

**THE UNITED REPUBLIC OF TANZANIA
President Office**

**TANZANIA SOCIAL ACTION FUND
Production Social Safety Net - III
(PSSN III)**



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

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ABBREVIATIONS AND ACRONYMS

CBO	-	Community Based Organization
CMCs	-	Community Management Committee
CS-PW	-	Climate Smart Public Work
DED	-	District Executive Director
DEMO	-	District Environmental Management Officer
DoE	-	Division of Environment
EIA	-	Environmental Impact Assessment
ESCP	-	Environmental and Social Commitment Plan
ESF	-	Environmental and Social Framework
ESS	-	Environmental and Social Standards
ESMP	-	Environmental and Social Management Plan
ESRS	-	Environmental and Social Risk Summary
EMA	-	Environmental Management Act 2004
EMO	-	Environmental Management Officer
E&S	-	Environmental and Social
ESMF	-	Environmental and Social Management Framework
GBV	-	Gender Based Violence
GoT	-	Government of Tanzania
GRM	-	Grievance Redress Mechanism
HIV/AIDS	-	Human inefficient Virus/Acquired immune deficiency Syndrome
LMP	-	Labor Management Procedure
NEMC	-	National Environment Management Council
NGO	-	Non-Governmental Organizations
NSC	-	National Steering Committee
PAA	-	Project Area Authorities
PAPs	-	Project Affected Persons
PCT	-	Productive Cash Transfer
PO-RALG	-	President' Office Regional Administration and Local Government
PPE	-	Personal Protective Equipment
PSSN	-	Productive Social Safety Net
RAS	-	Regional Administrative Secretary
RPF	-	Resettlement Policy Framework
SEA/SH	-	Sexual Exploitation and Abuse/sexual Harassment
SEP	-	Stakeholder Engagement Plan
SET	-	Sector Expert Team
TASAF	-	Tanzania Social Action Fund
TMU	-	TASAF Management Unit
VGPF	-	Vulnerable Group Planning Framework
VGPs	-	Vulnerable Group Plans

EXECUTIVE SUMMARY

The World Bank will be supporting the Tanzania Social Action Fund (TASAF) in implementing the Productive Social Safety Net Phase Three– PSSN III. The objective of the project is to enhance income-generating opportunities of Program beneficiaries and build adaptive social protection delivery systems. The project will focus on three core components, which are 1) Promoting resilience and economic inclusion through Adaptive Safety Nets, 2) Strengthening and modernizing social protection delivery systems and 3) Program Management. The implementation of the first component will have activities such as beneficiaries targeting, Cash transfer, and beneficiaries group formation, basic skills training and productive grant disbursement to support household subprojects, CS-PW subproject micro planning and implementation. These trend of activities are expected to have potential environmental and social risk.

The project activities will take place Nationwide in 100 Project Area Authority (PAA) of the Tanzania Mainland and Zanzibar, PAA, Villages/Mitaa/Shehias and specific locations for Program activities together with sites for Climate Smart Public works subproject activities are not yet known at this stage. The Subprojects to be implemented under CS-PW will be identified by the community through community based participatory planning process during the implementation stage

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

The implementation of Project activities are expected to cause potential environmental and social risks as identified below

- Implementation of Climate smart Public Works and enhanced economic inclusion subprojects of households income generating activities, soil and water conservation measures, afforestation, sea water protection, constructions of charco dams/wells, small scale irrigation, water supply for human and livestock consumption may results into environmental impacts like: removal of ground cover due to site clearance, generation of solid waste, air and water pollution, land disputes, ineligible (elders, pregnant and lactating women, children, people with severe disability) to participate in the work, gender based violence, spread of diseases and occurrence of accidents. On the other hand during the Operation and maintenance of the subprojects the anticipated environmental adverse impacts are collapse of charco dam, water pollution, increased soil erosion and increase siltation.
- Cash transfer and basic economic inclusion to beneficiaries may result to Waste generation, disposal, and pollution and Possible occurrence of Gender based Violence among beneficiary households
- Beneficiary targeting and enrolment may results into Inclusion and exclusion errors

Three major steps will be applied during the planning and design of subprojects to avoid and minimize adverse impacts: i) Subprojects screening on environmental and social risks; this may guide on the application of any level of mitigation hierarchy ii) Developing Environmental and Social Management Plan (ESMP) that is geared to address potential environmental and social risks; iii) Application of mitigation measures that will address potential environmental risks during subprojects implementation stage – which might involve

Implementation Arrangements

The Project will continue to be implemented through government structures and will promote inter-ministerial co-ordination at national and PAA levels, thereby contributing to the building of a sustainable social protection system. At the National level, TASAF is under President Office, with the overall oversight vested with the National Steering Committee (NSC). Moreover, a Sector Expert Team (SET) for Mainland and Zanzibar ensures that designs conform to different technical sector norms and standards. In Zanzibar, the PSSN Project is coordinated by the Office of the Second Vice President (2nd VPO). There is a Focal Person in this office to oversee all PSSN activities, as well as Coordinators and Steering and Management Committees for Pemba and Unguja.

At the regional level, Regional Administrative Secretary (RAS) will appoint a focal person to provide technical backstopping on implementation of the Project activities, review and compile quarterly implementation reports from PAAs. The Project will be managed by the PAA Director, who signs a Memorandum of Understanding with TASAF, articulating roles and responsibilities. The PAA Director appoints a PSSN Coordinators to oversee Project activities and an Accountant to handle financial matters. TMU will allocate a Monitoring Officer to provide technical support to one or two PAAs. The Village Council/Mtaa Committee/Shehia Advisory Council will continue to be the overseer of PSSN III.

TASAF will organize and oversee capacity building activities at all levels which includes trainings, backstopping and awareness raising with the aim of enhancing capacity for effectively planning and implementation of Program instruments. The Program will use training module that will be prepared to enhance the capacity of the implementers. The capacity building activities will be done periodically as may be deemed necessary throughout the project implementation period. The total budget for the trainings, backstopping and awareness raising for the ESMF implementation is estimated to be USD 1,953,716

Monitoring

The TMU and PAAs Staff will conduct field visit for monitoring the Project implementation include the implementation of environmental and social risks identified in the ESMF. Subproject progress report will be prepared monthly during implementation and the completion report at the end of subproject implementation, also PAAs will prepare and submit to TMU quarterly progress reports. A Grievance Redress Mechanism (GRM) has also been prepared to ensure all Project stakeholders grievances are heard and addressed in accordance to laid procedure

A separate **Stakeholder Engagement Plan** (SEP) has been prepared for the Project, based the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement.

1. INTRODUCTION

This Environmental and Social Management Framework (ESMF) is developed to support the environmental and social due diligence provisions for activities financed by the World Bank in the Productive Social Safety Net – PSSN III. The project will support increase household income and consumption, Enhance household and build resilience, Invest in human capital, Invest in human capital, strengthen Social protection system, and promote gender equality and social inclusion in 186 Project Area Authorities (PAAs) in Tanzania mainland and Zanzibar. The

Tanzania Social Action Fund - TASAF will be implementing the Project activities.

ESMF follows the World Bank Environmental and Social Framework (ESF) as well as the national laws on protection and conservation of environment, natural resources, cultural heritage while ensuring safety and health of participants at working place. For reference, the main legislations include Environmental Management Act (2004), Village Land Act of (2002), Land Act of (2002) and Zanzibar Environment Management Act No 3 (2015) and Land Act No. 8, 9 and 10 of (1990). Sector legislations were also referred to for addressing issues on specific sectors and regulations of the United Republic of Tanzania.

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

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP), Labor Management Procedure (LMP), Resettlement Planning Framework (RPF), and the Vulnerable Group Planning Framework (VGPF)

2. PROJECT DESCRIPTION

The third phase of Productive Social Safety Net (PSSN III) will continue to support Tanzania's flagship safety net program, providing targeted assistance to extreme poor and vulnerable households and drawing extensively from lessons learned from PSSN I and PSSN II from 2012 to 2025. The government's aim is for the program to maintain a similar level of coverage in PSSN III. The project is expected to reach all the 186 Project Area Authority as in PSSN II, but activities will be more narrowly geographically targeted in this phase. PSSN III will seek to streamline interventions and place greater emphasis on those with significant evidence of impact and cost-effectiveness, emphasizing resilience and income generation.

The Program will continue to support PSSN's core activities – cash transfers, economic inclusion, and public works – while investing in adaptive and digital delivery systems throughout the delivery chain. This will comprise investments in digital and dynamic delivery systems that would enable more efficient and effective responses to the needs of vulnerable populations, facilitating targeted interventions with a climate resilience focus. The Program will deliver integrated interventions aimed at achieving the following goals: (i) boosting productivity and income-generating capabilities of the household, (ii) smoothing consumption, encouraging saving and facilitating the transition to alternative, climate-resilient livelihoods; (iii) protect and promote human capital development, (iv) Building resilience to withstand shocks.

PSSN III would build on nearly 15 years of continuous investment in the program and SP delivery systems to further enhance access to productive income-generating opportunities for the poor and modernize the social protection delivery systems by making it digital and adaptive. This would enable the country to achieve its long-term goals of reducing poverty, building resilience to shocks, creating productive income-earning opportunities, and promoting human capital development. The program focuses on three core components, that are 1) Promoting resilience and economic inclusion through Adaptive Safety Nets, 2) Strengthening and modernizing social protection delivery systems and 3) Program Management.

Component 1: Promoting resilience and economic inclusion through Adaptive Safety Nets

This component will include two sub-components offering different forms of support tailored to the economic and vulnerability profiles of selected poor and vulnerable households. The first is a productive cash transfer program that will combine cash and economic inclusion activities as the core program reaching the largest number of households. The second is a climate-smart, labor-intensive public works program. This will result in two distinct “programs” to allow beneficiaries to access safety nets in a more simplified and cost-effective way.

Subcomponent One: Productive Cash Transfer

A productive cash transfer program that combines cash transfers with basic and enhanced economic inclusion support. Cash transfers will ensure a minimum level of household consumption; promote savings and investment, build resilience to shocks, and encourage human capital investments in children to interrupt the intergenerational cycle of poverty. Households will exit from the program after receiving three years of cash transfers.

The Productive Cash Transfer

The PCT would continue the established model of PSSN II, combining an unconditional base transfer and top-ups based on household composition and certain co-responsibilities. The design from PSSN II would be simplified to streamline operations and monitoring processes. All beneficiaries will receive an unconditional base transfer and cash transfer top-ups would incentivize behaviors that promote health and education, such as school attendance and the use of health services.

These would be based on household composition. Conditions will shift from hard to soft, with occasional spot checks to monitor progress. PCT households will be expected to participate in community sessions four times per year. Sessions will be revised to ensure relevance and effectiveness and cover topics such as climate change awareness, financial and digital literacy, food and nutrition security, and livelihoods. The program plans to provide an average bi-monthly transfer to the beneficiary's household consumption. The adequacy of transfers has been increased from PSSN II, which aligns with global best practices by factoring in consumption needs and inflation adjustments. The program aims to gradually reach up to 90 percent of its beneficiaries through e-payments (via bank accounts, mobile money wallets, etc.) by the end of the program.

“Cash plus model” combined with Economic Inclusion Activities

Under PSSN II, beneficiaries received two types of livelihoods support: a basic model focused on savings promotion and linkages to local extension services, and an enhanced model offering entrepreneurship training, coaching and a one-time livelihood grant. PSSN III will build on this model, providing basic economic inclusion support to all participants (500,000 households), while a subset of households (100,000 households) will receive an enhanced economic inclusion package.

Basic economic inclusion. The activity will continue to promote productive self-employment (both farm and off-farm) and improve household income and asset management through awareness-raising sessions, financial and digital literacy training, and creation and support for savings groups. Under PSSN III, more emphasis will be placed on forging connections to local extension services and savings group registration, as well as leveraging partnerships with other relevant stakeholders, including private sector actors and NGOs.

Enhanced economic inclusion. This activity will provide comprehensive support to 100,000 households participating in basic economic inclusion activities with demonstrated commitment to project goals. The component will follow a "graduation" model, like in PSSN II, that is considered global best practice, and has proven effective in boosting income generation through coaching and mentorship, promoting diversified livelihoods, and building climate change resilience. Core elements of the enhanced livelihoods program include; Group formation and coaching, Saving Groups facilitation, Community outreach, Life skills training, Micro entrepreneurship training, Market access discussions, and Productive grant

Sub component two: Climate-smart, labor-intensive public works (CS-PW)

This sub-component will support a climate-smart, labor-intensive public works (CS-PW) in selected areas of the country to enhance household and community resilience to shocks during specific times of the year, like the lean season. It will aim to smooth

consumption for poor and vulnerable households and contribute to climate change adaptation at the community level through the creation of community assets.

The CS-PW activity will target households that are not recipients of PCT. This would allow the expansion of PSSN III coverage to 150,000 new households that face seasonal vulnerability to maximize coverage during times of the year when safety nets are needed the most. Households with labor capacity, defined as those consisting at least one adult aged 18-60 years who are able to work, will be eligible. Households with multiple working-age members may select any adult, except for pregnant women or primary caregiver(s) of an infant (aged 0-2 years). The core objective of the CS-PW is to provide temporary employment while ensuring that most funds are transferred to extremely poor households as wages. At the same time, the assets created should support climate resilience and livelihoods.

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

3. ENVIRONMENTAL AND SOCIAL POLICIES, REGULATIONS, AND LAWS

3.1 Tanzania Legal Framework

Tanzania Mainland and Zanzibar, through the Environmental Management Act Cap 191 and Zanzibar Environmental Act, 2015, respectively; have made significant effort to ensure that their natural resources and environment are sustainably utilized by their respective population. These Acts provide practical guidelines useful to decision makers and authorities involved in any field of activity or projects with a link to environmental issues. The laws call for an integration of environmental concerns into the socio- economic development plans.

In addition to the above-mentioned laws, and with view to facilitate the implementation of above-mentioned environmental laws the government of Tanzania Mainland and Zanzibar have developed a number of policies, strategies/programs and action plans on conservation and development resources with the view to utilizing them in a manner that will improve the welfare of its population. These policies, strategies and action plans have been categorized into general environmental management policies, land use and human settlement policies, natural resources and conservation laws, forestry policies, agricultural and livestock policies, fisheries, climate change and water policies, amongst others.

Table 1. The United Republic of Tanzania and the Relevant Legal Framework

Table 1a Tanzania Mainland

Law	Description and Relevance to Project Activities
The Environmental Management Act (EMA) No. 4 of 2004	The act provide for legal and institutional framework for sustainable management of environment; to outline principles for management, impact and risk assessments, prevention and control of pollution, waste management, environmental quality standards, public participation, compliance and enforcement; to provide basis for implementation of international instruments on environment; to provide basis for implementation of National Environmental Policy; to repeal the National Environment Management Act, 1983 and provide for continued existence of the National Environment Management Council; to provide for establishment of the National Fund and to provide for other related matters. The main goal of EMA is to provide guidance for effective and sustainable management of the environment by providing guiding principles for environment management. The Act facilitates a mechanism for coordination of environmental functions across sector ministries by mandating them to undertake specific environmental functions. The EMA takes precedence over other sector laws on matters of environment management where inconsistency arises. It also provides for the establishment of the national Environment Management Council (NEMC). The act empowers NEMC to enforce and ensure compliance of the national environmental quality standards. Including the review and monitoring of environmental and social impact assessment (ESIA). The Act also vests powers to the Council to determine whether the proposed project should be subjected to an ESIA, approves consultants to undertake the ESIA study, invites public comments by way of public hearing and also has the statutory authority to review ESIA and issue ESIA certificate or otherwise.

The Occupational Health and Safety Act, 2003	The occupational health and safety legislative framework of the United Republic of Tanzania is largely set out in the Occupational Health and Safety Act 5 of 2003. This piece of legislation, which repealed the Factories Ordinate, makes provision for the safety, health and welfare of persons at work in factories and other places of work. In addition, it makes provision for the protection of persons other than persons at work against hazards to health and safety arising out of or in connection with activities of persons at work as well as related matters.
HIV and AIDS (Prevention and Control) Act No 28 of 2008	An Act to provide for prevention, treatment, care, support and control of HIV and AIDS, for promotion of public health in relation to HIV and AIDS; to provide for appropriate treatment, care and support using available resources to people living with or at risk of HIV and AIDS and to provide for related matters. Section 9 of the act focuses on HIV and AIDS education in work places. It says “Every employer in consultation with the Ministry shall establish and coordinate a workplace program on HIV and AIDS for employee under his control and program shall include provision of gender responsive HIV and AIDS education. Distribution of condoms and support to people living with HIV and AIDS”. While section 33 of the act emphasizes on the rights and obligations of people living with HIV and AIDS and orphans in work places.
Employment and Labor Relations Act Cap. 366 of R.E 2019	An Act to make provisions for core labor rights, to establish basic Employment standards, to provide a framework for collective bargaining, to provide for the prevention and settlement of disputes, and to provide for related matters. The main objectives of this act include among others: • to promote economic development through economic efficiency, productivity and social justice; • to provide the legal framework for effective and fair employment relations and minimum standards regarding conditions of work; • to provide a framework for voluntary collective bargaining; • to regulate the resort to industrial action as a means to resolve disputes; and • to provide a framework for the resolution of disputes by mediation, arbitration and adjudication
Act No. 3 of 1982 (Disabled Persons Care and Maintenance)	The Act also results from Cabinet Paper No. 19 of 1981. The Act provides and designates responsibilities of caring for disabled persons to families, relatives, local government, central government and non-governmental organizations. This Act further provides to local authorities to own and provide institutional care to disabled persons. The government however is yet to provide mechanisms that would allow local authorities to assume this role.
Act No. 2 of 1982 (Disabled Persons Employment)	The Act recognizes that an individual’s capacity to work and lead an independent life is an expression of one’s dignity. In our society the capacity to work has been associated with complete functional ability of the body. Disability is associated with lack of ability and most people with disabilities see themselves in the same light. The end product of this scenario is the difficulty persons with disability find themselves in accessing work In an attempt to address this anomaly the government enacted a Disabled Persons (Employment) Act. No. 2 of 1982. This Legislation requires employers to employ 2% (persons with disabilities) of every 50 employees in an establishment.

The Environmental Management (Hazardous Waste) Regulations, 2009	These regulations set procedures for the management of hazardous waste including the storage, packaging, labeling, transportation and disposal of such waste. They stipulate that local government authorities are to ensure that hazardous liquid wastes are treated to conform with prescribed environmental standards at factory or on site before their discharge into public sewers or municipal ponds or in an open land or into receiving water bodies. Regulations provide that all hazardous wastes must be handled by authorized personnel by Vice Presidents Office. It is not anticipated that the project shall generate hazardous wastes, however the program will comply with all provisions provided in this regulation in case it happens there is generation of hazardous wastes which includes contracting authorized personnel to collect hazardous waste during subproject implementation.
Law of the child Act of 2019	An act to provide for reform and consolidation of laws relating to children, to stipulate rights of the child and to, promote, protect and maintain the welfare of a child with a view to giving effect to international and regional convention on the rights of the child; to provide for, affiliation, foster care, adoption and custody of the child; to further regulate employment, apprenticeship.
Penal Code act 16 of 2002(30-40)	Protection of women and girls against any form of abuse including rape, assaults etc. PSSN III will align with this law to safeguard the rights of women and protect them against and GBV related risk that might occur during project implementation.
Sexual offences (Special Provision Act no 8 of 1998)SOSPA	This act contains special provisions with regards to sexual and other offences to safeguard the personal integrity, dignity, liberty and security of women and children. This special act is applicable for PSSN III project as it promote security for woman and children, during project implementation and provision of access to finance to women there will be assurance of legal backup on their protection physical, psychological, socially and economically.
National Cultural Policy 1997	The National Cultural Policy (1997) The National Cultural Policy project developer to conduct cultural assessment during project execution (paragraph 3.2.1 of the Cultural Policy). Furthermore, paragraph 3.1.5 requires the states to establish mechanisms that will identify, own and preserve national treasures e.g. art, objects, natural resources minerals as well as archaeological, paleontological and botanical reflecting aims.
Constitution of united republic of Tanzania (1977)	Under the Constitution of the United Republic of Tanzania of 1977 all people are protected against discrimination as all people are said to be equal before the Law. The Constitution stipulates clearly that there should be no law that is discriminative and it is forbidden to discriminate against anyone on any ground. It endorses equality and equity and guarantees full participation of women and men in social, economic and political life.

Table 1b Zanzibar

Law	Description and Relevance to Project Activities
The Zanzibar Environmental Act, 2015	Section 36 of the Act states that, a person shall not carry out or cause to be carried out; any activity which is likely to have significant impact on the environment and society without Environmental Impact Assessment Certificate issued by the Authority. The Act also states that a person who undertakes any activity that does not require an Environment Impact Assessment shall prepare

Law	Description and Relevance to Project Activities
	an Environmental Report. ESIA for this project shall be prepared to meet requirements of this act and World Bank ESS. Environmental management Act, 2004, Cap 191 and
Environmental Impact Assessment Regulation, 2019	This Regulation contains useful information that guide the whole process of Environmental Assessment from registration to certificate issuance for establishment and operation of any project/activity that are going to cause an impact on society and environment. It also contains SCHEDULE II that is used for Screening Criteria and screening lists that may be used by the Authority to decide whether an EIA, Environmental Report, or no assessment is required the proposed activity/project. In relation to EIA, the implementation of PSSN III community or household subproject will undergo E&S screening to come up with Environmental and Social Management Plan.
The Persons with Disabilities (Rights and Privileges) Act, 2006	The Act emphasizes on the need of observing the right of the people with disability in accessing all public buildings and other social amenities. Section 12 of the Act states that; “Persons with disability shall be entitled to a barrier-free and disability friendly environment to enable them to have access to public building and facilities for public use, roads, other social amenities, assistive devices, and other equipment other promote their mobility”. Since the people with disability are among the expected beneficiaries when the project is in operation, the Program will ensure that barrier free built environment for people with disability is considered in all stages of the Program implementation.
The Zanzibar Elders Act. No 2. of 2020	This Act has set out the proper base that ensures elders’ rights are observed. The Act constitute with the Rights, entitlements, and duties of the older person older persons in need of care and protection, Community-based care and support services for the older persons, Registration of older persons institutions and the part of Universal pension scheme. In this Act, the age threshold set for elderly is seventy (70) years and above. To commend this act, the implementation of component one of the Program will determine elders from the age of 65, and they will be exempted in the Climate Smart – PW while benefiting of Productive Cash Transfer (PCT)
The Occupational Health and Safety Act No. 8 of 2005	The occupational safety and health representatives at the enterprise level are responsible to identify potential hazards and major incidents at their workplace. The Act also establishes occupational safety and health inspectors for systematic and continuous monitoring as well as evaluation of work environments. The inspectors are also required to devise mechanisms to eliminate and control hazards at workplaces. The Program will adhere to this Act by making sure that the environmental conditions at working place during construction and operation phase of the project is safe by having risks management plan.
Urban Municipal Council Solid Waste Management (SWM) Regulations, 2019,	The regulation emphasizes the generator’s responsibility to segregate domestic waste into three streams namely compostable, recyclable and non-recyclable waste and to handover to the ZUMC. The ZUMC shall be further responsible to ensure this segregated waste is collected, processed and disposed in a segregated manner. In order to avoid spilling and littering of solid waste, any transport facilities shall be well covered. These regulations shall guide the projects on matters pertaining to waste management.

Law	Description and Relevance to Project Activities
The Children's Act NO. 6,2011.	The Children Act No. 6, 2011 was legislated to protect children's rights in Zanzibar. The Act provides for the rights and best interests of children as well as for the establishment of the Children's Court. The Act consolidates and expands on provisions relating to the care and protection of vulnerable children and children in conflict with the law. It provides for parentage, custody and access to maintenance.
The Zanzibar Micro, Small and Medium Industrial Development Agency Act No.2/2018	This Act promotes economic rights and the right to development by establishing the Zanzibar Micro, Small and Medium Industrial Development Agency and to provide for the facilitation of promotion and development of Zanzibar micro, small and medium industries and other related matters. In implementation of PSSN III activities the act will be applicable in defending beneficiaries' right to access economic opportunity and formulate different enterprises.

3.2 National Environmental and Social Assessment and Permitting

Environmental Impact Assessment (EIA) Section 81 of the Environmental Management Act Cap 191 requires all Developers of projects identified in the 3rd Schedule of the Act and detailed in the 1st Schedule of the EIA and Audit Regulations of 2005, to undertake Environmental Impact Assessment (EIA). Section 82 of EMA Cap 181 requires that the EIA be carried out prior to the commencement or financing of the project. Procedures for carrying out the EIA, identified under the EIA and Audit Regulations of 2005 identify nine key steps to be followed in the EIA process in Tanzania.

The ESIA process in Tanzania Mainland involve filling out an online Environmental Assessment Registration Form and submit an EIA certificate application. The application fee is TZs 200,000/= which equates to USD 100. Depending on the Nature of the project, application form is submitted together with either project brief or scoping report. For "type A" projects (high/substantial) and "type B1" projects (intermediate, screening is required to determine if the project is type A or type B2) scoping report and draft terms of references is attached, for "Type B2" project (Low impacts), project brief is attached.

Zanzibar Environmental and Social Assessment and Permitting

The Zanzibar Environmental Management Authority (ZEMA) provides an administrative and enforcement framework for environmental and social impact assessment for any prescribed project in accordance with Zanzibar Environmental Management Act No.3 of 2015 and ESIA Regulation of 2019. The Regulations' main function is to comprehensively describe the legal provisions of the Zanzibar Environmental Management Act No.3 of 2015 that specifically addresses the procedures on carrying out and reviewing Environmental and Social Impact Assessment process. The Regulation contain schedule II which describe screening criteria and screening list from which ZEMA decide on the level of assessment required.

In accordance with the Tanzania Environment Impact Assessment and Audit Regulation of 2005 on sub-projects to be funded under the Project will fall under

category B2, Thus, the most appropriate instruments to be used for environmental assessment is Project Brief/Environmental and Social Management Plan. Under the ESF, impacts from the proposed project activities are rated moderate for Environment and substantial for Social. This means that the environmental and social impacts of the sub-projects are expected to be minimal, site specific and manageable to an accepted level.

3.3 World Bank Standards and Key Gaps with the National Framework

The project will follow the World Bank Environmental and Social Standards (ESSs). Based on these policies, the environmental and social risk of the project is categorized as moderate in the World Bank Environmental and Social Risk Summary (ESRS). It is evident as explained in the legal and institution framework in chapter three above that the legislation in Tanzania provides sufficient basis for ESMPs to be completed for the proposed interventions under PSSN III. It is also apparent that the relevant institutions are in place to ensure effective implementation and monitoring of the required environmental and social measures, in compliance with national law and World Bank ESF standards. The Program design requires sub projects to comply with national law, but where there is conflict and gap exist with ESF in any circumstance, ESF take precedence

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

E&S Standard	Relevance
1. Assessment and Management of Environmental and Social Risks and Impacts	ESS1 is relevant for the Project because the Project will generate environmental and social risks and hence they will be screened, identified and prevention and mitigation measures implemented to prevent, reduce, mitigate and address these impacts.
2. Labor and Working Conditions	ESS2 is relevant for the Project because the Project will engage the local Community, Program Beneficiaries, Service Providers (LSPs), and CMCs VCs and PAA staff. The standard will promote healthy and safety of these stakeholders and ensure conducive working environment
3. Resource Efficiency and Pollution Prevention and Management	ESS3 will be relevance as it will provide guidance on vegetation types to be planted in woodlots and manage promote safe use of agrochemical and IPM practices. Relevant institutions and experts will provide the appropriate specifications/work norms in order to promote the growth/maintenance of sustainable ecosystem.
4. Community Health and Safety	ESS4 will be relevant in managing potential risks from community workers during construction or rehabilitation small-scale infrastructures. The Program will prevent potential risks during subproject implementation. Social risks like sexual harassment, transmissible Diseases, and others. The Project will conduct training and awareness creation on the negative impacts of the said social risks.
5. Land Acquisition, Restriction on Land Use and Involuntary Resettlement;	ESS5 will be relevant in the acquisition of land for the implementation of subprojects, where the ESS will ascertain availability of land for subprojects, enable tracking of potential changes in land acquisition and

	ownership status, enhancing land related grievances resolution.
6. Biodiversity Conservation and Sustainable Management of Living Resources	ESS6 will provide guidance on designing and implementation of conservation or sustainable management of natural resources, such as vegetation types to be planted in woodlots and manage promote safe use of agrochemical and IPM practices. The Project activities shall not be implemented in ecosystem sensitive areas or natural habitats.
7. Sub-Saharan African Underserved Traditional Local Communities;	ESS7 is relevant as the Program implementation will reach out areas with Vulnerable Group, hence the Program will ensure the social cultural interests are not impacted negatively, and the Project will ensure full participation of VGs in the Project implementation through wide consultations
8. Cultural Heritage	ESS 8 is relevant on enhancing conservation of cultural heritage in both tangible and intangible cultural heritage, but also to conserve ecological and socially sensitive places from possible impacts of Program implementation. Though the Program activities will be implemented in areas with no cultural heritage
10. Stakeholder Engagement and Information Disclosure	ESS 10 is relevant as Program require Stakeholder Engagement Plan that will help to identify and engage the relevant project stakeholders. SEP outlines all Project stakeholder that will positively or negatively be affected with the implementation of the Project and ensure good relationship with Stakeholders at all levels. Furthermore GRM will be in place to manage project related grievances from project affected people and other stakeholders.

4. POTENTIAL ENVIRONMENTAL AND SOCIAL RISK IMPACTS AND STANDARD MITIGATION MEASURES

The implementation of the Project is designed to be environmentally and socially sensitive so as to avoid any undesirable adverse. The table 3 below summarizes the anticipated environmental and social risk impacts and their proposed mitigation measures per each program activity.

Table 3. Environmental and Social Risks and Mitigation Measures

Subcomponent Activity	Risks and Impacts	Mitigation Measures
Beneficiary targeting and enrolment • General meetings • House to house targeting • Running Proxy Test	• Inclusion and exclusion error • Exclusion of disadvantaged households like women, child headed • Exclusion of vulnerable group households	• In identifying subproject activities and beneficiaries, conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities. • Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, trusted intermediaries, and in relevant ethnic languages • Enhancing the grievance and referral uptake for the complaints related to targeting.
Cash transfer to beneficiaries • Community session meetings • Grievance uptake • Updating the Household composition	• Payment meetings brings beneficiaries which can expose beneficiaries to transmittable diseases • Waste generation, disposal, and pollution • Possible occurrence of Gender based Violence among beneficiary households • Exclusion of disadvantaged like elders, pregnant and lactating women, children who heads the households and the sick • Exclusion of vulnerable group households	• Conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities. • Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, trusted intermediaries, and in relevant ethnic languages. • Proactively identify, consult with, and reach out to disadvantaged and vulnerable groups and households (through surveys, consultations, or other means, as appropriate). • Enhance grievance redress mechanism for the arising complaints related to cash transfer and those related to GBV (SEA and SH)
Livelihood enhancement ▪ Group formation	• Waste generation, disposal, and pollution from on farm and off	• Store solid waste temporarily on-site in a designated place prior to off-site transportation and disposal.

Subcomponent Activity	Risks and Impacts	Mitigation Measures
▪ Basic skills training ▪ Development of on farm and off farm household subprojects	• farm households subprojects • Exclusion of disadvantaged like elders, pregnant and lactating women, children who heads the households and men and the sick representative • Exclusion of vulnerable group households • Possible occurrence of Gender based Violence among beneficiary households	• In identifying subproject activities and beneficiaries, conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities. • Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, trusted intermediaries, and in relevant ethnic languages.
Climate Smart – Public Works • Enrolment of the relevant eligible households • Micro planning process of climate smart subprojects • Land acquisition for subprojects • Procurement of working tools for subprojects • Payment of wages • Monitoring, supervision and backstopping • Operation and maintenance	• Waste generation disposal, and pollution • Error of inclusion of ineligible (elders, pregnant and lactating women, children, people with severe disability and students) and exclusion of eligible households • Possibility of occurrence of land disputes • Ownership of the asset created • Distortion of social cultural arrangement of the vulnerable group communities • Possible occurrence of Gender based Violence among beneficiary households • Grievance on delayed, irrelevant or unsatisfactory wage • Possible occurrence of accidents and incidents during implementation • Deforestation and ground cover removal due to site clearance	• Dispose of waste at designated place identified and approved by local authority. • In identifying subproject activities and beneficiaries, conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities. • Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, and in relevant ethnic languages • Land acquisition procedures should be followed as asserted in the Resettlement Policy Framework. • Enhancing grievance redress mechanism for the arising complaints related to Project activities • Enhance availability and use of protective gears, and first aid kits to every subproject site • Ensure awareness to Occupational Health and Safety to implementers, supervisors and workers • Enhance the availability/construction of temporary toilets in the beginning of the implementation phase • Replacing vegetation by planting trees, grasses and flowers to the subproject sites

Subcomponent Activity	Risks and Impacts	Mitigation Measures
	Occurrence/spread of infectious/ communicable diseases	

4.1 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

Vulnerable Groups in the Program refer to those who are likely to be adversely affected by project impacts and /or are more limited than others in their ability to take advantage of Program benefits. Such individuals or groups are susceptible to exclusion from, and/or are unable to fully participate in the mainstreaming consultation process and as such may require specific measures and assistance to ensure adequate inclusion in Program activities. The table 4 below summarizes the anticipated risk impacts and the mitigation measures specific to Disadvantaged and Vulnerable Groups.

Table 4: Anticipated Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

<i>Possible risks to VGs</i>	<i>Mitigation measures</i>	<i>Responsible</i>
Disappearance of social and culture practices related to land due to interference with other communities	- PAA to institute land allocation and demarcation; Land Use or Management Plan to be put in place - Continuous awareness-building on importance of VGs to preserve their culture	PAA VGs VCs
Loss of range land and hunting blocks/ areas.	- The PAAs in collaboration with VCs to demarcate land for VG hunting/grazing activities. - Provide alternative activities to VGs, such as beekeeping, small stock keeping etc.	MLHHSD, MNRT, MA, MLF, PAAs VG and communiti es
Loss of forests in culturally sensitive areas for VG	- Propagate afforestation sub-projects that are designed, implemented and supervised by VGs. - Ensure safeguard for/protection of culturally/spiritually sensitive areas for VGs.	PAAs, Village Councils, VGs
Conflicts about resource utilization (water) among farmers, hunters, gatherers and domestic users	Ensure adequate distribution of water points for both users in the communities	PAAs, Village Councils, VG
Increased risk of exposure to communicable diseases such as HIV/AIDS, TB and STDs	Design public health messages and measures to alert and combat spread of diseases	PAAs, Village Councils, VG

Possible risks to VGs	Mitigation measures	Responsible
	Awareness campaigns on disease outbreaks	
Loss of traditional livelihoods	- Design projects to blend with traditional livelihoods to the extent possible, particularly if there is resettlement. - Meetings about changing mindsets	PAAs, Village Councils
Encroachment and degradation of land, territory and natural resources	- Introduce and maintain Land Management Plans - Introduction of bylaws - Provide for a meaningful representation of the VGs in decision-making on PWP sub-project development, micro-planning and operations and maintenance of service provision, ensuring VGs have voice to define and shape the benefits they would like to see from the projects. - Implement VGPs to re-assert VGs' rights to land and other natural resources affected by the sub-projects. - Ensure adherence to the project Resettlement Policy Framework.	PAAs, Village Councils
Inadequate participation of women in decision-making processes	- PAA and Community leaders should ensure equal participation of women in decision making - Continuous awareness creation on women's rights to land, natural resources and livelihoods	PAAs, and Village Council, NGOs, CBOs
Shortage of water due to drought	Introduction of water subprojects through PWP/ Rehabilitation of traditional water sources	PAAs, Village Councils
Increased vulnerability of VGs due to communication barriers	- Use of communication mechanism that will assure their participation in the program; participation by local leaders from their groups - Adequate communication framework to ensure VG's voices are heard, pending issues resolved and grievances heard	TMU PAAs VCs CMCs

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

Three major steps will be applied during the planning and design of subprojects to avoid and minimize adverse impacts: i) Subprojects screening on environmental risks; ii) Application of mitigation measures that will address potential environmental risks during subprojects implementation stage; iii) developing Environmental and Social Management Plan (ESMP) that is geared to address potential environmental and social risks. During the Planning the following will be for Avoidance of Environmental and Social Risks and Impacts

- Subprojects screening on Environmental and Social risks. This will be done after subprojects identification prior to the implementation stage, where screening will be carried out to all identified subprojects based on screening guidelines/template. The screening will be done followed to discard proposed subprojects with higher level of risk and impact that could require advanced mitigation measures, leaving those manageable at community level. The screening of subprojects may results into relocation of Projects site, change of subproject design and further stakeholders' consultations.
- Application of mitigation measures. Appropriate mitigation measures will be proposed to identify subprojects to address anticipated risks to acceptable standards/level. The mitigation measures will be assigned to subprojects to ensure environmental and social adverse impacts are minimized to the community and surrounding environment.
- Developing an ESMP to monitor application of mitigation measures. The ESMP will be developed to ensure proposed mitigation measures are applied to all emerging risks and impacts during subprojects implementation stage, and monitoring its effectiveness

5. PROCEDURES AND IMPLEMENTATION ARRANGEMENTS

5.1. Environmental and Social Risk Management Procedures

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

Table 5. Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
a. Assessment and Analysis: identification of subprojects	Screening	During subproject identification, ensure subproject eligibility by referring to the <i>Exclusion List in table 5</i> below. - For all activities, use the <i>Screening Form in Annex 1</i> to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject.
b. Formulation and Planning: Planning for subproject activities, including human and budgetary resources and monitoring measures	Planning	- Based on <i>Screening Form</i> to prepare relevant environmental and social management plans (ESMPs). - To prepare and submit samples of screening forms to World Bank for review and no objection by the World Bank prior to subproject implementation - Ensure that the contents of the ESMPs are shared with relevant stakeholders in an accessible manner and consultations are held with the affected communities in accordance with the SEP. - Train staff responsible for implementation and monitoring of plans.
c. Implementation and Monitoring: Implementation support and continuous monitoring for projects	Implementation	- Ensure implementation of plans through site visits, regular reporting from the field, and other planned monitoring. - Track grievances/beneficiary feedback. - Continue awareness raising and/or training for relevant staff, volunteers, and communities.
d. Review and Evaluation: Qualitative, quantitative, and/or participatory data collection on a sample basis]	Completion	- Assess whether plans have been effectively implemented. - Ensure that physical sites are properly restored.

More detail for each stage is provided below.

a. Subproject Assessment and Analysis – E&S Screening

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

Table 6. Exclusion List

• Weapons, including but not limited to mines, guns, ammunition, and explosives • Support of production of any hazardous good, including alcohol, tobacco, and controlled substances • Any construction in protected areas or priority areas for biodiversity conservation, as defined in national law • Activities that have the potential to cause any significant loss or degradation of critical natural habitats, whether directly or indirectly, or which would lead to adverse impacts on natural habitats • Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes • Activities involving changing forestland into agricultural land or logging activities in primary forest • Purchase or use of banned/restricted pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides) • Construction of any new dams or rehabilitation of existing dams including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water • Activities that involve the use of international waterways • Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures • Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development • Any activity on land that has disputed ownership or tenure rights • Any activity that will cause physical relocation of households or will require the use of eminent domain • Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA) • Any activity that will require Free, Prior and Informed Consent (FPIC) as defined in ESS7.]

As a second step, the Program will use the Environmental and Social Screening Form *attached Annex 1* to identify and assess relevant environmental and social risks specific to the activities, and identify the appropriate mitigation measures.

b. Subproject Formulation and Planning – E&S Planning

Based on the process above and the Screening Form, the PAAs and Communities will adopt the necessary environmental and social management measures already included in the detailed potential environmental and social adverse impact and its proposed mitigation measures *attached Annex 2*. To identify the anticipated Environmental and Social Impacts and its Mitigation measures

Since the site-specific ESMPs are necessary, the PAAs and the Communities will prepare these ESMPs, and other applicable documents as needed. The PAA Sector Experts will provide approval and compile ESMPs and other applicable forms. The contents of the ESMPs will be shared with relevant stakeholders in an accessible manner, and consultations will be held with the affected communities on the environmental and social risks and mitigation measures. Once subprojects are being identified by the community, ESMP for each subproject will be prepared as per the sample of Environmental and Social Management Plan (*attached Annex 3*).

The Samples of ESMPs in each category of subproject will also be submitted to the World Bank for prior review and no objection. , The World Bank and the TMU will reassess whether prior review is needed for further ESMPs

At this stage, staff who will be working on the various subproject activities should be trained in the environmental and social management plans relevant to the activities they work on. The TMU should provide such training to field staff.

The TMU should also ensure that all PAA and communities understand and incorporate environmental and social mitigation measures relevant to the respective subprojects. The TMU should provide training to selected PAA Facilitators to ensure that they understand and incorporate environmental and social mitigation measures; and plan for cascading training to be delivered to the community level i.e. to the Local Service Provider, Community Management Committees Members and Village/Mtaa/Shehia leaders. . The TASAF will further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on operations stage environmental and social management measures as applicable.

c. Implementation and Monitoring – E&S Implementation

During implementation, the TMU and PAAs will conduct regular monitoring visits. Arrangements mode of reporting the implementation of the environmental and social during the Project implementation start from the Village/Mtaa/Shehia level where Village Executive Officer receive reports from Community Management Committees, compile the report and send it to PAAs. The PSSN Coordinator receives reports from different villages, compile and send to TMU via TMO.

The TMU and PAAs Staff working to implement the project will ensure that monitoring practices include the environmental and social risks identified in the ESMF and will monitor the implementation of E&S risk management mitigation plans as part of regular project monitoring.

At a minimum, the reporting will include (i) the overall implementation of E&S risk management instruments and measures, (ii) any environmental or social issues arising as a result of project activities and how these issues will be remedied or mitigated, including timelines, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP. Reports from the local levels will be submitted to the TMU at the national level, where they will be aggregated and submitted to the World Bank on a or biannual basis.

Throughout the Project implementation stage, the TMU will continue to provide training and awareness raising to relevant stakeholders, such as staff, PAA facilitators and communities, to support the implementation of the environmental and social risk management mitigation measures.

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

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

d. Review and Evaluation – E&S Completion

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

5.2. Implementation Arrangements

The Project will continue to be implemented through government structures and will promote inter-ministerial co-ordination at national and PAA levels, thereby contributing to the building of a sustainable social protection system. The table 7 below summarizes the roles and responsibilities regarding the implementation arrangements for environmental and social management.

Table 7. Implementation Arrangements

Level/Responsible Party	Roles and Responsibilities
National Level • National Steering committee • SET • TMU	• Ensuring the Project compliance with ESMF requirements, and continually advocate and raise awareness at all levels. • Conduct training and orientation on the requirements of the ESMF to PAAs • Reviewing monitoring reports submitted by the PAAs • Provide technical backstopping to PAA facilitators on compliance of the ESF • Monitoring potential cumulative impacts from Project activities • Provide support, oversight, and quality control to field staff working on environmental and social risk management. • Collect, review, and provide quality assurance and approval to Screening Forms and ESMPs as relevant. Keep documentation of all progress. • Oversee overall implementation and monitoring of environmental and social mitigation and management activities, compile progress reports from local levels/subprojects, and report to the World Bank on a quarterly or biannual basis. • Train central and field staff and contractors who will be responsible for implementing the ESMF. • Ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, ESMS and ESCOPs.
PAA Level	• To build capacity of Communities on implementation of ESF and its instruments • Support communities to mainstream environmental and social issues in their sub-projects. • Ensure that PAAs have the capacity to assist communities in managing potential environmental and social impacts • Strengthen the capacity of other services providers such as Local Service Providers (LSP) to provide technical support to communities in environmental and social aspects of the sub-projects. • Prepare and monitor the implementation of site Specific VGP • Ensure project activities do not fall under the Exclusion List. Fill out Screening Forms for relevant subproject activities and submit forms to the national level. • Complete site-specific ESMPs for subproject activities and submit forms to the national level.

	• Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the national level on a monthly basis. • Provide training to local contractors and communities on relevant environmental and social mitigation measures, roles, and responsibilities.
Community Level • Extension staff • Village Council Members • CMCs • Local Service Providers • Beneficiaries	• Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the district level on a monthly basis. • Enhance Meetings, micro planning activities and subproject implementation at the community level done with perfection. • Enhance provision of land for subproject implementation • Comply with the Project's environmental and social mitigation and management measures as specified in ESMPs, ESMS, ESCOPs, and contract documents, as well as national and local legislation. • Take all necessary measures to protect the health and safety of workers and community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities

5.3. Proposed Training and Capacity Building

Capacity building and training for environmental and social management is required for all levels for the effective implementation of environmental and social issues in the Program. Table 8 below shows the Training and Capacity Building Approach

Table 8. Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
National level	TMU	TMU staff and National facilitators responsible for overall implementation of ESMF	ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures/instruments - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
			- Application of SEP and the grievance/beneficiary feedback mechanism
Regional level	RPSSNC	Regional level staff	ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation - Application of SEP and the grievance/beneficiary feedback mechanism
PAA level	TMU staff, National facilitators	PSSN coordinator, PAA facilitators,	ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation - Application of SEP and the grievance/beneficiary feedback mechanism
Community level	PSSN coordinator, PAA facilitators	Community members, Program Beneficiaries, CMCs, VCs and LSPs	- Basic OHS measures and Personal Protective Equipment - Community health and safety issues - Worker Code of Conduct - SEA/SH issues, prevention, measures] - COVID-19 mitigation - Grievance redress - Workers' grievance redress - Identification and assessment of E&S risks - E&S monitoring and reporting - Incident and accident reporting

5.4. Estimated Budget

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

Table 9. ESMF Implementation Budget

Activity/Cost Item	Potential Cost (USD)
Trainings for staff (venue, travel, refreshments etc.)	230,472
Printing of awareness raising materials	106,906
Grievance redress	738,919
Preparation of site-specific ESMPs and other site-specific plans	176,829
Procurement of PPEs and first aid kit	Included in CS-PW
Implementation of site-specific ESMPs and other site-specific plans	Included in CS-PW
Travel and accommodation budget for environmental and social staff site visits	700,591
TOTAL	1,953,716

6. STAKEHOLDER ENGAGEMENT, DISCLOSURE, AND CONSULTATIONS

Stakeholders Consultation has been a key element during the preparation of PSSN III. Consultation was done to ensure effective participation of all stakeholders throughout the Program implementation period. It also enhances the dynamic process that involve different stakeholders across all levels from the National down to the community levels to have their view contribute to, hence influence the meaningful decisions making process on the Program implementation for best outcome.

National level:

Consultation was done to Ministries and various institutions. The ministries consulted include the Second Vice President's Office, Zanzibar, Ministry of Finance, Mainland, Prime Minister's Office Labor, Youth, Employment and Persons with Disability, Ministry of Agriculture, Ministry of Health, Tanzania Meteorological Authority, The Planning Commission and PO-RALG. The consultation with Ministries and governmental institutions was done in a specific consultative meeting convened to collect inputs for PSSN III Program.

At communities:

Consultation was done at community level to Program Beneficiaries and general public, which mainly aimed at collecting information on the Program that would be taken as key lesson learnt through the implementation of PSSN II that will be used inform the design of PSSN III.

Vulnerable Groups:

Consultations to vulnerable group communities was conducted to the hunter-gathers, pastoralists and agro pastoralist communities. The discussions was focused on identifying the potential positive and negative impacts of Program implementation and measures to enhancing positive impacts; and mitigate negative impacts as far as the environmental and social impacts are concerned in the VG communities. Site Specific Vulnerable Group Plans will be prepared in villages with vulnerable groups. These plans will contains the identified environmental and social impacts and it's propose appropriate mitigation measures raised during the stakeholders consultations meetings and focus group discussions.

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement.

This ESMF, as well as the SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for this project, will be disclosed in draft for stakeholder consultations on the official website of TASAF and the World Bank after being approved by the WB.

LIST OF ANNEXES

ANNEX 1: ENVIRONMENTAL AND SOCIAL SCREENING FORMS

Introduction: Subproject Information

- a. Subproject Name
- b. Sector:
- c. Regional:
- d. PAA:
- e. Ward:
- f. Village/Mtaa/Shehia:

PART ONE: Subproject identification, consultation and participation.

- (a) Description of the subproject area;

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- (b) Mention key subproject activities that will be done during the implementation of the subproject;

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- (c) Mention key subproject activities that will be done during the operations and maintenance of the subproject;

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- (d) Mention tools that will be used during subproject implementation

i.	v.
ii.	vi.
iii.	vii.
iv.	viii.

ix.

(e) Mention Social, Economic and Environmental benefits of the subprojects

Economic benefits:

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Social Benefits :

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Environmental benefits:

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Stakeholders Consultation

Note: Attach minutes showing date, affected persons/institutions, phone number, signature and key issues discussed during the consultation with stakeholders

Information regarding the consultation process

i. Identify stakeholders that will be affected by subproject activities

Stakeholders	Expected positive impacts	Expected negative impacts
Government institutions (market, school, hospital, village office) Mention others (if any):		
Non-Government Institutions		

Private		
Community Based Organization/ Groups of people in the community		

Mention if there are other stakeholders:

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How the mentioned stakeholders in the table above were identified?

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ii. Explain how the stakeholder's consultation was conducted.

Consultation was carried out through; (tick the appropriate answer)

Mode of Consultation	Put (v)	Participants in the Consultation (Elders, Women, People with disabilities, Peer groups, sex etc
Village/Mtaa/Shehia Assembly meeting		
Meeting with Project Affected Persons only		
Focus Group Discussions		
Discussion with affected individual Persons		

Mention if there were other methods used;

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iii. What are the key issues discussed during the consultation?

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Declaration that information provided above is correct:

Name of Facilitator collected the information:

Designation.....Signature:

Phone Number:

Name of Village Executive Officer:

Signature..... Date: Stamp

PART TWO: Preliminary Environmental and Social Screening and Preparation of Environmental and Social Management Plan (ESMP)

i. Environmental Screening

Environmental Screening during implementation stage

Code	Potential adverse	Code	Mitigation measures

ii. Environmental Screening during Operation and Maintenance Stage

Code	Potential adverse	Code	Mitigation measures

iii. Social Screening

Social Screening during implementation stage

Code	Potential adverse	Code	Mitigation measures

iv. Social Screening during operation and maintenance stage

Code	Potential adverse	Code	Mitigation measures

i. Environmental and Social Management Plan (ESMP) during Implementation Stage

S/N	Potential adverse impacts	Mitigation measures	Responsible	Time frame	Estimates budget

ii. Environmental and Social Management Plan (ESMP) during Operation and Maintenance Stage

S/N	Potential adverse impacts	Mitigation measures	Responsible	Time frame	Estimates budget

Prepared by PAA Facilitator:

Name: Position:.....

Signature.....Date:

Approved by PAA Environmental Officer:

Name: Signature:

Date:

PART Three: The Land Donation Agreement Form

Key issues to consider before donating land for subprojects

- i. That the donor has been appropriately informed and consulted about the project and the choices available to him/them;
- ii. That the donor is aware that refusal is an option
- iii. That the amount of land being donated is minor and will not reduce the donor’s remaining land area below that required to maintain the donor’s livelihood at current levels;
- iv. That no household relocation is involved;
- v. That the donor is expected to benefit directly from the project;
- vi. That the donor is aware of the existence and the ability to contact the project Grievance Mechanism in case of complaint.

A: PRIVATELY OWNED LAND:

This agreement is made this Day of 20..... between(herein after referred as “Donor”) of P.O Box.....and The Village Council of (herein after referred as “Donee”) of P.O Box

WHEREAS

The Donor is a lawful owner of a piece of land situated at Village/street/Shehia Ward..... Project Area Authority Region (herein after referred as the Property)

That the property occupies an area of (m²/ km² hkt²/) and it is held with a right of occupancy for a period of

NOW THEREFORE THE AGREEMENT WITNESSES AS FOLLOWS:-

- 1. That the donor hereby is desirous of donating the Property to the Donee permanently/ lease for the period of commencing from to for implementation of subproject(s) namely financed by the Tanzania Social Action Fund III Phase II (PSSN II)
- 2. That the Property is identified and determined by boundaries of pieces of land adjacent to it and under the ownership of :
 - East
 - West
 - North
 - South

VERIFICATION

I with sound mind and without any undue influence whatsoever has voluntarily decided to donate by lease/disposition of the above mentioned piece of land to the Village Council of for implementations of PSSN subprojects.

Owner's/ Donor's

Name ¹ Signature Date

Phone Number.....

Donor's Witness

1. Name.....Signaturedate
Phone Number.....

2. Name.....Signature.....date
Phone Number.....

Village Representative

Name.....Signature date

Phone Number.....Name.....Signature.....date
Phone Number

Before Me:

Village Chairman..... Signaturedate
Phone Number.....

Village Executive Officer/Street/Shehia.....

Signature..... Stamp
Phone Number.....

{Note: Attach the Village/Mtaa/Shehia Meeting Minutes}

¹ If the piece of land is co-owned, each owner should fill in the form.

B: PUBLIC OWNED LAND:

This agreement is made this Day of 20..... between
.....And.....
.....being
the lawful owners of.....(herein
after referred as “Donor”) of P.O Box.....
And
The Village Council of (herein after referred as
“Donee”) of P.O Box

WHEREAS

The Donor is a lawful owner of a piece of land situated at
Village/street/Shehia Ward..... Project
Area Authority Region (herein after
referred as the Property)

That the property occupies an area of (m²/ km² hkt²/) and
it is held with a right of occupancy for a period of

NOW THEREFORE THE AGREEMENT WITNESSES AS FOLLOWS: -

1. That the donor hereby is desirous of donating the Property to the Donee permanently/lease for the period of commencing from to for implementation of subproject(s) namely financed by the Tanzania Social Action Fund III Phase II (PSSN II)
2. That the Property boundaries are identified and determined by boundaries of pieces of land adjacent to it and under the ownership of :

East
West
North
South

VERIFICATION

I with sound mind
and without any undue influence whatsoever has voluntarily decided to donate by
lease/disposition of the above mentioned piece of land to the Village Council of
..... for implementations of
..... PSSN subprojects.

That we

1.....2
.....3....., and
4..... (being the neighbours of the Donor)were present when

the Donor showed the boundaries to the Donee and all of us appeared fully understand and agree to the boundaries that were shown to us .

Owner's/ Donor's

Name ² Signature Date

Phone Number.....

Donor's Witness

1. Name.....Signaturedate

Phone Number.....

2. Name.....Signature.....date

Phone Number.....

Village Representative

Name.....Signaturedate

Phone Number.....

Name.....Signaturedate

Phone Number

Before Me:

Village Chairman..... Signaturedate

Phone Number.....

Village Executive Officer/Street/Shehia.....

Signature..... Stamp

Phone Number.....

(Note: Attach the Village/Mtaa/Shehia Meeting minutes)

² If the piece of land is co-owned, each owner should fill in the form.

PART FOUR: MONITORING CLIMATE CHANGE

This form to be filled by PAA Sector Experts in collaboration with the community

Note: Type of subproject to be implemented under PSSN II PWP contributes positively to the climate change effects. BUT if the identified subproject will contribute negatively to climate change effects; identify the effects and its adaptation measures.

Does the subproject contribute negatively to Climate change effects?

Yes

☐

No

☐

Effects	Adaptation measures

Plan for adaptation of effects of climate change

No	Effects	Adaptation measures	Responsible person	Time frame	Estimated cost

Village executive officer of Village/Mtaa/Sheha:

Name: Signature:.....Date.....

Phone number.....

PAA Officer:

Name:.....position.....

Signature:..... Date:

Phone number.....

PART FIVE: PARTICIPATION OF VULNERABLE GROUPS IN THE PROJECT

Note: This section should to be filled only by villages with Vulnerable Groups.

i. General information about the subproject:

.....

.....

.....

.....

.....

ii. Explain the consultation process used to ensure full participation of Vulnerable Groups in the subprojects

.....

.....

.....

.....

.....

iii. Identify the impacts and its mitigation measures which can hinder the full participation of Vulnerable Groups in the subprojects

S/n	Expected impacts	Mitigation measures

Implementation Plan for the identified impacts and mitigation measure to Vulnerable Groups

	Potential adverse impacts	Mitigation measures	Responsible person	Time frame	Estimates budget

Approved by Village/Mtaa/Sheia Executive Officer:

Name.....Signature:.....

Date.....phon number

Stamp

PAA Officer responsible:

Name:.....Position.....

Signature:..... Date.....

Phone number.....

ANNEX 2: ENVIRONMENTAL AND SOCIAL CODES OF PRACTICE (ESCOP)

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

General ESCOP for the Program

ISSUE	MITIGATION MEASURES	RESPONSIBLE
	Planning and Implementation Phase	
1. Noise during implementation	a) Plan activities in consultation with communities so that noisiest activities are undertaken during periods that will result in least disturbance. (Planning phase)	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
2. Soil erosion	a) Application of contour farming. b) Use mulch, grasses or compacted soil to stabilize exposed areas. (Implementation phase) c) Cover with topsoil and re-vegetate (plant grass, fast-growing plants/bushes/trees) construction areas quickly once work is completed. (Post-implementation phase)	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
3. Air pollution.	a) Minimize dust from exposed work sites by applying water on the ground regularly during dry season. (implementation phase) b) Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Construction phase) c) Reduce dust generation through application of water where practical. (Implementation phase)	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
4. Water Pollution	a) Activities should not affect the quality of water for drinking and hygienic purposes. (Implementation phase) b) No liquid, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal (Implementation phase).	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries

	c) Provision of temporary toilets (Implementation phase)	
5. Solid waste	a) Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials. (Implementation phase) b) Provision of temporary pit latrine at work site.	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
6. Health and Safety	a) When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase) b) Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, and goggles). (Implementation phase) c) Follow the measures for implementation which involve leaving the space between one people to another at work site. d) Keep worksite clean and free of debris on daily basis. (Implementation phase) e) Provision of first aid kit with essential requirements, refer to health care facilities. (Implementation phase). f) Fill in all borrow-pits once construction is completed to avoid standing water, water-borne diseases and possible drowning. (Post-Implementation phase)	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
7. GBV/SEA/SH	a) Conduct Awareness rising on gender equality b) Real time grievances resolution c) Incorporation of other relevant stakeholders	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
8. Occurrence of injuries	a) Awareness creation on health and safety at workplace b) Availability and use of first aid kits at site	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries

	c) Availability of trained first aid providers d) Availability and use of protective gears e) Maintaining distance from one person to another during the work	
Operational and maintenance phase		
9. Solid Waste Management	Collect solid waste to appropriately designated/ controlled dump sites. (Implementation phase)	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
10. Community Health and Safety.	Ensure the sustainability of the water supply by involving the community in its management to minimize the dependency in the long-term.	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
11. Collapse of Charcoal dam and shallow wells	a) Regular maintenance of charcoal dam b) Regular maintenance of the charcoal dam c) Demarcations of water sources to reduce human activities which led to water source siltation. d) Establishments of cattle trough e) Ensure enough vegetation on banks to reduce soil erosion	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
12. Human or animal may falling in charcoal dam or shallow walls	a) Wells are provided with top cover to reduce water contamination b) Fencing of the charcoal dam or shallow wells	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
13. Increased water related diseases	a) Awareness created creation to community regarding water related diseases	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
14. Conflict in the community due to unclear ownership of the created assets	a) Community- members and leaders to prepare guidelines regarding ownership of assets created b) Awareness creation on the objective of the subproject to the community	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries
Agriculture Support		
	a) Use sustainable agricultural practices / approaches / technologies. (e.g., Agroforestry Practices, Crop rotation, Integrated	PSSNC, VEO, LSP, CMC and PSSN Beneficiaries

	Pest Management (encouraging the predators of crop-eating pest insects such as birds and bats), etc.) (Planning and implementation phases) b) Reduce top-soil losses from erosion and the reduction in soil fertility. c) (Cover Crops and Mulches (Establishing leguminous ground cover and applying plant residues), Grass Barriers (planting grass in strips along the contour lines), etc.) (Implementation phase) d) Induce conservation and efficient use of water. (Planning and implementation phases) e) Reduce misuse of agrochemicals, contributing to a reduction of toxic substances in soil and water. (Planning and implementation phases) f) Reduce usage of pesticides and promote integrated pest management approaches. (Planning and implementation phases) g) Reduce, recycle and reuse the agricultural waste (natural, animal, plant waste). (Implementation phase)	
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ANNEX 3: CHANCE FIND PROCEDURES

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

In the event that during subprojects implementation, resources or artifacts of cultural value are found, the following procedures for identification, protection from theft, and treatment of discovered artefacts should be followed and included in standard bidding documents. These procedures take into account requirements related to chance finding under national legislation including

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

ANNEX 5: FERTILIZER AND PEST MANAGEMENT PLAN

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

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

Government Regulations related to Pesticides. Pesticides in Tanzania are controlled by Plant Health Act 2020 which make provisions for control of pesticides, phytosanitary measures, importation and use of plants and plant products, prevention of introduction and spread of pests, establishment of the Tanzania Plant Health and Pesticides Authority and for related matters. Section 54 (1) describe **Pesticides control order states that “**Where there are reasonable grounds to believe that the use, handling, storage, sale, disposal, display or method of application or of transportation of a pesticide or of a substance containing a pesticide—(a)causes or is likely to cause injury or damage to or impairment of the quality of the natural environment;(b)causes or is likely to cause injury or damage to property, plant or animal life;(c)adversely affects or is likely to adversely affect the health or safety of any person; or(d)renders or is likely to render, directly or indirectly, any property, plants or animal life unfit for use by human beings the Authority shall issue a pesticide control order to a person responsible for the pesticide or the substance containing pesticide.(2)The order referred to in subsection (1) may direct the person to remove, dispose or reship such pesticide or substance containing substance within time as the Authority may determine.(3)Where a person fails to comply with the pesticide control order, the Authority shall comply with the order and the cost incurred in effecting compliance with an order shall be—(a)paid on demand by the person to whom the order was directed; and(b)recoverable by the Minister as a debt due to the Government.(4)Any person who fails to comply with the pesticide control order commits an offence.(5)The Authority shall make guidelines for proper implementation of this section.

Key Impacts of Pesticides and Mitigation Measures. Pesticides benefit the Program Beneficiaries for the crop production, nevertheless, they also impose a series of negative impacts on the environment. Pesticides may easily contaminate the air, ground water, surface water, and soil when they run off from fields, escape storage tanks, and not discarded properly. Moreover, pesticides are hazardous to both pests and humans and they become toxic to humans and non-target animal species if suitable precautions are not undertaken during transport, storage, handling and disposal. Most pesticides will cause adverse effects if they are in contact with the skin for a long time or if intentionally or accidentally ingested. Pesticides may be inhaled with the air while they are being sprayed. An additional risk is the contamination of drinking-water, food or soil.

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

Stage	Mitigation Measures
Before using pesticides	1. Minimize the need for pesticides by practicing integrated management by control strategies such as cultural control, mechanical control, physical control, biological control and chemical control. 2. Receive recommendations from Tanzania Plant Health and Pesticides Authority for proper management method for specific crop.
General precautions	1. Only choose the pesticides labelled in the national language and do not use the pesticides without any label or with foreign language labels. 2. Select the pesticide which is suitable for specific pests and target plants as described on the label. 3. Do not mix any two or more pesticides at the same time. 4. Follow the instructions for use and the pre-harvest interval (PHI) as prescribed on the label. 5. Use appropriate and correct application techniques to ensure safety for the health of humans, animals and the environment.
Label Reading	1. Check the pesticide registration number on your product. 2. Review the date of manufacture and date of expiry. 3. Read the active ingredient and pesticide group on your product. 4. Read the target pests, dosage of product. 5. Read the pre-harvest interval (PHI). 6. Read the storage and disposal procedure for the product. 7. Read the first aid procedure. 8. Follow the instructions and safety precautions precisely written on the label.
Storage and Transport	1. Store pesticides in a certain place that can be locked and not accessible to unauthorized people or children. 2. Never be kept in a place where they might be mistaken for food or drink. 3. Keep them dry but away from fires and out of direct sunlight. 4. Store away from water sources. 5. Should be transported in well-sealed and labelled containers. 6. Do not carry them in a vehicle that is also used to transport food.
Handling / Application	From Environmental Safety Aspect – 1. Application rates must not exceed the manufacturer's recommendations. 2. Avoid application of pesticides in wet and windy conditions. 3. Pesticides must not be directly applied to streams, ponds, lakes, or other surface bodies. 4. Maintain a buffer zone (area where pesticides will not be applied) around water bodies, residential areas, livestock housing areas and food storage areas. From Health and Safety of User Aspect –

Stage	Mitigation Measures
	1. Use suitable equipment for measuring out, mixing and transferring pesticides. 2. Do not stir liquids or scoop pesticides with bare hands. 3. Do not spray pesticides at the down-stream direction and during the strong wind. 4. Do not spray pesticides at the high temperature of the day (noon). 5. Do not suck or blow the blocked nozzle. 6. Do not assign pregnant women, lactating mother and children under 18 for handling and use of pesticides. 7. Protective gloves, shoes, long-sleeved shirt and full trousers shall always be worn when mixing or applying pesticides. 8. Respiratory devices (nose mask) shall be used to avoid accidental inhaling. 9. In case if any exposure/body contact with the pesticide, wash-off and seek medical aid.
Disposal	From Environmental Safety Aspect – 1. Dispose any left-over pesticide by pouring it into a pit latrine. 2. It should not be disposed of where it may enter water used for dinking or washing, fish ponds, creeks or rivers. 3. Do not dispose any empty containers into river, creek, fish ponds and water way. 4. Do not burn any empty containers. 5. Decontaminate the pesticide containers by triple rinsing and use for next application. i.e. part-filling the empty container with water three times and emptying into a bucket or sprayer for next application. 6. All empty package and containers should be returned to the designated organization / individual for safe disposal. 7. If safe disposal is not available, bury the empty package and containers at least 50cm (20 inches) from ground level as much as possible. 8. The hole / disposal site must be at least 100 meters (~300 ft) away from the streams, wells and houses. 9. Do not reuse empty pesticide containers for any purposes.
Personal Hygiene	1. Never eat, drink or smoke while handling pesticides. 2. Change clothes immediately after spraying pesticides. 3. Wash hands, face, body and clothes with plenty of water using soap after pesticides handling.
Emergency Measures	Indications of Pesticide Poisoning General: extreme weakness and fatigue. Skin: irritation, burning sensation, excessive sweating, staining. Eyes: itching, burning sensation, watering, difficult or blurred vision, narrowed or widened pupils. Digestive system: burning sensation in mouth and throat, excessive salivation, nausea, vomiting, abdominal pain, diarrhea.

Stage	Mitigation Measures
	Nervous system: headaches, dizziness, confusion, restlessness, muscle twitching, staggering gait, slurred speech, fits, unconsciousness. Respiratory system: cough, chest pain and tightness, difficulty with breathing, wheezing. Responsiveness General: If pesticide poisoning is suspected, first aid must be given immediately and medical advice and help must be sought at the earliest opportunity. If possible, the patient should be taken to the nearest medical facility. First Aid Treatment If breathing has stopped: Give artificial respiration (i.e. mouth to mouth resuscitation if no pesticide has been swallowed.) If there is pesticide on the skin: Remove contaminated clothing from the patient and remove the patient from the contaminated area. Wash the body completely for at least 10 minutes, using soap if possible. If no water is available, wipe the skin gently with cloths or paper to soak up the pesticide. Avoid harsh rubbing or scrubbing. If there is pesticide in the eyes: Rinse the eyes with large quantities of clean water for at least five minutes. If there is ingestion: Rinse mouth, give water to drink. Never induce vomiting in unconscious or confused persons, seek medical advice immediately.

ANNEX 6: ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

1. Introduction:

- i. The screening checklist for ESMF should be applied for CS-PW subprojects during micro-planning as well as during subproject implementation stage.
- ii. The user should put a tick mark in appropriate space correspond to environmental/social impact and it is mitigation measures in the screening form.
- iii. During micro-planning the expected mitigation measure will be chosen corresponding to predicted impact, meanwhile during implementation mitigation measures applied to corresponding observed impact.
- iv. The significance implies estimated level of impact to the community and is indicated as H mean High impact level, M for Medium and L for low impact level.
- v. The completed screening form should be certified and stamped by Sector Expert of respective subproject and District EMO.
- vi. The PAA will use the ESMF checklist according to subproject types present in the PAA.

Community access roads

Subprojects types: New access (road) construction, foot bridges and culverts, Gravel/Earth road

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
CR 1	dust pollution							CR 1.1	use of protective gears while working
								CR 1.2	sprinkle water to reduce dust
CR 2	water pollution							CR 2.1	locate properly well to avoid contamination
								CR 2.2	ensure proper disposal of wastes
								CR 2.3	provide pit latrine at work site
CR 3	soil erosion							CR 3.1	avoid unstable areas with steep slopes
								CR 3.2	monitor people and animal movement
								CR 3.3	Re-plant of vegetation
CR 4	water related diseases							CR 4.1	interfere vectors life cycle by fish, etc

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
								CR 4.2	use of bed nets and repellants
CR 5	Increased sediments into culverts							CR 5.1	Improve culvert/channels design Continuous maintenance and cleaning
CR 6	Increased runoff and flooding conditions							CR 6,1	Provision of adequate and well-designed drainage channels
CR 7	Creation of stagnant pools of water in left borrow pits							CR 7.1	Rehabilitation of borrow pits by filling or alternative use.
CR 8	Spread of HIV/AIDS							CR 8.1	Provision of Promotion materials
								CR 8.2	Work with existing HIV/AIDS prevention programs

Small scale irrigation³

Subprojects type: Catch/cut-off drain, Micro ponds, river bed/permeable rock dams, small scale drip irrigation, small scale surface irrigation, and hand dug wells

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
IR 1	water pollution							IR 1.1	locate properly well to avoid contamination
								IR 1.2	ensure proper disposal of wastes
								IR 1.3	provide pit latrine at work site
IR 2	vegetation clearance							IR 2.1	prepare tree nursery or source seedlings from existing nursery
								IR 2.2	replant of vegetation
IR 3	loss of agricultural land							IR 3.1	provide alternative land for agriculture
								IR 3.2	Build drains in specific areas where there are absolute need and no

³ Whenever the subproject involves using water from international waterways or trans boundary tributaries, that subproject shall not be considered for implementation under Public Works.

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
									sufficient measure to reduce water runoffs and erosion
								IR 3.3	Build drains where there are natural water ways
IR 4	Risk of increased erosion							IR 4.1	Provide waterways to receive surface runoff
								IR 4.2	Proper citing of irrigation sub
								IR 4.3	Avoid shifting cultivation
IR 5	Land use and management issues							IR 5.1	establish land use guideline to avoid potential conflict between land users (irrigation project versus fishing opportunities or nomadic pastoralists)
IR 6	Conflicts over water use rights							IR 6.1	Provide Water use rights guidelines to the community
								IR 6.2	Plan water intake according to available water
IR 7	Water pollution							IR 7.1	Educate communities on poor irrigation practices such as use of fertilizers and pesticides
								IR 7.2	Monitor water quality through regular testing
								IR 7.3	Provide restriction guideline on domestic use of irrigation water
IR 8	Salinization							IR 8.1	Monitor water quality through testing
								IR 8.2	Ensure proper drainage and soil salinity control system
IR 9	Clogging of drippers due to particles							IR 9.1	Provide regular flushing of the irrigation system
IR 10	Chewing of drippers by rodents							IR 10.1	Pests control measures should be applied.

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
IR 11	Disturbance to protected areas and natural habitats							IR 11.1	Locate and design the irrigation scheme to protect natural environment
IR 12	Shortage of water due to decline in water level in dry season							IR 12.1	Control water usage at a low level during dry season

Agro forestry

Subproject type: Eyebrow basins, herring bones, improved pits, micro basins, micro trenches, water collection trenches

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
AF 1	vegetation clearance							AF 1.1	prepare tree nursery
								AF 1.2	replant of vegetation
AF 2	Loss of productive land							AF 2.1	Restrict construction to degraded areas, mostly in semi-arid and medium rainfall areas with shallow soils.
AF 3	Land degradation							AF 3.1	Limit grazing around constructed structures
AF 4	Risk of water related diseases, e.g. malaria							AF 4.1	Use mosquito protection methods e.g. nets and repellants
AF 5	Risk of soil erosion							AF 5.1	Compact soil during construction
								AF 5.2	Plant grasses between herring bones
AF 6	Risk of accidents e.g. human and /or animal falling in the trenches							AF 6.1	Avoid building trenches during rainy season
								AF 6.2	Install pegs to demarcate working areas
								AF 6.3	Provide a well-stocked first aid kit with trained personnel

Multi-purpose tree nursery

Subprojects types: Seed collection from woodlots, homesteads areas and forests, tree/shrub seedlings and grass nurseries, Restoration of degraded land/area, Gully reshaping, filling and re-vegetation,

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
TN 1	vegetation clearance							TN 1.1	prepare tree nursery
								TN 1.2	replant of vegetation
TN 2	Solid waste generation							TN 2.1	Dispose all wastes such as polythene bags, sacks used for storing or planting seedlings into an open pit
TN 3	Limited water source for seedlings watering							TN 3.1	Establish more wells where possible
								TN 3.2	Establish rain water harvesting facility, and water retention mechanism
TN 4	Unsuitable forest production							TN 4.1	Use variety of multi-purpose and fast growing indigenous trees
TN 5	Introduction of exotic species over crowd/ choke the indigenous species							TN 5.1	Give preference to the use of indigenous species
TN 6	Human interference							TN 6.1	Fence the area to be restored and restrict access until restoration is achieved
TN 7	Pollution of the ground water, surface water and habitats							TN 7.1	Avoid use and/or manage fertilizers or pesticides/herbicides
TN 8	Land degradation							TN 8.1	Limit grazing around restoration area
TN 9	Land use management issues							TN 9.1	Establish community land use management guideline to address potential conflicts between land users
TN 10	Social conflicts due to unclear ownership of resources							TN 10.1	Prepare community guideline on ownership and responsibilities
TN 11	Risk of soil erosion							TN 11.1	Compact soil during construction
								TN 11.2	Avoid areas with fragile and/or unstable soils/slopes

Soil and water conservation

Subproject types: Level soil bunds, level fanya juu, stone bunds, bench terraces, stone check dam, gully reshaping, filling and re-vegetation.

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
SW 1	Temporary water logging in heavy soils							SW 1.1	Leave some vegetation on ground to help control water logging
								SW 1.2	Level soil bunds to integrate with soil fertility management
SW 2	vegetation clearance							SW 2.1	prepare tree nursery or source seedlings from existing nursery
								SW 2.2	replant of vegetation
SW 3	Risk of soil erosion due to breakage of structures (bunds, terraces, stone check dam)							SW 3.1	Ensure that bunds, terraces, dams are level and well compacted and constructed to avoid soil erosion
								SW 3.2	Provide waterways to receive surface runoff
								SW 3.3	Plant vegetation/grasses on steep banks to prevent erosion
								SW 3.4	Raise height of the dam if necessary
SW4	Dust pollution							SW 4.1	Sprinkle water to reduce dust
								SW 4.2	Provide protective masks to workers
SW5	Population influx							SW 5.1	Educate on sustainable use of resources
SW6	Land pollution from wastes							SW 6.1	Provide temporary toilets
								SW 6.2	Provide waste disposal pit at the site

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
SW7	High demand of stones							SW 7.1	Ensure trees are planted in places of fragile areas where stones were fetched
SW8	Spread of HIV/AIDS							SW 8.1	Provision of Promotion materials
								SW 8.2	Work with existing HIV/AIDS prevention programs
SW9	Loss of soil fertility							SW 9.1	Rotate crops Use correct type and quantity of fertilizer
SW10	Terrace collapse							SW 10.1	Regular maintenance
								SW 10.2	Ensure enough vegetation on banks
SW11	Increased soil erosion as people/animals access water							SW 11.1	Restrict access of water to a particular access point
								SW 11.2	Raise community awareness through sensitization meetings
SW12	Risks of water related diseases e.g. malaria							SW 12.1	Use of malaria control techniques, e.g. nets, repellants
SW13	Risks of water-borne diseases e.g. cholera, typhoid							SW 13.1	Sensitize on use of safe drinking water, e.g. boil water before use
SW14	Land use and management issues							SW 14.1	establish land use guideline to avoid potential conflict between land users (domestic users versus fishing opportunities or nomadic pastoralists)

Water and environmental conservation

Subproject types: Earth dams, charco dams, pans and ponds.

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
WE 1	Loss of land taken up by the pond /reservoir and its spillway(s)							WE 1.1	Community to provide alternative land for PAPs
WE 2	Risk of increased water related diseases e.g. malaria, bilharzias, typhoid etc.							WE 2.1	Introduce fish to eat vector larvae Fencing to restrict uncontrolled access and unintended use of water Use of protective equipment e.g. nets, repellants
WE 3	Risk of soil erosion due to breakage of structures (earth dams, charco dams)							WE 3.1	Ensure that dams are level and well compacted and constructed to avoid soil erosion
								WE 3.2	Provide waterways to receive surface runoff
								WE 3.3	Plant vegetation/grasses on steep banks to prevent erosion
								WE 3.4	Raise height of the dam if necessary
								WE 3.5	Provide water access at appropriate place, and restrict uncontrolled access.
WE 4	Risk of floods to nearby communities							WE 4.1	Properly design of dam wall and spillways
WE 5	Increased siltation that shorten dams lifetime							WE 5.1	Proper soil conservation e.g. tree planting,
								WE 5.2	Application of appropriate farming e.g. terrace bunds, contour bunds along mountain slopes in catchment area
WE 6	Downstream users deprived of water or subjected to pollution or sediment load							WE 6.1	Restrict uncontrolled use that prompt water pollution and sediment generation

Impact Code	Environmental /Social Impact	Predicted (v)	Observed (v)	Significance				Mit. Code	Mitigation measures applied
				H	M	L	U		
WE 7	Dust pollution during construction							WE 7.1	Sprinkle water to reduce dust
								WE 7.2	Provide protective masks to workers
WE 8	Population influx							WE 8.1	Educate on sustainable use of resources
WE 9	Land pollution from wastes							WE 9.1	Provide temporary toilets
								WE 9.2	Provide waste disposal pit at the site
WE 10	Spread of HIV/AIDS							WE 10.1	Provision of Promotion materials
								WE 10.2	Work with existing HIV/AIDS prevention programs
WE 11	Earth dam, charco dam collapse							WE 11.1	Regular maintenance
								WE 11.2	Ensure enough vegetation on banks
WE 12	Increased soil erosion as people/animals access water							WE 12.1	Restrict access of water to a particular access point
								WE 12.2	Raise community awareness through sensitization meetings
WE 13	Risks of water related diseases e.g. malaria							WE 13.1	Use of malaria control techniques, e.g. nets, repellants
WE 14	Risks of water-borne diseases e.g. cholera, typhoid							WE 14.1	Sensitize on use of safe drinking water, e.g. boil water before use
WE 15	Water use and management issues							WE 15.1	establish land use guideline to avoid potential conflict between land/water users (domestic users versus fishing opportunities or nomadic pastoralists)

ANNEX 3: SAMPLE OF ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

S/n	Type of subproject activity	Potential adverse environmental and social impacts	Mitigation measures	Responsibility to implement mitigation measures	Time frame	Expected cost to undertake mitigation measures
1	Community access road	- dust pollution - water pollution - soil erosion	- use of protective gears while working - sprinkle water to reduce dust - avoid unstable areas with steep slopes - monitor people and animal movement - Re-plant of vegetation	PAA Facilitators, PAA Sector Experts, CMC, Community	During subproject s implementation	To be determined during the subprojects micro-planning stage
2	Community water ponds	- water pollution - vegetation clearance - loss of agricultural land - Risk of increased erosion - Land use and management issues - Conflicts over water use rights - water related diseases	- ensure proper disposal of wastes - provide pit latrine at work site - provide alternative land for agriculture - Provide drains in specific areas where there are absolute need and no sufficient measure to reduce water runoffs and erosion - Build drains where there are natural water ways	PAA Facilitators, PAA Sector Experts, CMC, Community	During subproject s implementation	To be determined during the subprojects micro-planning stage
3	Gully control and soil erosion	- Water pollution - Risk of accidents	Provide waterways to receive surface runoff	PAA Facilitators, PAA Sector Experts,	During subproject s implementation	To be determined during the subprojects micro-

S/n	Type of subproject activity	Potential adverse environmental and social impacts	Mitigation measures	Responsibility to implement mitigation measures	Time frame	Expected cost to undertake mitigation measures
			Plant vegetation/grasses on steep banks to prevent erosion	CMC, Community		planning stage