

**THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR**



**MINISTRY OF EDUCATION AND VOCATIONAL TRAINING (MoEVT)**

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

**FOR**

**ZANZIBAR IMPROVING QUALITY OF BASIC EDUCATION (ZIQUE) PROJECT  
(P178157)**

**11<sup>th</sup> November 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Revolutionary Government of Zanzibar (RGoZ) through the Ministry of Education and Vocational Training (MoEVT) and in collaboration with Zanzibar Institute of Education (ZIE) and Zanzibar Examination Council (ZEC) will implement the Zanzibar Improving Quality of Basic Education (ZIQUE) project, as set out in the Financing Agreement.<sup>1</sup> The International Development Association (IDA) has agreed to provide the original financing for the Project, as set out in the referred agreement(s).
2. The Revolutionary Government of Zanzibar (RGoZ) 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. 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 Revolutionary Government of Zanzibar (RGoZ) 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 Revolutionary Government of Zanzibar (RGoZ), 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 Revolutionary Government of Zanzibar (RGoZ) through Ministry of Education and Vocational Training (MoEVT) 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 Revolutionary Government of Zanzibar (RGoZ), Principal Secretary, of Education and Vocational Training (MoEVT). The Revolutionary Government of Zanzibar (RGoZ) shall promptly disclose the updated ESCP.

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<sup>1</sup> Use "Financing Agreement" for IDA financing. Use "Loan Agreement" for IBRD financing. Use "Grant Agreement" for TF financing. Add a reference to "Project Agreement" where there is one. Consult with the Project Lawyer for correct references.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	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), Environmental and Social Management Plan (ESMP).</p>	<p>Submit Quarterly reports to the World Bank throughout Project implementation, commencing 6 months after the Effectiveness Date. Submit each report to the World Bank no later than 10 days after the end of each reporting period.</p>	<ul style="list-style-type: none"> <li>MoEVT Project Implementation Unit (PIU)</li> </ul>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank and appropriate Government authorities in compliance with local regulations; secure the safety of workers, public, and provide immediate care during 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 injuries. 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 no 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>	<ul style="list-style-type: none"> <li>MoEVT PIU</li> </ul>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Contractors and supervising firms to provide monthly monitoring reports on Environment, Health and Safety (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 monthly reports to the World Bank as annexes to the quarterly reports to be submitted under action A above.</p>	<ul style="list-style-type: none"> <li>MoEVT PIU</li> <li>Contractors</li> <li>Consultant Supervising firms</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> <li>• <i>Contractors</i></li> <li>• <i>DAAB</i></li> <li>• <i>Consultant Supervising firms</i></li> </ul>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) within the MOEVT implementing the ZIQUE project tasked with ESHS management, with qualified staff and resources to support management of ESHS risks and impacts of the Project as follows:</p> <ol style="list-style-type: none"> <li>1. strengthening the capabilities of Environmental specialist and Social specialist who were recruited during the SISP closure.</li> <li>2. Mobilize 1 Occupational Health &amp; Safety specialist and 1 Gender and GBV Specialist.</li> </ol>	<p>Within three months of project effectiveness, ESHS staff/E&amp;S Specialists need to be in place at the PIU, and thereafter maintain these positions throughout Project implementation.</p> <p>Establish and maintain PIU as set out in the legal agreement.</p>	<ul style="list-style-type: none"> <li>• <i>MOEVT PIU</i></li> </ul>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the ZIQUE Project, consistent with the relevant ESSs.</li> <li>2. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for proposed construction as well as operational and improvement of schools under ZIQUE Project for which the ESIA/ESMP is required, consistent with the relevant ESSs and project ESMF.</li> </ol>	<ol style="list-style-type: none"> <li>1. Prepare the ESMF for ZIQUE Project prior to project Appraisal and thereafter implement the ESMF throughout Project implementation.</li> </ol>	<ul style="list-style-type: none"> <li>• <i>MOEVT PIU</i></li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3.The MOEVT/PIU would need to prepare the ESMPs for subproject and implement the subproject site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP), as set out in the ESMF.</p>	<p>2. Adopt/prepare the ESIA and ESMP prior to commencement of construction/rehabilitation/extension works, and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>3. Adopt/prepare the ESMPs before launching the bidding process for the respective subproject/Project activity and/or prior to the carrying out of subproject/Project activity that requires preparation of an ESMP. Once prepared, implement the respective ESMP throughout Project implementation.</p>	
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, 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> <p>Contractor to prepare Contractor Environmental and Social Management Plan (C-ESMP); Health and Safety Management Plan; and site-specific ESMP for all project activities undertaken under each contract, including supporting facilities such as camps, workshops. This is not applicable to other contracts not related to construction work.</p>	<p>During preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p> <p>During mobilization and before commencement of physical works and reviewed/ updated on quarterly basis.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> <li>• <i>Consultant Supervising firm</i></li> <li>• <i>Contractor</i></li> </ul>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project (including, inter alia, ESMF, LMP, RPF and SEP) are carried out in accordance with terms of reference acceptable to the Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, 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.</p>	<p>Prepare LMP three months after effectiveness of the project and thereafter implement the LMP throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> </ul>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>The project will establish, maintain, and operate a grievance mechanism for direct and contracted workers. Ensure that the Grievance Redress Mechanism (GRM) has the capacity to receive complaints on sexual harassment in the workplace and to treat them with confidentiality as described in the LMP and consistent with ESS2.</p>	<p>Workers' GRM will prepared prior to engagement of project workers and thereafter maintain and operate it throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> </ul>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes consistent with ESS3.</p>	<p>Adopt the WMP within three months after effectiveness of the project and thereafter implement the WMP throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> <li>• <i>School Management</i></li> </ul>
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 subproject's ESMP to be prepared under ESS1.</p>	<p>Adopt/prepare the ESIA and ESMP prior to commencement of construction/rehabilitation/extension works, and thereafter implement the ESIA and ESMP throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> </ul>
<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 ESMP to be prepared under action ESS3.</p>	<p>Prior to commencement of works.</p>	<ul style="list-style-type: none"> <li>• <i>MoEVT PIU</i></li> <li>• <i>Contractor</i></li> </ul>

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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 specifically related to school works including risks of COVID-19 outbreak and HIV/AIDS, digital security concerns both in relation to data protection and cyber-security, exposure to pollution from wastes, behavior of Project workers, risks of labor influx and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Throughout the project implementation period.	<ul style="list-style-type: none"> <li>MoEVT PIU</li> </ul>
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare, adopt and implement a stand-alone Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p> <p>Adopt and implement a SEA/SH Action Plan as part of the ESMP to assess and manage the risks of SEA and SH.</p>	Prepare and adopt the SEA/SH Action Plan not later than six months of effectiveness and thereafter implement the SEA/SH Action Plan throughout Project implementation.	<ul style="list-style-type: none"> <li>MoEVT PIU</li> </ul>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>The Government will adopt and implement the Resettlement Policy Framework (RPF), prepared for the Project in accordance with the provisions of ESS5.</p>	Throughout project implementation.	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP consistent with ESS5.</p>	Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>
5.3	<p><b>GRIEVANCE MECHANISM FOR RESETTLEMENT ISSUES</b></p> <p>Establish and operationalize the Grievance Redress Mechanism (GRM) as described in the RPF, RAP and SEP.</p> <p>Ensure reception and timely response to any complaints made about the project.</p>	<p>During RAP preparations for land acquisition and maintained throughout project implementation.</p> <p>Throughout project implementation.</p>	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, including identification of different types of habitat and circumstances in which offsets will be used. The subprojects will take place in existing Schools areas/sites, Biodiversity will not be a critical issue. However, if it occurs, site specific ESIA and/or ESMP" will address any issues related to ESS6.</p>	Before start of civil works, for the construction of schools particularly during preparation of ESIA/ESMP	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>There are no cultural heritage risks and impacts identified in the proposed project areas so far. However, according to the nature of the Project, involving construction works including excavations it will be necessary to develop a Chance Find Procedure during ESIA process consistent with ESS8.</p>	Prior to commencement of civil works particularly during preparation of ESIA/ESMP and thereafter implement throughout the Project implementation.	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>
8.2	<p><b>CHANCE FINDS</b></p> <p>Assessment of potential impacts in ESIA's procedure for addressing potential chance finds from construction sites, borrow pits and quarries will be outlined as an integral part of the ESMPs. Prior to commencement of works adoption of a chance finds procedure for relevant civil works under the project will be done as part of the site specific ESMP.</p>	During project implementation as part of preparation of the Environmental and Social Assessment instrument (as required by ESMF) and maintained throughout the project period.	<ul style="list-style-type: none"> <li>MoEVT</li> </ul>
<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 effectiveness of the Project and thereafter implement the SEP throughout Project implementation.	<ul style="list-style-type: none"> <li>MoEVT PIU</li> </ul>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p>	No later than three months after project effectiveness and thereafter maintain and operate the mechanism throughout Project implementation.	<ul style="list-style-type: none"> <li>MoEVT PIU</li> </ul>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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>		
<b>CAPACITY SUPPORT</b>			
CS1	<p>Conduct Capacity support required to the Institutions, Departments, Government Agencies and Entities involved in the ZIQUE project. These include MoEVT/PIU, Zanzibar Institute of Education (ZIE) and Zanzibar Examination Council (ZEC) , Contractor staff, and other relevant Government agencies. The capacity support will include training to these institutions. Such trainings will include;</p> <ol style="list-style-type: none"> <li>i. Environmental and social standards applicable to the project,</li> <li>ii. Health Care Waste Management,</li> <li>iii. ESMF and subproject ESMP Implementation and monitoring</li> <li>iv. Water, Sanitation and Hygiene in Schools and Waste Management"</li> <li>v. Labor and working conditions,</li> <li>vi. Resettlement,</li> <li>vii. Stakeholder engagement,</li> <li>viii. Grievance management,</li> <li>ix. Gender-based violence, and</li> <li>x. Implementation of environmental and OHS management,</li> <li>xi. Monitoring, and reporting</li> </ol>	<p>Within six months after project effectiveness and thereafter on an as-needed basis.</p>	<ul style="list-style-type: none"> <li>• MoEVT PIU</li> <li>• ZIE</li> <li>• ZEC</li> </ul>
CS2	<p>Enable training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations for both construction and operation phase of schools]</p>	<p>Within one month before commencement of construction and rehabilitation activities and thereafter on an as-needed basis.</p>	<ul style="list-style-type: none"> <li>• MoEVT PIU</li> </ul>