



**The United Republic of Tanzania  
Ministry of Community Development, Gender,  
Women and Special Groups (MoCDGWS)**

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

**Draft  
ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**January 25, 2024**

1. The United Republic of Tanzania through Ministry of Community Development, Gender, Women and Special Groups (MoCDGWS) will implement the Advancing Gender Equality (PAMOJA) project with the involvement of President's Office- Regional Authorities and Local Government (PO-RALG) as set out in the Financing Agreement. The International Development Association (the Bank), has agreed to provide the original financing (P178813) for the Project, as set out in the referred agreement(s)
2. The United Republic of Tanzania / Ministry of Community Development, Gender, Women and Special Groups (MoCDGWS) shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Loan Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the MoCDGWS shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the United Republic of Tanzania, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the United Republic of Tanzania through MoCDGWS and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the United Republic of Tanzania through the Permanent Secretary of the MoCDGWS. MoCDGWS shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Quarterly throughout PAMOJA implementation to the World Bank no later than 10 days of each reporting period</p>	<p>MoCDGWSG Project Implementation Team (PIT) and PO-RALG PIT</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank not later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank</p>	<p>MoCDGWSG PIT and PO-RALG PIT</p>
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the World Bank</p>	<p>Submit the monthly reports to the World Bank as annexes to the reports to be submitted under action A above</p>	<p>MoCDGWSG PIT and PO-RALG PIT Contractors</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

<p>1.1</p>	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain Project Implementation Team (PIT) at Ministerial level and District Implementation Team (DITs) at District level with qualified staff and resources to support management of ESHS risks and impacts of the Project including two environmental and social specialists, for implementation ESFM and ESMS (sub component 1.3)</p>	<p>Establish and maintain a DITs at all implementing LGAs two months after effectiveness, and maintain the MoCDGWS PIT and PO-RALG PIT as set out in the Project Appraisal Document</p>	<p>MoCDGWSG PIT and PO-RALG PIT</p>
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MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement subproject Environmental and Social Management Plans (ESMPs) for civil works including rehabilitation of offices, establishment of safe houses, rehabilitation of community infrastructure for CDCC, small scale agriculture activities for which the subproject ESMP is required consistent with the relevant ESSs.</li> <li>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</li> </ol> <p>Subprojects to adopt and implement the subproject site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed subprojects activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<ol style="list-style-type: none"> <li>1. Adopt the subproject ESMP prior to subproject bidding, and thereafter implement the ESMP throughout Project implementation.</li> <li>2. Adopt the ESMF prior to project disbursement and thereafter implement the ESMF throughout Project implementation.</li> <li>3. Adopt the subproject ESMP prior to the carrying out of subproject construction phase that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</li> </ol>	MoCDGWSG PIT and PO-RALG PIT
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments including the ESMF, ESMS, Subproject ESMPs the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation Subproject ESMPs are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference. This should be part of ESMF.</p>	Throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

2.1	<b>LABOR MANAGEMENT PROCEDURES</b>	Adopt the LMP prior to disbursement, and thereafter implement the LMP throughout Project implementation	MoCDGWSG PIT and PO-RALG PIT Contractors,
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MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
	Adopt and implement the Labor Management Procedures (LMP) for component 1.2,2.2 and 3.2, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH) forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.		
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Workers' Grievance mechanism will be established within two (2) months of project effectiveness and prior to engaging Project workers and maintained operational throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT Contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>		
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures. in the ESMF and any subproject ESMPo be prepared under action 1.2 above.</p>	Prior to start of works and thereafterthroughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT Contractors,
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMF and any subproject ESMP to be prepared under action 1.2above.</p>	Same timeframe as for the adoption andimplementation of the ESMP.	MoCDGWSG PIT and PO-RALG PIT Contractors,
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures as per the ESMF. and ESS4 and any subproject ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption andimplementation of the ESMP.	MoCDGWSG PIT and PO-RALG PIT Contractors

4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.</p>	<p>Adopt the SEA/SH Action Plan, and thereafter implement the SEA/SH Action Plan prior to commencement of civil works thereafter implement the GBV/SEA/SH Action Plan throughout Project implementation.</p>	<p>MoCDGWSG PIT and PO-RALG PIT Contractors</p>
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b></p>			



MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
6.1	Implement Biodiversity Management measures and actions in accordance with the guidelines of the ESMF and in any Subproject ESMP prepared for the Parent Project, and consistent with ESS6.	Biodiversity Management measures and actions are contained in ESMF and Subproject ESMP and shall be applied prior to commencing of relevant subproject activities	MoCDGWSG PIT and PO-RALG PIT Contractors
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b> Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.	Adopt the IPPF prior to start of works and thereafter implement the IPPF throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT Contractors,
7.2	<b>INDIGENOUS PEOPLES PLAN</b> Adopt and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP, as set out in the IPPF, and consistent with ESS7.	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT Contractors,
<b>ESS 8: CULTURAL HERITAGE</b>			
8.2	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures as described in the ESMF of the Project. As stipulated in the ESMF and later the ESMPs of the specific sub-project	As stipulated in the ESMF and later the ESMPs of the specific sub-project. Implement the procedures throughout Project implementation	MoCDGWSG PIT and PO-RALG PIT Contractor, Supervision Contractor, Ministry of Tourism and Heritage
<b>ESS 9: FINANCIAL (FIs).</b>			

<p>9.1</p>	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b></p> <ol style="list-style-type: none"> <li>1. Develop, maintain, and implement Project ESMS to identify, assess, manage, and monitor the PFIs that receive support from the Project (PAMOJA).</li> <li>2. Develop, maintain, and implement PFIs ESMSs to identify, assess, manage, and monitor environmental and social risks and impacts of FI subprojects (Component 1.3) that receive support from the PFIs under the project (PAMOJA).</li> </ol> <p>The ESMSs shall include, inter alia, the following elements:</p>	<p>Establish and operationalize ESMS prior to project disbursement of component 1.3 funds to PFIs. Once established, maintain and implement the ESMS throughout Project implementation.</p>	<p>MoCDGWSG PIT and PO-RALG PIT</p> <p>PFIs, MoCDGWSG PIT and PO-RALG PIT</p>
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MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• Identification of the subprojects that may receive support from the Project.</li> <li>• An environmental and social policy endorsed by MoCDGWS and PFI seniormanagement for Project ESMS and PFI ESMS respectively.</li> <li>• Clearly defined procedures for the identification, assessment and management of the environmental and social risks and impacts of FI subprojects, in accordance with ESS9, including, inter alia, stakeholder engagement and disclosure requirements applicable to FI subprojects. ProjectESMS shall provide methodologies to assess and approve PFIs ESMSs.</li> <li>• Exclusion list with the FI subprojects that are not eligible for financing,</li> <li>• An organizational capacity and competency for implementing the ESMS withclearly defined roles and responsibilities as set out in actions 9.3 and 9.4 below.</li> <li>• Monitoring and reporting of environmental and performance of FIs subprojects and the effectiveness of the ESMS.</li> <li>• Incidents and accidents notification and subsequent reporting requirementsas set out in Monitoring and Reporting action B above.</li> <li>• An external communications mechanism, including measures to respond topublic enquiries and concerns in a timely manner.</li> <li>• Procedures of update the ESMS.</li> <li>• The project component 1.3 Labor Management Procedure (LMP) aligned withESS2, including provision on Occupational Health and Safety (OHS) and measures related to emergency preparedness; and</li> <li>• Disclose a summary of each of the elements of the ESMS through therelevant website.</li> </ul>	<p>2. Establish and operationalize PFI ESMSs prior to MoCDGWS disbursement of funds to PFIs. Once established, maintain and implement the ESMS throughout Project implementation.</p>	

9.2	<p><b>EXCLUSIONS</b> Screen all proposed FI subprojects against the exclusion list set out in the ESMS</p>	Screen FI subprojects before determining whether they are eligible to receive support from the Project.	MoCDGWSG PIT and PO-RALG PIT, PFIs
9.3	<p><b>FI ORGANIZATIONAL CAPACITY</b> Establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities including environmental and Social Specialist.</p>	Two months after effectiveness, and maintain the organization capacity which includes environmental and social specialist throughout project implementation	PCT, MoCDGWSG PIT and PO-RALG PIT
9.4	<p><b>SENIOR MANAGEMENT REPRESENTATIVE</b></p>	Before carrying out screening of any proposed FI subproject.	PFIs

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
	Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects that receive support from the Project.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	Adopt the SEP prior to appraisal and thereafter implement the SEP throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Establish the grievance mechanism two months after effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.	MoCDGWSG PIT and PO-RALG PIT
<b>CAPACITY SUPPORT</b>			

CS1	<p>1. Training to be provided to MoCDGWS PIT and PO-RALG PIT, RAS, LGAs, Eard Leaders, on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Specific aspects of environmental and social assessment</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety (including traffic and road safety, mitigation measures related to communicable diseases)</li> <li>• World Bank ESF</li> <li>• Implementation of ESMF and Labor Management Plan</li> </ul>	<p>Within six months of project effectiveness and thereafter on an as needed basis.</p>	<p>MoCDGWS PIT and PO-RALG PIT, RAS,</p>
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>• Operational Aspects of Grievance Management</li> <li>• Vulnerable People and vulnerability</li> <li>• Sensitization to project areas communities and binding norms</li> <li>• GBV/SEA/SH risk management</li> <li>• Occupational health and safety</li> <li>• Training on the gender inclusion action plan</li> </ul> <p>2. Specific Training related to ESS9 to be provided to MoCDGWS PIT and PO-RALG PIT and PFIs</p> <ul style="list-style-type: none"> <li>• Development and implementation of the ESMSs</li> <li>• Identification of the subprojects that may receive support from the Project.</li> <li>• Management of the environmental and social risks and impacts of Fsubprojects, in accordance with ESS9,</li> <li>• Monitoring and reporting of environmental and performance of FI subprojects and the effectiveness of the ESMS.</li> <li>• Labor Management Procedure (LMP) aligned with ESS2, including provision on Occupational Health and Safety (OHS) and measures related to emergency preparedness.</li> <li>• Operational Aspects of Grievance Management</li> <li>• Vulnerable People and vulnerability</li> <li>• Sensitization to project areas communities and binding norms</li> <li>• GBV/SEA/SH risk management</li> <li>•</li> </ul>		
CS2	Specify training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	After sign of contract with contractors and monthly during construction phase	MoCDGWS PIT and PO-RALG PIT, Contractors,