

Government of Tanzania

SECONDARY EDUCATION QUALITY IMPROVEMENT PROJECT (SEQUIP)-P170480

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) Version 4 for Additional Financing

May 31 , 2025

UNITED REPUBLIC OF TANZANIA
SECONDARY EDUCATION QUALITY IMPROVEMENT PROJECT (SEQUIP P170480)
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN – Version 4

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 (PO-RALG). 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 National Project Implementation Team (NPIT).
3. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by the Government as required by the ESCP and the conditions of the legal agreement and the World Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
4. As agreed by the World 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 World 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 World Bank and the Government. The Government will promptly disclose the updated ESCP on the project website that has been agreed with the MoEST and the PO-RALG 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 World 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 PO-RALG, 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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Material Measures and Actions		Timeframe	Responsible Entity
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
IA 1	ORGANIZATIONAL STRUCTURE: Under SEQUIP, the government will create and maintain, an organizational structure to support environmental and social risk management for SEQUIP. The MoEST and PO-RALG will have overall coordination and responsibility for project implementation, including environmental and social management, through the project Senior Management Team (SMT) co-chaired by the Permanent Secretaries of each ministry supported by the National Project Implementation Team (NPIT) both of which will be formed at the national level.	<i>The project Senior Management Team (SMT) and the SEQUIP National Project Implementation Team (NPIT) has been established under the original financing and will be maintained throughout Project implementation</i>	Ministry of Education, Science and Technology (MoEST) and Presidents' Office, Regional Administration and Local Government (PO-RALG)
IA 2	The Government will ensure that the NPIT 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 are in place within the NPIT and will be maintained throughout Project implementation</i>	NPIT Coordinator Funding from the Project budget
IA 3	Establishment of the environmental and social (E&S) focal points at regional, district, ward and village level responsible for all environmental and social screening, supervision and monitoring including the development of the ESIAs, ESMPs, VGPs and RAPs as required. The E&S Focal points will be appointed at the Regional, District, Ward and Village levels and will be supported by the NPIT. These teams need to be provided material, operational support and	<i>The teams are in place and are continuously provided with the required training as agreed by the original financing.</i> <i>After every six months training plan will be implemented by the NPIT.</i>	NPIT Funding from the Project budget.

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	training and have the capacity to apply the ESF frameworks and supervision procedures agreed for the project.	<i>The team will be maintained throughout Project implementation</i>	
IA 4	The MoEST and PO-RALG 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 POM of the project.	<i>By the date of recruitment/hiring the respective consultants</i> <i>Maintained throughout Project implementation</i>	<i>NPIT</i> <i>Funding from the Project Budget- Component 4</i>
IA 5	The Government will ensure, by means of the NPIT, that the E&S Focal Points (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 Council (NEMC); supervising production of the required instruments (ESMPs, RAPs), VGPs, 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 World 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>Disseminating existing Environmental and Social instruments (ESMF, RF, VGPF, SEP and ESCP) which have been updated and will be redisclosed</i> <i>ESIA/ ESMP, RAPs, VGPs will be prepared as required pursuant to the terms of the ESMF, RF and VGPF which have been updated and will be redisclosed.</i> <i>These will be maintained throughout Project implementation</i>	<i>NPIT</i> <i>Funding from the Project budget</i>
IA 6	The Government will develop and maintain, throughout Project implementation, an adequate arrangement and collaboration between the Project and NEMC to formalize its participation in the regular monitoring and assessment of the implementation of the environmental impact assessment certification and application of	<i>This is an ongoing collaboration in which the project has prepared ESIA for 26 Girl's Regional Secondary Schools and 7 Boy's Secondary Schools in close collaboration with NEMC and this will be maintained</i>	<i>NPIT</i> <i>Funding from the Project budget.</i>

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Material Measures and Actions		Timeframe
	environmental and social measures. This will be formalized through a written agreement between the implementing ministries and NEMC.	throughout Project implementation for other proposed new constructions
IA 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 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 ESMEs of the Project and World Bank support as needed.	Training is being provided and will be maintained throughout Project implementation
IA 8	<p>The Government will draft a POM with an Environmental and Social section describing in detail:</p> <ul style="list-style-type: none"> 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. The role of the ESMEs in preparing the environmental and social safeguards sections to be included in the ToR, tender documents and works contracts. The roles of the environmental and social focal points and the GBV specialist for the project 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). 	<p>POM has been prepared and in use. The POM will be maintained throughout Project implementation</p>

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IA 9	<ul style="list-style-type: none"> The construction standards and standard drawings for schools to be financed under SEQUIP which will be in line with the ESF instruments (ESMF and others) as agreed with the World Bank and MoEST. The Environmental and Social indicators to be incorporated into the monitoring mechanism. ToR for environmental and social verification. ToR for implementation and supervision support. Completion timeframes 	
	<p>CAPACITY BUILDING PLAN/MEASURES</p> <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> <p>Training to be provided on the following:</p> <p>General safeguards documents:</p> <ul style="list-style-type: none"> ESS 1 Environmental and Social Assessment ESS2: labor and working conditions ESS3: Resource efficiency and pollution prevention and management ESS4 Community Health and Safety 	<p><i>This is an ongoing activity with several targeted training courses being conducted by the PORALG in all Regions and LGAs in the nation. This training will be maintained throughout the project implementation</i></p> <p>NPIT – Environmental and Social Experts</p> <p>LGAs, Environmental Officers, LGA Community Development Officers</p>

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<i>Material Measures and Actions</i>	<i>Timeframe</i>	<i>Responsible Entity</i>
<ul style="list-style-type: none"> • ESS 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement and National Regulations • ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources • ESS 7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities • ESS8 Cultural Heritage • ESS10 Stakeholder Engagement and Information Disclosure • Contents of the Environmental and Social Commitment Plan (ESCP) • Contents of the Stakeholder Engagement Plan (SEP) <p>Environmental and Social Module, design and production of training module addressing the following aspects:</p> <ul style="list-style-type: none"> • Environmental and social selection and classification process for sub-projects. • Strengthening understanding of the procedures for organizing and conducting ESIAs, • Environmental policies, procedures and legislation • Knowledge of the implementation monitoring process for ESIAs, RAPs and VGPs <p>Natural Resources</p> <ul style="list-style-type: none"> • Greening schools for restoration and biodiversity • Environmental education for solid waste management, water protection, hygiene and biodiversity • Taking care of trees and the soil 		<p><i>Environmental Officers and Community Development Officers</i></p>

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	<p>Grievance Management</p> <ul style="list-style-type: none"> Types of Grievance Mechanisms Registration and processing procedure Level of treatment, types of authorities and membership <p>Violence Against VGs</p> <ul style="list-style-type: none"> laws and regulations on GBV Care for survivors Grievance management 		VG Association, VG, Women's Associations, NPIT/ESS, Social Expert, Local Governments, Civil Society, Local VG NGOs
ESCP Monitoring and Reporting			
MR1	REGULAR REPORTING: The Government, through the NPIT 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.	<p><i>Quarterly Reporting to be submitted to WB (every 3 months)</i></p> <p><i>Maintained throughout Project implementation</i></p>	<p>NPIT</p> <p><i>Funding from the Project budget.</i></p>
MR2	INCIDENTS AND ACCIDENTS NOTIFICATION: The government will promptly notify the World 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	<p><i>Immediately, and no later than 48 hours after taking knowledge about such accidents or incidents, report to the Task Team Leaders (TTLs) of the World Bank</i></p> <p><i>Maintained throughout Project implementation</i></p>	<p>NPIT</p> <p><i>Funding from the Project budget.</i></p>

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	<p>allegations of gender-based violence; significant environmental degradation e.g. spills.</p> <p>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.</p>		
MR3	CONTRACTORS' MONTHLY REPORTS: not applicable		
SUMMARY ASSESSMENT			
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENT: 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>	<p>NPIT</p> <p><i>Funding from the Project budget</i></p>
1.2	MANAGEMENT TOOLS AND INSTRUMENTS: As and when required pursuant to the ESMF, RF, VGPF and SEP, specific ESIA and/or ESMP, RAP, VGP, 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><i>Consultation and Bank clearance of the SEP, ESMF, VGPF and RPF. These documents will be updated and redisclosed.</i></p> <p><i>For 26 Girls Regional Secondary Schools, ESIA's have been prepared and certificate obtained and ESMPs</i></p>	<p>NPIT</p> <p><i>LGA project implementation teams¹</i></p>

¹ The NPIT 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 NPIT is responsible for ensuring compliance with the instruments prepared.

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	<p>ESIA Preparation Tools:</p> <ul style="list-style-type: none">• Environmental and Social Screening checklists• Development of Terms of Reference (ToR)• Launch of call for applications and selection of applicants <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">• Environmental and Social Impact Assessment (ESIA)• Resettlement Action Plan• Vulnerable Groups Plan• Communication Plan• Stakeholder Engagement Plan	<p><i>prepared for Ward Secondary Schools. The ESIA's have been disclosed on Ministry of Education Website.</i></p> <p><i>Disclosure, consultation and Bank clearance of ESIA's, and ESMPs, for 7 Regional Boys Secondary Schools are in preparation, as required pursuant to the ESMF, before the start of any activity requiring the preparation of a specific E&S instrument.</i></p> <p><i>For the Vocational Training Schools disclosure, consultation and Bank clearance of ESIA's, and ESMPs need to be conducted before engaging works contractors</i></p> <p><i>Maintained throughout Project implementation</i></p>	<p><i>Funding from the Project budget</i></p>
1.3	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><i>The tools have been prepared under the original financing and quarterly reports submitted to WB and will be maintained throughout the Project Implementation</i></p>	<p>NPIT</p>
1.4	<p>MANAGEMENT OF CONTRACTORS: 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">• Worksite ESMPs to be provided in ToR/contracts to builders which are satisfactory to the Bank.• Social commitments on child labor and GBV	<p><i>The procedures are in place and reported under the original financing and quarterly reports submitted to WB and will be maintained throughout the Project Implementation</i></p>	<p>NPIT</p> <p><i>Contractors budget for the Project (needs to be reflected in their financial and technical proposal)</i></p>

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Material Measures and Actions		Timeframe	Responsible Entity
	<ul style="list-style-type: none"> • Workplan and Timeline • Standard working procedures/methodologies • Presentation of monthly reports on accidents, grievances and any other issues affecting construction (lack of water, permits delay, etc). <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>		
1.5	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>The E&S requirements have been developed under the original financing and will be maintained throughout the Project Implementation</i>	NPIT Contractors budget for the Project (needs to be reflected in their financial and technical proposal)
1.6	<p>PERMIT, CONSENTS AND AUTHORIZATIONS: 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:</p> <ul style="list-style-type: none"> • EIA Certificate from NEMC. • Land use title • Building permit • Water and discharge permits; • And others as required. 	<i>ESIAs certificate and the Land use title for the 26 Regional Girls Secondary Schools have been obtained. 7 ESIAs for the Boys Regional Secondary Schools are currently under preparation and all permits should be obtained before commencement of any construction activities and should be maintained throughout the project implementation.</i>	NPIT 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)

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Material Measures and Actions		Timeframe	Responsible Entity
1.7	Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.	Within a timeline set out in the permits, consents and authorizations	NPIT Funding from the Project budget
1.8	VERIFICATION AND MONITORING: The Government will engage DLI verifiers who will also perform an annual verification of the 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 NPIT and LGAs.	Annually	NPIT Funding from the Project budget
1.9	SUPERVISION SUPPORT: The supervision support will be twofold: i. By the NPIT and LGAs as described in the ESF documents. ii. By contracting national experts or local firms (Implementation Support Team) for the first two years to provide extra support the NPIT 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.	I. Supervision by NPIT and LGAs have been initiated under the original financing and will be maintained throughout the Project Implementation. II. Local firm (Implementation Support Team) was contracted under the original financing for an initial period of two years for the Implementation Support Team III. The government will use local experts, to ensure sustainable, community-focused, and environmentally integrated NIPT program implementation.	NPIT Funding from the Project budget

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Material Measures and Actions		Timeframe
		Responsible Entity
1.10	INCLUSION: 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.	Throughout Project implementation NPIT Funding from Project budget
ESS 2: LABOR AND WORKING CONDITIONS		
2.1.1	<p>LABOR MANAGEMENT PROCEDURES: The Government will implement labor management procedures consistent with 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>	<p>Implement the LMP, which project/site specific. and thereafter implement the LMP throughout Project implementation.</p> <p>NPIT Funding from the Project budget</p>
2.1.2	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>The E&S contracts were prepared under the original financing and will be maintained throughout the Project Implementation</p> <p>School Board Monitored by NPIT Funding from Project budget</p>

2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS: 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.	<i>The GRM was established under the original financing and workers trained in how to access and this will be maintained throughout the Project Implementation.</i>	NPIT Funding from Project budget
2.3	OHS MEASURES: 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.	<i>The OHS Plan was prepared as part of Contract in the original financing and it will be maintained throughout Project implementation and prior to commencement of works by respective Contractors and/or subcontractors.</i>	NPIT (development) Contractors (Implementation) Funding from contractor and subcontractor budget
2.4	EMERGENCY PREPAREDNESS AND RESPONSE: The Government will update the Emergency Preparedness and Response Plan (EPRP) and ensure that such EPRP be included in the contract with the contractors. The Government will ensure that the Project contractors implement the EPRP and ensure coordination with measures under 4.5. 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).	<i>The EPRP was prepared under the original financing and will be updated if necessary. This will be maintained throughout the project implementation</i>	NPIT (development) Contractors (Implementation) Funding from contractor and subcontractor budget

2.5	PROJECT WORKERS TRAINING: The Government, via the NPIT 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.	<i>As part of the original financing, training has been conducted and will continue to be conducted throughout the project implementation.</i>	NPIT <i>Funding from the Project budget</i>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: The ESIs 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.	<i>Implement Waste Management measures as part of ESMP implementation and throughout the Project implementation.</i>	NPIT <i>Funding from the Project budget</i>
3.2	AN ENVIRONMENTAL EDUCATION PROGRAM 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.	<i>As part of the original financing, training has been provided and will continue to be conducted throughout the project implementation</i>	NPIT <i>Funding from the Project budget</i>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY: 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.	<i>Traffic and Safety Plan have been prepared under original financing and will be implemented throughout project implementation.</i>	- NPIT (Environmental Expert and Social Expert) - Regional Environmental and Social Officers <i>Funding from the contractors' budget Throughout Project implementation</i>

4.2	COMMUNITY HEALTH AND SAFETY: 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.	<i>The ESIA and ESMPs prepared for the original financing have incorporated measures to protect Community Health and Safety. These will be implemented throughout the project implementation.</i>	- NPIT - NEMC - LGA Environmental Officer
4.3	GBV RISKS: 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. 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.	<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> <i>Maintained throughout project implementation.</i>	- NPIT – GBV Specialist - LGA Environmental Officer - Labor Inspectorate
4.5	TRAINING FOR THE COMMUNITY: 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>Training is being conducted by the PORALG under the original financing and will be maintained throughout the project implementation</i>	- NPIT Funding from the Project budget
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT IDENTIFICATION: 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>Implement the RPF which was disclosed on November 2019 and thereafter implement the RPF throughout Project implementation.</i>	NPIT LGA Environment Officer and Community Development Officer Funding from the Project budget
5.2	RESETTLEMENT ACTION PLANS: As required, the Government, via the LGA supported by the NPIT, will develop and implement resettlement action plans to align with the rest of the documents, including the implementation budget and support for resettlement.	<i>Prepare and implement the respective RP prior to carrying out the relevant works, including ensuring that before taking</i>	NPIT Regional Environmental and Social Officers LGA – Community Development Officer

		<i>possession of the land and related assets, full compensation has been provided, and as applicable displaced people have been resettled and moving allowances have been provided.</i>	RAP Development to be funded by Project RAP Implementation to be funded by Government
5.3	MONITORING AND REPORTING: The Government, via the NPIT, 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>Maintained throughout project implementation</i>	NPIT (Project Manager, Environmental Expert, Social Expert, Regional Environmental and Social Officers) LGA – Community Development Officer Funding from the Project budget
5.4	GRIEVANCE MECHANISM: The Government, via the NPIT, 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>Maintained throughout project implementation</i>	NPIT (Project Manager, Environmental Expert, Social Expert, Regional Environmental and Social Officers) LGA – Community Development Officer Funding from the Project budget
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: 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>Measures have been incorporated into the ESIA's and ESMPs prepared under the original financing and will be maintained throughout Project implementation</i>	NPIT Funding from the Project budget
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>Under the original financing, the government has used native species (Fruits, shades and flowers) as part of restoration activities, and this will be</i>	NPIT Funding from the Project budget

		<i>maintained throughout Project implementation</i>	
6.3	The government will reduce the use of wood in the construction of buildings to be less dependent 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> <i>Maintained throughout project implementation</i>	NPIT Funding from the Project budget
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA: 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> <i>Throughout Project implementation</i>	NPIT LGA Funding from the Project budget
7.2	VULNERABLE GROUPS PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA: 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> <i>Throughout Project implementation</i>	NPIT LGA Funding from the Project budget
7.3	VULNERABLE GROUP PLAN (VGP): The Government, through NPIT, will develop and implement VGPs consistent with the requirements of the VGPF and ESS7.	<i>Update and redisclose the VGPF, and implement throughout Project timeframe</i>	NPIT Funding from the Project budget
7.4	GRIEVANCE MECHANISM: The Government, via the NPIT, 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>	NPIT Funding from the Project budget
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE: 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>Screening to be undertaken prior to commencement of subproject works and maintained throughout Project</i>	NPIT Env officer LGA Environmental Officer Funding from the Project budget

		<i>implementation.</i>	
8.2	CHANCE FINDS: 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>Chance Find Procedures have been included in the ESMF that has been prepared under the original financing but will be updated and redisclosed. This will be maintained throughout project implementation</i>	<i>NPIT LGA Environmental Officer and District Engineer Funding from the Project budget</i>
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	SEP IMPLEMENTATION: 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> <i>Communication Plans to be prepared and implemented as part of subproject preparation.</i>	<i>Project Preparation Team and NPIT</i> <i>Funding from the Project budget</i>
10.2	PROJECT GRIEVANCE MECHANISM: The Government will ensure that the arrangements for the Grievance Redress Mechanisms (GRMs) covering school construction activites (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. 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> <i>Maintained throughout Project implementation</i> <i>Monthly Grievance Redress Report throughout the Project</i>	<i>NPIT</i> <i>Funding from the Project budget</i>
10.3	COMMUNICATION PLAN: 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 PO-RALG including the Environmental and Social documents, progress reports, summaries of the constructions with photos and consultation records; a contact window;	<i>The Communication Plan has been prepared Prior to commencement of the Project activities.</i> <i>Record of visits to the website</i> <i>Records of people participated in</i>	<i>NPIT</i> <i>Funding from the Project budget</i>

	dissemination activities (printed and internet media, radio, etc); publications, among others.	<i>dissemination and communication activities.</i> <i>Maintained throughout Project implementation</i>	
10.4	CONSULTATION PROTOCOL: 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>Maintained throughout Project implementation</i>	<i>NPIT</i> <i>Funding from the Project budget</i>
10.5	INCLUSION: 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>NPIT</i> <i>Funding from Project budget</i>