMC); supervising production of the required instruments (Environmental and Social Management Plans/ESMPs, Resettlement Action Plans/RAPs), Vulnerable | <i>Disseminating existing Environmental and Social instruments (ESMF, RF, VGPF, SEP) as early as possible and by Project appraisal</i>   | <i>SCT<br/>Funding from the Project budget</i>                    | <i>Throughout project implementation</i> |

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|   | Groups Plans, etc., and their validation by NEMC, Chief Valuer etc as relevant; checking the incorporation of the environmental and social measures into tender/contracts documents and works; monitoring effective implementation of the measures; drafting the quarterly reports to be sent to the Bank; implementing the GBV mitigation measures; and producing the environmental and social aspects of the procedures manual and monitoring. They will be supported in these roles by the Environmental and Social Specialists. | <i>ESIA / ESMP, RAPs, VGPs will be prepared as required pursuant to the terms of the ESMF, RF and VGPF, disclosed, consulted on and cleared by the Bank prior to implementation of the work on the site (s) affected by the subprojects.</i> |   |  |
| 1.1.6   | The Government will develop and maintain, throughout Project implementation, an adequate arrangement and collaboration between the Project and National Environmental Management Council (NEMC) to formalize its participation in the regular monitoring and assessment of the implementation of the environmental impact assessment certification and application of environmental and social measures. This will be formalized through written agreement between the implementing ministries and NEMC.                            | <i>At the start of the project and no later than six months of Project implementation to ensure an early engagement of NEMC in the project and early release of EIA certificates</i>   | SCT<br><br><i>Funding from the Project budget.</i>                | <i>Throughout Project implementation</i> |
| 1.1.7   | Training of staff at the regional and LGA level who will be required to develop environmental and social instruments in line with national legislation and the ESF as outlined in the relevant  | <i>At the start of the project and six months</i>  | SCT   | <i>Throughout Project implementation</i> |



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|   | safeguards frameworks. This will include the development of training materials, capacity building workshops and on the ground support. This training will be provided by the national Environmental and Social Management Experts (ESMEs) of the Project and Bank support as needed.   | <i>after project effectiveness.<br/>                     Training must be prior to the implementation of any activities in an LGA</i> | <i>Funding from the Project budget.</i>                           |  |
| 1.1.7   | The Government will draft a POM with an Environmental and Social section describing in detail: <ul style="list-style-type: none"> <li>• The participation of the Environmental and Social Experts and Officers to work with the procurement specialist of the project in preparing the ToR, tender documents and contracts, to ensure the ESCP is implemented fully.</li> <li>• The role of the Environmental and Social Management Experts (ESMEs) in preparing the environmental and social safeguards sections to be included in the Terms of Reference (ToR), tender documents and works contracts.</li> <li>• The roles of the environmental and social focal points and the GBV specialist for the project</li> <li>• The minimum environmental and social measures and clauses described in the ESMF and POM to be incorporated into the ToR and tender documents (including prevention and mitigation measures, codes of good conduct, coordination, reporting and monitoring, checklists and grievance mechanisms as described in the ESMF).</li> <li>• The construction standards and standard drawings for schools to be financed under SEQUIP which will be in line</li> </ul> | <i>POM acceptable to the Bank adopted prior to project effectiveness</i>  | SCT<br><br><i>Funding from the Project budget.</i>                | <i>Throughout Project implementation</i> |

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|   | with the ESF instruments (ESMF and others) as agreed with the World Bank and MOEST. <ul style="list-style-type: none"> <li>• The Environmental and Social indicators to be incorporated into the monitoring mechanism.</li> <li>• Terms of reference for environmental and social verification.</li> <li>• Terms of reference for implementation and supervision support.</li> <li>• Completion timeframes</li> </ul> |  |   |  |
| 1.2.1   | <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT:</b> The Government will conduct the environmental and social assessment of all components to identify and assess environmental and social risks and effects and appropriate prevention and mitigation measures following the defined steps described in the ESF Instruments to comply with the ESF Bank Standards and National regulations.                                   | <i>Prior to Commencing Activities in an LGA</i>  | SEQUIP Coordination Team<br><br>Funding from the Project budget   | <i>After Board approval, and before the start of the Project, and periodically throughout the period of implementation of the Project, as required</i> |
| 1.3.1   | <b>MANAGEMENT TOOLS AND INSTRUMENTS:</b> As and when required pursuant to the ESMF, RF, VGPF and SEP, specific Environmental and Social Impact Assessment (ESIA) and/or Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Vulnerable Groups Plans (VGP),   | <i>Disclosure, consultation and Bank clearance of the SEP, ESMF, VGPF and RPF by Project appraisal</i> | SCT<br><br>LGA <sup>2</sup>                                       | <i>Implementation of the management tools and instruments required throughout Project implementation</i>   |

<sup>2</sup> The STC team is formed nationally by MoEST and PO-RALG who will be responsible of the overall project implementation and the general supervision and coordination with the LGAs which report to PO -RALG. The LGAs (districts) are responsible to support (with the advice of district engineers, environmental and community development officers) the School Boards in the construction of the schools and implementation of the project at each school level. As such the LGAs are responsible for preparing the environmental and social documents, while the SCT is responsible for ensuring compliance with the instruments prepared.

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| <p>and Communication Plans will be developed during project implementation and disclosed at the project website and disseminated in the district, and to all staff and stakeholders involved in project implementation.</p> <p><b>ESIA Preparation Tools:</b></p> <ul style="list-style-type: none"> <li>• Environmental and Social Screening checklists</li> <li>• Development of Terms of Reference (ToR)</li> <li>• Launch of call for applications and selection of applicants</li> </ul> <p>The following tools will be produced by the relevant LGA (with support from the ESMEs and Specialists support) when implementing Project Components where relevant:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Impact Assessment (ESIA)</li> <li>• Resettlement Action Plan</li> <li>• Vulnerable Groups Plan</li> <li>• Communication Plan</li> <li>• Stakeholder Engagement Plan</li> </ul> |  | <p><i>Disclosure, consultation and Bank clearance of ESIA's, ESMPs, RAPS, VGPs, as required pursuant to the ESMF, RPF or VGPF, before the start of any activity requiring the preparation of a specific E&amp;S instrument.</i></p> <p><i>Before engaging works contractors</i></p> | <p><i>Funding from the Project budget</i></p>                     |   |
| 1.3.2   | <p>The Government will develop a monitoring survey/ tool to assess the environmental and social performance of contractors and sub-contractors and undertake monitoring quarterly.</p> | <p><i>Before engaging works contractors</i></p>   | <p><i>SEQUIP Coordination Team (SCT)</i></p>                      | <p><i>Preparation of monitoring tool to be completed within 6 months of project effectiveness</i></p> |

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|   |   |   |   | Monitoring to be undertaken in the first week of each quarter, throughout project implementation  |
| 1.4.1   | <p><b>MANAGEMENT OF CONTRACTORS:</b> The Government will require the implementation of the following procedures by contractors and subcontractors which will need to be included in their contracts as described in the POM:</p> <ul style="list-style-type: none"> <li>• Worksite ESMPs to be provided in ToR/contracts to builders which are satisfactory to the Bank.</li> <li>• Social commitments on child labor and GBV</li> <li>• Workplan and Timeline</li> <li>• Standard working procedures/methodologies</li> <li>• Presentation of monthly reports on accidents, grievances and any other issues affecting construction (lack of water, permits delay, etc).</li> </ul> <p>The Government will ensure that all procurement contracts require compliance by contractors and subcontractors to comply with the ESF and with the Project management tools and instruments listed in Section 1.3. above</p> | <p><i>Before engaging works contractors</i></p> | <p><i>SEQUIP Coordination Team (SCT)</i></p> <p><i>Contractors budget for the Project (needs to be reflected in their financial and technical proposal)</i></p> | <p><i>As required, but development finalized before signing the contract with the contractor</i></p> <p><i>Implementation of these actions, throughout Project implementation</i></p> |

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| 1.4.2   | The Government will develop minimum environmental and social requirements to be incorporated into the tender/bidding documents for the works and supervision contracts (including environmental and social measures and clauses included in the ESMF, codes of good conduct, coordination, reporting and monitoring, and grievance mechanisms)  | <i>Before engaging works contractors</i>                                   | SEQUIP Coordination Team (SCT)<br><br>Contractors budget for the Project (needs to be reflected in their financial and technical proposal)                         | <i>Prior to the release of tendering documents for works and supervision contracts. Prior</i> |
| 1.5.1   | <b>PERMIT, CONSENTS AND AUTHORIZATIONS:</b> The Government will obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities, pursuant to applicable national laws. The permits to be produced are: <ul style="list-style-type: none"> <li>• EIA Certificate from National Environmental Management Committee (NEMC).</li> <li>• Land use title</li> <li>• Building permit</li> <li>• Water and discharge permits;</li> <li>• And others as required.</li> </ul> | <i>Before the start of works to which the respective permits apply</i>     | SCT<br><br>Funding from the Project budget (for permits to be obtained by the Government) or from the budget of entities obtaining such permits (e.g. contractors) | <i>Throughout Project implementation</i>  |
| 1.5.2   | Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.   | <i>Within timeline set out in the permits, consents and authorizations</i> | SCT<br><br>Funding from the Project budget   | Throughout Project implementation)  |
| 1.6.1   | <b>VERIFICATION AND MONITORING:</b> The Government will engage DLI verifiers who will also perform an annual verification of the  | <i>Annually</i>  | SCT  | Throughout Project Implementation.  |

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|   | application of the ESF instruments and report on the environmental and social risks and impacts of the Project. This does not exclude the implementation of the monitoring plan and its indicators as described in the ESMF, by the SCT and LGAs.  | <i>Identify and appoint expertise no later than beginning of 1<sup>st</sup> year of Project implementation</i>  | <i>Funding from the Project budget</i>                            |  |
| 1.6.2   | <b>SUPERVISION SUPPORT:</b> The supervision support will be twofold: <ul style="list-style-type: none"> <li>i. By the SCT and LGAs as described in the ESF documents.</li> <li>ii. By contracting national experts or local firms (Implementation Support Team) for the first two years to provide extra support the SCT and LGAs to implement the environmental, social and safety aspects of the Project, environmental audits, training, reporting, communication plan, monitoring, stakeholder engagement, GRM, GBV prevention and response, implementation of the VGPF. The terms of reference for this support will be included in the POM.</li> </ul> | <i>From project effectiveness for the SCT and six months after effectiveness and for an initial period of two years for the Implementation Support Team</i> | SCT<br><br><i>Funding from the Project budget</i>                 | Throughout Project Implementation.       |
| 1.7   | <b>INCLUSION:</b> All children who pass Form 4 or Form 6 examinations will have the same right to continue with their next level of education in the public institutions regardless of the education institution they have attended before.  | <i>Throughout Project Implementation</i>  | MoEST   | <i>Throughout Project Implementation</i> |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>  |  |   |   |  |
| 2.1.1   | <b>LABOR MANAGEMENT PROCEDURES:</b> The Government will implement labor management procedures consistent with  | <i>Throughout Project Implementation</i>  | SCT   | <i>Throughout Project implementation</i> |

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|       | <p>national legislation and ESS2. These procedures are set out in the Environmental and Social Management Framework.</p> <p>The procedures recognize that the Project will mainly use local fundis/ contractors and community-based contracting. ToR in line with these labour management procedures will be included in all contracts. The contracts will include working conditions requirements consistent with national law and ESS2, a code of conduct and a requirement for workers (including sub-contractors) to be made aware of the same and be provided with written contracts. Child labor and forced labor (as defined in ESS 2) is prohibited on the Project.</p> |  | <i>Funding from the Project budget</i>  |  |
| 2.1.2 | <p>The Government will ensure that written contracts are signed between the School Board and with the contracted workers (e.g. contractors and subcontractors), making sure that the labor clauses in them are consistent with the national framework and ESS 2. The School Board will be provided with simplified contracts, satisfactory to the Bank, by the Government for use with fundis and for fundis to use with their teams (employees). These contracts will be included in the POM.</p>  | <p><i>- Before the Project personnel start work and</i></p> <p><i>- Before the Project contractors' and sub-contractors' workers do any work</i></p> | <p><i>School Board</i></p> <p><i>Monitored by SCT</i></p> <p><i>Funding from Project budget</i></p>                                       | <i>Throughout Project implementation</i> |
| 2.2   | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</b> The Government will ensure that Project workers can access the grievance mechanism outlined in the ESMF and SEP for any Project-related labor and employment complaints, concerns and comments.</p>  | <i>Prior to commencing project activities.</i>   | <p><i>Project Manager (SCT)</i></p> <p><i>Funding from Project budget</i></p>   | <i>Throughout Project implementation</i> |
| 2.3   | <p><b>OHS MEASURES:</b> The Government will ensure that Project contractors implement an Occupational, Health and Safety (OHS) Plan provided as part of the contract with the Contractors and Subcontractors and the project provides personal protective equipment (PPE) to local builders as described in the ESMF.</p>   | <i>Throughout Project implementation and prior to commencement of works by respective Contractors and/or subcontractors.</i>                         | <p><i>SCT (development)</i></p> <p><i>Contractors (Implementation)</i></p> <p><i>Funding from contractor and subcontractor budget</i></p> | <i>Throughout Project implementation</i> |

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| 2.4   | <p><b>EMERGENCY PREPAREDNESS AND RESPONSE:</b><br/>                 The Government will develop an Emergency Preparedness and Response Plan (EPRP) and ensure that such EPRP be included in the contract with the contractors.</p> <p>The Government will ensure that the Project contractors implement the EPRP and ensure coordination with measures under 4.5.</p> <p>The Government will immediately report to the Bank any major emergencies (e.g. spills, earthquakes, accidents causing major damage or impact to the people or work).</p>  | <p><i>Prior to commencing project activities.</i></p> <p><i>Throughout Project implementation</i></p>  | <p><i>SCT (development)</i></p> <p><i>Contractors (Implementation)</i></p> <p><i>Funding from contractor and subcontractor budget</i></p> | <p><i>Throughout Project implementation</i></p> |
| 2.5   | <p><b>PROJECT WORKERS TRAINING:</b> The Government, via the SCT will work with Project contractors to organize training for workers to ensure better management of the implementation risks for local communities. Based on the project location, the training will focus on the following topics: restoration of vegetation, use of water, health and safety, environmental legislation, gender-based violence, child labor, forced labor, the Grievance Mechanism, including the Mechanism for reporting gender-based violence grievances, pollution and damage during work on the Project, health and safety, compliance with the code of conduct, etc.</p> | <p><i>Prior to commencing project activities and throughout Project implementation</i></p>             | <p><i>SCT</i></p> <p><i>Funding from the Project budget</i></p>   | <p><i>Throughout Project implementation</i></p> |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |  |  |   |   |
| 3.1   | <p><b>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS:</b> The ESIA's and / or ESMPs will include measures to prevent and reduce pollution during construction and operation to avoid negative impacts to the environment and beneficiaries. The government will ensure contracts will have waste management clauses.</p>  | <p><i>Prior to commencing work on the Project.</i></p> <p><i>Throughout Project implementation</i></p> | <p><i>SCT</i></p> <p><i>Funding from the Project budget</i></p>   | <p><i>Throughout Project implementation</i></p> |



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| 3.2                                       | <p><b>AN ENVIRONMENTAL EDUCATION PROGRAM</b> will be implemented with communities and schools to promote greening of school in the operational areas and better solid waste management in stages, taking into account chemical management from science classes, burning of solid waste, amongst others.</p>   | <p><i>Prior to commencing work on the Project.</i></p> <p><i>Throughout Project implementation</i></p>  | <p><i>SCT</i></p> <p><i>Funding from the Project budget</i></p>  | <p>Throughout Project implementation</p>        |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b> |   |   |  |   |
| 4.1                                       | <p><b>TRAFFIC AND ROAD SAFETY:</b> The Government will ensure that Project contractors present and implement Traffic and Road Safety Plans, based on the POM especially a traffic plan for construction equipment.</p>  | <p><i>POM satisfactory to the Bank adopted prior to project effectiveness</i></p> <p><i>Implementation when work starts</i></p>   | <p><i>- SCT (Environmental Expert and Social Expert)</i></p> <p><i>- Regional Environmental and Social Officers</i></p> <p><i>Funding from the contractors' budget</i></p> | <p><i>Throughout Project implementation</i></p> |
| 4.2                                       | <p><b>COMMUNITY HEALTH AND SAFETY:</b> The Government will ensure that Project contractors implement measures and actions to manage specific risks and impacts to the community arising from Project activities. The ESIA and / or ESMP will include measures to protect community health and safety consistent with the requirements in the ESF and ESMF, including to prevent and avoid: traffic accidents, disease transmission and, SEA and GBV.</p>  | <p><i>Implementation when work starts</i></p>   | <p><i>- SCT</i></p> <p><i>- NEMC</i></p> <p><i>- LGA Environmental Officer</i></p>   | <p><i>Throughout Project implementation</i></p> |
| 4.3                                       | <p><b>GBV RISKS:</b> The safe school's program will raise awareness of GBV risks and provide a GRM as described in the ESMF and SEP. Teachers, Heads of Schools and all staff will be required to sign a code of conduct which will address GBV risks and mitigation.</p> <p>Contractors (including sub-contractors), Consultants and Facilitators sub-project workers, teachers, head teachers and school staff under all Project components will be required to sign a code of conduct which will include GBV elements and be sensitized to GBV issues as outlined in the ESMF.</p> | <p><i>Codes of conduct signed by all sub-project workers, teachers, head teachers and school staff and training provided prior to beginning of sub-project works.</i></p> | <p><i>- SCT – GBV Specialist</i></p> <p><i>- LGA Environmental Officer</i></p> <p><i>- Labor Inspectorate</i></p>  | <p><i>Throughout Project implementation</i></p> |

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| 4.5   | <b>EMERGENCY RESPONSE MEASURES:</b> The Government will prepare and implement Emergency Response Plans (ERP) in line with the ESMF. The ERP will document the government’s emergency preparedness and response activities, resources, and responsibilities during construction and operation. | <i>Implementation when work starts</i>  | <ul style="list-style-type: none"> <li>- SCT</li> <li>- Prime Minister’s Office</li> <li>- Ministry responsible for Environment.</li> <li>- Health District</li> <li>- Labor Inspectorate</li> <li>- Inspection Team</li> </ul> Funding from Project budget | <i>Throughout Project implementation</i>      |
| 4.6   | <b>TRAINING FOR THE COMMUNITY:</b> The Government will design and implement a Training Plan for the community to heighten awareness of risks and to educate on the project activities and prevent and mitigate potential impacts of the Project.  | <i>Prior to commencement of any activities in an LGA.</i>   | <ul style="list-style-type: none"> <li>- SCT</li> </ul> Funding from the Project budget   | <i>Throughout Project implementation</i>      |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b> |   |   |   |   |
| 5.1   | <b>RESETTLEMENT IDENTIFICATION:</b> The LGA for each sub-project (school) will undertake screening to determine if resettlement will result from the sub-project as per the ESMF screening process.   | <i>During Sub-Project Preparation</i>   | SCT<br>LGA Environment Officer and<br>Community Development Officer<br><br>Funding from the Project budget  | <i>Throughout Project implementation</i>      |
| 5.2   | <b>RESETTLEMENT PLANS:</b> As required, the Government, via the LGA supported by the SCT, will develop and implement resettlement plans consistent with the requirements of the RPF, ESS5 and national legislation, including the implementation budget and support for resettlement.         | <i>RAP disclosed, consulted on and cleared by the Bank prior to commencing the Project activities requiring resettlement.</i> | SCT Regional Environmental and Social Officers<br>LGA – Community Development Officer<br><br>RAP Development to be funded by Project  | <i>Before work starts on the sub-projects</i> |

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|  |   |   | RAP Implementation to be funded by Government   |   |
| 5.3  | <b>MONITORING AND REPORTING:</b> The Government, via the SCT, will undertake monitoring and quarterly reporting on land acquisition and resettlement activities against the indicators included in the RPF.   | <i>Prior to commencement of resettlement activities and throughout resettlement implementation.</i> | <i>SCT (Project Manager, Environmental Expert, Social Expert, Regional Environmental and Social Officers)</i><br><br><i>LGA – Community Development Officer</i><br><br><i>Funding from the Project budget</i> | <i>Throughout Project implementation</i>  |
| 5.4  | <b>GRIEVANCE MECHANISM:</b> The Government, via the SCT, will ensure that the RAPs include details on the Project Grievance Mechanism, which will also be available to receive any Project-related resettlement complaint and feedback. The Government will maintain operational GRMs throughout the lifetime of the Project as outlined in the RF. | <i>Prior to commencement of resettlement activities and throughout resettlement implementation.</i> | <i>SCT (Project Manager, Environmental Expert, Social Expert, Regional Environmental and Social Officers)</i><br><br><i>LGA – Community Development Officer</i><br><br><i>Funding from the Project budget</i> | From the 1 <sup>st</sup> year to the 5 <sup>th</sup> year/throughout Project implementation |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> |   |   |   |   |
| 6.1  | <b>BIODIVERSITY RISKS AND IMPACTS:</b> The ESIA and/or ESMP will include measures to screen, avoid, protect & restore natural habitats that might be affected by the project consistent with processes & measures described in the ESMF and national regulation   | <i>Prior to commencing work on the Sub-project.</i><br><br><i>Throughout Project implementation</i> | <i>SCT</i><br><br><i>Funding from the Project budget</i>  | Throughout Project implementation   |

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| 6.2   | The government will use only native species in restoration activities which will be implemented by the Contractors and will not introduce invasive species, except if these are common fruit trees.   | <i>Prior to commencing work on the Project.</i><br><br><i>Throughout Project implementation</i>   | SCT<br><br><i>Funding from the Project budget</i>            | Throughout Project implementation     |
| 6.3   | The government will reduce the use of wood in the construction of buildings to be less dependant on wood and more resistant for maintenance and insect attack. If wood is treated, the project will implement an integrated pest control plan and ensure any chemical used will be screened according to the ESMF and follow the World Health Organization pesticides guidelines and national regulations to protect public health and the environment. | <i>During the effectiveness period</i>  | SCT<br><br><i>Funding from the Project budget</i>            | Throughout Project implementation     |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |   |   |  |                                       |
| 7.1   | <b>PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA:</b> Screening will be undertaken to determine the presence of or potential impacts to one or more of the Vulnerable Groups (VGs) which have been identified in the VGPF as a result of project activities.   | <i>Prior to commencing work on the Project in an LGA</i><br><br><i>Throughout Project implementation</i>                                | SCT<br><br>LGA<br><br><i>Funding from the Project budget</i> | Throughout Project implementation     |
| 7.2   | <b>VULNERABLE GROUPS PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA:</b> The Government will conduct social, economic, cultural and environmental studies to assess the nature and degree of the Project's direct and indirect impacts on Vulnerable Groups who are present in, or have collective attachment to, the project area.   | <i>Prior to commencing work on the Project.</i><br><br><i>Throughout Project implementation</i>   | SCT<br><br>LGA<br><br><i>Funding from the Project budget</i> | Throughout Project implementation     |
| 7.3   | <b>VULNERABLE GROUP PLAN (VGP):</b> The Government, through SCT, will develop and implement VGPs consistent with the requirements of the VGPF and ESS7.   | <i>Disclosure, consultation and clearance by the Bank of VGP(s), and subsequent implementation, as and when required under the VGPF</i> | SCT<br><br>Funding from the Project budget                   | Throughout the Project implementation |

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|  |  | <i>throughout the lifetime of the Project</i>  |  |                                 |
| 7.4  | <b>GRIEVANCE MECHANISM:</b> The Government, via the SCT, will ensure that VGs have access to the Project Grievance Mechanism. If necessary, the VG could include a functional process/grievance mechanism adapted to the specific requirements of the vulnerable groups living near the sub-project sites as described in the VGPF and SEP.                          | <i>Throughout the Project duration</i>   | <i>SCT Project Technical Committee</i><br><br><i>Funding from the Project budget</i>                 | Throughout the Project duration |
| <b>ESS 8: CULTURAL HERITAGE</b>                                  |  |  |  |                                 |
| 8.1  | <b>CULTURAL HERITAGE:</b> Each sub-project will undertake screening by the LGA to determine if impacts to cultural heritage are likely based on the location of the school following the checklists prepared and included in the ESMF.   | <i>Throughout the Project duration and prior to subproject works</i>                                     | <i>SCT Env LGA Environmental Officer</i><br><i>Funding from the Project budget</i>                   | Throughout the Project duration |
| 8.2  | <b>CHANCE FINDS:</b> The Government will implement a Chance Finds Procedure on all projects as outlined in the ESMF. “Chance finds” clauses will be included in all works contracts, even in cases where such finds are highly unlikely since Tanzania is a rich archaeological, palentological and cultural resources countries and excavations sometimes are deep. | <i>Throughout the Project duration</i>   | <i>SCT LGA Environmental Officer and District Engineer</i><br><i>Funding from the Project budget</i> | Throughout the Project duration |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>                           |  |  |  |                                 |
|  | Not relevant.  |  |  |                                 |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b> |  |  |  |                                 |
| 10.1.1   | <b>SEP IMPLEMENTATION:</b> The Government will prepare and ensure implementation of the SEP for all project components in accordance with the provisions of ESS10. The SEP may be amended and updated (and redisclosed) as needed during Project implementation. This will include development of communication plans for sub-projects.                              | <i>Maintained throughout Project implementation</i><br><br><i>Communication Plans to be prepared and</i> | <i>Project Preparation Team and SCT</i><br><br><i>Funding from the Project budget</i>                | Throughout the Project duration |

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|        |  | <i>implemented as part of subproject preparation.</i>   |  |   |
| 10.1.2 | <b>INCLUSION:</b> The Project will ensure that all stakeholders (as defined in the Stakeholder Engagement Plan) are able to engage in consultations during the planning and implementation stages of the Project.  | <i>Throughout Project Implementation</i>  | <i>Project Preparation Team and SCT</i>                  | Throughout Project Implementation   |
| 10.2   | <b>PROJECT GRIEVANCE MECHANISM:</b> The Government will ensure that the arrangements for the Grievance Redress Mechanisms (GRMs) covering school construction activities (per school), operational schools (per school) and for general grievances (for the project) described in the ESMF and the SEP are implemented for all project components.<br><br>Develop a communication plan for the grievance redress mechanism to ensure that potential PAPs and communities are aware of its existence and familiar with the process for submitting grievances to such grievance mechanism. | <i>Prior to commencement of the Project activities.</i><br><br><i>Maintained throughout Project implementation</i>        | <i>SCT</i><br><br><i>Funding from the Project budget</i> | Throughout the Project duration<br><br>Monthly Grievance Redress Report throughout the Project  |
| 10.3   | <b>COMMUNICATION PLAN:</b> Implement a Communication Plan following procedures agreed in the ESMF and SEP that will include but not be limited to: a website for the project by MoEST and PORALG including the Environmental and Social documents, progress reports, summaries of the constructions with photos and consultation records; a contact window; dissemination activities (printed and internet media, radio, etc); publications, among others.   | <i>Prior to commencement of the Project activities.</i><br><br><i>Maintained throughout Project implementation</i>        | <i>SCT</i><br><br><i>Funding from the Project budget</i> | Throughout the Project duration<br><br>Record of visits to the website<br>Records of people participated in dissemination and communication activities.           |
| 10.4   | <b>CONSULTATION PROTOCOL:</b> The project will follow a consultation protocol described in the ESMF and SEP to properly consult project affected people and other interested parties for the project component activities.   | <i>Prior to procuring, contracting or initiating any construction/rehabilitation or initiation of Project activities.</i> | <i>SCT</i><br><br><i>Funding from the Project budget</i> | Throughout the Project duration<br><br>Consultation records (photos, summaries, reports) shared in the website and project environmental/social monitoring system |

| <b>Capacity Support</b>   |   |   |
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| <b>Specify Training to be provided</b>  | <b>Targeted Groups and Timeframe for Delivery</b>   | <b>Training Completed</b>   |
| <p>The Government, with support of third-party resources as needed (independent experts, NGOs, etc.) to be identified before implementation of capacity support initiatives, will design and implement training for targeted groups involved in the Project to improve their awareness of risks and mitigate the impacts of SEQUIP. This ESCP proposes a preliminary training plan covering the following topics. This plan will be adapted to meet needs during Project implementation.</p>  |   |   |
| <ul style="list-style-type: none"> <li>• ESS 1 Environmental and Social Assessment</li> <li>• ESS2: labor and working conditions</li> <li>• ESS3: Resource efficiency and pollution prevention and management</li> <li>• ESS4 Community Health and Safety</li> <li>• ESS 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement and National Regulations</li> <li>• ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources</li> <li>• ESS 7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</li> <li>• ESS8 Cultural Heritage</li> <li>• ESS10 Stakeholder Engagement and Information Disclosure</li> <li>• Contents of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Contents of the Stakeholder Engagement Plan (SEP)</li> </ul> | <p>SCT – Environmental and Social Experts</p> <p>LGAs, Environmental Officers, LGA Community Development Officers</p> | <p>Intense training at national level for the first group of selected districts to be beneficiary of the project – this is likely to be at least a week training</p> <p>All staff involved in the project construction will be required to present a certificate of training participation.</p> <p>After 1<sup>st</sup> quarter of the 1<sup>st</sup> year</p> <p>Where there is a need, conduct a refresher for sub-projects planned for that year</p> |
| <p><b>Environmental and Social Module</b>, design and production of a training module addressing the following aspects:</p> <ul style="list-style-type: none"> <li>• Environmental and social selection and classification process for sub-projects.</li> <li>• Strengthening understanding of the procedures for organizing and conducting ESIA's,</li> <li>• Environmental policies, procedures and legislation</li> <li>• Knowledge of the implementation monitoring process for ESIA's, RAPs and VGPs</li> </ul>  | <p>LGAs, Environmental Officers, Community Development Officers</p>   | <p>1<sup>st</sup> quarter of the 1<sup>st</sup> year</p> <p>Annually for sub-projects planned for that year</p>   |
| <b>Natural Resources</b>  |   |   |

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| <ul style="list-style-type: none"> <li>• Greening schools for restoration and biodiversity</li> <li>• Environmental education for solid waste management, water protection, hygiene and biodiversity</li> <li>• Taking care of trees and the soil</li> <li>• How to manage pests affecting the school</li> </ul>  |  |  |
| <p><b>Occupational Health and Safety Module:</b></p> <ul style="list-style-type: none"> <li>• Personal protection equipment</li> <li>• Workplace risk management and first aid procedures</li> <li>• Prevention of work accidents</li> <li>• Health and safety rules, how the school can be safe for all</li> <li>• Solid and liquid waste management</li> <li>• Preparedness and response to emergency situations</li> <li>• How to maintain records books of accidents and responses</li> <li>• How to manage burns, fire or explosion in a lab</li> </ul> <p><b>Labour and Working Conditions</b></p> <ul style="list-style-type: none"> <li>• Terms of conditions of employment according to national working laws and regulations</li> <li>• Contractor and sub-contractor codes of conduct</li> <li>• Worker’s organizations</li> <li>• Child labor and minimum age employment rules</li> </ul> | <p>LGA Technical Staff, PCT, School Construction Committees</p>  | <p>From the 1<sup>st</sup> year to the 5<sup>th</sup> year</p> |
| <p><b>Grievance Mechanism Module</b>, design and production of a training module addressing the following aspects:</p> <ul style="list-style-type: none"> <li>• Registration and processing procedure</li> <li>• Grievance redress procedure</li> <li>• Documenting and processing grievances</li> <li>• Use of the procedure by different stakeholders</li> </ul>  | <p>LGA Technical Staff, SCT, School Grievance Committees</p>   | <p>From the 1<sup>st</sup> year to the 5<sup>th</sup> year</p> |
| <p><b>Special VG Module</b></p> <p><b>Grievance Management</b></p> <ul style="list-style-type: none"> <li>• Types of Grievance Mechanisms</li> </ul>  | <p>VG Association, VG, Women’s Associations, SCT/ESS, Social Expert, Local Governments, Civil Society, Local VG NGOs</p> | <p>From the 1<sup>st</sup> year to the 3<sup>rd</sup> year</p> |



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| <ul style="list-style-type: none"><li>• Registration and processing procedure</li><li>• Level of treatment, types of authorities and membership</li></ul> <p><b>Violence Against VGs</b></p> <ul style="list-style-type: none"><li>• laws and regulations on GBV</li><li>• Care for survivors</li><li>• Grievance management</li></ul> |  |  |
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