



**The Revolutionary Government of Zanzibar**

**JUDICIARY OF ZANZIBAR**

**ZANZIBAR JUDICIAL MODERNIZATION**

**PROJECT (ZI-JUMP) P500588**

**Draft**

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

**March 2024**

1. The Revolutionary Government of Zanzibar through Judiciary of Zanzibar (JoZ) will implement the Zi-JUMP project as set out in the Financing Agreement. The International Development Association (the Bank), has agreed to provide the original financing (P500588) for the Project, as set out in the referred agreement(s)
2. The Revolutionary Government of Zanzibar through JoZ shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Financing Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that JoZ shall carry out or cause to be carried out, including, as applicable, the time frames of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Revolutionary Government of Zanzibar, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Revolutionary Government of Zanzibar and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and Revolutionary Government of Zanzibar through the Chief Court Administrator of the Judiciary of Zanzibar. The JoZ shall promptly disclose the updated ESCP in its website

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s) and incidences of Gender Based Violence (GBV).</p>	Bi-annually reports to the World Bank throughout project implementation, commencing after the Effective Date. Submit each report to the World Bank no later than 14 4 days after the end of each reporting period	Judicial Reform Delivery Unit (JRDU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank not later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a time-frame acceptable to the World Bank</p>	Judicial Reform Delivery Unit (JRDU)
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the World Bank</p>	Submit the bi-annually reports to the World Bank as annexes to the reports to be submitted under action A above	Judicial Reform Delivery Unit (JRDU), Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain a PIU with qualified staff and resources to support the management of ESHS risks and impacts of the Project including 1 environmental and 1 social specialist.</p>	Before the start of Project implementation, E&S staff maintained throughout the Project implementation	Judicial Reform Delivery Unit (JRDU)
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement sub-project Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for civil works including construction and rehabilitation of Courts for which ESIA/ ESMP is required consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. The assessment will be undertaken for sub-project activities, especially on supporting the construction, rehabilitation, operation and maintenance of infrastructures involving E&amp;S risks and impacts that may require ESIA/ESMP development</p>	<p>1. Adopt the ESIA and ESMP prior to sub-project contractor’s bidding phase, and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>2. Adopt the ESMF prior to project Appraisal and thereafter implement the ESMF throughout Project implementation.</p> <p>3. Adopt the sub-project ESMP prior to the carrying out of sub-project construction. Once adopted, implement the respective ESMP throughout Project implementation.</p>	JRDU, Contractor
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant sub project E&amp;S instruments, the Labour Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	JRDU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation Sub-project ESMPs are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter</p>	Throughout Project implementation.	JRDU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ensure that the outputs of such activities comply with the terms of reference.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOUR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labour Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH) forced labour, child labour, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Adopt the LMP before commencement of civil works, and thereafter implement the LMP throughout Project implementation	JRDU, Contractor
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish a grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation].	JRDU, Contractors,
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMF and any sub-project ESMP to be prepared under action 1.2 above.</p>	Same timeframe for the adoption and implementation of the subproject ESMP	JRDU, Contractors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMF and any sub-project ESMP to be prepared under action 1.2above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	JRDU, Contractors
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including the spread of diseases (such as HIV/AIDS, STDs, etc.) especially during the construction and operation phase of sub-projects, behavior of project workers, risks of labor influx, etc. and include mitigation measures in the subproject ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe for the subproject ESMP (prior to the relevant contractors' bidding phase) and to be implemented throughout project implementation	JRDU, Contractors
4.3	<p><b>SEA AND SH RISKS</b></p>	Adopt the SEA/SH Action Plan, and thereafter implement the SEA/SH Action Plan prior to	JRDU, Contractors,

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.	commencement of civil works thereafter implement the GBV/SEA/SH Action Plan throughout Project implementation.	
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Implement the Biodiversity Management measures and actions in accordance with the guidelines of the ESMF and in any Sub-project ESMP to be prepared for under action 1.2 above , and consistent with ESS6. Incorporate measures to manage ESS6 impacts and risks as required in the subproject ESMP to be prepared under action 1.2 above"	Adopt the Biodiversity Management measures prior to subproject bidding and would be part of the subproject ESMP.	JRDU, Contractors
<b>ESS 9: FINANCIAL (FIs).</b>			
<b>ESS 8: CULTURAL HERITAGE</b>			
8.2	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures as described in the ESMF of the Project.	Describe the chance find procedures in the ESMF Implement the procedures throughout Project implementation	JRDU, Contractor,
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Adopt the SEP prior to appraisal and thereafter implement the SEP throughout Project implementation.	JRDU
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.  The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors	Establish the grievance mechanism prior to project implementation, and thereafter maintain and operate the mechanism throughout Project implementation.	JRDU, Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	to the relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.		
<b>CAPACITY SUPPORT</b>			
CS1	<p>1. Training to be provided to PIU, on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Specific aspects of environmental and social assessment</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety (including traffic and road safety, mitigation measures related to communicable diseases)</li> <li>• World Bank ESF</li> <li>• Implementation of ESMF and Labour Management Plan</li> <li>• Operational Aspects of Grievance Management</li> <li>• Vulnerable People and vulnerability</li> <li>• Sensitization to project areas communities and binding norms</li> <li>• GBV/SEA/SH risk management</li> <li>• Occupational health and safety</li> <li>• Training on the gender inclusion action plan</li> <li>•</li> </ul>	Within six months of project effectiveness and thereafter on an as needed basis.	JRDU
CS2	Specify training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	After signing of contract with contractors and monthly during construction phase	JRDU, Contractor,