

# UNITED REPUBLIC OF TANZANIA



**MINISTRY OF EDUCATION**  
**State Department of Vocational and Technical**  
**Training**

**East Africa Skills for Transformation and**  
**Regional Integration Project (EASTRIP)**  
**(P163399)**

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

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## GLOSSARY OF TERMS

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**Cumulative impacts/effects:** The total effects on the same aspect of the environment resulting from a number of activities or projects.

**Developer/Proponent/Sponsor:** the entity – person/ company/agency – proposing to develop/implement/install a new project/sub- project or expand an existing project under the project.

**Direct impacts:** An effect on the environment brought about directly by the projects.

**Disclosure:** Information availability to all stakeholders at all stages of the development of projects.

**Environment:** physical, biological and social components and processes that define our surroundings.

**Environmental Impact Assessment (EIA):** A comprehensive analysis of the project and its effects (positive and negative) on the environment and a description of the mitigative actions that will be carried out in order to avoid or minimize these effects.

**Environmental Monitoring:** The process of examining a project on a regular basis to ensure that it is in compliance with an Environmental Management Plan (EMP), or the Government Environmental Impact Assessment (EIA) certification of approval conditions and / or environmental prescriptions.

**Impact:** A positive or negative effect that a project has on an aspect of the environment.

**Indirect impact:** A positive or negative effect that a project indirectly has on an aspect of the environment.

**Involuntary resettlement:** The forceful loss of land resources that requires individuals, families and / or groups to move and resettle elsewhere.

**Mitigation measures:** The actions identified in an EIA to negate or minimize the negative environmental impact that a project may have on the environment.

**Project and sub-project:** a set of planned activities designed to achieve specific objectives within a given area and time frame.

**Project Brief:** The initial submitted document to NEMC to initiate the process that will lead to the issuance of the EIA certificate of approval.

**Scoping:** The initial stage in an environmental assessment that determines the likely major environmental parameters that will be affected and the aspects of the project that will bring upon these effects.

**Screening:** An initial step when a project is being considered for environmental assessment. The screening is the determination of the level of assessment that will be conducted. In the case of GoK, screening will place project into one of three environmental categories (I, II or III).

**Significance:** Importance.

**Significant effect:** An important impact on an aspect of the environment.

**Stakeholder:** Any person or group that has an interest in the project, and the environmental effects that the project may bring about.



## ACRONYMS & ABBREVIATIONS

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DOHS	Directorate of Occupational Health and Safety
EAC	East Africa Community
EAs	Environmental Assessments
EASTRIP	East Africa Skills for Transformation and Regional Integration Project
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EMA	Environmental Management Act
EMCP	Environmental Management Plan
ESMF	Environmental and Social Management Framework
HIV/AIDS	Human Immuno Deficiency Syndrome
IBRD	Bank for Reconstruction and Development
ICT	Information and Communication Technologies
IFC	International Finance Corporation
IUCEA	Inter-University Council for East Africa
LGA	Local Government Authorities
MoE	Ministry of Education
MoFW	Ministry of Forestry and Wildlife
NPCU	National Project Coordination Unit
NEMC	National Environment Management Council
OP	World Bank Operational Policies
OSHA	Occupational Safety and Health Act
PAD	Project Appraisal Document
PCU	Project Coordination Unit
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
RAP	Resettlement Action Plan
RFU	Regional Facilitation Unit
SEA	Strategic Environmental Assessment
SERC	Standards and Enforcement Review Committee
TVET	Technical and Vocation Education Training
UNEP	United Nations Environment Programme
WASREB	Water Services Regulatory Board
WB	World Bank
WRI	World Resource Institute
WRA	Water Resources Authority
WSTF	Water Services Trust Fund

## EXECUTIVE SUMMARY

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### Background

The World Bank in partnership with East African countries is developing an East Africa regional skills initiative, the East Africa Skills for Transformation and Regional Integration Project (EASTRIP) to support skills development for the Northern Corridor Initiative Project (NCIP) and other mega projects in the region. The Project is expected to be approved by the World Bank board in or around October 2018 and will be implemented in the next five years or so. The Project will be financed with a combination of national and regional IDA credits and IDA grant totaling approximately US\$300 million. The EASTRIP initially covers three Eastern Africa countries including Ethiopia, Kenya, and Tanzania but can be expanded to include other countries. The Project's development objective is to increase the access and improve the quality of Technical and Vocational Education and Training (TVET) programs in selected centers to contribute to support regional economic corridors. The objectives and results will be achieved through activities grouped under three components, whereby Component I and II are at national levels and III at regional Level.

### Project Description

The proposed East Africa Skills for Transformation and Regional Integration (EASTRIP) initially involves three East African countries including Ethiopia, Kenya, and Tanzania. The project's development objective is to increase the access and improve the quality of TVET programs in selected Regional TVET Centers of Excellence and to support regional integration. The project supports the development of highly specialized TVET programs at diploma and degree levels for training of technicians and TVET faculty, as well as industry recognized short-term training, targeting regional priority sectors in transport, energy, manufacturing, and ICT. The objective will be achieved through complementary interventions at three different levels—center, national, and regional.

### Project description

The project has three components with a series of sub-components namely;

**Component 1: Strengthening selected Regional TVET Centers of Excellence for high-quality skills development in priority sectors (US\$189 million IDA credit).** This component will focus on; strengthening center governance and management, institutionalizing industry links, developing/implementing market relevant and competency-based training programs, Training of school managers and teachers, upgrading key instructional facilities and equipment, and outreach and support for non-project national TVET.

**Component 2: Capacity Building for national TVET Systems (US\$21 million IDA credit).** This component will focus on; strengthening national TVET quality assurance, capacity building for TVET policy development and implementation, promoting regional integration, National project coordination, and M&E.

**Component 3: Enhancing regional collaborative capacity on TVET and project coordination (US\$10 million regional IDA grant).** This component will focus on; Harmonization of standards and mutual recognition of qualifications for priority occupations, Incubation of a regional TVET technical body for policy research, advocacy, strategy development, and

dissemination of good practices, Capacity building for Africa skills competition, Regional project coordination and M&E.

### **Key Performance indicators**

The Project Development Objectives (PDO) will be measured by the following key indicative PDO level indicators: (a) PDO Indicator 1: Increase in student enrollment and completion at flagship TVET institutions in programs aimed at meeting skill needs of priority sectors (b) PDO Indicator 2: Graduates of accredited TVET programs employed in occupations in the priority sectors six months after graduation, and (c) PDO Indicator 3: Increase in number of enrolled students coming from another country in the region.

### **Environmental and Social Requirements**

In order to reduce, minimize and mitigate adverse impacts and undue harm of its development projects to the environment, all bank-financed projects are guided by environmental and social policies and procedures commonly referred to as safeguards instruments. Implementation of the Project (especially component 1) is anticipated to have both positive and negative environmental and social impacts albeit on local scale and hence the project has triggered one of World Bank's Operational Policies – OP 4.01 – Environmental Assessment. As per the WB classification under OP 4.01, the project has been assigned 'Category B.'

### **Objective for the ESMF**

Given the nature of the activities to be supported under the project (particularly the infrastructure projects to be financed under the project), the World Bank safeguards policy on environmental assessment (OP 4.01) has been triggered. Specific project activities (such as the types of buildings, the scope of civil works, solid waste, water and waste water management process, among others) and site locations have not been clearly identified at the project preparation stage; hence the need for an ESMF that provides a general impact identification framework to assist project implementers to screen the projects and institute measures to address adverse environmental and social impacts. The ESMF will document all key potential environmental and social issues related to project implementation as per WB requirements. Preparation of Environmental and Social Impact Assessment (ESIA) study report will be undertaken at a later stage prior to implementation of EASTRIP sub-projects.

This ESMF has been prepared in line with the relevant World Bank (WB) safeguard policies on environmental and social management. It considers the relevant World Bank Safeguards Policies and Government of Tanzania regulations and describes the planning process concerning environmental and social issues, including screening, preparation, implementation, and monitoring of all project components and sub-components to ensure full compliance with the agreed guidelines. The process of preparing this ESMF entailed detailed desk-top literature review, coupled with consultation and engagement of appropriate stakeholders.

### **Policy, Legal and Institutional Issues**

The following legal instruments among others were reviewed and they are Government of Tanzania's legislations that apply to this project as well as the bank safeguards policies.

- *Constitution of Tanzania*
- *The Vocational Education and Training Act, 1994*
- *Environmental Management Act (EMA, 2004)*
- *Environmental Impact Assessment and Audit Regulations, 2003*
- *World Bank safeguards Operational policies (OP 4.01, 4.11, 4.12)*
- *Occupational Safety and Health Act, 2003*
- *The Children Act, 2009*

- *HIV/AIDS Prevention and control Act, 2008*
- *Public Health Act, 2008*
- *Employment and Labour Relations, 2004*

### Project potential environmental and social impacts

The proposed EASTRIP is likely to have both positive and negative environmental and social impacts largely at local or project site levels and nationally.

### Summary of positive and negative impacts

Positive Impacts	Proposed Enhancement measures
Increased enrollment in TVET institutions	The project should develop infrastructure that will increase access to TVET programs, including offering relevant courses as demanded by the industries
Creation of employment opportunities for the local people and staff	Ensure local labour is given preference during construction and hiring staff
Reduction of gender gap in enrollment and completion rates	Women (and girls) to benefit from affirmative action during admission to reduce the enrollment gap and an enabling learning environment including provision of accommodation for women to be enhanced.
Better institutional management and transparency on TVET operations	The project should ensure capacity building and training of key staff is carried out in areas of financial management, procurement, monitoring and evaluation and, environmental and social safeguards
Increase in skilled workforce in the country	The TVET institutions should develop and offer courses that are demand-driven to assist in absorption of graduates from the TVET institutions
Regional Integration	Encourage cross border enrollment in centres of excellence among the countries participating in the project and beyond
Strengthened culture of management of environmental and social risks	Capacity building and training of all those that will be involved in the management of environmental and social safeguards of the project to enhance their skills for managing future projects
Increased capacity for gender friendly and responsive learning environments	Develop, implement and monitor a gender action plan

### Negative Impacts and Proposed Mitigation measures

Impacts	Description of mitigation measures
Soil and Land degradation	<ul style="list-style-type: none"> <li>• Minimize land clearing areas as much as possible to avoid unnecessary exposure of bare ground to the elements of the weather.</li> <li>• Re-vegetate cleared areas using native plant species or recommended landscaping plants</li> <li>• Avoid construction work during heavy rains</li> </ul>
Air pollution	<ul style="list-style-type: none"> <li>• Regular watering of the site and access roads</li> <li>• Cover materials during transportation</li> <li>• Purchase sound equipment/machinery</li> <li>• Operate well maintained vehicles, trucks and other equipment</li> </ul>

Impacts	Description of mitigation measures
	<ul style="list-style-type: none"> <li>• Use good quality fuel and lubricants</li> <li>• Suppress dust generation at project sites</li> <li>• Switch off engines when not in use</li> </ul>
Noise and vibration	<ul style="list-style-type: none"> <li>• Schedule of works is to be limited to daylight hours</li> <li>• Engines of vehicles/trucks and earth-moving equipment should be switched off when not in use.</li> <li>• Proper maintenance of construction vehicles and equipment</li> </ul>
Impacts on Landscape and Visual Receptors	<ul style="list-style-type: none"> <li>• Project sites should be fenced/hoarded off from public view during construction.</li> <li>• Good house-keeping at construction sites should be ensured.</li> </ul>
Impact on traffic and Public safety	<ul style="list-style-type: none"> <li>• Contractor to prepare a Traffic Management Plan for his work activities</li> <li>• Initiation of a safety program and measures by creating awareness and educational campaigns for drivers, workers and local communities, including observation of speed limits</li> <li>• Installation of appropriate road signage, speed signs, and other warning signs at the site and access roads</li> <li>• Employ experienced drivers</li> <li>• The Contractor ensures proper driving discipline by its employees, and sanctions those in breach.</li> <li>• Maintain a log detailing every violation and accident at site or associated with the project work activities</li> </ul>
Water use	<ul style="list-style-type: none"> <li>• Develop water abstraction plan to minimize conflict with residents</li> <li>• Manage use of piped water and other water sources mainly used by local people</li> <li>• Obtain water abstraction permit from the relevant authorities, and other relevant agencies that manage water resources in the area.</li> <li>• Explore other alternative sources of water like water harvesting</li> </ul>
Water pollution	<ul style="list-style-type: none"> <li>• No garbage/refuse, oily wastes, fuels/waste oils should be discharged into drains or water bodies</li> <li>• Fuel storage tanks/sites should be properly secured</li> <li>• Maintenance and cleaning of vehicles, trucks and equipment should take place offsite.</li> <li>• Provide toilet facilities for construction workers</li> </ul> <p>Construction activities, including camps to include measures to control runoff</p>
Waste Water	<ul style="list-style-type: none"> <li>• All waste water shall be treated prior to final disposal.</li> <li>• All the sub-projects should ensure proper wastewater facilities for proper discharge of liquid waste are provided or available during design stages</li> <li>• All liquid wastes will be stored in accordance with the containment measures to mitigate against soil contamination.</li> <li>• Options should be explored to use treated Waste water treated for greening the compounds.</li> </ul>
Solid Waste	<ul style="list-style-type: none"> <li>• Establish a well-planned method of solid waste management plan for disposal of debris/ garbage at the site</li> <li>• Provision of disposal bins at designated areas at the facilities</li> <li>• Regular collection and disposal of garbage by the project Proponent</li> <li>• Clean storm water drains to minimize clogging</li> </ul>

Impacts	Description of mitigation measures
	<ul style="list-style-type: none"> <li>Provision of separate collection bins for biodegradable and non-biodegradable waste at the construction site and facilities during operation</li> <li>Final disposal should be at approved sanitary landfills or dump sites approved by the local government.</li> </ul>
Hazardous waste, including oil and fuel wastes	<ul style="list-style-type: none"> <li>The Projects should require that contractors implement a hazardous materials management plan that includes specification for proper storage and handling of fuels, oil, wastes, and other potentially hazardous materials as well as a plan for containment and clean-up of accidental spills into the aquatic environment.</li> <li>Final disposal should be at approved sanitary landfills or dump sites approved by the local government.</li> <li>No solid waste, fuels or oils should be discharged on land surface, into drains or streams</li> <li>Spent or waste oil from vehicles and equipment should be collected and temporarily stored in drums or containers at site.</li> <li>Waste oil should be disposed of by approved agents by the environmental or local authority</li> </ul>
Production of electronic waste (e-waste) from operations	<ul style="list-style-type: none"> <li>Procure Electronic devices from credible manufactures to avoid purchasing second hand, refurbished or obsolete devices with a short shelf life or already categorised as E-Waste</li> <li>Recycle all E-waste by establish E-Waste Collection Centres in all TVET schools; including collection bins/receptacles;</li> <li>Have 3<sup>rd</sup> parties to collect and transport all E-wastes to approved Recycling Company or the recycling companies themselves</li> <li>Conduct awareness and sensitization targeting the users of the electronic devices to ensure that they engage in best practise for E-waste management.</li> </ul>
Impact on fauna and habitat	<ul style="list-style-type: none"> <li>Avoid unnecessary exposure and access to sensitive habitat areas.</li> <li>For identified or suspected sensitive habitats (swamps/ wetlands), relevant authorities on wildlife should be engaged, and regular inspection or monitoring should be carried out in the area prior to start and during work.</li> </ul>
Employment – Labour issues	<ul style="list-style-type: none"> <li>The contractors should as far as possible engage the local skilled and unskilled labour within the project area during construction stages</li> <li>Ensure that the local communities are given priority in relation to employment -all unskilled labour should be contracted or obtained from the local community if possible.</li> <li>Ensure that all workers have contracts with terms and conditions that are consistent with national labour laws and policies</li> <li>Every worker should also sign a code of conduct (CoC) as an annex to the employment contract – covering issues such as zero tolerance of unacceptable conduct in the community, GBV, sexual harassment, sexual exploitation and abuse of children, etc</li> <li>Facilitate workers to form a committee through which their grievances will be received attended to or channeled to management</li> </ul>
Impacts on Human Health/ Health and sanitation	<ul style="list-style-type: none"> <li>Use road worthy vehicles/trucks and experienced drivers/operators</li> <li>Active construction areas to be marked with high-visibility tape</li> <li>Backfill and or secure open trenches and excavated areas.</li> <li>Provide adequate sanitary facilities</li> </ul>

Impacts	Description of mitigation measures
	<ul style="list-style-type: none"> <li>• Provide suitable PPEs for construction workers and employees at all construction sites.</li> <li>• Educate construction workers on site rules/regulation and hygiene and disease including HIV prevention.</li> <li>• Strict adherence to Tanzania Labour laws</li> <li>• Adequate sanitary facilities will be available for workers and open range defecation will not be countenanced.</li> </ul>
General health and HIV/AIDs	<ul style="list-style-type: none"> <li>• Develop an awareness and education program on HIV prevention and response</li> <li>• Construction workers should be educated to adhere to basic rules with regard to protection of public health, including most importantly hygiene and disease prevention</li> <li>• HIV and AIDS and STIs prevention and response campaigns should be extended beyond the construction phase and into the operational phase.</li> <li>• Establish a partnership with local wellness centers including hospitals, VCT and ARV centers and NGOs near the project area for implementing an HIV/AIDS prevention and response program</li> </ul>
Impacts on cultural heritage / archaeological interest / existing ecologically sensitive areas	<ul style="list-style-type: none"> <li>• The pre-construction surveys should identify cultural heritage resources and existing ecologically sensitive areas that the project should avoid and by-pass these resources.</li> <li>• The Project should implement a chance find procedure and reporting system to be used by contractors in the event that a Cultural heritage feature or ecologically sensitive item/issue is encountered.</li> </ul>
Impacts on Environmental Human Health and Occupational Safety	<ul style="list-style-type: none"> <li>• The Project will require all contractors to implement an Environmental, Health and Safety (EHS) plan</li> <li>• Construction workers will be educated and provided with adequate and right safety tools and equipment.</li> <li>• Ensure provisions of first aid for staff, insurance, and access to ambulance service at all worksites, and arrangement to access local hospital/dispensary with qualified medical staff by workers</li> <li>• The site shall be fenced off and provided with security at the access gates to reduce potential accidents and injuries to the public</li> <li>• All construction and other workers will be sufficiently trained in the safe methods pertaining to their area of work to avoid injuries.</li> </ul>
Gender Mainstreaming, gender based violence and zero tolerance for sexual harassment	<ul style="list-style-type: none"> <li>• Contractor and implementing agency to prepare and implement a Gender Action plan to include at minimum, in conformance with local laws and customs, equal opportunity for employment,</li> <li>• Contractor to prepare and enforce a No Sexual Harassment Policy in accordance with national law where applicable</li> <li>• All workers and nearby communities and stakeholders will be educated on preventing and responding to sexual harassment and GBV ahead of any project related works.</li> <li>• Partnerships will be established with relevant government agencies and NGOs to ensure survivors of GBV and sexual offenses access survivor centred services such as medical care, psychosocial support, legal redress, safety, etc as and when necessary</li> <li>• Ensure that women are given adequate employment opportunities during recruitment and job postings</li> </ul>

Impacts	Description of mitigation measures
	<ul style="list-style-type: none"> <li>Regular sensitization and awareness campaigns to the workers should be done to promote gender equity in employment during the construction works and during operation.</li> <li>Provision of gender disaggregated data, separate bathing, changing, sanitation facilities for men and women</li> <li>Impose zero tolerance on sexual harassment, all forms of gender based violence and discrimination at all phases of the project.</li> </ul>
Child Protection	<ul style="list-style-type: none"> <li>Ensure no children are employed on site in accordance with national labor laws</li> <li>Ensure that any child sexual relations offenses among Contractors' workers are promptly reported to the police</li> <li>Popularize /put in place confidential mechanisms for reporting child abuse cases</li> <li>Enforce the child protection related clauses in the Code of conduct signed by all workers</li> <li>Ensure visibility of signage and information, education and communication materials on such issues in the construction sites</li> </ul>
Non-user friendly buildings for PWDs	<ul style="list-style-type: none"> <li>All buildings will be designed and built with ramps and other special facilities such as toilets to facilitate access and use by PWDs</li> </ul>
Loss of life, injury, or damage to people and private property	<ul style="list-style-type: none"> <li>Contractor shall maintain records and make reports concerning health, safety and welfare of persons, and damage to property, at all times or as the RE may reasonably require</li> <li>Insuring against liability for any loss, damage, death or bodily injury which may occur to any physical property or to any person which may arise out of the Contractor's performance of the contract</li> <li>Insuring against liability for claims, damages, losses and expenses (including legal fees and expenses) arising from injury, sickness, disease or death of any person employed by the Contractor or any other of the Contractor's personnel.</li> <li>The construction site shall be fenced off to prevent access to members of the public.</li> <li>All people currently using college land to grow food crops and for petty business activities will be given adequate notice to harvest their food crops and not to plan new ones and relocate their business activities</li> </ul>

The ESMF places great emphasis on continuous community engagement, consultation and participation to ensure the environmental and social safeguard issues are properly managed. The ESMF also recommends a functional Grievance Redress Mechanism (GRM). This will be set up for each sub-project to ensure any issues or complaints that arise as a result of the projects are managed effectively and promptly. A proposed GRM structure is provided in Chapter 9 of this ESMF.

### Project implementation arrangements

IUCEA, the Regional Facilitation Unit (RFU), will be responsible for safeguards monitoring and surveillance of all the sub-project investments that will be undertaken by EASTRIP, led by a Project Coordinator for the project, with the assistance of a Safeguards officer or specialist.



The MoE will provide overall coordination of the Project and lead in the implementation of the project components, which will include overall responsibility for safeguards due diligence, and compliance monitoring. The MoE, through the National Project Coordination Unit (NPCU) will ensure that subprojects investments are screened, their safeguard instruments prepared, cleared by the World Bank and disclosed prior to sub project implementation. Further, they will ensure that executing institutions implement the specific sub project ESMPs, and submit reports on ESMPs implementation as required to the RFU.

At the field level, the respective TVET institutions Project Implementation Unit (PIU) and the consultants will take lead to supervise and monitor the implementation of the ESIA/ESMPs and prepare progress reports to the NPCU in the MoE and RFU as per the requirements of the safeguard instruments. All sub project investments will be subject to mandatory initial environmental screening and annual environmental assessments or audit /supervision as may be deemed necessary to ensure that they comply with national requirements by Environmental Authority and other relevant laws like OSH regulations.

The World Bank safeguards team will provide second line monitoring of compliance and commitments made in the Environmental and Social Management Plans (ESMPs) through supervision. The World Bank will further undertake monitoring during its scheduled project supervision missions.

#### **Public consultations and Disclosure**

The ESMF has been prepared through a participatory process involving public consultation and validation as required by the World Bank procedures. It is mandatory that all key documents prepared to address safeguards are publicly disclosed according to the Constitution of Tanzania and the World Bank disclosure policy. The ESMF report will be disclosed in the Ministry of Education website and the World Bank InfoShop.

#### **Capacity Building and Training**

The capacity building requirements will mostly be in the form of trainings, seminars/ workshops and short courses for project staff from the implementing institutions and project coordinating staff at the national and regional levels. This will be undertaken to ensure successful implementation of the environmental and social aspects of the projects EASTRIP. The proposed training modules would cover; Environmental Management Act and regulations, World Bank safeguards policies, Subproject Screening Checklist and procedures, preparation of ESIA's; and management of Environmental and Social safeguards including social risk management during implementation; and Clauses in requirements for the Contractors' contract and bidding documents.

#### **Cost implication of ESMF**

It is estimated that a budget provision of about USD 500,000 shall be made available for the full implementation of this ESMF over the project duration (5 years). Major cost items budgeted for include services related to preparation of ESIA's for sub-projects, Training and capacity building for EASTRIP teams, Environmental Audits, environmental monitoring and supervision and performance tracking of ESMF/ESIA.

An estimated USD 300,000 will be required for ESMF/ESIA monitoring during the project implementation by a safeguard specialist to assist the PCU office (at IUCEA) to oversee the overall implementation of safeguards for the all the countries participating in EASTRIP.

# 1 INTRODUCTION

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## 1.1 Purpose of the Environment and Social Management Framework

This document presents the Environmental and Social Management Framework for the 'East Africa Skills for Transformation and Regional Integration Project (EASTRIP)'. Through a participatory and consultative process, the ESMF seeks to establish a process of managing environmental and social impacts that might arise out of the project implementation, which will assist the institutions in charge of the implementation of the projects to identify, assess and mitigate the potential impacts. The ESMF also determines the institutional measures to be taken during implementation of the sub-projects, including those relating to capacity building. This ESMF has been developed as one of a set of due diligence instruments required to address and manage environmental and social impacts associated with the EASTRIP.

## 1.2 Objectives of the ESMF

Given the nature of the activities to be supported under the project (particularly the infrastructure projects to be financed under the project), the World Bank safeguards policy on environmental assessment (OP 4.01) has been triggered. Specific project activities (such as the types of buildings, the scope of civil works, solid waste, water and waste water management process, among others) and site locations have not been clearly identified at the project preparation stage; hence the need for an ESMF that provides a general impact identification framework to assist project implementers to screen the projects and institute measures to address adverse environmental and social impacts. The ESMF will document all key potential environmental and social issues related to project implementation as per WB requirements. Preparation of Environmental and Social Impact Assessment (ESIA) study reports will be undertaken at a later stage prior to implementation of EASTRIP sub-projects.

The overall objective and purpose of the ESMF can be summarized as follows.

- Assessment of potential adverse environmental and social impacts commonly associated with the presence of displaced communities in refugee camps and the ways to avoid, minimize or mitigate them;
- To establish clear procedures and methodologies for the environmental and social assessment, review, approval and implementation of subprojects to be financed under the project,
- To specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to project;
- To determine the training, capacity building and technical assistance needed to successfully implement the provisions of the ESMF; and
- To provide practical resources for implementing the ESMF.

## 1.3 Approach and Methodology for the Preparation of ESMF

The ESMF has been prepared in accordance with World Bank safeguard policies on environmental assessment (OP 4.01).

Preparation of the ESMF involved the following activities:

- *Literature/ Data Gathering and Review;*
- *Stakeholder consultations - including discussions with relevant sector institutions;*
- *Data collation and analysis, consisting of Literature reviews; Environmental screening and scoping studies;*

- *Determination of potential impacts;*
- *Identification of impact mitigation measures;*
- *Preparation of an Environmental and Social Management Plan;*
- *Preparation of sub-project guidelines;*
- *Review of comments from stakeholders; and*
- *Preparation and Submission of reports.*

### **1.3.1 Detailed & In-depth literature review**

Review of the existing literature was undertaken to help gain a further and deeper understanding of the proposed project. This entailed a secondary review of Tanzania's legal framework and World Bank policies applicable to the proposed project. The documents that were reviewed included but not limited to:

- *Project Appraisal Document (PAD),*
- *World Bank Operation Policies,*
- *WB Guidelines "Managing the risks of adverse impacts on communities from temporary project induced labor influx", 2016,*
- *World Bank Global Gender-Based Violence Task Force: Action Plan for Implementation*
- *World Bank Group Environmental, Health, and Safety (EHS) Guidelines*
- *Environmental Management Act, 2004,*
- *Relevant Acts and Regulations,*
- *Relevant sections of the Constitution of Tanzania*

### **1.3.2 Consultation and Interactive Discussions**

Stakeholder engagement and consultations were conducted as part of the requirements for ESMF. The process entailed seeking the views of the stakeholders which included government representatives from various ministries and agencies, and other public and private sector players. The consultations were conducted in Nairobi on August 17<sup>th</sup>, 2018. The minutes of the proceedings are appended in **Annex 4** of this document. The stakeholder consultation was significant to the preparation of this ESMF since it formed the basis for determination of potential project impacts and viable mitigation measures. Chapter 10 of this ESMF gives more details on the process of stakeholder engagement carried out.

## 2 PROJECT BACKGROUND

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### 2.1 Project Background

The World Bank in partnership with East African countries is developing an East Africa regional skills initiative, the East Africa Skills for Transformation and Regional Integration Project (EASTRIP) to support skills development for the Northern Corridor Initiative Project (NCIP) and other mega projects in the region. The Project is expected to be approved by the World Bank board in or around October 2018 and will be implemented in the next five years or so. The Project will be financed with a combination of national and regional IDA credits and IDA grant totaling approximately US\$300 million. The EASTRIP initially covers three Eastern Africa countries including Ethiopia, Kenya, and Tanzania but can be expanded to include other countries. The Project's development objective is to increase the access and improve the quality of Technical and Vocational Education and Training (TVET) programs in selected centers to contribute to support regional economic corridors. The objectives and results will be achieved through activities grouped under three components, whereby Component I and II are at national levels and III at regional Level.

The Project will target the development of specialized technical skills in priority sectors including; transportation, energy, agro-processing, light manufacturing, and information and communications technology. Sector focus may differ from country to country depending on country priorities.

The Inter-University Council for East Africa (IUCEA), which is an institution of the East African Community (EAC), responsible for coordination of higher education and research in the EAC has been selected through a competitive process to be the Regional Facilitation Unit (RFU) of EASTRIP. IUCEA has received funding from the World Bank IDA grant in the form of a Project Preparation Advance (PPA) fund for the establishment and operation of the Regional Facilitation Unit (RFU), and preparatory activities of Component 3 for the EASTRIP initiative.

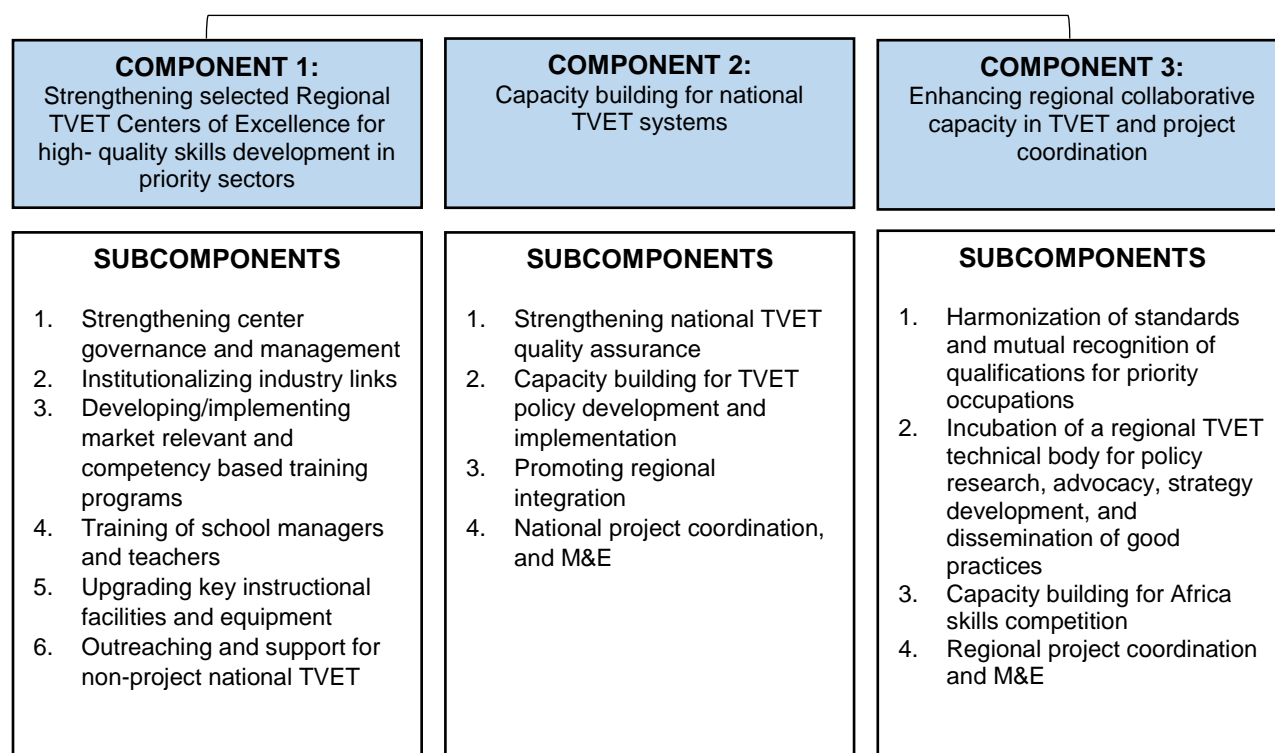
The project will cover three countries namely, Tanzania, Kenya and Ethiopia. The initial scoping of the proposed project interventions suggests that the potential environmental and social impacts will be minimal to moderate, largely reversible and site-specific due to the nature of the envisioned activities.

### 2.2 Project Description

The proposed East Africa Skills for Transformation and Regional Integration (EASTRIP) involves three East African countries including Ethiopia, Kenya, and Tanzania. The project's development objective is to increase the access and improve the quality of TVET programs in selected Regional TVET Centers of Excellence and to support regional integration. The project supports the development of highly specialized TVET programs at diploma and degree levels for training of technicians and TVET faculty, as well as industry recognized short-term training, targeting regional priority sectors in transport, energy, manufacturing, and ICT. The objective will be achieved through complementary interventions at three different levels—center, national, and regional.

#### 2.2.1 Project Components

The project's objectives and results will be achieved through activities grouped under the following three components (see Figure 1).

**Figure 1. Project Components and Subcomponents**

The activities under Component 1 (where investments will be construction and upgrading of facilities under sub-component 1.5) are expected to have environmental and social impacts, thereby triggering WB OP 4.01. The ESMF will provide technical guidance for environmental and social assessment and management during preparation of the selected sub projects. This instrument (as opposed to an ESIA – environmental and social impact assessment) is chosen because the specific portfolio of projects in each county is not yet known, the locations, dimensions and designs for the larger investments and their specific locations are not yet defined, and a detailed assessment of potential environmental and social impacts is thus not feasible at this time.

### 2.2.2 Key Performance indicators

The Project Development Objectives (PDO) will be measured by the following key indicative PDO level indicators:

- (a) **PDO Indicator 1:** Increase in student enrollment and completion at flagship TVET institutions in programs aimed at meeting skill needs of priority sectors
  - (i) This indicator will have two sets of disaggregated indicators (enrollment in short- and long-term programs)
  - (ii) This indicator will also have a sub-indicator on increase in the share of girls enrolled in flagship TVET institutions, and this sub-indicator also have two sets of disaggregated indicators (share of girls in short- and long-term programs)
- (b) **PDO Indicator 2:** Graduates of accredited TVET programs employed in occupations in the priority sectors six months after graduation.

- (c) **PDO Indicator 3:** Increase in number of enrolled students coming from another country in the region.

### **2.3 Project Beneficiaries**

Three East Africa countries have been identified and made the commitment to participate in the first phase of the Project, which includes Ethiopia, Kenya, and Tanzania.

Overall, the Project aim to benefit the following:

- (a) students enrolled in selected flagship TVET institutes and their partner institutions (non-project TVET institutes) in the country and across the region;
- (b) employers and targeted industries who will have access to a skilled workforce matched with their needs and standards;
- (c) faculty and staff from selected flagship TVET institutes whose technical and pedagogical skills will be upgraded and who will function in an improved teaching environment with upgraded facilities;
- (d) faculty and staff in non-project TVET institutes partnering with the selected flagship TVET institutes who will receive knowledge of good TVET management and instructional practices and sector reforms; and
- (e) public and private TVET institute within the East Africa region that will have access to a network of specialized trainers, a framework of core curricular competencies, quality assurance standards, and state of the art facilities for up-to-date training of the workforce in priority sectors in the region.

Currently, 17 regional TVET Centers of Excellence have been selected from the three participating countries. (See Table below)

**Table 2-1** : Selected Regional Tvet Centers Of Excellence from participating countries

Country	S.No.	Sector	Center name
<b>Ethiopia</b>	1	Manufacturing Technology	Technical and Vocational Education and Training Institute (TVETI)
	2	Textiles and Garments Technology	Hawassa TVET Polytechnic College
	3	Railways Technology	Meles Zenawi Memorial TVET Polytechnic College
	4	Electrical and Electronics Technology	General Wingate Polytechnic College
	5	Road Transport/Automotive Technology	Kombolcha TVET Polytechnic College
	6	Agro-Food Processing Technology	Holeta TVET Polytechnic College
	7	<i>Railways Technology</i>	<i>Ethiopia Railway Academy (TBC)</i>
	8	Leather Technology	Atse Gelawdios TVET
<b>Kenya</b>	9	Energy	KenGen Geothermal Institute
	10	Transport	Kenya Coast National Polytechnic
	11	Textile	Kisumu National Polytechnic
	12	Infrastructure (for Building Infrastructure)	Meru National Polytechnic
	13	Infrastructure (for Highway Infrastructure)	Kenya Institute of Building and Highway Technology
<b>Tanzania</b>	14	ICT	DIT Dar es Salaam Main Campus
	15	Agro-processing and manufacturing	DIT Mwanza Campus
	16	Energy	Arusha Technical College (ATC)
	17	Transport	National Institute of Transport (NIT)

### 3 BASELINE DATA

This section describes the overall baseline condition of Tanzania in terms of bio-physical environment, as well as the socio-economic and cultural.

#### 3.1 Physical Environmental Setting

##### 3.1.1 Location and Size

Tanzania lies between 29°30'E and 40°30'E, and 1°00'S and 11°48'S. It is a land of contrasts, being the home of Africa's highest mountain (Kilimanjaro, at 5,895 meters and its lowest point (the floor of Lake Tanganyika, which is 1,470 m deep). Located on the east coast of Africa, it covers an area of approximately 945,000 square kilometers (km<sup>2</sup>), of which the Zanzibar Islands cover 2,400 km<sup>2</sup>. The islands of Mafia, Pemba, and Zanzibar are included in this area. Of this area, 61,495 km<sup>2</sup> are covered by the inland waters of the Great Lakes (Victoria, Nyasa, and Tanganyika).

The country is bordered by Uganda to the north for 396 km; Rwanda and Burundi to the northwest for 217 km and 451 km, respectively; the Democratic Republic of Congo to the west for 459 km (a water border on Lake Tanganyika); Zambia and Malawi to the southwest for about 338 km and 475km, respectively; Mozambique to the south for 756 km; and Kenya to the northeast for 769 km. The Indian Ocean, with shores characterized by coral reefs and small islands, lies to the east. The continental shelf within the 200 m depth contour varies from 4–60 km from the shore.

The proposed TVET projects in Tanzania will be located in Dar salaam, Mwanza and Arusha towns.



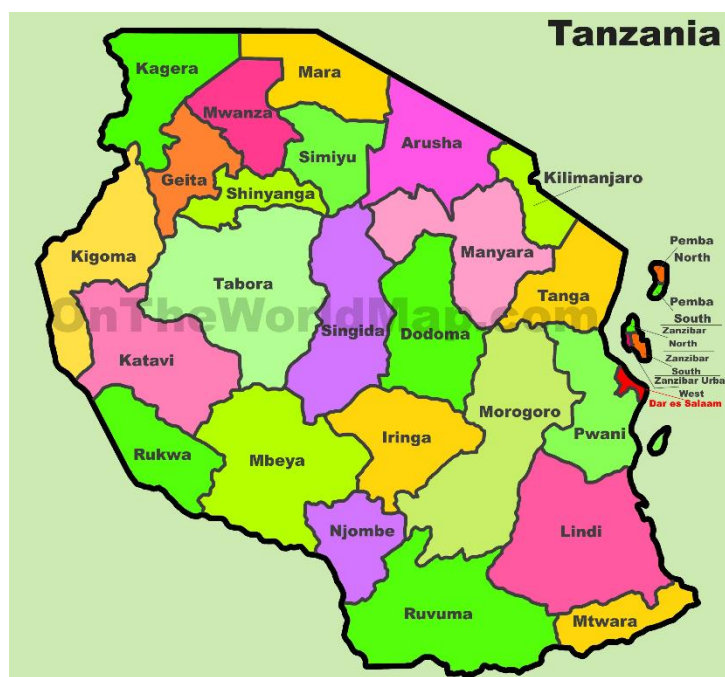
**Figure 1: Map of Tanzania**

Source <https://www.google.com>



### 3.1.2 Administration

The administrative divisions of Tanzania are controlled by Part I, Article 2.2 of the Constitution of Tanzania. Tanzania is divided into thirty-one (31) regions (*mkoa in Swahili*). Each region is subdivided into districts (*wilaya in Swahili*). The districts are subdivided into divisions (*tarafa in Swahili*) and further into local wards (*kata in Swahili*). Wards are further subdivided for management purposes: for urban wards into streets (*mitaa in Swahili*) and for rural wards into villages (*kijiji in Swahili*). The villages may be further subdivided into hamlets (*vitongoji in Swahili*).

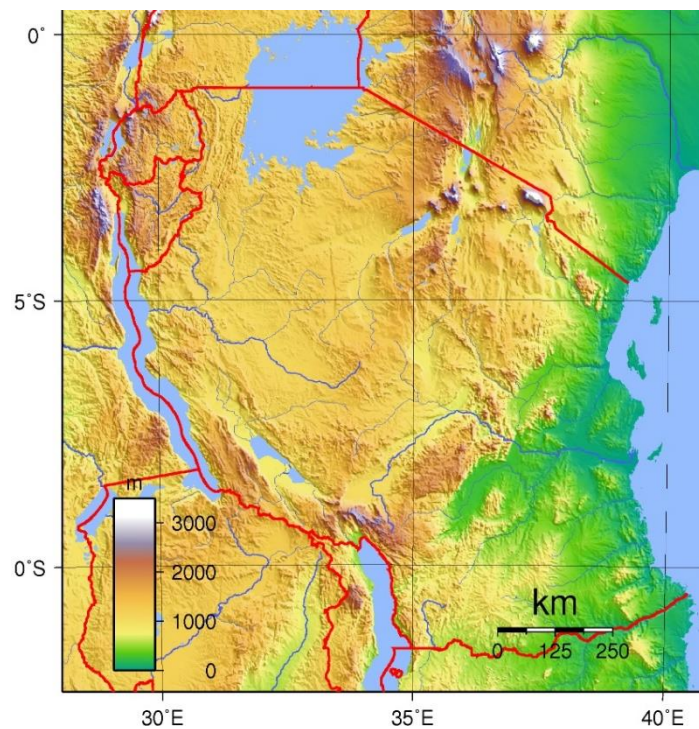


**Figure 2: Map of Tanzania Regions**

Source <https://www.google.com>

### 3.1.3 Topography

Except for the coastal belt and islands, most of the country is part of the Central African Plateau (1,000–1,500 m above sea level) and characterized by gently sloping plains and plateaus, broken by scattered hills and low-lying wetlands. The Central African Plateau is deeply incised by two arms of the Rift Valley: the eastern arm, which includes lakes Natron and Manyara, and the deeper western arm, which contains Lake Tanganyika. Both arms of the rift converge in the south of the country near the northern end of Lake Nyasa/Malawi. Vast stretches of plains and plateaus contrast with spectacular relief features, notably Africa's highest mountain, Kilimanjaro (19,340 feet [5,895 metres]), and the world's second deepest lake, Lake Tanganyika (4,710 feet [1,436 metres] deep).

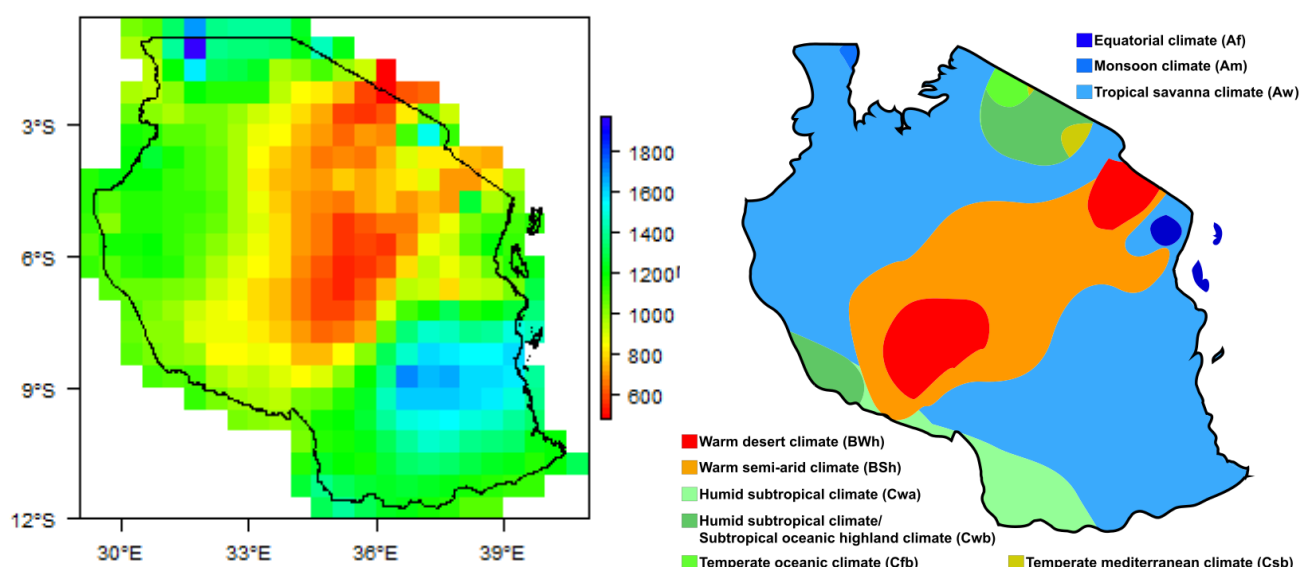


**Figure 3: Tanzania Topography map**

Source <https://www.google.com>

#### **3.1.4 Climate**

Tanzania experiences a variety of climatic conditions, ranging from the alpine deserts on the top slopes of Mount Kilimanjaro that are permanently covered by snow, to the tropical coastal areas that are under the influence of two monsoon winds. The northeast monsoon wind, which blows southwards from December to March, brings the hottest weather, while the southeast monsoon winds that blow northwards from March to September bring intermittent rains.



**Figure 4: Tanzania Precipitation and Climate Maps**

Source: Images from *World\_Köppen\_Classification\_(with\_authors).svg*

The main rainy season on the coast is from March to May (the long rains) with a second season between October and December (the short rains). Mean annual rainfall varies from 400 mm in the central regions to over 2,500 mm in the highlands and the western side of Lake Victoria. Mean annual temperatures are influenced by altitude, ranging from 21°C in high mountain areas to 29°C at sea level.

### 3.1.5 Hydrology Features

Because of its numerous lakes, approximately 22,800 square miles (59,000 square km) of Tanzania's territory consists of inland water. Tanzania shares three major lakes (Nyasa/Malawi, Tanganyika, and Victoria) with other countries in the region. Lake Victoria, which ranks as the world's second largest freshwater lake, is not part of the Rift System. Other lakes in the country include Masoko, Manyara, Natron, Eyasi, and Rukwa.

Although Tanzania has no big rivers, it forms the divide from which the three great rivers of the African continent rise—the Nile, the Congo, and the Zambezi, which flow to the Mediterranean Sea, the Atlantic Ocean, and the Indian Ocean, respectively. Separated by the central plateau, the watersheds of these rivers do not meet.

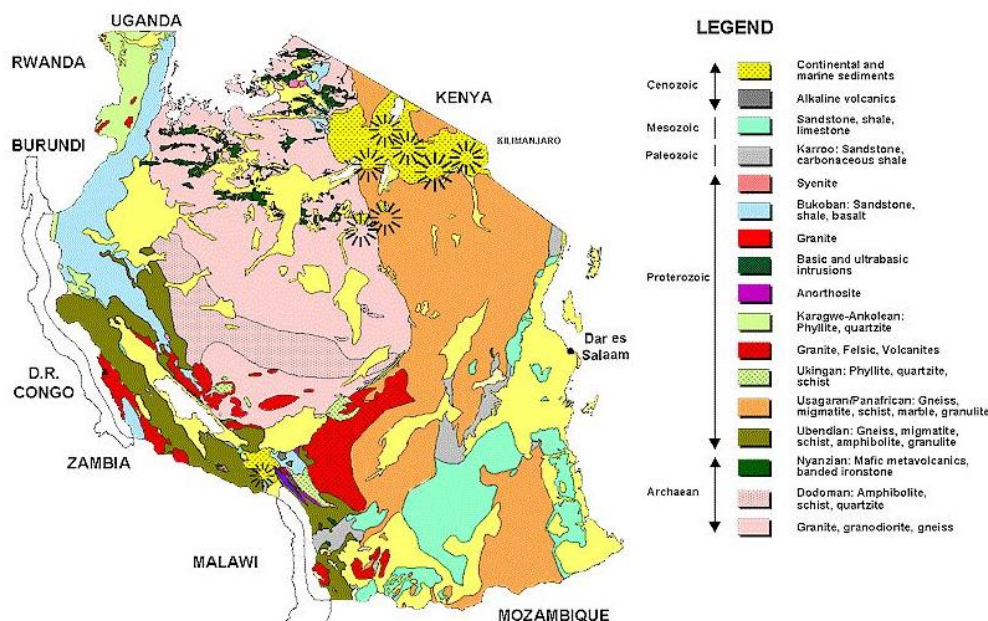
All of Tanzania's major rivers—the Ruvuma, the Rufiji, the Wami, and the Pangani—drain into the Indian Ocean. The largest, the Rufiji River, has a drainage system that extends over most of southern mainland Tanzania. The Kagera River flows into Lake Victoria, whereas other minor rivers flow into internal basins formed by the Great Rift Valley. With so many rivers, mainland Tanzania is rich in hydroelectricity potential.





to erosion and easy to work. Ferrasols are mainly found in Kigoma, Rukwa, Mbeya, Morogoro, Tanga, Kilimanjaro, Dar es Salaam and Mtwara regions<sup>1</sup>.

The reddish-brown soils of volcanic origin in the highland areas are the most fertile. Many river basins also have fertile soils, but they are subject to flooding and require drainage control. The red and yellow tropical loams of the interior plateaus, on the other hand, are of moderate-to-poor fertility. In these regions, high temperatures and low rainfall encourage rapid rates of oxidation, which result in a low humus content in the soil and, consequently, a clayey texture rather than the desired crumblike structure of temperate soils. Also, tropical downpours, often short in duration but very intense, compact the soil; this causes drainage problems and leaches the soil of nutrients.



**Figure 6: Map showing Tanzania Geological Map**

Source: <http://www.gemlabmarseille.com/voyages/images/tanzania/geology/geology%20map2.jpg>

### 3.1.7 Vegetation and Wildlife

Forests grow in the highland areas where there are high levels of precipitation and no marked dry season. The western and southern plateaus are primarily miombo woodland, consisting of an open cover of trees, notably *Brachystegia*, *Isoberlinia*, *Acacia*, and *Combretum*. In areas of less precipitation, bushland and thicket are found. In the floodplain areas, wooded grassland with a canopy cover of less than one-half has been created by poor drainage and by the practice of burning for agriculture and animal grazing. Similarly, grassland appears where there is a lack of good drainage. For example, the famous Serengeti Plain owes its grasslands to a calcrete, or calcium-rich hardpan, deposited close to the surface by evaporated rainwater. Swamps are found in areas of perennial flooding. Desert and semidesert conditions range from an alpine type at high elevations to saline deserts in poorly drained areas and arid deserts in areas of extremely low precipitation.

Because of the historically low density of human settlement, mainland Tanzania is home to an exceptionally rich array of wildlife. Large herds of hoofed animals—wildebeests, zebras, giraffes, buffalo, gazelles, elands, dik-diks, and kudu—are found in most of the country's numerous game parks. Predators include hyenas, wild dogs, and the big cats—lions,

<sup>1</sup> National Environmental Status Report, (NESR, 2017) Tanzania Mainland

leopards, and cheetahs. Crocodiles and hippopotamuses are common on riverbanks and lakeshores. The government has taken special measures to protect rhinoceroses and elephants, which have fallen victim to poachers. Small bands of chimpanzees inhabit Gombe National Park along Lake Tanganyika. Nearly 1,500 varieties of birds have been reported, and there are numerous species of snakes and lizards. In all, about one-fourth of Tanzania's land has been set aside to form an extensive network of reserves, conservation areas, and national parks, a number of which—including Serengeti National Park, the Selous Game Reserve, the Ngorongoro Conservation Area, and Kilimanjaro National Park—have been designated UNESCO World Heritage sites.

### **3.1.8 Natural Resources**

Tanzania has various mineral resources found on the surface of the earth and in the subsoil. These include metallic minerals such as gold, iron, silver, copper, platinum, nickel and tin; gemstones such as diamonds, Tanzanite, ruby, garnet, emerald, alexandrite and sapphire; industrial minerals such as kaolin, phosphate, lime, gypsum, diatomite, bentonite, vermiculite, salt and beach sand; building materials such as stone aggregates and sand; and energy minerals such as coal and uranium.

## **3.2 Socio-Economic Information**

### **3.2.1 Economy**

Tanzania is one of the world's poorest economies in terms of per capita income but has achieved high growth rates based on its vast natural resource wealth and tourism. Dar es Salaam used fiscal stimulus measures and easier monetary policies to lessen the impact of the global recession. Tanzania has sustained relatively high economic growth over the last decade, averaging 6–7% a year. The Gross Domestic Product (GDP) in Tanzania was worth 52.09 billion US dollars in 2017. GDP in Tanzania averaged 19.39 USD Billion from 1988 until 2017, reaching an all time high of 52.09 USD Billion in 2017 and a record low of 4.26 USD Billion in 1990.

Tanzania has largely completed its transition to a market economy, though the government retains a presence in sectors such as telecommunications, banking, energy, and mining. The economy depends on agriculture, which accounts for more than one-quarter of GDP, provides 85% of exports, and employs about 65% of the work force. All land in Tanzania is owned by the government, which can lease land for up to 99 years. Proposed reforms to allow for land ownership, particularly foreign land ownership, remain unpopular. The severe degradation of land, forests, and water resources that support agriculture has become an obstacle to the revival of the rural economy.

Official estimates suggest that over half of Tanzania's 36 million people live below the international "dollar-a-day" poverty line. But while the poverty rate in the country has declined, the absolute number of poor has not because of the high population growth rate. Poverty is more widespread in rural areas, with almost 61% of the rural population categorized as poor, compared to 39 percent of the urban population. Income distribution is uneven; in the 1998 rural survey, the lowest quintile accounted for only 7% of mean expenditures.

### **3.2.2 Demographics**

The population distribution in Tanzania is extremely uneven. Most people live on the northern border or the eastern coast, with much of the remainder of the country being sparsely populated. Density varies from 12 per square kilometre (31/sq mi) in the Katavi Region to 3,133 per square kilometre (8,110/sq mi) in Dar es Salaam. Approximately 70 percent of the population is rural, although this percentage has been declining since at least 1967. Dar es Salaam is the *de facto* capital and largest city.

According to the 2012 census, the total population was 44,928,923 compared to 12,313,469 in 1967, resulting in an annual growth rate of 2.9 percent. The population is now estimated at over 59.09 million (2018), as Tanzania has one of the highest birth rates in the world and more than 44% of the population is under the age of 15<sup>2</sup>.

The under 15 age group represented 44.1 percent of the population, with 35.5 percent being in the 15–35 age group, 52.2 percent being in the 15–64 age group, and 3.8 percent being older than 64.

According to the 2012 revision of the World Population Prospects, children below the age of 15 constituted 44.8 percent of the total population, with 52.0 percent aged 15–64 and 3.1 percent aged 65 or older.

### **3.3 Land Use**

For the land cover, woodlands and cultivated lands are the major contributors to the total land cover with 53.6 % and 20.6 %, respectively. Other types of land cover, like forests, bush land, grass land, open land, water and others, account for less than 10.0 % of the total land cover each.

### **3.4 Education**

Education is a key component of the Government of Tanzania's development agenda. The government of Tanzania has developed its Education Sector Development Plan for 2016/17 to 2020/21. The plan is guided by the national policy framework: 'Education and Training Policy', which combines a commitment to universal basic education of 11 years; an expansion of technical and vocational education, combined with greater enrollments in science and mathematics; and a consistent focus on quality teaching and learning. The priorities, objectives and strategies of the plan converge to four major topics: (i) access, participation and equity, (ii) quality and learning, (iii) education for social and economic development, and (iv) system structure, governance and management.

The country has made significant gains in access and equity in primary education, with girls' enrollment close to parity with boys' at all primary education levels. Despite these successes, many challenges persist related to retention, completion, and transition to secondary education, as well as quality of education, actual learning outcomes, and the relevance of skills that graduates bring to the economy. Many children enrolled in school drop out before completing primary education, especially girls. Furthermore, the 2013 national early grade reading assessment found that only 8 percent of standard two pupils were able to read with grade-level comprehension. At higher levels of the education system, the situation is even worse: the net enrollment rate for lower secondary education is 33.4 percent, and for upper secondary education only 3.2 percent.

### **3.5 TVET Development in Tanzania**

Technical and vocational education and training in Tanzania is delivered through 1037 TVET institutions owned by over fifteen Ministries Departments and Agencies (MDAs), private, community and faith-based organizations, of which the Ministry of Education and Vocational Training (MOEVT) owns only 32.

According to TVETDP (2013/14-2017/18) report<sup>3</sup>, for the five years period of the first phase of the programme, TVET institutions must increase the overall enrolment of learners from

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<sup>2</sup> <http://worldpopulationreview.com/countries/tanzania-population/>

<sup>3</sup> URT, MoVET, Technical And Vocational Education And Training Development Programme (TVETDP) 2013/2014 – 2017/2018

233,795 in 2011/12 to at least 1,413,916 in 2017/18, respectively towards addressing the major issues identified by the report. Such huge expansion of enrolment should go hand in hand with promotion of gender parity in TVET as well as improvements in access opportunities to people with disabilities and those in rural areas. In order to guarantee quality of graduates in line with the NACTE and VETA norms, the observed major expansion of learners' enrolment is liable to also impose significant implication in terms of resources requirement.

With the traditional residential teaching and learning methods under prevailing standard learners to facilitator ratios, the number of facilitators (teaching staff) will need to be increased from 7,600 in 2011/12, to 129,545 in 2017/18. In the same vein, the supporting staff will also need to be increased, technical staff from 7,518 to 30,481 and administrative staff from 1,879 to 7,620 over the first five years of the Programme. This is a major investment in terms of recruitment, staff development and retention. Corresponding significant expansion is also anticipated in terms of physical resources. Space for academic and welfare of students and staff will need to be expanded from about 1.7 million square metres in 2012/13 to 8.072 million square metres cumulatively in 2017/18.

The Tanzania Development Vision 2025 envisages the development of high quality education at all levels, with an emphasis on transforming the education system by enhancing scientific and technological programmes with the aim of increasing productivity. The Education Sector Development Programme (2008 – 2017) outlines key operational targets.

The following targets address TVET in particular<sup>4</sup>:

- To improve provision and equity of TVET by designing demand-driven TVET programmes, developing facilities, providing adequate finances, and introducing a student loan system.
- To provide conducive teaching and learning environments by enhancing the quality of TVET teachers and the use of ICT application in TVET institutions, strengthening the quality assurance system, and reviewing the TVET curriculum in cooperation with key stakeholders.
- To improve micro and macro management and governance of TVET by developing a three year rolling plan for the TVET education sector, enhancing planning and coordination, and promoting and funding consultative dialogue.

### **3.6 Major Issues in the TVET Development Program**

- On average, 600,273 STD VII, Form IV and Form VI leavers are not able to join respective further education annually, and there are about 2.8 million people under such situation over the last five years only. While that was the case, the total enrolment of learners in 2011/12 was only 112,447 in TET and 121,348 in VET.
- Severe gender imbalance in science and technology related programmes, whereby female learners in such programmes constituted 11-19% only in 2011/12.
- Concentration of TVET in urban settings (about 75%), leaving marginal training opportunities in the rural areas, where 80% of the population resides and without proper skills for even supporting livelihoods.
- Enrolment in ordinary diploma programmes is relatively low to allow progression to higher levels of education for those wishing, while availing the required number

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<sup>4</sup> URT, MoVET, Education Sector Development Programme (EDSP) 2008 – 2017



of technicians and associate professionals in the labour market, hence promote the desired human capital balance.

- According to data provided in the first Tanzania Five Year Development Plan, there is significant skills gap that need to be filled over the next 13 years. High skills occupations (managers, professionals, associate professionals and technicians) need to be increased by about five folds while medium skills occupations by 3 folds, on average. Medium skills occupations include clerks, service workers, crafts and trade workers, and skilled agricultural workers.
- Few TVET institutions are attaining Full Registration status within three years after indicating interest (less than 25%), and full accreditation within three years after their registration (less than 10%) due to deficiencies in governance, operational management systems and the lack of capacity in terms of human, physical and financial resources.
- TVET training programmes currently on offer are not addressing some of the occupations that have been identified to be critical for realization of the Five Years Development Plan and eventually Tanzania Development Vision 2025. The observed skill gaps are attributable to the lack of pertinent Labour Market Information and corresponding occupational and/or training standards, as well as inadequacy or lack of the required human, physical and financial resources for teaching and learning facilitation in the subject areas.
- In filling the gaps, TVETDP needs also to consider major opinions by employers, who have observed the urgent need to enhance quality of graduates from TVET, especially in practical skills to allow their faster integration in the work. Employers have also showed concern on the lack of enough flexibility in the TVET programmes being offered to suit learners who are already in service, and the need to embed entrepreneurship training in programmes. More or less similar observations are apparent with the informal sector, whereby the lack of entrepreneurship, skills and knowhow are considered among the major challenges.
- Poor quality and relevance of TVET programmes to address the real needs of the labour markets due to poor Labour Market Information systems in Tanzania. The information systems are not well established and/or effectively implemented, as they are not integrated, coordinated (are fragmented), with repetition of collection of data by multiple agencies, and there is no sharing of information between institutions. TVETDP needs to consider these issues in order to guarantee quality and relevance of TVET programmes and hence graduates.
- Monitoring and evaluation of TVET

## **4 DESCRIPTION OF NATIONAL AND INTERNATIONAL REGULATORY FRAMEWORK**

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This chapter describes the Country's national regulatory policies, legal and administrative frameworks that are relevant to EASTRP and ESMF. The chapter also highlights relevant international conventions or agreements relevant to this ESMF and the project. The policies, legal and administrative frameworks are discussed in regard to their relevance in supporting compliance in the design and implementation of ESMF.

### **4.1 The Constitution of the United Republic of Tanzania Cap 2 (1977)**

The Constitution is the supreme law. There is no specific Article that addresses the right to clean and safe environment directly. The main tenet of the Constitution are the various rights bestowed to individuals which encompass all social matters and issues related to the environment which will be realized by the project through this ESMF. Article 27 sets as an obligation to every person to safeguard and protect the natural resources of the country, state and communal property and to combat all forms of misappropriation and wastage. Article 24 has irrevocable provisions for the rights for a person to own property, for its protection and to fair and adequate compensation when deprived of the property.

### **4.2 Policy Frameworks**

#### **4.2.1 The National Environmental Policy (1997)**

The National Environmental Policy (NEP) came into effect in 1997 (under Review). The National Environmental Policy seeks to provide the framework for making fundamental changes that are needed to bring environmental and social considerations into the mainstream of decision-making in Tanzania. It seeks to provide policy guidelines, plans and give guidance to the determination of priority actions, and provides for monitoring and regular reviews of policies, plans and programmes.

Among the main objectives of the NEP is to improve the condition and productivity in settlements in order that all Tanzanians may live in safe, healthy, productive and aesthetically pleasing surroundings. The NEP advocates the adoption of Environmental Impact Assessment (EIA) as a tool for screening development projects, which are likely to cause adverse environmental impacts. It directs conduction of EIA and EA as a measure to curb environmental degradation for which all operating enterprises must subscribe. On addressing the issues of poverty alleviation, the policy recognizes its impact to the environment. The policy focuses on the satisfaction of basic needs of the citizens with due cognizance on protecting the environment. It further provides for sectoral and cross-sectoral policy analysis in order to achieve compatibility among sectors.

#### **4.2.2 The 2008 National Employment Policy (NEP)**

The policy recognizes the need for human resources development opportunities for the acquisition of demand driven skills and competencies for wage and self employment through developing a demand driven Vocational and technical education and training system. It calls for the development of mechanisms for skills development to be used as guidelines for formal and informal skills training programmes to enhance employability of the national labour force both for formal and self-employment. Entrepreneurship training should form part of training curricula to in-calculate entrepreneurial ability and promote self employment. On the job

training should be intensified to enhance employability and productivity of the national labour force.

#### **4.2.3 National Gender Policy (2002)**

The key objective of this policy is to provide guidelines that will ensure that gender sensitive plans and strategies are developed in all sectors and institutions. While the policy aims at establishing strategies to eradicate poverty, it puts emphasis on gender equality and equal opportunity of both men and women to participate in development undertakings and to value the role-played by each member of society. The EASTRIP activities shall adopt the policy through the provision of equal opportunities to both men and women in the provision of financial services and its related activities.

#### **4.2.4 The National Investment Promotion Policy (1996)**

The National Investment Promotion Policy encourages protection of environment in line with the countries socio-economic policies. Under the policy, investors are required to undertake activities in a manner that best contributes to consumer and environmental protection. The investors are also encouraged to use local raw materials/components where possible. This ESMF will therefore ensure that EASTRIP activities abide to the relevant provisions of the policy to ensure compliance with the development.

#### **4.2.5 Construction Industry Policy, 2003**

The goal of the Construction Industry Policy is to develop an internationally competitive industry and export its services and products and ensure value for money to industry clients in an environmental sustainable manner. For EASTRIP, the policy is of particular relevance to Component 1 whereby the policy emphasises the need to use modern technology that is not harmful to the environment.

#### **4.2.6 National Land Policy, 1997**

The objective of the National Land Policy is to promote and ensure secure land tenure system, to encourage the optimal use of land resources and to facilitate broad-based social and economic development without endangering the ecological balance of the environment. The policy seeks to establish, support and guarantee a secure land tenure system, which will facilitate the sustainable use of resources and land management. It also seeks to ensure that sensitive areas, such as forests, river basins, areas of biodiversity and national parks are not allocated to individuals for the purpose of development activities. It is therefore imperative that the EASTRIP projects operations should be aware of the National Land Policy requirements for protection of land resources.

### **4.3 Legal Framework**

#### **4.3.1 The National Council for Technical Education Act (1997)**

The National Council for Technical Education Act, 1997, established the National Council for Technical Education (NACTE). The Act provides a legal framework for the Council to establish an efficient National Qualifications Framework that will ensure that products from technical institutions are of high quality and respond to changing needs of our country as well as technological advancements in the world. The Act defines technical education as “education and training undertaken by students to equip them to play roles requiring higher levels of skills and knowledge, and in which they take responsibility for their areas of specialization”. NACTE is thus a multidisciplinary and multi-sectoral body empowered to oversee and coordinate the provision of technical education and training in Tanzania. The role of NACTE is to oversee and coordinate technical education and training in all post secondary, non-university tertiary education institutions in the country. Pursuant to Section 11 of the NACTE Act, NACTE has within its scope all tertiary education institutions, other

than universities and their affiliated colleges, delivering courses at technician, semi professional and professional levels, with entry qualifications of Form IV or above leading to awards of certificates, diplomas, degrees, and other related awards. The Act also gives power to the Council to approve curricula, examinations, and awards for autonomous non-university institutions and to conduct and set examinations for other non-autonomous institutions; confer certificates, diplomas, degrees, and other related awards

#### **4.3.2 The Vocational Education and Training Act (1994)**

The Vocational Education and Training Act (1994) aims to improve TVET provision and management. The Act has established the Vocational Education and Training Authority (VETA) which is supervised by the Vocational Education and Training Board. The Act also provided for the establishment of the Vocational Education and Training Authority (VETA) to assume day-to-day operational responsibility for implementation. The Act also provides for a demand driven training to meet the demand for skills training efficiently requires that planning systems identify and respond quickly to changing employment opportunities and skills demand system.

#### **4.3.3 The Environmental Management Act No. 20 of 2004**

The act provides legal and institutional framework for sustainable management of the environment; outlining principles for management, impact and risk assessments, prevention and control of pollution, waste management, environmental quality standards, public participation, compliance and enforcement; to provide a basis for implementation in Tanzania.

The Environmental Management Act (EMA) (Act No. 20 of 2004) provides the legal and institutional framework for the management of the environment and implementation of the nation's environmental policy. Institutionally it provides for the continuation of the National Environmental Management Council (NEMC) and creates the National Environmental Advisory Committee. The Act outlines projects that require full Environmental Impact Assessment or those that may be subjected to full EIA, after NEMC determination. Some of the proposed activities under the EASTRIP will call for full EIA, as per the Act.

#### **4.3.4 Land Act**

The administration, use, planning and development of land resources in the country are regulated through "The Land Act, (No. 6), 1999" and "The Village Land Act, (No. 7), 1999. Although no land acquisition is expected from the EASTRIP, the Act that would be applicable to will be Act No 6. The major function of this land act is to promote the fundamentals of the "National Land Policy" through giving clear classification and tenure of land, land administration procedures, rights and incidents of land occupation, granted rights of occupancy, conversion of interests in land, dispositions affecting land, land leases, mortgaging of land, easements and analogous rights, co-occupation and partitioning and, settlement of land disputes.

The Act provides for management of land in Tanzania and establishes or identifies categories of

reserved land in Tanzania, therefore subjecting use of each land to comply with relevant category of each part of land. The Act also provides for preservation of other categories of land including those reserved for public utilities; parcels within a natural drainage system from which the water resource of the concerned drainage basin originates; land declared by minister to be hazardous land (as defined under section 7 of the Act).

#### **4.3.5 The Water Resources Management Act No. 11 of 2009**

The Act provides institutional and legal framework for sustainable management and development

of water resources. It outlines principles for water resources management; prevention and control of water pollution; participation of stakeholders and the general public in

implementation of the National Water Policy. This Act makes provision with respect to the management, use and protection in Tanzania of water resources, i.e. water courses, surface water, groundwater and estuary waters. The Act sets out fundamental principles of water use and conservation. It also states preferences in water allocation.

The Act is of relevance to the proposed project in prevention of water resources near the projects from pollution. It will also be applicable in approval of water permits for abstraction from any water sources for the projects.

#### **4.3.6 Energy and Water Utilities Regulatory Authority Act No 11 of 2002**

The Act empowers the Authority to regulate energy and water utilities supply and sanitation entities of Tanzania. EASTRIP will in to account of the provisions of the Act in respect to regulating water and energy utilities, it is part of the project to seek and obtain necessary permissions from relevant authority whenever applicable in the course of implementing or prior to implementation of the projects as the case may be.

#### **4.3.7 The National Land Use Planning Commission Act, (No. 3), 1984**

The national land Use Planning Commission Act, (No. 3), 1984, established the National land Use Planning Commission. The Commission is the principal advisory organ of the Government on all matters, related to land use. The villages surrounding the project area may find themselves in land conflicts that may be a result of lack of land use planning. Water Development projects should take in consideration and understand the strategic planning of the other land surrounding the project.

#### **4.3.8 Occupation Health and Safety Act, (No. 5), 2003**

The Occupation Health and Safety Act, (No. 5), 2003, is an Act dealing with the protection of human health and safety from occupational hazards. The Act is administered through the Ministry of Labour. It specifically requires employers to ensure the safety of workers by providing safety gears, i.e. personal protective equipment (PPE) to the work place. Part V on health and welfare provisions, which includes provision of supply of clean and safe water to workers, sanitary convenience, washing facilities and first aid facility. Part VI deals with special safety provisions for workplaces involving handling of hazardous chemicals, hazardous process or hazardous equipment.

#### **4.3.9 The Employment and Labour Relations Act, No. 6 of 2004**

The Act provides for core labour rights, creates employment standards and settlement of disputes. Labour is an important element to facilitate implementation of the EASTRIP project. Part II and Part III of the Act which provide for fundamental rights and protections and employment standards respectively are to be observed.

#### **4.3.10 The Child Act, 2009**

Part II of the Act defines a child in Tanzania as a person below the age of 18 years. Part II, Section 78 of the Act, provides for prohibition of exploitive labour to children. Every child shall be protected from labour exploitation and any work that is likely to (a) deprive the child of his health or development; (b) exceeds six hours a day; (c) is inappropriate to his age, and (d) the child receives inadequate remuneration.

Section 82 of the Act also protects children from sexual exploitation. A child shall be protected from sexual exploitation and use in prostitution, inducement or coercion to engage in any sexual activity, and exposure to obscene materials.

This Act will guide in protecting against child labour especially during the construction period.

#### **4.3.11 HIV and AIDS (Prevention and Control) Act of 2008**

The Act provides for prevention, treatment, support and care, control of HIV AIDS and support using available resources. The EASTRIP Project should take in to consideration of

section 9 of the Act providing for HIV AIDS education at the work place as the implementation of all three components of the project will involve hiring labour. Observing rights and Obligation of people living with HIV AIDS as provided under section 33 of the Act.

#### **4.3.12 Public Health Act No 1 of 2009**

The Act provides for promotion preservation and maintenance of public health and sustainable public health to the general public. Section 168 of the Act provides for ensuring welfare and health of every worker is maintained therefore it is an obligation for proposed establishment under the components to maintain welfare of their workers. Section 169 confers powers to the minister to make regulations regarding health standards. EASTRIP will have to ensure health standards are maintained in particular working equipment and environment this may include keeping of inventories in up to date and conducting routine medical examination during implementation of the components.

#### **4.3.13 The Roads Act of 2007**

The Act makes provision for road financing, development, maintenance, management and gives direction to the responsible ministry to prepare guidelines, standards and specifications for road works and monitoring performance of the road network; to oversee and monitor road safety and environmental issues. The Act outlines procedures for construction as well as compensation where road are constructed. Construction and upgrading of roads and their ancillary facilities (i.e. trials, solid drifts and box culverts) for EASTRIP will have to comply with sections 15 and 16 of the Roads Act.

#### **4.3.14 Contractors Registration Board Act no 17 of 1997**

According to this act, all construction contracts are required to be executed by registered companies and entitled class in respect to the costs of the project.

### **4.4 Regulations and Guidelines**

#### **4.4.1 The Environmental Impact Assessment and Audit Regulations, 2005**

These regulations provide for the implementation of the EMA (2004). In accordance with the regulations, project proponents for any development listed in Schedule I of the Regulations is required to first register the project, by submitting the Form EA1 to NEMC, which outlines details of the project and its likely impacts. The regulations advocate for periodic and independent re-assessment of development projects and that the outcome of such assessments should serve to provide instructive feedback into the environmental management process. Consultation is mandatory when undertaking an EIA but the degree and target group in which are involved varies for each proposed action. At minimum, the proponent must meet with the principal stakeholders to inform them about the proposed activity and to solicit their views about it. For the proposed action, the scoping exercise identified those parties that need to be informed and or actively involved in the EIA process. Their views and concerns are presented in the following sections as well as the recommended consultations to be undertaken during the EIA. The Environmental Impact Statement (EIS) that is a key outcome of the EIA process is submitted to the Technical Advisory Committee (TAC) coordinated by NEMC for review. It is expected that all projects (as stipulated by the regulations) should seek EIA certificate before its implementation. The interventions under EASTRIP may require an EIA prior to implementation and thus these regulations are of relevance for the project.

#### **4.4.2 Environmental (Registration of Environmental Experts) Regulations (2005)**

These Regulations make provision with respect to Environmental Experts and establish the Environmental Expert Committee. The Regulations provide for the certification and registration of Environmental Experts and contain rules relative to the practice and discipline

of Environmental Experts and define functions, powers and internal organization of the Committee

Sub-project EIAs, where required, will be conducted by person or firm of experts registered and certified by the Registrar at NEMC.

#### **4.4.3 Environmental management (solid waste management) regulations, 2009**

These regulations provide for the implementation of the EMA (2004). The regulations are guided by three principles; the precautionary principle, the polluter pays principle and the producer extended responsibility principle. The regulations are enforced by local governments and/ or regulatory bodies in this case TANAPA and schedule 1 of the regulations highlights the types of waste and recommended modes of treatment for the same. The contractor and proponent for EASTRIP will comply with these regulations when dealing with solid waste generated by construction works.

#### **4.4.4 The Environmental Management (Hazardous Waste Management) Regulations, 2009**

Similar to the regulations for management of solid waste, these regulations also subscribe to the three principles of precaution, polluter pays and producer extended responsibility. The Director of the environment enforces these regulation and schedules 1 and 4 indicate the main types of wastes and disposal mechanisms respectively. The Proponent shall observe policy and regulatory requirements and implement the mitigation measures proposed in this document in an effort to comply with the provisions of these Regulations on abatement of any hazardous waste management from the projects..

#### **4.4.5 Environmental Management (Air Quality Standards) 2007**

The regulations provide for prevention and control of air pollution and require the National Environmental Standards Committee to, among other things: prescribe criteria and procedure for measurement for air quality; (b) establish air quality standards; (c) establish emission standard for various sources of air pollution. EASTRIP will take into consideration the set standards specifically PART III of the regulations and designs how best to comply and mitigate from air pollution which can be caused by implementation of the project in component 1. The Proponent shall observe policy and regulatory requirements and implement the mitigation measures proposed in this document in an effort to comply with the provisions of these Regulations on abatement of air pollution.

#### **4.4.6 Environmental Management (Water Quality Standards) 2007**

The regulations provide for water pollution and water quality standards, in respect to compliance by polluters and enforce minimum water quality standards prescribed by the National Environmental Standards Committee. The established committee may prescribe classifications, criteria and procedure for measuring standards for water quality and enforcement of legal water resources management requirements and monitoring. EASTRIP will take into consideration during planning and implementation of the projects to establish mechanisms which will control water pollution through conservation interventions, effluent discharges to public sewer or water bodies as per the Act. In fulfilling the requirements of the regulations the project proponent will have to undertake monitoring of both domestic water and wastewater and ensure compliance with the acceptable discharge standards.

#### **4.4.7 Environmental Management (Standards for the Control of Noise and Vibration Pollution) 2011**

These regulations prohibit making or causing any loud, unreasonable, unnecessary or unusual noise which annoys, disturbs, injures or endangers the comfort, repose, health or safety of others and the environment. It also prohibits the Contractor from excessive vibrations which annoy, disturb, injure or endanger the comfort, repose, health or safety of others and the environment or excessive vibrations which exceed 0.5 centimetres per second beyond any

source property boundary or 30 metres from any moving source. Under the regulation the Contractor will be required to undertake daily monitoring of the noise levels within the Project area during construction period to maintain compliance.

#### **4.5 National Institutional Framework For Environmental And Social Management**

This section highlights these authorities from the national level to the lower (subproject implementation) level. The hierarchy of authorities and decision making processes for the various management aspects are well described in the Environmental Management Act, Cap 191 (2004) and its Regulations and other relevant legislations. The authorities that will be responsible in one aspect or another for EASTRIP subprojects environmental and social planning, review and clearing process are described below.

##### ***National Environmental Authorities at National Level***

The envisaged institutional framework for environmental management in the country includes the following levels of governance:

- The Minister responsible for the environment;
- National Environmental Advisory Committee
- The Office of the Director of Environment (DOE);
- Sector ministries and their environmental sections;
- Regional administrative secretariats (RASs); and
- Local government authorities (LGAs), they are: city, municipal, district, township, ward, village, mtaa and kitongoji.

##### ***Minister Responsible for Environment***

- Issue guidelines and designate duties to various entities;
- approval by issuing of decision letter / EIA Certificate for development projects;
- may delegate responsibility for EIA authorization to Director of Environment, LGAs and Sector Ministries.

##### ***National Environmental Advisory Committee***

The National Advisory Environmental Committee is comprised of members with experience in various fields of environmental management in the public and private sector and in civil society. The committee advises the Minister on any matter related to environmental management.

##### ***Division of Environment***

Coordinate, advise, assess, monitor and report environmental related aspects and activities; responsible for environmental policy and legal formulation and implementation; integration of environmental considerations into development policies, plans, programmes, strategies and projects; undertake strategic environmental assessment. The Director provides advice to Minister for approval of Environmental Impact Assessment report (EIS) and issuance of EIA Certificate.

##### ***National Environment Management Council***

The NEMC's purpose and objective is to undertake enforcement, compliance, review and monitoring of EIA's and to facilitate public participation in environmental decision making.

According to the Environmental Management Act (2004) the NEMC has the following responsibility pertaining to ESIA in Tanzania:

- Registers experts and firms authorized to conduct EIA;
- Registers projects subject to EIA;
- Determines the scope of the EIA;



- Set-ups cross-sectoral Technical Advisory Committee (TAC) to advise on EIA reviews;
- Requests additional information to complete the EIA review;
- Assesses and comments on EIA, in collaboration with other stakeholders,
- Convenes public hearings to obtain comments on the proposed project;
- Recommends to the Minister to approve, reject, or approve with conditions specific EIS;
- Monitors the effects of activities on the environment;
- Controls the implementation of the Environmental Management Plan (EMP);
- Makes recommendations on whether to revoke EIA Certificates in case of noncompliance;
- Promotes public environmental awareness;
- Conducts Environmental Audits

### **Sector Ministries**

The existing institutional and legal framework the Sector Ministries are required to establish Sector Environmental Sections headed by the Sector Environmental Coordinator.

The Sector Ministries' Environmental Sections;

- Ensure environmental compliance by the Sector Ministry;
- Ensure all environmental matters falling under the sector ministry are implemented and report of their implementation is submitted to the DOE;
- Liaise with the DOE and the NEMC on matters involving the environment and all matters with respect to which cooperation or shared responsibility is desirable or required;
- Ensure that environmental concerns are integrated into the ministry or departmental development planning and project implementation in a way which protects the environment;
- Evaluate existing and proposed policies and legislation and recommend measures to ensure that those policies and legislation take adequate account of effect on the environment;
- Prepare and coordinate the implementation of environmental action plans at national and local levels;
- Promote public awareness of environmental issues through educational programmes and dissemination of information;
- Refer to the NEMC any matter related to the environment;
- Undertake analysis of the environmental impact of sectoral legislation, regulation, policies, plans, strategies and programmes through strategic environmental assessment (SEA);
- Ensure that sectoral standards are environmentally sound;
- Oversee the preparation of and implementation of all ESIA's required for investments in the sector;
- Ensure compliance with the various regulations, guidelines and procedures issued by the Minister responsible for the environment and;
- Work closely with the ministry responsible for local government to provide environmental advice and technical support to district level staff working in the sector.

For EASTRIP in Tanzania, Ministry of Education, Science, Technology and Vocational Training (MoESTVT) has established the Division of Policy and Planning which among others its role is to monitor the implementation of policies related to environmental management in education sector.

#### **4.5.1 Environmental Management Authorities at Zonal and Regional Levels**

### ***NEMC Zonal Offices***

Headed by Environmental Management Coordinators, the NEMC offices replicate all functions and departments of NEMC at head office including overseeing compliance and enforcement; EIA; Research and Planning etc.

### ***Regional Secretariat***

The Regional Secretariat, which is headed by the Regional Environmental Management Expert, is responsible for the co-ordination of all environmental management programmes in their respective regions.

The Regional Environmental Expert:

- Advises local authorities on matters relating to the implementation of and enforcement of environmental laws and regulations;
- Creates a link between the region and the DOE and the Director General of the NEMC

## **4.5.2 Environmental Management Authorities at Local Government Authorities (LGA) Level**

### ***Local Government Authorities***

Local Government Authorities include the City Councils, Municipal Councils, District Councils, Town Councils, Township, Kitongoji, Ward, and Village.

The LGAs perform basic functions including promoting social and economic wellbeing and development of areas and people within jurisdictions including relevant to environmental and social management. Environmental Management Act (2004), Cap. 191 Section 37 confer additional functions for the environment committees; give general powers to the LGAs including to undertake inquiries and investigations, summon any person, resolve conflicts among various parties, inspect and examine any premise, order to remove substance or article harmful to the environment and prosecute or sue any violator. Under the Environmental Management Act (2004), LGA is empowered to establish specific offices or to appoint or designate officers to effectively perform its functions as follows:

### ***LGA Environment Management Officer (EMO) (designated / appointed)***

Enforce, advise the Environment Management Committee, gather/ manage information, and report on state of local environment. EMO are tasked to monitor the preparation, review and approval of environmental impact assessment for local investments.

### ***Urban LGA Standing Committee on Urban Planning and Environment***

The Committee is established under Section 42 (1) of the Local Government (Urban Authorities) Act, 1982 as a standing committee responsible for urban planning. Environmental Management Act (2004) cover additional functions for the environment committees, include overseeing proper management of environment within an urban area.

### ***Standing Committees of Economic Affairs, Works and Environment of a District or Township***

Established under Section 96(1) of the Local Government (District Authorities) Act, 1982. Under Environmental Management Act (2004), additional functions for the environment committee include overseeing proper management of environment within a district or township.

## **4.5.3 Environmental Management Authorities at Community Level**

***Village Committees of Economic Affairs, Works and Environment:*** Established under Section 96 (1) of the Local Government (District Authorities) Act, 1982. Under Environmental Management Act (2004), functions for the village environment committee include overseeing proper management of environment within a village.

#### **4.5.4 Other Sub-Sectors involvement**

***Energy and Water Utilities Regulatory Authority (EWURA)***

In the electricity sector to regulate transmission and distribution of petroleum and natural gas; in the water sector responsible for (i) licensing and regulating water supply and sanitation services (ii) establishing standards, guidelines and tariffs chargeable in relation to water supply and sanitation services (ii) Monitoring water quality.

***Water and Sewerage Authorities***

These are urban based, established to offer water supply and sanitation services in respective urban centres. The authorities issue permits for discharging liquid wastes.

***Tanzania National Roads Agency (TANROADS)***

Issue approvals or permit for undertaking physical works on roads or road reserves, issue permit for extraction of construction minerals, issue permit for using roads above set limits (tonnage, width etc.).

***Ministry of Labour and Employment - Occupational Health and Safety Authority (OSHA)***

Under the, the department oversee safety, health and welfare of persons at work, carries out all workplace inspections; hygiene surveys and measurements, occupational health examinations of workers, offer advice on ergonomics and scrutinize workplace drawings. This

***Ministry of Home Affairs - Fire and Rescue Services Force***

Protection against fire hazards, to issue permit for use of fire-fighting equipment's, Inspection of fire equipment commissioning of fire protection and detection system installed, to perform research on fire hazards and fire incidences.

***Tanzania Commission for AIDS (TACAIDS)***

Prevention and control spread of HIV/AIDS, to promote advocacy and education on HIV/AIDS, to protect human and communal rights of people infected with and affected by HIV/AIDS.

***Ministry of Community Development, Gender, Elderly and Children***

The Gender Department was established in 2002 aiming at mainstreaming gender into sectorial policies, strategies and programmes.

#### **4.6 International Co-operation in Environment**

Tanzania cooperates with other nations in managing the global environment and in compliance of international agreements on the environment. In that regard, the United Republic of Tanzania is a party to various international treaties aimed at the protection of the environment. The treaties are divided between those having a universal application and those limited to the Africa Region. Some of the treaties and conventions on environmental issues that Tanzania is a party include: -

- The convention relative to the Preservation of Fauna and Flora in their Natural state, London, 1993
- The Convention on the African Migratory Locust, Kano, 1962

- The African convention on the Conservation on Nature and Natural Resources, Algiers.
- The Convention on Wetlands of International Importance Especially as Waterfowl Habitat (the Ramsar Convention), 1971
- The Convention on the Prevention of Marine Pollution by Dumping of Wastes and other matters, London, 1972.
- The Convention concerning the Protection of World Cultural and Natural Heritage, Paris, 1972.
- The Convention on the Prevention of Marine Pollution from ships (MARPOL), 1973.
- The Convention on International Trade in Endangered species of Wild Fauna and Flora (CITES), Washington, 1973.
- The United Nations Convention on Law of the Sea, Montego Bay, 1982.
- The Montreal Protocol on substances that deplete the Ozone layer, Montreal, 1987.
- The Basel convention on the control of Transboundary Movements of Hazardous Wastes and their Disposal, 1989.
- Bamako convention on the Ban of the Import into Africa and the control of Transboundary Movements of Hazardous Wastes within Africa, 1990.
- Convention on Biological Diversity, 1992.
- The United Nations Framework Convention on climate change, 1992.
- United Nations Convention to Combat Desertification, 1994
- The Kyoto Protocol on climate change, 1997
- The Cartagena Protocol on Bio safety, 2003
- Stockholm Convention on Persistent Organic Pollutants, 2001
- Rotterdam Convention of Prior Informed Consent Chemicals, 1998
- Convention on Development and Protection of Coastal and Marine Environment for the Eastern Africa Region, 1985.

## 5 DESCRIPTION OF WORLD BANK ENVIRONMENTAL & SOCIAL SAFEGUARDS POLICIES AND TRIGGERS

The World Bank Safeguard Policies are outlined below and summarized in **Error! Reference source not found.** below and thereafter a determination has been made on the safeguards that will be triggered as a result of the EASTRIP.

**Table 5-1: Summary of World Bank's Safeguards Policies objectives including when they are triggered**

Policy	Objective	Trigger for the Policy
OP/BP 4.01 Environmental Assessment	The objective of this policy is to ensure that Bank-financed projects are environmentally sound and sustainable, and that decision-making is improved through appropriate analysis of actions and of their likely environmental impacts. This policy is triggered if a project is likely to have potential (adverse) environmental risks and impacts on its area of influence. OP 4.01 covers impacts on the natural environment (air, water and land); human health and safety; physical cultural resources; and transboundary and global environment concerns.	Depending on the project, and nature of impacts a range of instruments can be used: EIA, environmental audit, hazard or risk assessment and environmental management plan (EMP). When a project is likely to have sectoral or regional impacts, sectoral or regional EA is required. The Borrower is responsible for carrying out the EA.
OP/BP 4.04 Natural Habitats	This policy recognizes that the conservation of natural habitats is essential to safeguard their unique biodiversity and to maintain environmental services and products for human society and for long-term sustainable development. The Bank therefore supports the protection, management, and restoration of natural habitats in its project financing, as well as policy dialogue and economic and sector work. The Bank supports, and expects borrowers to apply, a precautionary approach to natural resource management to ensure opportunities for environmentally sustainable development. Natural habitats are land and water areas where most of the original native plant and animal species are still present. Natural habitats comprise many types of terrestrial, freshwater, coastal, and marine ecosystems. They include areas lightly modified by human activities, but retaining their ecological functions and most native species.	This policy is triggered by any project (including any sub-project under a sector investment or financial intermediary) with the potential to cause significant conversion (loss) or degradation of natural habitats, whether directly (through construction) or indirectly (through human activities induced by the project).
OP/BP 4.36 Forests	The objective of this policy is to assist borrowers to harness the potential of forests to reduce poverty in a sustainable manner, integrate forests effectively into sustainable economic development and protect the vital local and global environmental services and	This policy is triggered whenever any Bank-financed investment project (i) has the potential to have impacts on the health and quality of forests or the rights and

Policy	Objective	Trigger for the Policy
	values of forests. Where forest restoration and plantation development are necessary to meet these objectives, the Bank assists borrowers with forest restoration activities that maintain or enhance biodiversity and ecosystem functionality. The Bank assists borrowers with the establishment of environmentally appropriate, socially beneficial and economically viable forest plantations to help meet growing demands for forest goods and services.	welfare of people and their level of dependence upon or interaction with forests; or (ii) aims to bring about changes in the management, protection or utilization of natural forests or plantations.
OP 4.09 Pest Management	The objective of this policy is to (i) promote the use of biological or environmental control and reduce reliance on synthetic chemical pesticides; and (ii) strengthen the capacity of the country's regulatory framework and institutions to promote and support safe, effective and environmentally sound pest management. More specifically, the policy aims to (a) Ascertain that pest management activities in Bank-financed operations are based on integrated approaches and seek to reduce reliance on synthetic chemical pesticides (Integrated Pest Management (IPM) in agricultural projects and Integrated Vector Management (IVM) in public health projects. (b) Ensure that health and environmental hazards associated with pest management, especially the use of pesticides are minimized and can be properly managed by the user. (c) As necessary, support policy reform and institutional capacity development to (i) enhance implementation of IPM-based pest management and (ii) regulate and monitor the distribution and use of pesticides.	The policy is triggered if : (i) procurement of pesticides or pesticide application equipment is envisaged (either directly through the project, or indirectly through on-lending, co-financing, or government counterpart funding); (ii) the project may affect pest management in a way that harm could be done, even though the project is not envisaged to procure pesticides. This includes projects that may (i) lead to substantially increased pesticide use and subsequent increase in health and environmental risk; (ii) maintain or expand present pest management practices that are unsustainable, not based on an IPM approach, and/or pose significant health or environmental risks.
OP/BP 4.11 Physical Cultural Resources	The objective of this policy is to assist countries to avoid or mitigate adverse impacts of development projects on physical cultural resources. For purposes of this policy, "physical cultural resources" are defined as movable or immovable objects, sites, structures, groups of structures, natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Physical cultural resources may be located in urban or rural settings, and may be above ground, underground, or underwater. The cultural interest may be at the local, provincial or national level, or within the international community.	This policy applies to all projects requiring a Category A or B Environmental Assessment under OP 4.01, project located in, or in the vicinity of, recognized cultural heritage sites, and projects designed to support the management or conservation of physical cultural resources.

Policy	Objective	Trigger for the Policy
OP/BP 4.10 Indigenous Peoples	The objective of this policy is to (i) ensure that the development process fosters full respect for the dignity, human rights, and cultural uniqueness of indigenous peoples; (ii) ensure that adverse effects during the development process are avoided, or if not feasible, ensure that these are minimized, mitigated or compensated; and (iii) ensure that indigenous peoples receive culturally appropriate and gender and inter-generationally inclusive social and economic benefits.	The policy is triggered when the project affects the indigenous peoples (with characteristics described in OP 4.10 para 4) in the project area.
OP/BP 4.12 Involuntary Resettlement	The objective of this policy is to (i) avoid or minimize involuntary resettlement where feasible, exploring all viable alternative project designs; (ii) assist displaced persons in improving their former living standards, income earning capacity, and production levels, or at least in restoring them; (iii) encourage community participation in planning and implementing resettlement; and (iv) provide assistance to affected people regardless of the legality of land tenure.	<p>This policy covers not only physical relocation, but any loss of land or other assets resulting in: (i) relocation or loss of shelter; (ii) loss of assets or access to assets; (iii) loss of income sources or means of livelihood, whether or not the affected people must move to another location.</p> <p>This policy also applies to the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons.</p>
OP/BP 4.37 Safety of Dams	The objectives of this policy are as follows: For new dams, to ensure that experienced and competent professionals design and supervise construction; the borrower adopts and implements dam safety measures for the dam and associated works. For existing dams, to ensure that any dam that can influence the performance of the project is identified, a dam safety assessment is carried out, and necessary additional dam safety measures and remedial work are implemented.	This policy is triggered when the Bank finances: (i) a project involving construction of a large dam (15 m or higher) or a high hazard dam; and (ii) a project which is dependent on an existing dam. For small dams, generic dam safety measures designed by qualified engineers are usually adequate.
OP 7.50 Projects in International Waters	<p>The objective of this policy is to ensure that Bank-financed projects affecting international waterways would not affect: (i) relations between the Bank and its borrowers and between states (whether members of the Bank or not); and (ii) the efficient utilization and protection of international waterways.</p> <p>The policy applies to the following types of projects: (a) Hydroelectric, irrigation, flood control, navigation, drainage, water and sewerage, industrial and similar projects that involve the use or potential pollution of international waterways; and (b) Detailed design and engineering studies of projects</p>	This policy is triggered if (a) any river, canal, lake or similar body of water that forms a boundary between, or any river or body of surface water that flows through two or more states, whether Bank members or not; (b) any tributary or other body of surface water that is a component of any waterway described under (a); and (c) any bay, gulf strait, or channel bounded by two or more states, or if within one state

Policy	Objective	Trigger for the Policy
	under (a) above, include those carried out by the Bank as executing agency or in any other capacity.	recognized as a necessary channel of communication between the open sea and other states, and any river flowing into such waters.
OP 7.60 Projects in Disputed Areas	The objective of this policy is to ensure that projects in disputed areas are dealt with at the earliest possible stage: (a) so as not to affect relations between the Bank and its member countries; (b) so as not to affect relations between the borrower and neighboring countries; and (c) so as not to prejudice the position of either the Bank or the countries concerned.	This policy is triggered if the proposed project will be in a "disputed area". Questions to be answered include: Is the borrower involved in any disputes over an area with any of its neighbors. Is the project situated in a disputed area? Could any component financed or likely to be financed as part of the project be situated in a disputed area?

### 5.1 World Bank's Safeguards Likely to be Triggered by EASTRIP

The likely locations for subprojects under EASTRIP are not yet known but will most be within the existing participating institutions. Further preparatory work needs to be concluded as to the specific site locations at the institutions for the proposed projects (e.g. site selection, type of infrastructures to be undertaken, and other associated infrastructure that goes with the proposed investments). Further details on the actual proposed investments, social/physical environment of the project activities will be provided after the pre-appraisal mission and this will be contained in the appraisal stage ISDS.

Due to the location of the institutions proposed under EASTRIP, the activities under EASTRIP (all expected to be within the institutions compounds) are for the moment expected to trigger only OP 4.01 (Environmental Assessment). However, further details pertaining to the exact locations of the proposed activities for EASTRIP at different institutions may trigger other OPs, such as 4.12 (Involuntary Resettlement), 4.04 (Natural Habitats), 4.11 (Physical Cultural Resources), and 4.36 (Forests). The safeguards instruments prepared for any subprojects will address the requirements of any applicable policies.

**Table 5-2: Safeguard policies likely to be triggered by the proposed sub-projects**

Safeguard Policies Triggered by the Project (For the Moment)	Yes	No
<a href="#">Environmental Assessment (OP/BP 4.01)</a>	X	
<a href="#">Natural Habitats (OP/BP 4.04)</a>		X
<a href="#">Pest Management (OP 4.09)</a>		X
<a href="#">Physical Cultural Resources (OP/BP 4.11)</a>		X
<a href="#">Involuntary Resettlement (OP/BP 4.12)</a>		X
<a href="#">Indigenous Peoples (OP/BP 4.10)</a>		X
<a href="#">Forests (OP/BP 4.36)</a>		X
<a href="#">Safety of Dams (OP/BP 4.37)</a>		X
<a href="#">Projects in Disputed Areas (OP/BP 7.60)*</a>		X
<a href="#">Projects on International Waterways (OP/BP 7.50)</a>		X

\* By supporting the proposed project, the Bank does not intend to prejudice the final determination of the parties' claims on the disputed areas



### 5.1.1 Environmental Assessment (OP4.01, BP 4.01, GP 4.01)

This policy requires Environmental Assessment (EA) of projects proposed for Bank financing to help ensure that they are environmentally sound and sustainable, and thus to improve decision making. The EA is a process whose breadth, depth, and type of analysis will depend on the nature, scale, and potential environmental impact of the proposed investments under EASTRIP. The EA process considers the natural environment (air, water, and land); human health and safety; social aspects (involuntary resettlement, indigenous peoples, and cultural property) and transboundary and global environmental aspects.

The environmental and social impacts under EASTRIP will come from the proposed sub-projects investment activities. However, since the exact location of these investments will not be identified before bank appraisal of the project, the EA process calls for the borrower to prepare an Environmental and Social Management Framework (ESMF).

OP4.01 is triggered in case of EASTRIP, as the bank will finance civil works projects including the rehabilitation and refurbishment of existing infrastructure, as well as the construction of new infrastructure. The exact locations and impacts of the sub-projects have not yet been identified, though the proposed sub-projects have been identified at early stages of the project.

This ESMF report establishes a mechanism to determine and assess future potential environmental and social impacts during implementation of EASTRIP activities, and sets out mitigation, monitoring and institutional measures to be taken during operations of these activities, to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels.

Operational Policy 4.01 further requires that the ESMF report must be disclosed as a separate and stand-alone document by the borrower and the World Bank as a condition for bank appraisal. The disclosure should be both in a manner that accessed by the general public and local communities and at the InfoShop of the World Bank and the date for disclosure must precede the date for appraisal of the program.

The extent and type of environmental and social assessment required by the World Bank is a function of the project's environmental impact and hence, its environmental screening category. The World Bank undertakes environmental and social screening of each proposed subproject to determine the appropriate extent and type of environmental and social assessment. The World Bank classifies projects into one of three categories (A, B and C), depending on the type, location, sensitivity, and scale of the project and the nature and magnitude of its potential environmental impacts.

The three project categories are described below:

Category	Description
<b>Category "A" Projects</b>	An EIA is always required for projects that are in this category. Impacts are expected to be 'adverse, sensitive, irreversible and diverse with attributes such as pollutant discharges large enough to cause degradation of air, water, or soil; large-scale physical disturbance of the site or surroundings; extraction, consumption or conversion of substantial amounts of forests and other natural resources; measurable modification of hydrological cycles; use of hazardous materials in more than incidental quantities; and involuntary displacement of people and other significant social disturbances.

Category	Description
<b>Category “B” Projects</b>	When the subproject’s adverse environmental impacts on human populations or environmentally important areas (including wetlands, forests, grasslands, and other natural habitats) are less adverse than those of Category A subprojects. Impacts are site – specific; few, if any, of the impacts are irreversible; and in most cases, mitigation measures can be designed more readily than for Category A subprojects. The scope of environmental assessment for a Category B subproject may vary from sub-project to sub-project, but it is narrower than that of a Category A sub-project. It examines the subproject’s potential negative and positive environmental impacts and recommends any measures needed to prevent, minimize, mitigate, or compensate for adverse impacts and improve environmental performance.
<b>Category “C” Projects</b>	If the subproject is likely to have minimal or no adverse environmental impacts. Beyond screening, no further environmental assessment action is required for a Category C sub-project.

Most projects under EASTRIP falls under Category “B” as described above.

Therefore, this ESMF sets out to establish the EA process to be undertaken for implementation of proposed sub-project activities under EASTRIP when they are being identified and implemented. This process requires that EASTRIP and its implementing partners screen their activities to identify their potential adverse impacts and thereby determine the corresponding mitigation measures to incorporate into their planned activities.

If during screening the sub-projects it is found out that other safeguard policies are triggered, applicable safeguards instruments relating to the triggered policy will be prepared for the subprojects.

## 5.2 Requirements for Public Disclosure

As part of the preparation of this ESMF, a series of consultations were held with different stakeholders relevant to the project. The results of the consultations were incorporated in the final ESMF document. The list of those consulted and the minutes are included as an annex in this document.

Any subsequent Environmental and Social Impact Assessments and Environmental and Social Management Plans will be developed once specific investments are designed. The ESIA's and ESMPs will be consulted upon and publicly disclosed in Tanzania. The ESMPs should be included into works contracts to support environmental and social compliance of each subproject.

This ESMF will be disclosed in line with the World Bank requirements within the country through posting on the websites of Ministry of Education, as well as in the Bank's infoshop.

## **6 CHAPTER FOUR: DETERMINATION OF POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS**

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According to the World Bank Project Appraisal Document (PAD), this project is assigned environmental category B, and the risk is rated as “Moderate” Partial Assessment- assigned to projects that are likely to have limited, minimal, and reversible environmental impacts, that can be readily be mitigated. The assessment of environmental and social risks were analyzed based on the type of the proposed investments to be carried out in various sub-projects under EASTRIP components.

There are no significant and /or irreversible adverse environmental issues anticipated from the proposed sub-projects, as the nature of civil works is limited to construction of laboratories, classrooms, accommodation facilities, and rehabilitation of existing school’s infrastructure (all in Component 1). This ESMF was prepared to identify, assess and provide possible mitigation measures for potential negative environmental and social impacts of the project, and to provide guidance on environmental and social management to all the proposed sub-project investments.

Based on the ESMF, supplementary safeguards instruments will be prepared that include the Environmental and Social Impact Assessment (ESIA) and/or Environmental and Social Management Plan (ESMP) for specific sub projects during project implementation.

This section provides the details on the positive and negative environmental and social impacts, in terms of both scale and depth.

### **6.1 Proposed projects**

Although not finally confirmed by the respective institutions, including the exact site locations, the proposed projects under EASTRIP includes but limited to the following;

- (i) Construction of new additional classrooms, laboratories, hangars, multi-purpose rooms/libraries, accommodation facilities /dormitories, sanitation facilities;
- (ii) Construction of access roads;
- (iii) Construction of modern training centers with boarding facilities.

The implementation of these activities will be limited to existing TVET Institutions, and thus no land acquisition will be carried out under this project. However, these proposed activities will be subjected to environmental and social assessments.

The potential negative environmental impacts and possible mitigation measures identified by this ESMF and during stakeholder consultations are described in the following sections.

### **6.2 Positive Impacts**

#### **6.2.1 Improved enrolment**

Poor and adequate infrastructure has been identified as one of the primary causes of low enrollment in TVET institutions. The project is expected to increase enrollment levels at the participating institutions, including of women and girls overall, as well as in non-female traditional courses.

#### **6.2.2 Creation of employment opportunities**

Increased employment opportunities will be created as more students enroll when facilities are improved and increased at the respective institutions. In addition, increased enrollment means more teachers will need to be employed. Employment will also be created during the construction periods for the local people, including those supplying construction materials.

More population at the institutions will also translate to more opportunities for the local economy as demand for goods and services trickle down to the local businesses. The program will translate to overall measurable economic and employment growth for the country.

### **6.2.3 Reduction of gender gap in enrolment**

A special focus of EASTRIP is to promote and increase enrollment of girls with at the participating TVET institutions. An overall of at least 25% of female enrollment (from a baseline of 22%) is targeted under the project. Gender breakdown in enrollment will be monitored throughout the project including providing for an enabling environment for safety of women from sexual harassment and provision of gender friendly facilities to enhance retention and completion for women and girls.

### **6.2.4 Increased capacity for gender friendly and responsive learning environments**

The project will develop infrastructure with increased capacity to enroll women and facilities that will attract them to enroll, such as separate dormitory facilities.

### **6.2.5 Institutional Fiscal Efficiency and Transparency**

Improved fiscal impact on the institutions from better project preparation, better risk allocation, increased transparency, wider quality control, and greater efficiency are other positive impacts expected as a result of implementing the EASTRIP.

### **6.2.6 Increase in skilled workforce**

The project will help increase the likelihood of students' employment after graduation by providing good quality and relevant training programs to students, training, and exchange opportunities for trainers and management staff in academic, industry, and pedagogy skills areas.

### **6.2.7 Encourage Regional integration**

A regional approach to developing the specialized TVET centers can have a number of benefits, including exploiting economies of scale to lower costs of training for individual countries on specialized and industry certified training programs, facilitating mobility of people and skilled labor, promoting peer learning among countries and institutions and sharing good policies and practices, and targeting employment toward regional economic corridors such as the Northern and Central Corridor Initiatives and other mega infrastructure projects in the region.

### **6.2.8 Strengthening the culture of environmental and social risk mitigation**

The environmental and social risk mitigation measures put in place under the project will contribute to strengthening the culture of environmental and social risk mitigation in the colleges and the community beyond the TVET colleges, especially for future projects.

## **6.3 Potential Adverse Impacts**

The actual impact significance rating depends on a lot of factors, including:

- Type of project;
- The magnitude of the impact;
- The sensitivity and value of the resource or receptor affected;
- Compliance with relevant laws, regulations and standards;
- Views and concerns of stakeholders;
- Overall worker/public comfort; and
- Likelihood of occurrence.

A 'negligible or no impact' or an impact of negligible significance is observed when a resource or receptor will not be affected in any way by a particular activity, or the predicted effect is deemed to be imperceptible or is indistinguishable from natural background levels.

A 'minor impact' or an impact of minor significance is one where an effect will be experienced, but the impact magnitude is sufficiently small and well within accepted standards, and/or the receptor is of low sensitivity/value. In such instances, standard construction/ operational practices can address such impacts.

A 'moderate impact' or an impact of moderate significance is where an effect will be within accepted limits and standards. Moderate impacts may cover a broad range, from a threshold below which the impact is minor, up to a level that might be just short of breaching an established (legal) limit. In such cases, standard construction practices can take care of these impacts but mitigation measures may also be required.

A 'major impact' or an impact of major significance is one where an accepted limit or standard may be exceeded, or large magnitude impacts occur to highly valued/sensitive resource/receptors. In such cases, alternatives are required to address such impacts otherwise mitigation measures should be adopted with strict monitoring protocols.

These classifications as used in the tables are largely subjective and may be overruled by site-specific issues or information and detailed project activities not captured in this framework, especially when the actual sites are identified. Scale and significance of the risks associated with the potential projects will also depends on specific sub-projects design.

The section below highlights the potential adverse impacts that could occur when the EASTRIP sub projects are implemented. A sample EMP has been prepared and details the potential adverse impacts (Bio-physical and socio-cultural) for each of the proposed activities.

### **6.3.1 Loss of Flora and Fauna**

There might be a significant vegetation loss both during the construction phase either to pave way for access roads, actual project construction among others. The vegetation will be cleared so that the area where the construction work is to take place is clear for the construction work to be performed. These activities will expose the land to elements of erosion such as wind and water and thus will trigger the process of land degradation. The increase in noise during construction may scare away wild animals. There could also be some rare or endangered species near the project area, and therefore the impact on rare and endangered species of flora and fauna cannot be ruled out.

### **6.3.2 Noise and Vibration Impacts**

Construction activities could result in significant noise impacts so as to impact on general well-being, health and functioning. The proposed projects might involve the use of heavy equipment (graders, drilling equipment, trucks, blasting equipment, tractors, and excavators) for among others rock blasting, excavation, asphalt mixing plant operations and vehicular movement that emit incessant noise usually harmful to the environment.

During operation phases, use and operation of laboratory equipment might generate some noise that can impair the hearing of the students and other people working or living near the proposed facilities.

### **6.3.3 Decreased Water Quality**

Increase in suspended particles due to construction works; risk of human contamination from construction camps could affect the water quality near the project areas. This can also happen from mismanagement of contaminants like oils from construction equipment that might find their ways to natural surface water drains.

**6.3.4 Incessant Traffic including accidents**

There is potential for traffic congestion from construction and operation phases of the sub projects which could potentially cause disruption, health and safety impacts, as well as economic impacts. The use of heavy moving construction vehicles and machineries in project sites is generally known to cause traffic reducing movement and flow of vehicles.

**6.3.5 Public Health – increase in diseases spread and outbreaks**

There is potential for diseases resulting from unsound management of solid waste and effluent from construction camps, poor sanitation at construction sites, food vendors selling food to construction workers, malaria due to stagnant water associated with construction works etc.

**6.3.6 Health and Safety of Construction Workers**

Occupation health and safety of the workers during the construction phase (and in certain cases operation phase) is likely to be a concern due to the accidents that normally occur in construction sites that could cause loss of life, limbs among others.

**6.3.7 Soil Erosion/Run Off**

This will be as a result of the intensive activities that will be going on in the construction areas especially land clearing. The heavy equipment and machines that shall be used in the construction process will interfere with the soil structure making it loose hence liable to erosion.

**6.3.8 Decreased Air Quality**

Airborne dust will be caused by excavation, vehicle movement hence engine combustion and materials handling, particularly downwind from the construction sites during the construction phase of the identified sub project activities. Uncovered stock piles and asphalt mixing plant operations are another source of dust. Air pollution will be further caused by emissions from vehicles and construction machinery. There will be decreased air quality due to dust, suspended particles, hydrocarbon vapours, oxides of nitrogen and sulphur (NO<sub>x</sub> and SO<sub>x</sub>) and Volatile Organic Compounds (VOC) among other emissions.

At the operation phases of certain equipment, there is potential for air quality degradation through emissions of fumes that can affect the health of the students and laboratory workers with the risk of chronic respiratory infections.

The improper disposal of E-waste through incineration is likely to lead to atmospheric pollution through the release of toxic and noxious gases in the atmosphere. Combustion from burning e-waste creates fine particulate matter, which is linked to pulmonary and cardiovascular disease.

**6.3.9 Solid and Effluent Waste Hazards and Pollution**

Solid waste issue is a potential adverse impact that will be as a result of abandonment of litter/construction materials on site. Effluent waste issue will arise from waste water during storm water runoff, sanitary systems, and improper maintenance of sewer systems, which could end up into the clean domestic water systems.

**6.3.10 Hazardous materials use/storage**

There may be the need to use hazardous materials during construction. They may include paint; reacting chemicals among others. These materials can lead to minor or major destructions to life, soils and water.

**6.3.11 Waste management problem of non-biodegradable equipment**

Electrical and electronic equipment contain different hazardous materials, which are harmful to human health and the environment if not disposed of carefully. While some natural occurring substances are harmless in nature, their use in the manufacture of electronic equipment often results in compounds, which are hazardous (e.g. chromium becomes chromium VI).

Improper and indiscriminate disposal of E-waste by the schools is likely to lead to the mushrooming of informal waste disposal centers in neighbourhoods which further exacerbates the problem of E-waste where informal E-waste handlers, refurbishers or recyclers are exposed to the adverse health impacts of E-wastes as a result of lack of personal protective equipment and skills to dismantle the wastes.

Most of the components of electronic devices are not biodegradable and hence provides a challenge in terms of disposal. Non-biodegradable equipment often remains in the environment for years and end up becoming a menace, eye sore as well as a landscape and visual intrusion problem.

#### **6.3.12 Blasting and Rock Excavation**

Blasting is used to loosen or break up rocks for removal. It is used during excavation of bedrock. Potential environmental impacts include dust (air quality), contaminant spills, sedimentation, safety (workers, storage), fly rock and debris, noise and explosive detonation effects on people and structures.

#### **6.3.13 Public Health - Increase in HIV/AIDs**

There is a potential risk that the construction and operation of the industrial park could increase HIV/AIDS prevalence in the project area especially through interactions of the locals with the migrant labor. Increase in risk of sexually transmitted diseases, such as HIV/AIDS etc. due to labor influx induced sex work and potential sexual relations between migrant workers and women and girls in the community.

#### **6.3.14 Increased crime and in-migration**

The influx of labour a specific project area or site especially during construction, and the settlement changes due to economic development of the area after project completion has the potential to lead to a number of negative socio-economic impacts, including increased insecurity and community conflicts, increased incidences of diseases (as mentioned above); increased risk of accidents and occupational hazards. Migration and settlement by new students could lead to increase of negative vices in the project area during operational stages of the institution.

#### **6.3.15 Potential social conflict due to labour influx**

Local residents, especially the youth usually benefit from expanded opportunities for seasonal employment during the construction period of projects in their areas. However, sometimes local labour force is not available, due to experience required and/or lack of people to be employed from the area. The contractor therefore usually brings labour force from outside, who are skilled and sometimes fulltime employees, which could result in potential social conflict between the contractor and the local residents if local skilled and unskilled labour is not utilized during the construction period. This could lead to demonstrations, damage to property, stoppage of the works, and sometimes lead to violence towards the contractor and his employees.

#### **6.3.16 Exploitation of workers**

Project workers such as construction workers face the risk of exploitation, discrimination and other forms of unfair treatment by employers/contractors, eg. being overworked with no compensation, low wages, improper provision of proper PPEs and equipment for the works assigned, among others.

#### **6.3.17 Use of child labour**

There is potential of the contractor employing children who have not reached the employment age, therefore violating the child labour laws of the borrower. The laws of Tanzania prohibit contractors from “employing children in a manner that is economically exploitative, hazardous,

detrimental to the child's education, harmful to the child's health or physical, mental, spiritual, moral, or social development.

#### **6.3.18 Gender based violence (GBV), equity, rape and sexual harassment**

Due to labour influx for some project activities such as construction works, the project could exacerbate GBV, sexual harassment and other sexual offenses such as rape. Construction workers may engage in sexual fraternization with wives of other people. In addition to this being a driver of HIV infection, it will lead to domestic conflicts, GBV and domestic violence at household level. Women who seek employment may also face demands for sexual favors before being employed which amounts to sexual harassment. Even when employed, women may face continuous and unwanted demands for sex and risk losing their jobs if they do not give in. Women in the community and places of work may also face the risk being subjected to verbal harassment in the form of insults and demeaning comments in addition to unwanted gestures and touches by construction workers. Sexual harassment of women and girls might also happen as a result of mixing of women and men at worksites and campsites. Outright rape is also a risk some female employees may face when employed at construction sites. As a result, domestic violence and gender-based violence in homes, where it might have an impact to children who are likely suffer physically and emotionally.

#### **6.3.19 Gender inequity in employment**

There is a potential risk that gender inequality might be perpetuated during project construction through unequal distribution of work, discrimination against women, and unequal pay for women, among others.

#### **6.3.20 Increase in Sex work**

Construction workers could increase or create the demand for casual sex leading to the emergence or increase in sex work near the construction sites. Sex workers are a key bridging population for HIV transmission because their customers in many cases have spouses. The HIV prevalence among sex workers is usually about 2-3 times that of the general population.

#### **6.3.21 Sexual exploitation and abuse (SEA) of under-age girls**

There is a potential risk of project workers engaging in illegal sexual relations with minor girls, leading to HIV infection, teenage pregnancy, early child marriage, illegal and risky abortions, school dropout, etc.

#### **6.3.22 Disruption of schooling**

School children who live near construction sites are likely to be absent from school many times or will perpetually report late to school because of engaging in petty business activities of vending eats and other items to construction workers.

#### **6.3.23 Alcohol and drug abuse**

The presence of migrant construction and other project workers in the community may lead to the emergence of small business hubs with kiosks for selling foodstuffs, cigarettes, alcohol, etc to serve the workers and other members of the community. These business hubs may also engage in selling illegal drugs to project workers and other members of the community. The overall effect may be an increase in consumption of alcohol and illegal drugs in the community.

#### **6.3.24 Increase in the prices of goods and services in the community**

Increased demand by migrant labor may affect the local economy positively for producers and providers of some goods and services. This may lead to prices of rent, food and other commodities to rise. This may negatively affect other households who have a fixed income or those who are already barely managing to survive.



### **6.3.25 Sharing Water sources**

The college and the wider community are likely to be inconvenienced if construction activities share limited water sources with them. Queuing at water sources could lead to delays in executing planned tasks by college students and other members of the college community and members of the wider community.

### **6.3.26 Poor sanitation due to sharing of sanitation facilities**

Construction workers sharing sanitation facilities such as toilets with colleges students and other members of the college community could lead to hygiene challenges and a risk of hygiene related diseases.

### **6.3.27 Non user friendly buildings and facilities for People with disabilities ( PWDs)**

There is a risk that buildings to be constructed will not be easily accessible by or user friendly for PWDs if ramps and other facilities are not catered for.

## **6.4 Environmental & Social Management Process**

Impacts expected as a result of the implementation of the sub projects under the EASTRIP will be managed through an Environmental Management Plan (EMP). Table 6-1 below specifically outline the proposed measures that will be undertaken at different stages of the project (planning, design, procurement, construction and post-construction) in order to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels.

### **6.4.1 Mitigation considerations and options**

All moderate to major adverse impacts are considered for mitigation. Specific measures have been suggested in this regard where practicable. With regard to negligible and minor impacts where the project activity is not expected to cause any significant impact in such cases, best practice measures and mitigation have also been recommended where appropriate to improve the environmental and social performance of the Project. In cases where the effectiveness of the mitigation is uncertain, monitoring programs are introduced.

### **6.4.2 Recommended mitigation measures**

The mitigation measures or guidelines have been designed in order to avoid, minimize and reduce negative environmental and social impacts at the project level.

For each impact, a rating has been given due to extent of the impact to the environment. The description of each rating is given below;

Negligible – the impact on the environment is not detectable.

Minor – the impact affects the environment in such a way that natural functions and processes are not negatively affected, or these natural functions are enhanced to a small degree.

Moderate – where the affected environment is altered but natural functions and processes continue, albeit in a modified way, or are considerably improved.

Major – where natural functions or processes are altered to the extent that it will temporarily or permanently cease; or in the case of a positive impact, will be restored to close to its natural state in terms of functions and processes.

NB: The final rating will be determined when the specific ESIA study is done for the sub-projects, once the specific types of investments are identified for each institution.

The proposed mitigation measures are presented in the following table in a descriptive format.

**Table 6-1: Proposed mitigation measures**

Impacts	Potential Rating / Significance	Description of mitigation measures
<b>Physical Environment</b>		
Soil and Land degradation	Moderate	<ul style="list-style-type: none"> <li>Minimize land clearing areas as much as possible to avoid unnecessary exposure of bare ground to the elements of the weather.</li> <li>Re-vegetate cleared areas using native plant species or recommended landscaping plants</li> <li>Avoid construction work during heavy rains</li> </ul>
Air pollution	Major	<ul style="list-style-type: none"> <li>Regular watering of the site and access roads</li> <li>Cover materials during transportation</li> <li>Provide PPEs such as nose masks to the workers on the construction site;</li> <li>Proper site management through regular cleaning including wet sweeping of the surfaces that produces a lot of dust particles;</li> <li>Workers should be encouraged to go for regular health check-ups to ascertain their health standards;</li> <li>Regular air quality tests to enhance air quality monitoring;</li> <li>Hoarding the site with netting/sheet fabric cloth to prevent excess dust blowing from the construction site area.</li> <li>Proper maintenance of construction equipments, vehicles, trucks and equipment.</li> <li>The project should ensure the use of good quality fuel and lubricants only.</li> <li>Construction traffic speed control measures should be enforced on unpaved roads (speed limits through communities should be <math>\leq 50\text{km/hr}</math> on unpaved roads and near or at project site should be <math>\leq 30\text{ km/hr}</math>).</li> <li>Engines of vehicles/trucks and earth-moving equipment should be switched off when not in use.</li> </ul>
Noise and vibration	Major	<ul style="list-style-type: none"> <li>The Projects should require contractors to use equipment and vehicles that are in good working order, well maintained, and that have some noise suppression equipment (e.g. mufflers, noise baffles) intact and in working order.</li> <li>Contractors will be required to implement best driving practices when approaching and leaving the site (speed limit of <math>\leq 30\text{ km/hr}</math>) to minimize noise generation created through activities such as unnecessary acceleration and breaking squeal.</li> <li>Construction activities should be carried out only during the day to avoid noise to the residents</li> <li>Engines of vehicles/trucks and earth-moving equipment should be switched off when not in use.</li> </ul>
Impacts on Landscape	Moderate	<ul style="list-style-type: none"> <li>Project sites should be fenced/hoarded off from public view during construction.</li> </ul>

Impacts	Potential Rating / Significance	Description of mitigation measures
and Visual Receptors		<ul style="list-style-type: none"> <li>• Good house-keeping at construction sites should be ensured.</li> </ul>
Impact on traffic and Public safety	Moderate	<ul style="list-style-type: none"> <li>• Contractor to prepare a Traffic Management Plan for approval to address the following issues;</li> <li>• Initiation of a safety program and measures by creating awareness and educational campaigns for drivers, workers and local communities, including observation of speed limits</li> <li>• Installation of appropriate road signage, speed signs, and other warning signs at the site and access roads</li> <li>• Copies of drivers' licenses and insurance policies for the Contractor's drivers and vehicles respectively should be provided to the Supervision Consultant.</li> <li>• The Contractor's vehicles and equipment must be in proper working condition (roadworthy vehicles) and have registration plates, and numbering.</li> <li>• The Contractor ensures proper driving discipline by its employees, and sanctions those in breach.</li> <li>• Maintain a log detailing every violation and accident at site or associated with the project work activities, including the nature and circumstances, location, date, time, precise vehicles and persons involved, and follow-up actions with the police, insurance, families, community leaders, etc. (including during operation stages)</li> </ul>
Water use	Moderate	<ul style="list-style-type: none"> <li>• Develop water abstraction plan to minimize conflict with residents</li> <li>• Manage use of piped water and other water sources mainly used by local people</li> <li>• Obtain water abstraction permit from the relevant authorities, and other relevant agencies that manage water resources in the area.</li> <li>• Explore other alternative sources of water like water harvesting</li> </ul>
Water pollution	Moderate	<ul style="list-style-type: none"> <li>• No garbage/refuse, oily wastes, fuels/waste oils should be discharged into drains or onto site grounds.</li> <li>• Incorporate erosion control measures during construction at the site</li> <li>• Fuel storage tanks/sites should be properly secured to contain any spillage.</li> <li>• Maintenance, re-fueling and cleaning of equipment should NOT be done at construction site by the Contractor – but in a licensed garage outside the site area</li> <li>• The design will incorporate oil sumps at the parking areas to isolate oil spills from parked vehicles that might spill to the storm drains</li> <li>• Not any form of solid and liquid waste, fuels or oils shall be discharged on land surface, into the storm water drains</li> </ul>

Impacts	Potential Rating / Significance	Description of mitigation measures
		<ul style="list-style-type: none"> <li>Toilet facilities should be provided for construction workers to avoid indiscriminate defecation in nearby bush or local water bodies.</li> </ul>
Waste Water	Moderate	<ul style="list-style-type: none"> <li>All waste water shall be treated prior to final disposal.</li> <li>All the sub-projects should ensure proper wastewater facilities for proper discharge of liquid waste are provided or available during design stages</li> <li>All liquid wastes will be stored in accordance with the containment measures to mitigate against soil contamination.</li> <li>Options should be explored to use treated Waste water treated for greening the compounds.</li> </ul>
Solid Waste	Major	<ul style="list-style-type: none"> <li>Establish a well-planned method of solid waste management plan for disposal of debris/ garbage at the site</li> <li>Provision of disposal bins at designated areas at the facilities</li> <li>Regular collection and disposal of garbage by the project Proponent</li> <li>Clean storm water drains to minimize clogging</li> <li>Provision of separate collection bins for biodegradable and non-biodegradable waste at the construction site and facilities during operation</li> <li>Encourage separate treatment for solid waste at the facilities</li> <li>Conduct awareness on need of appropriate waste management practices including reduction, reuse, recycle, segregation, treatment among others</li> <li>Final disposal should be at approved sanitary landfills or dump sites approved by the local government.</li> </ul>
Hazardous waste, including oil and fuel wastes	Minor	<ul style="list-style-type: none"> <li>The Projects should require that contractors implement a hazardous materials management plan that includes specification for proper storage and handling of fuels, oil, wastes, and other potentially hazardous materials as well as a plan for containment and clean-up of accidental spills into the aquatic environment.</li> <li>Final disposal should be at approved sanitary landfills or dump sites approved by the local government.</li> <li>No solid waste, fuels or oils should be discharged on land surface, into drains or streams</li> <li>Spent or waste oil from vehicles and equipment should be collected and temporarily stored in drums or containers at site.</li> <li>Waste oil should be disposed of by approved agents by the environmental or local authority</li> </ul>
Production of electronic waste (e-waste) from operations	Major	<ul style="list-style-type: none"> <li>Procure Electronic devices from credible manufactures to avoid purchasing second hand, refurbished or obsolete devices with a short shelf life or already categorised as E-Waste</li> </ul>

Impacts	Potential Rating / Significance	Description of mitigation measures
		<ul style="list-style-type: none"> <li>Recycle all E-waste by establish E-Waste Collection Centres in all TVET schools; including collection bins/receptacles;</li> <li>Have 3rd parties to collect and transport all E-wastes to approved Recycling Company or the recycling companies themselves</li> <li>Conduct awareness and sensitization targeting the users of the electronic devices to ensure that they engage in best practise for E-waste management.</li> </ul>
Impact on fauna and habitat	Minor	<ul style="list-style-type: none"> <li>Avoid unnecessary exposure and access to sensitive habitat areas.</li> <li>For identified or suspected sensitive habitats (swamps/wetlands), relevant authorities on wildlife should be engaged, and regular inspection or monitoring should be carried out in the area prior to start and during work.</li> </ul>
<b>• Social Environment</b>		
Employment – Labour issues	Moderate	<ul style="list-style-type: none"> <li>The contractors should as far as possible engage the local skilled and unskilled labour within the project area during construction stages</li> <li>Ensure that the local communities are given priority in relation to employment -all unskilled labour should be contracted or obtained from the local community if possible.</li> <li>Ensure that all workers have contracts with terms and conditions that are consistent with national labour laws and policies</li> <li>Every worker should also sign a code of conduct (CoC) as an annex to the employment contract – covering issues such as zero tolerance of unacceptable conduct in the community, GBV, sexual harassment, sexual exploitation and abuse of children, etc</li> <li>Facilitate workers to form a committee through which their grievances will be received attended to or channeled to management</li> </ul>
Impacts on Human Health/ Health and sanitation	Moderate	<ul style="list-style-type: none"> <li>Appropriate notices and warning signs will be erected along the roads, around working areas and public areas to warn prospective pedestrians, motorists, and other road users of any danger or risk.</li> <li>Trucks carrying construction materials such as sand, quarry dust, laterite etc will have the buckets covered with tarpaulin or appropriate polythene material from or to project site.</li> <li>Except for areas secured by fencing, all active construction areas will be marked with high-visibility tape to reduce the risk accidents involving pedestrians and vehicles.</li> <li>All open trenches and excavated areas will be backfilled as soon as possible after construction has been completed. Access to open trenches and excavated areas will be secured to prevent pedestrians or vehicles from falling in. Reclamation of borrow pits and quarries</li> </ul>

Impacts	Potential Rating / Significance	Description of mitigation measures
		<p>to reduce incidences of accidents, water bone diseases and minimize landscape disfigurement.</p> <ul style="list-style-type: none"> <li>Adequate sanitary facilities will be available for workers and open range defecation will not be countenanced.</li> </ul>
General health and HIV/AIDs	Major	<ul style="list-style-type: none"> <li>A program on HIV prevention and response targeting workers and the community designed following the principle of Know Your Epidemic and Know Your Response (KYE/KYR) will be put in place at every construction site</li> <li>Construction workers should be educated to adhere to basic rules with regard to protection of public health, including most importantly hygiene and disease prevention</li> <li>HIV and AIDS and STIs prevention and response campaigns should be extended beyond the construction phase and into the operational phase.</li> <li>Establish a partnership with local wellness centers including hospitals, VCT and ARV centers and NGOs near the project area for implementing an HIV/AIDS prevention and response program</li> </ul>
Impacts on cultural heritage / archaeological interest / existing ecologically sensitive areas	Minor	<ul style="list-style-type: none"> <li>The pre-construction surveys should identify cultural heritage resources and existing ecologically sensitive areas that the project should avoid and by-pass these resources.</li> <li>The Project should implement a chance find procedure and reporting system to be used by contractors in the event that a Cultural heritage feature or ecologically sensitive item/issue is encountered.</li> <li><b>See</b> sample Chance Finds Procedure in Annex 2 in the event that cultural heritage is discovered</li> </ul>
Impacts on Human Health and Public Safety	Moderate	<ul style="list-style-type: none"> <li>The Project will require all contractors to implement an Environmental, Health and Safety (EHS) plan which will outline procedures for avoiding health and safety incidents and for emergency medical treatment. This will be achieved by making it a component of contractual agreement.</li> <li>Construction workers will be provided with adequate and right safety tools and equipment. They shall also be educated to wear suitable Personal Protective Equipment (PPE) including hard hats, overalls, high-visibility vests, safety boots, earplugs, gloves etc.</li> <li>Ensure provisions of first aid for staff, insurance, and access to ambulance service at all worksites, and arrangement to access local hospital/dispensary with qualified medical staff by workers</li> <li>The site shall be fenced off and provided with security at the access gates to reduce potential accidents and injuries to the public</li> <li>All construction and other workers will be sufficiently trained in the safe methods pertaining to their area of work to avoid injuries.</li> </ul>
Gender Mainstreaming,	Moderate	<ul style="list-style-type: none"> <li>Contractor and implementing agency to prepare and implement a Gender Action plan to include at minimum,</li> </ul>

Impacts	Potential Rating / Significance	Description of mitigation measures
gender based violence and zero tolerance for sexual harassment		<p>in conformance with local laws and customs, equal opportunity for employment,</p> <ul style="list-style-type: none"> <li>• Contractor to prepare and enforce a No Sexual Harassment Policy in accordance with national law where applicable</li> <li>• All workers and nearby communities and stakeholders will be educated on preventing and responding to sexual harassment and GBV ahead of any project related works.</li> <li>• The community within the vicinity of the college where construction will take place will also be educated on gender-based violence and sexual offenses such as sexual harassment, rape and defilement in the context of labor influx and the prevention and response measures.</li> <li>• Strategies such as male involvement will be employed in preventing and responding to GBV and sexual harassment</li> <li>• Partnerships will be established with relevant government agencies and NGOs to ensure survivors of GBV and sexual offenses access survivor centred services such as medical care, psychosocial support, legal redress, safety, etc as and when necessary</li> <li>• Ensure that women are given adequate employment opportunities during recruitment and job postings</li> <li>• Regular sensitization and awareness campaigns to the workers should be done to promote gender equity in employment during the construction works and during operation.</li> <li>• Provision of gender disaggregated data, separate bathing, changing, sanitation facilities for men and women</li> <li>• Impose zero tolerance on sexual harassment, all forms of gender-based violence and discrimination at all phases of the project</li> </ul>
Child Protection	Moderate	<ul style="list-style-type: none"> <li>• Workers will be educated by relevant agencies such as police and probation officers on the relevant laws and policies protecting children</li> <li>• Reach out to children in and out of school in the vicinity of the construction sites with a life skills program focusing on HIV/AIDS and sexual abuse prevention among others areas</li> <li>• Strengthen school based and school led life skills programs targeting any schools near construction sites</li> <li>• Mobilise and strengthen child protection institutions and structures near construction sites</li> <li>• Reach out to school authorities and parents near construction sites on paying special attention to child protection in light of labour influx</li> <li>• Partnerships will be established with relevant government agencies and NGOs to ensure children access survivor centred services such as medical care, psychosocial support, legal redress, safety, etc as and when necessary</li> </ul>



Impacts	Potential Rating / Significance	Description of mitigation measures
		<ul style="list-style-type: none"> <li>• Ensure no children are employed on site in accordance with national labor laws</li> <li>• Ensure that any sexual exploitation and abuse (SEA) of children by the contractors' workers are promptly reported to the police</li> <li>• Popularize /put in place confidential mechanisms for reporting child abuse cases</li> <li>• Enforce the child protection related clauses in the Code of conduct signed by all workers</li> <li>• Ensure visibility of signage and information, education and communication materials on such issues in the construction sites</li> </ul>
Non-user friendly buildings for PWDs		<ul style="list-style-type: none"> <li>• All buildings will be designed and built with ramps and other special facilities such as toilets to facilitate access and use by PWDs</li> </ul>
Loss of life, injury, or damage to people and private property	Moderate	<ul style="list-style-type: none"> <li>• Contractor shall maintain records and make reports concerning health, safety and welfare of persons, and damage to property, at all times or as the RE may reasonably require</li> <li>• Insuring against liability for any loss, damage, death or bodily injury which may occur to any physical property or to any person which may arise out of the Contractor's performance of the contract</li> <li>• Insuring against liability for claims, damages, losses and expenses (including legal fees and expenses) arising from injury, sickness, disease or death of any person employed by the Contractor or any other of the Contractor's personnel.</li> <li>• The construction site shall be fenced off to prevent access to members of the public.</li> <li>• All people currently using college land to grow food crops and for petty business activities will be given adequate notice to harvest their food crops and not to plan new ones and relocate their business activities</li> </ul>



## **7 PROJECT SCREENING, REPORTING, CONSULTATION AND DISCLOSURE**

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The ENVIRONMENTAL MANAGEMENT ACT (EMA), 2004 (Act No. 20 of 2004) require that all projects be subjected to a review and screening process in order to determine whether a full scale Environmental and Social Impact Assessment (ESIA) is necessary or otherwise. Sub projects and activities will each need to be reviewed independently for potential environmental and social impacts when undertaking the ESIA study for EASTRIP. Once the screening is done, the findings will be incorporated in the design of the subprojects to enhance the positive impacts and to mitigate the negative impacts. This will ensure that a sound environmental design with proposed mitigation measures is incorporated during the early designs, hence avoiding unnecessary changes at advanced design stages.

The World Bank will not provide individual sub-project support until (i) the World Bank has reviewed and cleared the environmental documentation and issued its formal no objection, and (ii) the applicant has presented the WB with an approved license (or applicable document) that indicates approval for the sub-project to proceed by the relevant national authority.

### **7.1 Safeguards Screening and Review Process**

Prior to commencement of sub-projects, the proponents will fill out the screening form attached to this report (See Annex 1). The screening form shall be completed by the participating Institutions' safeguard specialists who will be trained in the use of the screening form and fundamentals of what could constitute environmental and social risks. The screening form will be used for all infrastructure subprojects that will involve construction and renovation works.

### **7.2 Preparation of Project Reports (PRs)**

After screening, the project will prepare a Project Report to submit to NEMC for review. An application for an environmental impact assessment certificate shall be made in the format of a project brief set out in the Third Schedule to the Act and the First Schedule to these Regulations, and the applicant shall submit the application together with the prescribed fee to the Council.

Project Reports (PRs) are prepared as a means of informing NEMC of the activities, geographical area and potential impacts of the proposed development. A PR would give a description of the project, baseline information of project area, potential impacts and mitigation measures associated with the project. Preparation of a PR will be the responsibility of the project proponent who would hire a NEMC registered expert for this purpose.

After receipt of the project report, NEMC shall send copies of the report to Lead Agencies with interest in the proposed project and give them 21 days to comment on the report. Upon expiry of this period NEMC compliance officers shall visit the proposed project site, interview the proponents and stakeholders, and assess the project's impacts in view of their observations at the site and the concerns raised by stakeholders. After review of the report NEMC can approve the proposed project and issue an ESIA/EIA license or advise for an ESIA study to be undertaken within 30 days from the time of submission of the report.

Where the Council finds that the project shall have no significant negative impact on the environment and the project report discloses sufficient mitigation measure, it shall not

require the developer or proponent to undertake an environmental impact assessment, and at that time a license will be granted.

If NEMC decides that a sub project cannot be approved through the Project Report submitted, the implementing institution will be required to prepare a full EIA report through independent NEMC registered experts.

Table 7-1: The NEMC Process for Approving Project Reports

Steps	Action	Actor	Time requirement
1	Submission of Project Report to NEMC. Project proponent pays the required fees. NEMC receives PR, issues a receipt and acknowledgement.	TVET Institution	To be undertaken by the TVET Institution
2	NEMC mails PR to Lead Agencies	NEMC	7 days assuming all requirements are fulfilled
3	Lead agencies review PR and issue comments	Lead Agencies	21 days (minimum) after receipt of PR from NEMC.
4	Review of PR by NEMC	NEMC	
5	Communication of findings from NEMC review	NEMC	45 days after receipt of PR.

The typical outcomes of review of Project Reports from NEMC are as follows.

**Project is approved.** Where NEMC and Lead Agencies ascertain that a project report has disclosed adequate mitigation for identified impacts, the project is approved by NEMC upon which, an Environmental License is issued with certain conditions. Among these requirements are that; the scheme design should not be altered without approval by NEMC, project must commence, usually within 24 months period after issuance of license, the proponent should undertake an annual Environmental Audit and submit an EA report to NEMC during the first year of completion, among others.

**Full ESIA required.** If the PR reveals significant irreversible environmental and social impacts, or that the proponent does not provide adequate mitigation measures, the proponent will be required to undertake a full ESIA study. NEMC will write to the proponent to undertake scoping, prepare Terms of Reference (ToR) for ESIA study and submit these for approval prior to commencement of the study.

### 7.3 Preparation of ESIA Study Report

#### 7.3.1 ESIA Terms of Reference

The ToR provides a mechanism for consulting with NEMC and Lead Agencies and agreeing on the content and methodology of EIA at an early stage in the process. The key objectives of preparing a scoping report are to:

- Give a project description and its location;
- Project activities;
- Identify the key issues to be addressed in the ESIA;
- Define the approach and methodologies for conducting baseline studies;
- Define the approach to and methodologies for predicting environmental impacts and for evaluating the significance and severity of environmental effects;

- Identify the methods to be adopted for incorporation of mitigation measures and other environmentally driven modifications into the project;
- Define the consultation strategy to be applied during the ESIA process;
- Seek comments from key stakeholders on the scope of the ESIA, the approach and work plan.

The ToR will also give details of the composition of the EIA team (including their experience and field of expertise) and timelines.

### **7.3.2 ESIA Study Report**

Upon review and approval of the Scoping Report, NEMC will advise that an ESIA Study be undertaken. The ESIA Study will entail a systematic investigation of all impact areas as identified in the scoping report, taking care to document the current baseline environment, resource exploitation patterns and ecological pressure points. It will include but not limited to;

- Project Description: A description of key components of the proposed project, the implementing agents, a brief history of the project and its justification; Baseline Information;
- Baseline environmental information comprising physical, biological and socio-economic conditions of the site to be assembled and evaluated;
- A description of the pertinent legislation, regulations and standards, as well as environmental policies applicable to the proposed project and the appropriate authority jurisdictions;
- Identification of impacts related to project elements and an analysis of severity and duration of impacts;
- Prescription of mitigation measures and development of an environmental management plan to neutralize the effects of negative impacts;
- Development of a monitoring plan to ensure that the proposed mitigation measures are implemented and the desired remediation effects achieved;
- Public consultation and documentation of stakeholder views.

A template showing a ToR and contents of an ESIA has been provided in the **Annex 3** of this ESMF report.

It is mandatory for the ESIA study to undertake public consultation with all stakeholders in the project's area of influence. The ESIA Team should note and understand all stakeholder interests so as to cater for them in the ESMP. All accruing information will be included in the ESIA Report submitted to NEMC for review. Upon review of this report, it will be subjected to public review. The review process will entail advertising of the project in the local media and may include a public hearing meeting.

### **7.3.3 Public Review of the ESIA Report**

This will entail exposure of all the EIA documents at strategic points within the project's area of influence so as to allow all stakeholders to read and understand how they stand to be affected by the project. The public review has to be advertised twice in local dailies that are widely read in Tanzania, and are often supplemented by public hearings organized by NEMC where the project is explained to local stakeholders.

Upon public/ stakeholder review of the ESIA/EIA report, NEMC will prepare a summary of the report and advertise it in the press for public review. The purpose of this is to allow all stakeholders to read and understand how they would be affected by the project.

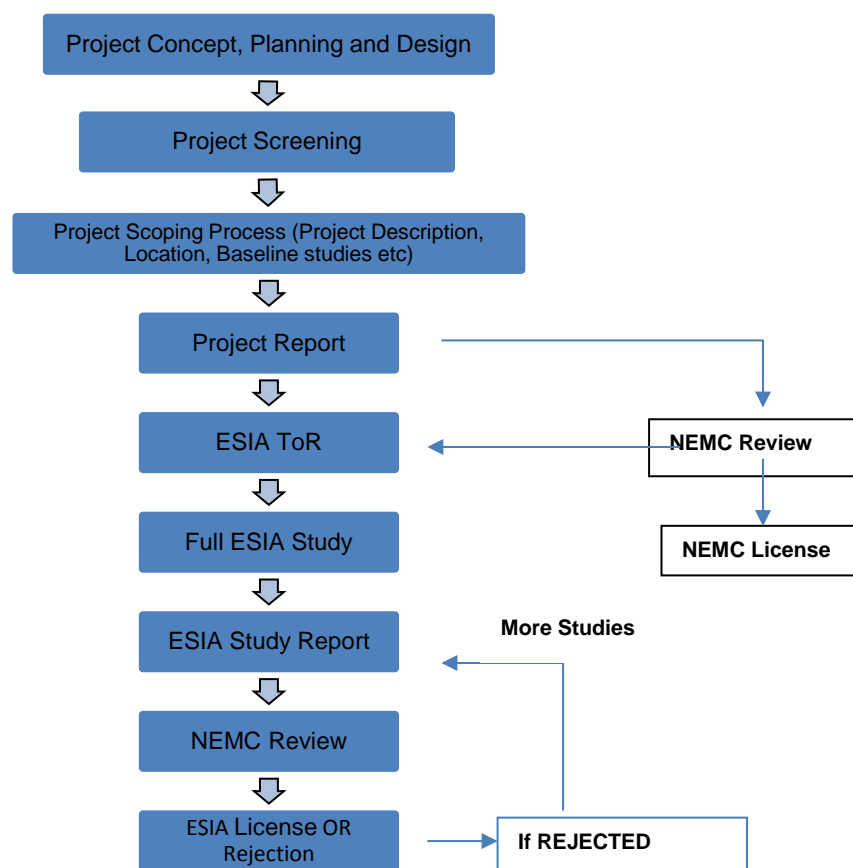
Upon expiry of the public review period, the ESIA team will organize the written comments either into an additional chapter or a volume to the ESIA report. This chapter will clearly explain how each of the comments and concerns have been addressed and resolved.

Once NEMC is satisfied that the revised ESIA Study report addresses all the issues raised by stakeholders it would issue an ESIA license. World Bank safeguard policies require that environmental reports for projects are made available to project affected groups and stakeholders, including local NGOs, and the public at large. Public disclosure of ESIA reports is also a requirement of the national ESIA procedures in line with the provisions of EMA, 2004 as elaborated in the Environmental Impact Assessment and Audit Regulations.

The approved version of the report should be posted at MoE websites as well as WB Info Shop to ensure all interested parties can access it.

The figure below outlines the EIA process and review to be followed in an event that a determination for a full scale ESIA is arrived at by NEMC.

**Figure 7-1: EIA process**



#### 7.4 Consultation and Disclosure Requirements

In addition to the environmental documentation requirements described above, World Bank Operational Policy 4.01 (paragraphs 15 and 16), and the WB Policy on Access to Information stipulates that the following consultation and disclosure requirements be utilized for all sub projects:

During the EIA process, the applicant shall consult groups and other stakeholders (including local NGOs) affected by the subproject on the subproject's environmental and social aspects and take their views into account. The applicant shall initiate such consultations as early as possible. Consultations with stakeholders should take place only once after a draft EA report is prepared. In addition, the applicant shall consult with such groups throughout project implementation as necessary to address EA-related issues that affect them.

For meaningful consultations, the applicant shall apply the following disclosure requirements:

- The applicant shall provide relevant material in English and/or the local language (as appropriate) in a timely manner prior to consultation;
- The applicant shall make the draft ESIA/EIA report including a detailed summary of the ESIA/EIA conclusions available at a public place accessible to groups and other stakeholders affected by the subproject.

### **7.5 Overall Project Compliance and Reporting**

Owing to the significant nature of some of the project activities, a strict system of compliance monitoring and reporting will be adopted. The ESMF will be implemented by the project proponent, with the assistance of the safeguard specialist at the RFU. The project proponent will collaborate with the Safeguard specialists at RFU, NEMC and the financing institution to ensure effective execution.

The table below provides a summary of the stages and institutional responsibilities for the screening, preparation, assessment, approval and implementation of the EASTRIP sub-project activities.

**Table 7-2: Screening Responsibilities**

No.	Stage	Institutional responsibility	Implementation responsibility
1.	Screening of Environmental and Social impacts to assist in project formulation using checklist	TVET Institutions	Safeguard specialists (TVET Institution) / Safeguard specialist (RFU)
2.	Determination of appropriate environmental assessment level/ category	NEMC / RFU	Safeguards Specialist (TVET Institution) / Safeguard specialist (RFU)
2.1	Selection validation	WB	
3.	Implementation of environmental assessment	TVET Institutions	Safeguards Specialist (TVET Institution) / Safeguard specialist (RFU)
	If ESIA is necessary		
3.1	Preparation of Terms of Reference	TVET Institutions	Safeguards Specialist (Investor)
3.2	Validation of ESIA/ESMP TOR	NEMC	Safeguard Specialist
3.3	Selection of Consultant	TVET Institutions	
3.4	Realization of the EIA, Public Consultation Integration of environmental and social management plan issues in the tendering and project implementation	TVET Institutions /Consultancy firm / RFU	Safeguards Consultant/ Safeguards Specialist (TVET Institutions)/ Safeguard specialist (RFU)
4.	Review and Approval		
4.1	EIA Approval (Significant Impacts)	NEMC	
4.2	Simple EA/ESMP Approval (Minimal Impacts)	TVET Institutions / WB	Safeguards Specialist (TVET Institutions)/ RFU Safeguard specialist
5.	Public Consultation and disclosure	TVET Institutions / NEMC / WB	Safeguards Specialist (Investor)/Consultant/ WB
6.	Development of monitoring indicators	TVET Institutions/RFU	Safeguards Specialist (TVET Institutions)/ Safeguard specialist (RFU)
7.	Surveillance and monitoring	TVET Institutions /NEMC/ RFU /WB	Safeguard specialist (TVET Institutions) / Safeguard specialist (RFU)

## 8 PROJECT INSTITUTIONAL, IMPLEMENTATION, and MONITORING ARRANGEMENTS

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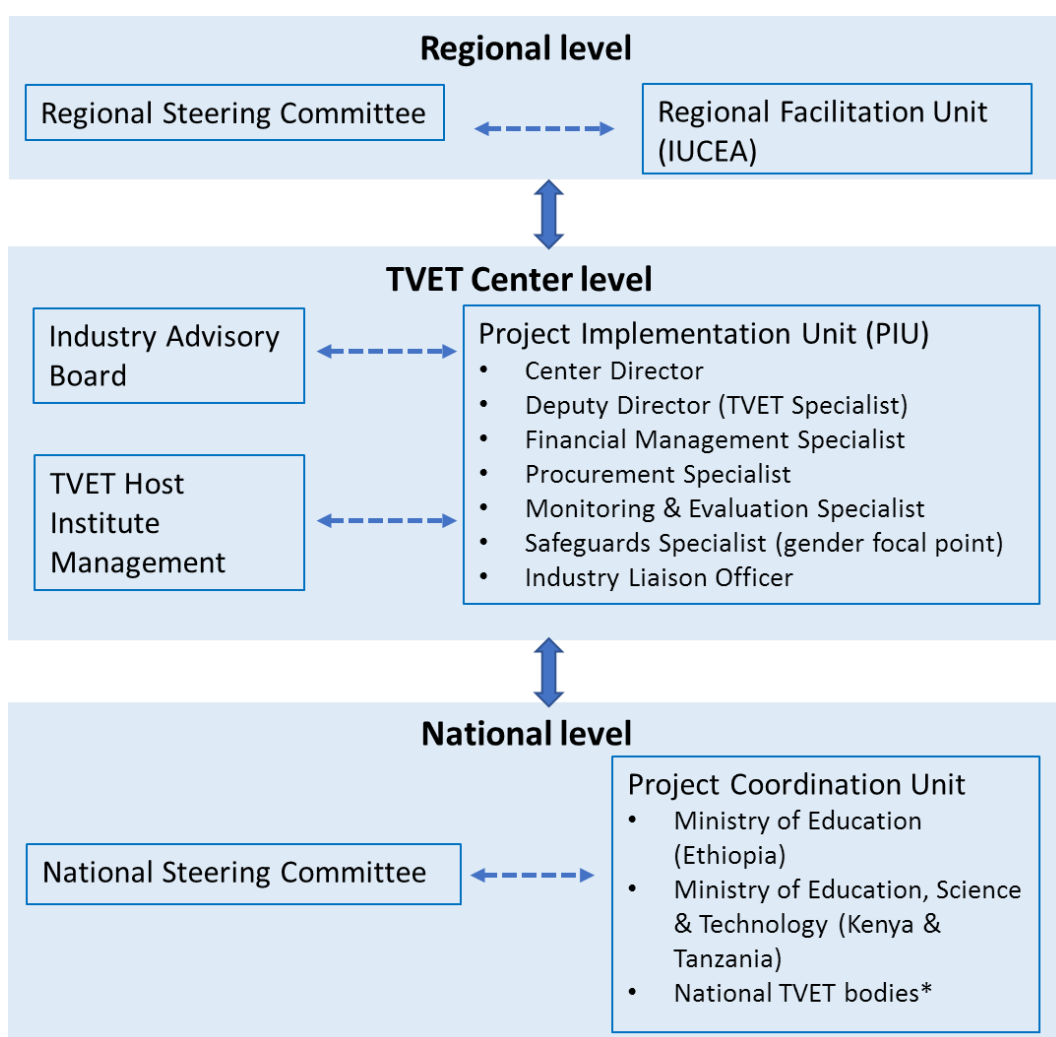
### 8.1 Project Institutional and Implementation Arrangements

EASTRIP is designed to have three levels of intervention, at the TVET center, national (country), and at regional levels. Correspondingly, a three-layered project implementation approach will be followed. The proposed implementation arrangement follows the successful model for the ACEI and ACE II projects and their lessons learned. The following are the three tiers of the governance and implementation arrangement proposed for the project.

- (a) **The regional TVET Centers of Excellence will be responsible for center-level project implementation.** The centers will establish a project implementation unit (PIU) for strategic planning and implementation of the approved plans, based on core functions including management, technical, industry liaison officer, fiduciary, safeguards including a gender focal point, monitoring and evaluation, and other requirements as assessed and recommended by the World Bank and agreed with the counterparts. The center level PIUs will work closely with the management of the host TVET institutions. In addition, an Industrial Advisory Board (IAB) will be established to provide guidance on industry collaboration.
- (b) **A National Project Coordination Unit (NPCU)** will be established in the country's ministry of education with key project functions. The NPCU will work closely with national TVET quality assurance agencies to execute the national component of the project and further provide national-level coordination, M&E, and dissemination of good practices from the centers.
- (c) **The IUCEA, as the RFU** will support the centers and national agencies in their implementation of the project. Further, the RFU will facilitate the implement of a number of regional initiatives. It will provide knowledge sharing and coordination of sector activities. The RFU will be led by a project coordinator, who will be responsible for overall project coordination and facilitation, and an adequate number of professional staff in key function areas, including a finance officer, a procurement officer, an M&E officer, and communications officer.

In addition, Project Steering Committees will be established at national and regional levels with representation from relevant government agencies and industries to ensure political commitment and direction for the project. A National Steering Committee will comprise of representatives from relevant sector ministries as well as industries. A Regional Steering Committee will comprise of representatives of ministries of education and major regional industries from transport, energy, manufacturing and ICT sectors. Finally, a regional TVET expert team will be established to advise on technical matters.

National steering committee at country level will be streamlined with existing project steering structure of other relevant World Bank-supported projects in higher education and skills, to promote synergies and efficiency. For example, the EASTRIP Tanzania National Steering Committee may be the same core steering committee as for the Eastern and Southern Africa Higher Education Centers of Excellence (ACE), Education and Skills for Productive Jobs (ESPJ) and the new higher education project. Figure 7-1 below depicts the project implementation arrangements.

**Figure 8-1 Project Implementation Arrangements**

Source: EASTRIP PAD

**\*National TVET bodies**

*Ethiopia: Ministry of Education (Federal TVET Agency)*

*Kenya: Ministry of Education, Science & Technology (TVET Authority: TVETA; Curriculum Development Assessment and Certification Council: TVET CDACC)*

*Tanzania: Ministry of Education, Science & Technology: MoEST (National Council for Technical Education: NACTE; Vocational Education & Training Authority: VETA; Tanzania Commission for Universities: TCU)*

## **8.2 Monitoring Arrangements**

### **8.2.1 Safeguards Monitoring Plans and Indicators**

The purpose of a monitoring plan is to initiate a mechanism for implementing mitigation measures for the potential negative environmental impacts and monitor the efficiency of these mitigation measures based on relevant environmental and social indicators. The plan assigns responsibilities of actions to various actors and provides a timeframe within which mitigation measures can be implemented, supervised and monitored. The plan also determines whether further interventions are needed or monitoring is to be extended in some areas. Further, it provides a checklist for project monitoring and evaluation. Monitoring indicators will be very much dependent on specific project contexts.

#### **a) Overall Project Level**

IUCEA, the Regional Facilitation Unit (RFU), will be responsible for safeguards monitoring and surveillance of all the sub-project investments that will be undertaken by EASTRIP, led by a Project Coordinator for the project. RFU will report results of this monitoring to the



World Bank. In appreciation of the fact that it would be impossible to visit or monitor all sub project investments to be financed under the project, “spot checks” may be undertaken by the PMU, but no investment will be ignored in this high level monitoring.

**b) National Project Level**

The Ministry of Education, through the State Department of TVET will be responsible for monitoring and reporting on compliance with the ESMF under the established National Project Coordination Unit (NPCU). They will ensure that subprojects investments are screened, their safeguard instruments prepared, cleared and disclosed prior to sub project implementation. Further, they will ensure that executing institutions implement the specific sub project ESMPs, and submit reports on ESMPs implementation as required to the RFU.

**c) Sub Project Level Monitoring**

At the field level, the respective TVET institutions and the consultants will take lead to supervise and monitor the implementation of the ESIA/ESMPs and prepare progress reports to the NPCU in the MoE and RFU as per the requirements of the safeguard instruments. Each TVET institution will set up a Project Implementation Unit (PIU) solely responsible for executing the sub project investment which will include responsibility for monitoring and reporting all the elements in the ESMP on day to day or periodically as specified in the monitoring plan. The sub project level monitoring reports will be submitted to the safeguards specialist at the RFU for review and analysis, for further submission to the World Bank. All sub project investments will be subject to mandatory initial environmental audits and annual environmental audit /supervision to ensure that they comply with national requirements by Environmental Authority and other relevant laws like OSHA regulations.

**d) World Bank’s Monitoring Support**

The World Bank safeguards team will provide second line of monitoring compliance and commitments made in the Environmental and Social Management Plans (ESMPs) through supervision. The bank will further undertake monitoring during its scheduled project supervision missions.

Specifically, for each year that the agreement is in effect, sub project executing institutions will be required to submit to the RFU all the monitoring reports. The RFU will consolidate and summarize country reports and submit as part of its reporting process to the Bank. The Bank supervision team will review these reports and provide feedback.

Monitoring Level	Monitoring item	Verifiable indicators	Responsibility
ESMF Level	<ul style="list-style-type: none"> <li>Adequate dissemination of ESMF to stakeholders</li> <li>Capacity building and training programs</li> </ul>	<ul style="list-style-type: none"> <li>Record of consultations and meetings,</li> <li>No of training Sessions Done</li> <li>Workshop reports.</li> </ul>	<ul style="list-style-type: none"> <li>MoE (NPCU)</li> <li>RFU</li> </ul>
Project Level Investment	<ul style="list-style-type: none"> <li>Preparation of ESIA/ESMPs</li> <li>Environmental permits</li> <li>Safeguards Monitoring and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li>ESIA Reports</li> <li>ESMPs</li> <li>Environmental Licenses for sub-projects</li> <li>Contractor’s Environmental and Social Management Plans (CESMPs)</li> <li>Audit Reports</li> </ul>	<ul style="list-style-type: none"> <li>MoE (NPCU)</li> <li>PIU environment safeguards focal person)</li> <li>Consultants</li> <li>NEMC</li> </ul>

## **8.2.2 Monitoring Roles and Responsibilities**

### **a) National Environment Management Council (NEMC)**

NEMC is charged with the overall role of providing oversight in regard to monitoring for all project activities that have potential impacts on the environment in Tanzania. NEMC will undertake periodic monitoring of the sub projects by making regular site inspection visits to determine compliance with the sub project EIA/EMPs approved and will further rely on the submitted annual audit reports submitted for each sub project annually as required by EMA as a way of monitoring.

NEMC will provide approvals and ESIA licenses to all the investments based on the ESIA reports submitted, since without NEMC's approval implementation of the investment project will not move forward. All monitoring reports as well as annual environmental audit report will be submitted to NEMC as specified by the environmental assessment and audit regulations, 2005.

### **b) EASTRIP Secretariat-Safeguards Specialist**

The EASTRIP Secretariat will recruit a safeguard specialist to provide oversight, facilitation, coordination, monitoring and evaluation of all the sub projects within the different countries all through the implementation period. In principle, the specialist will work with the implementing institutions to ensure that monitoring of project activities is undertaken and findings are reported to them periodically so that any technical assistance required to ensure compliance is provided.

The safeguard specialist based at the EASTRIP secretariat will submit quarterly monitoring reports of all active sub projects under implementation to the EASTRIP Project Implementation Unit (PIU) head who will then submit these reports to the World Bank.

## 9 GRIEVANCE REDRESS MECHANISM

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### 9.1 Grievance Redress Mechanism (GRM)

Grievance redress mechanisms (GRM) provide a formal avenue for affected groups or stakeholders to engage with the project implementers or owners on issues of concern or unaddressed impacts. Grievances are any complaints or suggestions about the way a project is being implemented. They may take the form of specific complaints for damages/injury, concerns about routine project activities, or perceived incidents or impacts. Identifying and responding to grievances supports the development of positive relationships between projects and affected groups/communities, and other stakeholders.

Grievance mechanisms should receive and facilitate resolution of the affected institutional or communities' concerns and grievances. World Bank standards states the concerns should be addressed promptly using an understandable and transparent process that is culturally appropriate and readily acceptable to all segments of affected communities, at no cost and without retribution. Mechanisms should be appropriate to the scale of impacts and risks presented by a project.

Grievances can be an indication of growing stakeholder concerns (real and perceived) and can escalate if not identified and resolved. The management of grievances is therefore a vital component of stakeholder management and an important aspect of risk management for a project. Projects may have a range of potential adverse impacts to people and the environment in general, and identifying grievances and ensuring timely resolution is therefore very necessary.

The following sections describe the proposed procedures that will be followed to address complaints or concerns submitted by people who may benefit from or impacted by EASTRIP subprojects. It intends to provide clarity and predictability on how complaints will be received, assessed, sorted, resolved and monitored.

### 9.2 Principles of a good GRM

Effective GRMs usually embody six core principles<sup>5</sup>:

- **Fairness.** Grievances are treated confidentially, assessed impartially, and handled transparently.
- **Objectiveness and independence.** The GRM operates independently of all interested parties in order to guarantee fair, objective, and impartial treatment to each case. GRM officials have adequate means and powers to investigate grievances (e.g., interview witnesses, access records).
- **Simplicity and accessibility.** Procedures to file grievances and seek action are simple enough that project beneficiaries can easily understand them. Project beneficiaries have a range of contact options including, at a minimum, a telephone number (preferably toll-free), an e-mail address, and a postal address. The GRM is accessible to all stakeholders, irrespective of the remoteness of the area they live in, the language they speak, and their level of education or income. The GRM does not use complex processes that create confusion or anxiety (such as only accepting grievances on official-looking standard forms or through grievance boxes in government offices).

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<sup>5</sup> World bank Group; HOW-TO-NOTES, The theory of Grievance Redress, <http://siteresources.worldbank.org/EXTSOCIALDEVELOPMENT/Resources/244362-1193949504055/4348035-1298566783395/7755386-1301510956007/GRM-P1-Final.pdf>

- **Responsiveness and efficiency.** The GRM is designed to be responsive to the needs of all complainants. Accordingly, officials handling grievances shall be trained to take effective action upon, and respond quickly to, grievances and suggestions.
- **Speed and proportionality.** All grievances, simple or complex, shall be addressed and resolved as quickly as possible. The action taken on the grievance or suggestion is swift, decisive, and constructive.
- **Participatory and social inclusion.** A wide range of project-affected people—community members, members of vulnerable groups, project implementers, civil society, and the media - shall be encouraged to bring grievances and comments to the attention of project authorities. Special attention is given to ensure that poor people and marginalized groups, including those with special needs, are able to access the GRM.

### 9.3 Grievance Handling Mechanism Structure

#### 9.3.1 Members of the Grievance Redress Committee (GRC) at project Level

The proposed members of the grievance committee are as follows;

Name / organization	Representing
Local Administration (eg District Commissioner)	Government - Chairman
Area Administration (eg Chief)	Government - Observer
Community	Community - member
PMU	Project Management Unit - Member
Resident Engineer (RE) Safeguard specialist	RE – Member
Institution Safeguard Specialist	PIU – Member
NEMC representative	NEMC – Member
Contractor representative	Contractor - Member
NGOs	NGOs – representative of various NGOs
Institution stakeholders (eg student rep)	Users – Member
Other Stakeholders	As may be determined during the implementation of the project

**NB: Other members can be added or removed as required depending on the evaluation of impacts observed during the ESIA stage.**

The main role of the committee will be arbitration through mediation and negotiation when complaints arise to ensure that cases are resolved quickly and fairly. The above committee shall normally meet once per month and may form special sub-committees or ad-hoc committee that shall meet on a weekly basis or more frequently as the nature of some grievances may demand. Such sub-committees or special ad-hoc committee will report their findings and recommendations to the main committee for ratification or approval.

#### 9.4 Key staff coordinating Grievance Redress

The PIU Environmental and Social Safeguards specialist will be designated as the person in charge of Grievance Redress.

In regard to GRM, the following will be their responsibilities;

- Coordinate formation of Grievance Redress Committees (GRCs) before the commencement of construction to resolve issues.
- Act as the Focal Point at PIU on Grievance Redress issues and facilitate the grievance mechanisms.
- Create awareness of the Grievance Redress Mechanism (GRM) amongst all the stakeholders through public awareness campaigns.
- Assist in Redress of all Grievances by coordinating with the concerned parties.
- Maintain information of grievances and Redress.
- Monitor the activities on Redress of Grievances.
- Prepare the progress for monthly/quarterly reports.
- Provision of resources to cover the operational costs of the GRM.

## **9.5 Receiving Complaints**

### ***Points of receipt of complaints***

The various points of receiving complaints would be as follows:

- (i) Regional Government administration;
- (ii) Local chief's office;
- (iii) PIU office (at TVET centers)
- (iv) Contractor or RE office
- (v) Ministry of Education,
- (vi) Regional /Zonal Environmental Management Authorities
- (vii) Local Government Authorities (LGAs)
- (viii) Environmental Management Authorities at the community level

### ***Mode of receipt and recording of Complaints***

The complaints can be made in writing, verbally, over the phone, by fax, emails or any other media. As soon as the officer receives a complaint he /she would issue an acknowledgement of the complaint, including the details of the person bringing the grievance. The officer receiving the complaints should try to obtain relevant basic information regarding the grievance and the complainant and will immediately inform the safeguard specialist the receipt of the complaint.

The PIU will maintain a Complaint / Grievance and Redress register or log book and the responsibility of keeping records collected from relevant bodies will be the responsibility of the PIU safeguard specialist.

After registering the complaint in the Grievance Redress Registration and Monitoring Sheet, the safeguard specialist would study the complaint made in detail and forward the complaint to the concerned officer with specific dates for replying and redressing the same. He/she would hold meetings with the affected persons / complainant and then attempt to find a solution to the complaint received. If necessary, meetings have to be held with the concerned affected persons / complainant and the concerned parties to find a solution to the problem and fix up plans to redress the grievance. The deliberations of the meetings and decisions taken are recorded and minutes of the meetings filed.

**Table 9-1: Grievance Redress Process**

Process	Description	Time frame	Other information
Identification of grievance	Face to face; phone; letter, e-mail; recorded during public/community interaction; others	1 Day	Email address; hotline number
Grievance assessed and logged	Significance assessed and grievance recorded or logged (i.e. in a log book)	4-7 Days	Significance criteria: Level 1 –one off event; Level 2 – complaint is widespread or repeated; Level 3- any complaint (one off or repeated) that indicates breach of law or policy or provisions in other project documents
Grievance is acknowledged	Acknowledgement of grievance through appropriate medium	7-14 Days	
Development of response	Grievance solved at Tier 1 (Resolved at EASTRIP level) Response development with input from management/ complainant/relevant stakeholders	4-14 Days	
Response signed off	Grievance closed Redress action approved at appropriate levels	Within above timelines	PIU and complainant to sign off
Grievance not solved, passed to GRC	Grievance passed to appropriate party for resolution (GRC) – Tier 2 Redress action approved at appropriate levels	7-14 Days	GRC and complainant to sign off
Implementation and communication of response	Redress action implemented and update of progress on resolution communicated to complainant	Within 7 days	
Complaints Response	Redress action recorded in grievance log book  Confirm with complainant that grievance can be closed or determine what follow up is necessary	4-7 Days	
Grievance not solved, passed to MRC	Grievance passed to appropriate party for resolution (MRC) – Tier 3 Final decision communicated to complainant	7 -14 days	MRC to sign off Complainant to sign off
Close grievance	Record final sign off of grievance  If grievance cannot be closed, return to step 2 or refer to sector minister or recommend third-party arbitration or resort to court of law.	4-7 Days	Final sign off on by PIU, MoE

## 9.6 Registry and Monitoring

All complaints received will be entered into a publicly accessible system that will allow complaints to be tracked and monitored. The system will also present a database showing:

- No of complaints received.
- No and % of complaints that have reached agreement.
- No and % of complaints that have been resolved.
- No and % of complaints that have gone to mediation
- No and % of complaints that have not reached agreement.

The database should also show the issues and geographic areas most complaints circle around. The information provided by the database is expected to help EASTRIP to improve

the Grievance Redress Mechanism and better understand and address the environmental and social impacts of the project.

### **9.7 Grievance Redress Mechanism Process**

The stakeholders are informed of various points of making complaints (if any) and the PIU collect the complaints from these points on a regular basis and record them. This is followed by coordinating with the concerned people to address the grievances. The PIU will manage the grievance activities at the respective stakeholder's level to address the Grievances and would act as the focal point in this regard.

A three tier Redress structure is proposed to address all complaints in the sub-projects under EASTRIP.

#### ***a) First tier of Redress***

The complaints are received at various points as described above.

The resolution at the first tier will be normally be done within 14 working days and notified to the concerned through a disclosure form. Should the Grievance be not solved within this period, this would be referred to the next level of Grievance Redress. However, if the PIU feels that adequate solutions are worked out but it would require a few more days for actions to be taken, he/she can decide on retaining the issue at the first level by informing the complainant accordingly. However, if the complainant requests for an immediate transfer of the issue to the next level, it would be accepted and the issue would be taken to the next tier, especially if the issue is not addressed within 21 days.

#### ***b) Second tier of Redress***

The Grievance Redress Committee (GRC) would be the one which would address the grievance in the next level in case the problem is not solved at the first tier.

The PIU will coordinate with the respective chairman of the GRC in getting this Committee constituted and get the necessary circulars issued in this regard so that they can be convened whenever required.

The safeguard specialist will coordinate the convening of the meetings of the GRC. He / She is also responsible for briefing the GRC on the grievances and deliberations of the first level of Redress, outcomes and on the views of both the parties (project proponent and complainant).

The GRC will hold the necessary meetings with the affected party / complainant and attempt to find a solution acceptable at all levels. The GRC would record the minutes of the meeting and filed by the PIU. The decisions of the GRC will be communicated to the complainant formally and if he/she accepts the resolutions, the complainant's acceptance is obtained in writing and signing off is done between the complainant and the GRC.

If the complainant does not accept the solution offered by the GRC, then the complaint is passed on to the next level / or the complainant can reach the next level for redress. The Chairman of the GRC would be required to forward the issue to the Third Tier to facilitate in exploring a solution to the grievance. In any case, the grievance should be forwarded to the next level if no solution is reached within 14 days of the case reaching the second level. However, in cases nearing offering an amicable solution, it can be retained to an extent of 21 days.

**c) Third tier of Redress**

If the affected party / complainant does not agree with the resolution at the 2nd level, or there is a time delay of more than a month in solving the issue, the complainant can opt to consider taking it to the third level.

Where an agreement has not been reached, the complainant will be offered the option of an independent mediation process at an alternative arbitration body such as local arbitration arrangements, local administration, or other avenues as might be prescribed in the country constitution before legal redress. The PIU will collect all the details of the Grievance including the deliberations of first tier efforts and of the GRC and present it to the 3<sup>rd</sup> level tier. The 3<sup>rd</sup> tier structure will deliberate upon the issue and give suitable recommendations. The minutes of the meetings will be recorded and kept at the PIU office.

The decisions of the 3<sup>rd</sup> tier structure would be final from the project side and will be communicated to the complainant formally and if he/she accepts the resolutions, the complainant's acceptance is obtained and signed off by the complainant and the 3<sup>rd</sup> tier structure, including the project GRC.

The Complainant may decide to take a legal or any other recourse if he /she is not satisfied with the resolutions of the deliberations of the three tiers of GRM.

It should be encouraged that the 3 levels of handling the grievances should be exhausted extensively before one goes to courts as last resort.

**9.8 GRM Jurisdiction**

The proposed GRM is project specific and scaled to the risks and impacts of the Project. It is meant to solve the project's concerns by the stakeholders or any complainant. The proposed GRM is however not intended to bypass any Governments' own existing redress process; rather is intended to address affected people's concerns and complaints promptly, making it readily accessible to all segments of the affected people. Any established Government Redress mechanisms takes priority over the proposed GRM.

The figure on the next page shows a proposed Grievance Redress Mechanism flow process for the EASTRIP. This will be reviewed and customized to address any missing gaps before establishment.



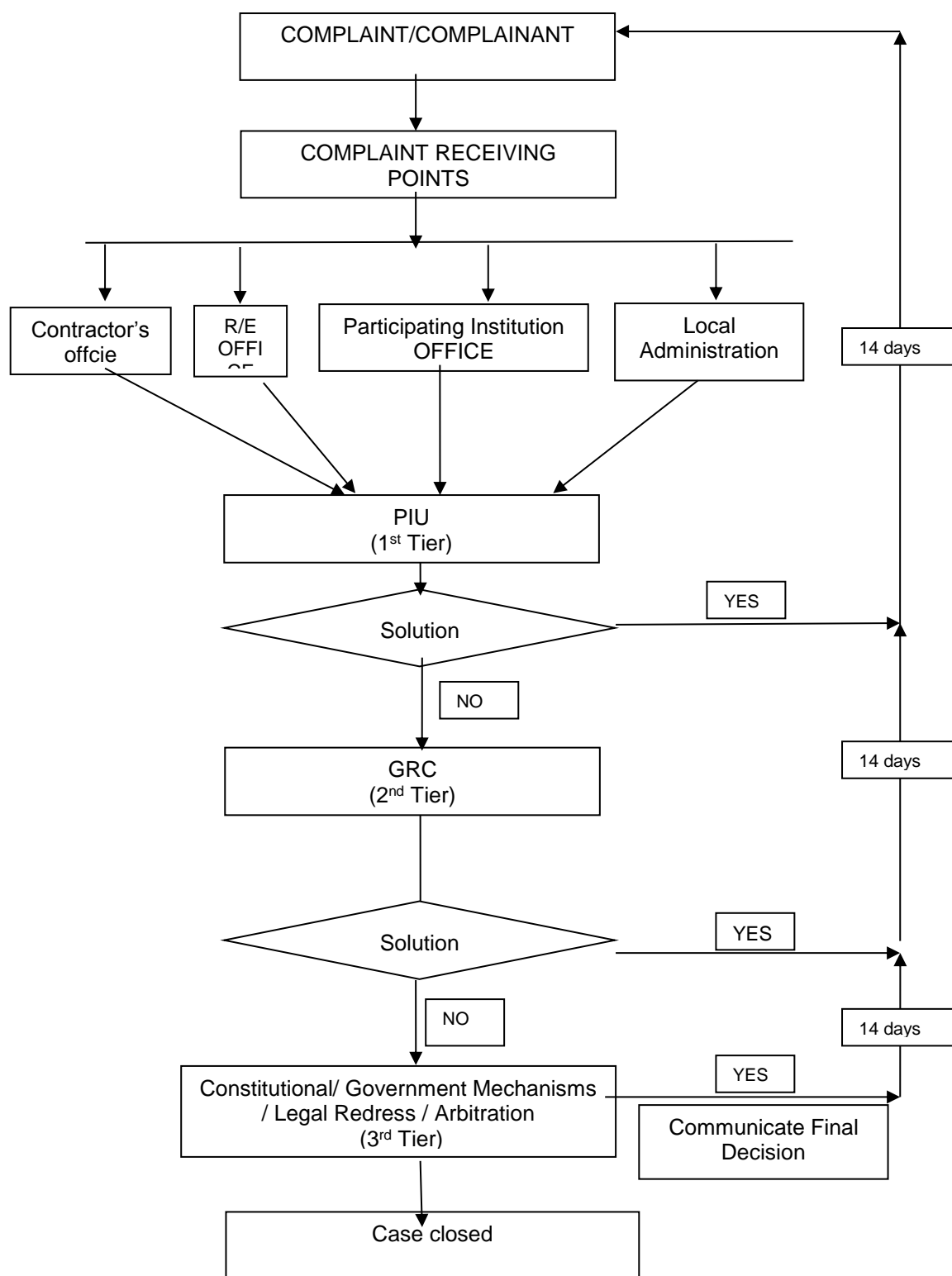


Table 9-2 Grievance Redress Flow Process

## 10 STAKEHOLDER CONSULTATION AND INFORMATION DISCLOSURE

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The purpose of Stakeholder Consultation and Information Disclosure Mechanism is to:

- Inform: Promote stakeholder understanding of issues, problems, alternatives, opportunities and solutions through balanced and objective information sharing;
- Consult: To obtain feedback and acknowledge concerns and aspirations of stakeholders on analysis, alternatives, and decisions with regard to EASTRIP;
- Engage: Work directly with stakeholders to ensure that their concerns and aspirations are understood and considered and to assure them that their concerns / aspirations would be directly reflected in the developed alternatives; and that feedback will be provided on how their input influenced the final decision.
- Empower: Make stakeholders partners in each aspect of the decision, including development of alternatives and identification of preferred solution so as to ensure ownership of subprojects at grassroots level.

### 10.1 Objectives of Consultation

Objectives of the stakeholder consultation workshops were:-

- i. To share the proposed project components, coverage and activities,
- ii. In a participatory manner, develop detailed environmental and social implications of the proposed project,
- iii. Develop recommendations/mitigation measures on how best to address the anticipated environmental and social implications,
- iv. Develop a provisional list of institutional responsibilities, and
- v. Identify capacity needs

### 10.2 Stakeholder Identification and Participation

Selection and consultation of stakeholders was based on three criteria as follows:

- Participating institutions and EASTRIP National Project Unit (MoE);
- Potential to be impacted by proposed sub-projects;
- Special interests in the programme either as government sector, NGO or CBO, etc.
- County governments where the institutions will be located,
- Institutions responsible for Environmental and Social issues (in this case NEMC)

A stakeholder workshop was held on August 17<sup>th</sup>, 2018, in Dar es Salaam (at National Council for Technical Education -NACTE headquarters) where a presentation on potential positive and negative impacts and their mitigation measures were presented to the key stakeholders. The stakeholders were then invited to detail their concerns, perceptions, reactions and experiences in relation to the proposed sub-projects and the impacts presented, and how these experiences may be of relevance to the EASTRIP. A total of 13 stakeholders participated in the consultation process.

### 10.3 Summary of Issues raised by the participants

The participants noted that they understand about environmental and social issues, but they do not understand what it entails and how to implement them practically. They also indicated that they lack capacity to carry out proper supervision of safeguards during the implementation period of EASTRIP. To assist the institutions in formulating the Strategic

Investment Plans (SIP) to incorporate safeguard implementation strategies, the participants requested capacity building and training to the safeguard focal points, and the entire PIUs (at institutional and National levels) to ensure that the environmental and social issues are managed properly as soon as possible. In relation to this request, this ESMF has provided a provision of 2-day safeguards training and capacity building for the project team.

A summary of issues and response raised during the stakeholder consultation has been attached in this report in **annex 4**. The issues raised by stakeholders will also be a key guidance during the ESIA process, especially consulting the key stakeholders on critical issues.

#### **10.4 Disclosure Procedure**

The Ministry of Education (MoE) will organize a Stakeholders Disclosure Workshop at later date to share the draft final ESMF report to the stakeholders. The focus of the consultation process will be to explain the project objectives, the proposed implementation modalities, likely environmental and social impacts and corresponding mitigation strategies and arrangement.

The final ESMF will also be shared in hard copies and soft copies to be uploaded at MoE website, as well as the World Bank InfoShop.

## 11 CAPACITY BUILDING, TRAINING AND TECHNICAL ASSISTANCE

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This ESMF noted the limited and weak capacity of the MoE and implementing institutions that will be in charge of safeguards to prepare and implement environmental and social management plans for the sub-projects.

Effective implementation of the Environmental and Social Management Framework will therefore require capacity development for project NPCU, as well as those responsible for implementing sub-projects at the implementing institutions levels. The PIU team, who will be the key implementers of the projects will need to understand inherent social and environmental issues and values, and be able to clearly identify indicators of the same.

### 11.1 Training objectives

The overall objective of the training is to mainstream environmental and social consideration into participatory processes of sub-project identification, planning, implementation and mitigation, as well as monitoring of the mitigation activities in the sub-projects and main projects activities. The specific objectives of the training include:

- To ensure that key stakeholders understand the ESMF, how to apply it to sub-projects and other activities of the project;
- To actively involve key stakeholders in the screening of environmental and social aspects of sub-projects from design, planning, monitoring and implementation;
- Domesticating the ESMF to fast track the implementation of the associated subprojects.
- Manage environmental and social risk during project implementation.

### 11.2 Identification of Capacity Needs

Review of the existing functional system of the MoE and TVET Institutions that will implement EASTRIP projects on the capacity to manage environment and social issues showed that these institutions have no environmental experts well trained on safeguards. Therefore, the ESMF recommends a capacity building and training program for all the environmental and social safeguards focal points at the MoE and TVET institutions levels, and other stakeholders that will be involved directly in the implementation of this project. The capacity building requirements will mostly be in the form of training workshops.

The ESMF proposes capacity building by way of awareness creation, sensitization, actual training through a formal training as described below for different players that will be involved in the EASTRIP project.

The following capacity building and training programmes are proposed:

#### 11.2.1 Capacity Building Enhancement

Awareness creation, training and sensitization will be required for personnel of the following institutions.

- Ministry of Education Implementation team (NPCU level)
- Environmental and Social officers from implementing institutions (PIU level)
- Regional Environment Officers / local Environmental Officers (at village, local district and regional levels)
- Any other relevant agencies that will be supporting the project
- Contractors and their staff prior to commencement of construction works

### 11.2.2 Training

A comprehensive training plan will be designed aiming at enhancing capacity of relevant stakeholder agencies and with the following objectives.

- Identify, prepare, implement & manage environmental aspects of sub-projects;
- Ensure that the institutions have the capacity to assist in preparing sub-project screening, reports, and monitor implementation of mitigation plans; and
- Ensure that the implementing agencies have the capacity to appraise, approve and supervise the implementation of subprojects

The training will focus on;

- Background of the EASTRIP – its objectives, target groups and footprints;
- Role of ESMF in implementation of EASTRIP sub-projects;
- Relevant environmental and social regulations;
- Thorough review of Country EIA procedures, Environmental and Social Management policies & guidelines
- World Bank safeguards policies, as well as their implementation and enforcement.
- Environmental Impact Assessment (EIA) and Environmental Audit (EA) procedures;
- Project activities and their potential environmental and social impacts
- Stakeholder engagement, consultation and partnerships;
- Development of mitigation measures and Environmental and Social Management Plans
- Project screening methods, including application of ESMF tools (Screening checklists, EA), their review, implementation and enforcement.
- ESMP reporting, monitoring and follow-up of ESMF (including responsibilities of each party)
- Grievance Handling and Redress mechanisms and its relevant tools
- Prevention and response to gender based violence including sexual exploitation and abuse of girls
- HIV Prevention in the work place
- Prevention and response to sexual harassment
- Labor influx management practices including preparation and enforcement of workers contracts and codes and conduct.
- Grievance redress mechanism for workers

These training activities and capacity building program will be developed and implemented by the RFU with input of the WB safeguard specialist involved in the project. The resources for implementing the training will be allocated from the respective component of EASTRIP, and will be coordinated by the Safeguard specialist at the RFU.

The training program/agenda below provides a sample training outline and course content.

**Table 11-1: Proposed Training program on ESMF**

Day 1
<ol style="list-style-type: none"> <li>1. <b>Introduction to Environmental and Social Management Plans</b> This section will introduce participants to the theory and application of ESMF as a decision-making tool. It will outline the principles of ESMF and provide clear definitions on EMP practice terminology (e.g. screening and scoping, impacts [negative, positive, cumulative, strategic] natural resource base (water, soil, land, biodiversity, air, etc., mitigation and monitoring) and social baseline (employment, social, health, literacy etc)).</li> <li>2. <b>Country Environmental Laws and Legislation &amp; International Financial Institutions Safeguard Policies and</b> This section will discuss the relevant environmental and social laws and policies which apply to activities under the program under the respective constitution. The section will also discuss WB safeguard policies and their application to the project.</li> <li>3. <b>Screening of investment projects.</b> A list of potential activities to be financed under the projects will be discussed. Application of the screening checklist will be explained using case studies.</li> <li>4. <b>Impact Identification.</b> Potential impacts related to various types of activities will be discussed, in terms of their significance (adverse or minimal, positive or negative), magnitude (long term versus short term), and impact category (localized or cumulative).</li> <li>5. <b>Occupational health and safety (OHS)</b> management protects the safety, health, and welfare of people at the workplace will be discussed</li> <li>6. <b>Labour Influx, Gender, Child Protection, HIV Prevention strategies</b></li> <li>7. <b>Stakeholder consultation and engagement</b> approaches with emphasis on how to build a common vision, enhance conflict management and resolution, and responsibility sharing among others</li> </ol>
Day 2
<ol style="list-style-type: none"> <li>8. Development of a practical <b>environmental and social management plan (ESMP)</b> – based on the detailed analysis, the project implementers at the site level may be required to development a comprehensive management plan on how to address each of the identified impacts</li> <li>9. <b>Mitigation and Monitoring Mitigation measures</b> as they apply to various types of investment activities will be discussed, in terms of their application, cost and feasibility. Monitoring measures will also be recommended to measure the effectiveness of mitigation plans and to monitor performance.</li> <li>10. <b>Responsibilities for Planning and Reporting</b> For each target audience, responsibilities for environmental and social management will be discussed as they relate to the Project implementation. This will include responsibilities for planning, management of impact identification and mitigation/monitoring, partnerships with local NGOs and technical service providers, community members, and reporting.</li> <li>11. <b>Grievance Handling Redress Mechanisms</b> – collection, reporting and resolving grievances will be discussed for the projects</li> </ol>

## 12 ESMF IMPLEMENTATION BUDGET

The ESMF implementation costs outlined here are for activities aimed at ensuring that project activities align with procedures recommended in this ESMF, and to support a capacity-building program for key actors. These costs are to be included in the sub project budget funds.

The estimated total cost for ESMF implementation is indicated in the table below.

**Table 12-1: Overall costs for implementation of ESMF in EASTRIP**

Activity	Description	Unit cost, US\$	No	Total Cost, US\$
<b>CAPACITY BUILDING ON ESMF/ESIA</b>				
Training on ESMF and ESIA	Training workshop/seminars for stakeholders on ESMF/ESIA implementation - MoE, NCPU, PIU staff	25,000	2 days	50,000
<b>ESIAs for sub-projects</b>				
Preparation of ESIA for subprojects	Undertaking EIAs and submitting reports to NEMC for approval through short term consultancies or consultants	20,000	5	100,000
<b>MONITORING SAFEGUARD CONSULTANTS</b>				
Monitoring, Evaluation and reporting at the NCPU level (MoE)	Monitoring and evaluation exercises for every quarter	100,000	LS	100,000
Establishment of GRMs, Gender Action Plan	Establishment of GRMs, zero tolerance program for sexual harassment, gender and inclusion strategy and action plan, stakeholder engagement plan, communication strategy including I formation Education and Communication (IEC) materials, development of prototypes of generic workers codes of conduct etc	200,000	LS	200,000
<b>OTHER ACTIVITIES</b>				
Annual environmental and Social Audit	Hire a consultant to do Annual Environmental and Social Audits	50,000	LS	50,000
<b>TOTAL EST BUDGET</b>				<b>\$500,000</b>

NB: Budget for ESMF at PCU level not added on this budget. An estimated USD 300,000 will be required for ESMF/ESIA monitoring during the project implementation by a safeguard specialist to assist the PCU office (at IUCEA) to oversee the overall implementation safeguards for the ALL the countries participating in EASTRIP.

## REFERENCES

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1. URT, (1977), The Constitution of the United Republic of Tanzania
2. URT, (1982), The Local Government Act (District and Urban Authorities of 1982)
3. URT, (1996), The National Land Policy
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6. URT, (1999), The National Land Act, Cap 113
7. URT, (1999), The Tanzania Development Vision 2025
8. URT, (2000), The National Poverty Eradication Strategy
9. URT, (2001), The Land Act No. 4 Regulations 2001 subsidiary Legislation
10. URT, (2003), The Environmental and Social Management Framework and Resettlement Policy Framework for the Local Government
11. Support Programme (LGSP), 2003.
12. URT, (2011) Urban Local Government Strengthening Program: Technical Manual For Environmental And Social Management In
13. Urban Local Government Authorities
14. URT, (2004), The Environment Management Act Cap 191 of 2004
15. URT, (2004), The Public Procurement Act 2004
16. URT, (2005), The National Strategy for Growth and Reduction of Poverty (NSGRP)



## ANNEX 1 – Sample Environment and Social Screening Tool

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The Environmental and Social Screening Form (ESSF) has been designed to assist in the evaluation of sub projects for the East Africa Skills for Transformation and Regional Integration Project (EASTRIP). The form is designed for assessment of environmental and social impacts and their mitigation measures, if any, so that requirements for further environmental analysis can be determined. This form must be completed by the Project Implementation Unit (PIU) safeguard specialist (or any other appointed person) appropriately trained to do so and in consultation with the key stakeholders of the sub-project. The form will form part of the approval requirements for implementation of the sub-project activities.

### **PART A: GENERAL INFORMATION**

1. Name of sub-project:  
.....
2. Sector .....
3. Name of the Institution:  
.....
4. Name of Town:.....
5. Name of County.....
6. Name of Executing Agent  
.....
7. Name of the Approving Authority  
.....

### **Details of the Person Responsible for Completing this ESSF:**

8. Name:  
.....
9. Job title:  
.....
10. Telephone Number:.....
11. Fax Number:  
.....
12. E-mail Address:  
.....
13. Date:  
.....
14. Signature:  
.....

**PART B: BRIEF DESCRIPTION OF THE SUB-PROJECT**

Please provide information on the type and scale of the sub-project (area, required land and approximate size of total building floor area).

Estimated area of land where project will be located.....

Is the land owned by the institution? .....

Approximate sizes of buildings .....

Approximate costs of construction works.....

Provide below information about the nature of project activities during the construction of the facilities including support/ancillary structures and activities required to build it, e.g. need to quarry or excavate borrow materials, laying pipes/lines to connect to energy or water source, access road etc.

**PART C: BRIEF DESCRIPTION OF THE ENVIRONMENTAL and PHYSICAL OF PROJECT LOCATION SITUATION**

Describe the sub-project location, sitting, surroundings (include a map or even a sketch map)  
Describe the land formation, topography, vegetation in and adjacent to the project area.  
Estimate and indicate where vegetation may have to be cleared

**PART D: NATURAL HABITAT IMPACTS**

Will the project?

No	Description	Yes	No	Not Known
1	Be located within or near environmentally sensitive areas (e.g. intact natural forests, mangroves, wetlands) or threatened species? <i>NB: If the answer is yes, the sub-project should not proceed.</i>	<input type="checkbox"/>	<input type="checkbox"/>	
2	Adversely affect environmentally sensitive areas or critical habitats – wetlands, woodlots, natural forests, rivers, protected areas including national parks, reserves or local sanctuaries, etc.)? <i>NB: If the answer is yes, the sub-project should not proceed.</i>	<input type="checkbox"/>	<input type="checkbox"/>	
3	Affect the indigenous and endangered/threatened biodiversity (flora and fauna)? <i>NB: If the answer is yes, the sub-project should not proceed.</i>	<input type="checkbox"/>	<input type="checkbox"/>	
4	Cause any loss or degradation of any natural habitats, either directly (through project works) or indirectly? <i>NB: If the answer is yes, the sub-project should not proceed.</i>	<input type="checkbox"/>	<input type="checkbox"/>	
5	Increase human-wildlife conflicts? <i>NB: If the answer is 'yes', please include in the ESMP a mitigation with sub-project application.</i>	<input type="checkbox"/>	<input type="checkbox"/>	

**PART E: ENVIRONMENTAL ISSUES**

Will the project?

No	Description	Yes	No	Not Known
1	Create a risk of increased soil erosion?	<input type="checkbox"/>	<input type="checkbox"/>	
2	Create a risk of increased deforestation?	<input type="checkbox"/>	<input type="checkbox"/>	
3	Create a risk of increasing any other soil degradation	<input type="checkbox"/>	<input type="checkbox"/>	
4	Affect soil salinity and alkalinity?	<input type="checkbox"/>	<input type="checkbox"/>	
5	Divert the water resource from its natural course/location?	<input type="checkbox"/>	<input type="checkbox"/>	
6	Cause pollution of aquatic ecosystems by sedimentation and agro-chemicals, oil spillage, effluents, etc.?	<input type="checkbox"/>	<input type="checkbox"/>	
7	Introduce exotic plants or animals?	<input type="checkbox"/>	<input type="checkbox"/>	
8	Involve drainage of wetlands or other permanently flooded areas?	<input type="checkbox"/>	<input type="checkbox"/>	
9	Cause poor water drainage and increase the risk of water-related diseases such as Malaria	<input type="checkbox"/>	<input type="checkbox"/>	
10	Reduce the quantity of water for the downstream users?	<input type="checkbox"/>	<input type="checkbox"/>	
11	Result in the lowering of groundwater level or depletion of groundwater?	<input type="checkbox"/>	<input type="checkbox"/>	
12	Create waste that could adversely affect local soils, vegetation, rivers and streams or groundwater?			
13	Reduce various types of livestock production?	<input type="checkbox"/>	<input type="checkbox"/>	
14	Affect any watershed?	<input type="checkbox"/>	<input type="checkbox"/>	

No	Description	Yes	No	Not Known
15	Focus on biomass/bio-fuel energy generation?	<input type="checkbox"/>	<input type="checkbox"/>	
16	Project will pollute air directly (construction cement /dust)	<input type="checkbox"/>	<input type="checkbox"/>	
17	Project will lead to practices that worsen air quality	<input type="checkbox"/>	<input type="checkbox"/>	
18	Project will lead to a change in engine or fuel use that could cause serious air problems	<input type="checkbox"/>	<input type="checkbox"/>	
19	The project will generate noise from construction activities	<input type="checkbox"/>	<input type="checkbox"/>	
20	Project operation will result in increase in noise generation	<input type="checkbox"/>	<input type="checkbox"/>	
21	Project could make people to move to high noise level area	<input type="checkbox"/>	<input type="checkbox"/>	
22	Project could result in noisy working environments for staff	<input type="checkbox"/>	<input type="checkbox"/>	
23	The project will increase demand for conventional energy sources	<input type="checkbox"/>	<input type="checkbox"/>	
24	The project will create demand for demand for other energy sources (wood and charcoal)	<input type="checkbox"/>	<input type="checkbox"/>	

**PART F: SOCIAL ISSUES**

Will the project?

No	Description	Yes	No	Not Known
1	Be project located in a rural or remote area?	<input type="checkbox"/>	<input type="checkbox"/>	
2	Displace people from their current settlement?	<input type="checkbox"/>	<input type="checkbox"/>	
3	Interfere with the normal health and safety of the worker/employee?	<input type="checkbox"/>	<input type="checkbox"/>	
4	Reduce the employment opportunities for the surrounding communities?	<input type="checkbox"/>	<input type="checkbox"/>	
5	Reduce settlement (no further area allocated to settlements)?	<input type="checkbox"/>	<input type="checkbox"/>	
6	Will the project potentially involve an influx of workers to the project location?,	<input type="checkbox"/>	<input type="checkbox"/>	
7	Will the influx be considered significant for the local community?			
8	What is the expected frequency and extent of contact between the local community and outsiders?			
9	Reduce income for the local communities?	<input type="checkbox"/>	<input type="checkbox"/>	
10	Increase insecurity due to introduction of the project?	<input type="checkbox"/>	<input type="checkbox"/>	
11	Increase exposure of the community to communicable diseases such as HIV/AIDs	<input type="checkbox"/>	<input type="checkbox"/>	
12	Induce conflict?	<input type="checkbox"/>	<input type="checkbox"/>	
13	Introduce new practices and habits?	<input type="checkbox"/>	<input type="checkbox"/>	
14	Lead to child delinquency (school drop-outs, child abuse, child labour, etc.?)	<input type="checkbox"/>	<input type="checkbox"/>	
15	Lead to gender disparity?	<input type="checkbox"/>	<input type="checkbox"/>	
16	Is the project area known to have history of Gender based violence?	<input type="checkbox"/>	<input type="checkbox"/>	
17	Is there a potential for the project to increase gender based violence	<input type="checkbox"/>	<input type="checkbox"/>	

No	Description	Yes	No	Not Known
18	Lead to social evils (any form of gender based violence, drug abuse, excessive alcohol consumption, crime, sex workers etc.)?	<input type="checkbox"/>	<input type="checkbox"/>	
19	Based on the socio-economic, cultural, religious and demographic qualities of the local community and the incoming workers, is there a possibility that their presence or interaction with the local community could create adverse impacts?	<input type="checkbox"/>	<input type="checkbox"/>	

**PART G: LAND ACQUISITION AND ACCESS TO RESOURCES**

Will the project?

No	Description	Yes	No	Not Known
1	Require that land (public or private) be acquired (temporarily or permanently) for its development	<input type="checkbox"/>	<input type="checkbox"/>	
2	Use land that is currently occupied or regularly used for productive purposes (e.g. gardening, farming, pasture, fishing locations, forests)	<input type="checkbox"/>	<input type="checkbox"/>	
3	Displace individuals, families or businesses?	<input type="checkbox"/>	<input type="checkbox"/>	
4	Result in temporary or permanent loss of crops, fruit trees and pasture land?	<input type="checkbox"/>	<input type="checkbox"/>	
5	Adversely affect small communal cultural property such as funeral and burial sites, or sacred groves?	<input type="checkbox"/>	<input type="checkbox"/>	
6	Result in involuntary restriction of access by people to legally designated parks and protected areas?	<input type="checkbox"/>	<input type="checkbox"/>	

**NOTES**

Any activities assigned the environmental category A cannot be funded because the parent project has been assigned the environmental category B; and The screener should determine whether any of the safeguard policies described in the ESMF are triggered by the proposed activity, and if so, appropriate mitigation measures as per the triggered OP should be presented in this section.

**GUIDE ON POSSIBLE ACTION TO BE TAKEN**

If all the above answers are “No”, there is no need for further action and the Environmental category will be “C”.

If there is at least one “Yes”, an ESIA/ESMP will be required for the sub-project. Approval by relevant authority will be required depending on the impacts.

**RECOMMENDED ACTION TO BE TAKEN**

(Insert “YES” or “NO” as appropriate)

(i) NO – Minimal or no adverse impacts - Simple ESMP only .....

(ii) YES – Less/minimal adverse and mitigatable impacts (Project report or Partial ESIA).....

(iii) YES - Adverse impacts – ESIA required .....

**THIS FORM HAS BEEN COMPLETED BY:**

Name: ..... Title: .....

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

Approved by

Name: ..... Title: .....

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

## **ANNEX 2 – Chance Find Procedures**

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Chance find procedures are an integral part of the project EMMP and civil works contracts. The following is proposed in this regard:

If the Contractor discovers archeological sites, historical sites, remains and objects, including graveyards and/or individual graves during excavation or construction, the Contractor shall:

- Stop the construction activities in the area of the chance find;
- Delineate the discovered site or area;
- Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be arranged until the responsible local authorities or the Ministry of State for National Heritage and Culture take over;
- Notify the supervisor, Project Environmental Officer and Project Engineer who in turn will notify the responsible local authorities and the Ministry of State for National Heritage and Culture immediately (within 24 hours or less);

Responsible local authorities and the Ministry of State for National Resources and Tourism would then be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the archaeologists of the ministry. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage, namely the aesthetic, historic, scientific or research, social and economic values.

Decisions on how to handle the find shall be taken by the responsible authorities and the Ministry of State for National Resources and Tourism. This could include changes in the layout (such as when finding irremovable remains of cultural or archeological importance) conservation, preservation, restoration and salvage. Implementation for the authority decision concerning the management of the finding shall be communicated in writing by relevant local authorities. Construction work may resume only after permission is given from the responsible local authorities or the Ministry of State for National Resources and Tourism concerning safeguard of the heritage.

## **ANNEX 3 – Sample ToR for Environmental and Social Impact Assessment (ESIA)**

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### **TERMS OF REFERENCE FOR CONDUCTING ENVIRONMENT AND SOCIAL IMPACT ASSESSMENT STUDY FOR PROJECTS UNDER EASTRIP.**

#### **Project Background**

The World Bank in partnership with East African countries is developing an East Africa regional skills initiative, the East Africa Skills for Transformation and Regional Integration Project (EASTRIP) to support skills development for the Northern Corridor Initiative Project (NCIP) and other mega projects in the region. The Project is expected to be approved by the World Bank board in or around October 2018 and will be implemented in the next five years or so. The Project will be financed with a combination of national and regional IDA credits and IDA grant totaling approximately US\$300 million. The EASTRIP initially covers three Eastern Africa countries including Ethiopia, Kenya, and Tanzania but can be expanded to include other countries. The Project's development objective is to increase the access and improve the quality of Technical and Vocational Education and Training (TVET) programs in selected centers to contribute to support regional economic corridors. The objectives and results will be achieved through activities grouped under three components, whereby Component I and II are at national levels and III at regional Level.

The Project will target the development of specialized technical skills in priority sectors including; transportation, energy, agro-processing, light manufacturing, and information and communications technology. Sector focus may differ from country to country depending on country priorities.

The Inter-University Council for East Africa (IUCEA), which is an institution of the East African Community (EAC), responsible for coordination of higher education and research in the EAC has been selected through a competitive process to be the Regional Facilitation Unit (RFU) of EASTRIP. IUCEA has received funding from the World Bank IDA grant in the form of a Project Preparation Advance (PPA) fund for the establishment and operation of the Regional Facilitation Unit (RFU), and preparatory activities of Component 3 for the EASTRIP initiative.

The project will cover three countries namely, Tanzania, Kenya and Ethiopia. The initial scoping of the proposed project interventions suggests that the potential environmental and social impacts will be minimal to moderate, largely reversible and site-specific due to the nature of the envisioned activities.

#### **Project Description**

The proposed East Africa Skills for Transformation and Regional Integration (EASTRIP) involves three East African countries including Ethiopia, Kenya, and Tanzania. The project's development objective is to increase the access and improve the quality of TVET programs in selected Regional TVET Centers of Excellence and to support regional integration. The project supports the development of highly specialized TVET programs at diploma and degree levels for training of technicians and TVET faculty, as well as industry recognized short-term training, targeting regional priority sectors in transport, energy, manufacturing, and ICT. The objective will be achieved through complementary interventions at three different levels—center, national, and regional.

This Project has been assigned the Environmental Category “B”, predicated on the premise that implementation of activities under the Project could trigger the Bank's Policies and Operational Policies on Environmental Assessment (BP/OP 4.01). In view of this categorization, the Recipient through its implementing agency is required to prepare site-specific Environmental and Social Impact Assessment (ESIA) that needs to be cleared by the Tanzania National Environmental Management Council (NEMC) and disclosed in-country and in the Bank's InfoShop.

The project has three components with a series of sub-components namely;

**Component 1: Strengthening selected Regional TVET Centers of Excellence for high-quality skills development in priority sectors (US\$189 million IDA credit).** This component will focus on; strengthening center governance and management, institutionalizing industry links, developing/implementing market relevant and competency-based training programs, Training of school managers and teachers, upgrading key instructional facilities and equipment, and outreaching and support for non-project national TVET.

**Component 2: Capacity Building for national TVET Systems (US\$21 million IDA credit).** This component will focus on; strengthening national TVET quality assurance, capacity building for TVET policy development and implementation, promoting regional integration, National project coordination, and M&E.

**Component 3: Enhancing regional collaborative capacity on TVET and project coordination (US\$10 million regional IDA grant).** This component will focus on; Harmonization of standards and mutual recognition of qualifications for priority occupations, Incubation of a regional TVET technical body for policy research, advocacy, strategy development, and dissemination of good practices, Capacity building for Africa skills competition, Regional project coordination and M&E.

### **Key Performance indicators**

The Project Development Objectives (PDO) will be measured by the following key indicative PDO level indicators:

- a) PDO Indicator 1: Increase in student enrollment and completion at flagship TVET institutions in programs aimed at meeting skill needs of priority sectors
- b) PDO Indicator 2: Graduates of accredited TVET programs employed in occupations in the priority sectors six months after graduation, and
- c) PDO Indicator 3: Increase in number of enrolled students coming from another country in the region.

### **Objectives of the Assignment**

The primary objective of the consultancy is to undertake an Environment and Social Impact Assessment (ESIA) of the projects under EASTRIP in order to ensure compliance with;

- (i) The Environmental Management Authority (EMA) Act and EIA and Audit Regulations
- (ii) World Bank's Environmental and Social Safeguards requirements

The ESIA will identify significant environmental and social impacts associated with the proposed projects and recommend appropriate mitigation measures for integration in all phases of the projects cycle. The ESIA will also generate an Environmental and Social Management Plan that describes in detail the mitigation measures to be carried out, the costing, scheduling and responsibility of such measures, and a detailed monitoring process and its schedule.

### **The Project Management**

The overall responsibility for project execution/implementation will be a Project Implementation unit (PIU) at the TVET institution level. At the national level, the Ministry of Education will provide leadership and ensuring effective coordination through the National Project Coordinating Unit (NPCU). A Regional Facilitation Unit (RFU) at IUCEA will provide oversight for project implementation at the regional level.



## The method of selection

A Firm/Consortium will be selected on the basis of **Quality and Cost Based Selection** procedures in accordance with the policies of the International Development Association (IDA) detailed Guidelines: Selection and Employment of Consultants by World Bank Borrowers, published in May 2004, and revised in October 2006 and May 2010. A copy of the guidelines can be obtained at the following website: [www.worldbank.org/procure](http://www.worldbank.org/procure).

## Scope of the services required for Environment and Social Impact Assessment (ESIA) Consultant

The project scope will include Literature review; detailed and updated description of the project design and proposed implementation schedule, costs, as well as suitable alternative options; an in-depth analysis of the environmental and social baseline conditions; an outline of policy, legal and institutional framework governing the education sector with specific focus on TVET sector; an exhaustive stakeholder (public) consultation; establish details of significant environmental and social impacts associated with the construction, operation, decommissioning and post-decommissioning of the project; recommend appropriate mitigation measures for all adverse environmental and social impacts and develop an environmental and social management plan (ESMP) for all project phases giving actions, responsibilities, cost estimates, timeframes and monitorable parameters.

The consultant shall carry out an Environmental and Social Impact Assessment and prepare Environmental and Social Impact Assessment (ESIA) report in accordance with the National Environmental Act 2004, EIA and Audit Regulations of 2005, and World Bank's Environmental and Social Safeguards requirements (OP 4.01).

## Specific Tasks of the ESIA consultancy services

The scope of services will include but not be limited to the following:

- i. **Task 1. Scoping of Environmental and Social Issues;** As part of the Inception Phase, the Consultant shall undertake scoping of key environmental and social issues with a view to determine the key issues and questions the main environmental study should assess and key issues that might affect the design of the different options. This will include a preliminary analysis of potential key direct and indirect impacts of the Project, environmental and social conditions in the potentially affected areas. The Consultant shall use this as a starting point for further refining the scope of the environmental and social studies through a consultative process.
- ii. **Task 2. Literature Review:** The Consultant will be required to undertake desktop study analysis on the available literature on the proposed project and its potential impacts. Literature available to the client shall be provided to the consultant which will serve as a starting point for the consultant to gather Environmental and Social information pertaining the project.
- iii. **Task 3. Legislative and Regulatory Framework:** The Consultant shall identify and describe all pertinent regulations and standards (both local and international) governing the environmental quality, solid and liquid waste management, health and safety, protection of sensitive areas, land use control, ecological, and socio-economic issues at the local, national and international levels. Compliance issues should also be stated.
- iv. **Task 4. Description of the Baseline Environment:** The Consultant is required to collect, collate and present baseline information on the environmental characteristics of the existing situation. This description will involve:
  - a) *Physical environment* (topography, landforms, geology, soils climate and meteorology, air quality, hydrology, etc.).
  - b) *Biological environment* (i.e., flora and fauna types and diversity, endangered species, sensitive habitats, etc.).

- c) *Social and cultural environment*, (i.e., population, land use, planned development activities, community structure, employment and labour market, sources and distribution of income, cultural properties, etc).

The Consultant is to concisely describe the proposed project; its geographic location; general layout of facilities including maps at appropriate scale where necessary; raw materials; products and by-products; wastes to be generated; project alternatives.

- v. **Task 5. Carry out public participation and consultations on the positive and negative impacts of the proposed project:** The Consultant shall carry out a detailed public consultation exercise to collect the views and opinions of stakeholders which will be incorporated in the final report. The Consultant shall organize forums for public participation to enable interested & affected parties to present their concerns and opinions regarding the proposed project. The views of the public will be solicited and incorporated in the main ESIA report. Stakeholders to be consulted will have been identified at the scoping stage. Among others, the following should be consulted: NEMC, regional or district Environmental Officers, respective county leadership (both technical and political), the local communities, and other stakeholders identified during the ESIA process.
- vi. **Task 6: Analysis of alternatives of the proposed project;** The consultant will analyze the proposed project together with public participation and consultations observations and report the project alternatives in accordance with project location, choice of materials and equipment, construction and operation methods and routine maintenance of the proposed project. The consultant will check different options for the proposed project that would maximize the project benefits for the client and advise accordingly.
- vii. **Task 7. Identify potential environmental and impacts that could result from the proposed project:** The Consultant shall analyse and describe all significant changes expected due to the proposed project. These would encompass environmental, ecological and social impacts, both positive and negative, as a result of interaction between the proposed project and the environment that are likely to bring about changes in the baseline environmental and social conditions discussed in Task 4. The Consultant shall differentiate between short, medium and long-term impacts. During the analysis, the consultant shall consider both biophysical and socio-economic factors that will include but not limited to the impacts of: Population resettlement/relocation; Socio-economic characteristics of the difference target groups near the project; Physical and social infrastructure change; Change in economic activities; Development resources; Removal of structure /sites; Vegetation clearance and disturbance; Effects on flora and fauna; Air quality; Water quality, Improved access; Accident rates; and Visual/aesthetic change.
- viii. **Task 8. Identify potential social risks that could result as a result of labour influx:** The Consultant shall analyse and describe all significant potential risks that could result from the influx of labour due to the project. This will include but not limited to labour conflict, gender-based violence, child exploitation, spread of communicable diseases such as HIV/AIDs, illicit behaviour and crime, impacts on community dynamics, etc.
- ix. **Task 9. Occupational Safety & Health concerns:** The Consultant shall analyse and describe all occupational health and safety concerns likely to arise as a result of construction and operations of the proposed facility. The Consultant shall make recommendations on corrective and remedial measures to be implemented under the environmental management plan. The Consultant will include emergency/disaster preparedness plans for proposed project.
- x. **Task 10. Propose Mitigation Measures to the identified environmental and social impacts.** The consultant shall come up with the feasible mitigation measures for the negative impacts that could result from the proposed project.
- xi. **Task 11. Development of Environmental and Social Management Plan to mitigate**

**negative impacts:** The Consultant shall develop a comprehensive Environmental and Social Management Plan (ESMP). The plan should recommend a set of mitigation, monitoring and institutional measures to eliminate, minimize or reduce to acceptable levels of adverse environmental and social impacts and/or maximize socio-economic benefits. The Consultant shall provide cost outlays for the proposed measures as well as their institutional and financial support.

xii. **Task 12. Development of Environmental and Social Monitoring Plan:** The Consultant will be required to give specific descriptions, and technical details of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, and definition of thresholds that will signal the need for corrective actions as well as deliver monitoring and reporting procedures. The Consultant will provide time frames and implementation mechanisms, staffing requirements and cost outlays.

xiii. **Task 13: Environmental & Social Impact Assessment Report:** The main output shall be an Environmental & Social Impact Assessment Report. The report shall be in the English Language and has to be clear and concise. The report will be in a format acceptable to National Environmental Management Council (NEMC) and the client.

### **Expected Outputs of ESIA**

The main output of the ESIA assignment will be an ESIA report for the respective Project. More specifically, the ESIA Report will be expected to include (but not limited to) the following:

- Executive Summary
- Description of the Proposed Project
- Policy, Legal and Administrative Framework
- Baseline Data
- Consultation and Public Participation
- Analysis of Alternatives
- Potential Positive and Negative Environmental Impacts
- Occupational, Health and Safety concerns
- Social issues related to Labour influx, gender based violence, child labour, impacts on local communities where the project will be located
- Proposed Mitigation Measures
- Environmental and Social Management Plan
- Environmental and Social Monitoring Plan
- Gender Management Plan
- Appendices: List of people consulted, Minutes of consultations, other relevant documents related to the study.)

### **Expected Output**

The main outputs of this assignment will be individual ESIA reports for each of the subproject, prepared in accordance with the World Bank Safeguard Policies (especially OP. 4.01 and other relevant policies) and the EMA EIA and Audit Regulations.

### **Deliverables, Duration and Timing for Study**

The assignment shall be carried out and completed within twelve (12) weeks, from the date of the Contract signing.

- a) **Inception Report;** The consultant will prepare a report based on the understanding of the terms of reference for the study and the expected deliverables of the assignment. The consultant will prepare a Report after Two (2) weeks of commencing the assignment. The inception report will summarize consultant's initial observations, including the revised understanding of the terms of reference and the description of the methodology to be used,

planned deliverables, including an appreciation of any limitations or constraints and how these will be overcome. The Client shall review the Inception Report and give feedback to the Consultant within one (01) week.

- b) **Draft Environmental and Social Impact Assessment (ESIA) Report;** The consultant will prepare and present a draft ESIA report to the client for comments within Eight (8) weeks of commencement of the assignment, summarizing the work accomplished, in accordance with the objectives and scope of work as agreed with the client. The Client shall review and comment on the submitted reports within two (02) weeks from the date of report receipt.
- c) **Final ESIA Report;** The consultant will prepare and submit the Final ESIA Report incorporating all revisions deemed appropriate two (2) weeks after the receipt of the Client's comments on the Draft ESIA report.

The consultant shall submit to the Client four (4) hard copies as well as two (2) CDs containing soft/ electronic copies (in word document and 'pdf' format) of the Final ESIA Report.

#### The timeframe of implementation of the assignment:

No.	Item	Outputs Vs Payment	Duration
1.	Preparations of inception report	Inception Report (20%)	Two (02) weeks
2.	Review of the Inception Report by the Client	Review comments on the Inception Report	One (01) week
3.	ESIA Study Preparation of the draft Environmental & Social Assessment report	Draft ESIA report (40% payment)	Five (05) weeks
4	Review and Quality Assurance by the Client	Review comments on draft ESIA report	Two (02) weeks
5	Incorporation of review comments & finalisation of the ESIA report	Final ESIA report (40% payment)	Two (02) weeks

#### Note:

The last 40% payment for the Final Environmental and Social Assessment report shall be paid after submission and **approval** of acceptable Environmental and Social Assessment report by NEMC.

#### Qualification of the Consultant

A suitably qualified and experienced individual consultant with Graduate (Master's level) Degree in Environment, Natural Resources Management or related field and with at least four (04) years of relevant experience or a holder of a Bachelor's Degree in Environment, Natural Resources Management or related field and at least five (05) years' working experience in environmental and social assessment for development projects, and familiarity with the Tanzania Government and World Bank's safeguard policies and procedures. The consultant must be a Registered (Lead Expert) with NEMC.

#### Any Facilities, Services or Resources to be provided by the client

The client will provide the following;

- Relevant materials which will include the relevant safeguards documents such as the ESMF, Aide Memoires, project's progress reports, including the environmental implementation review sections, assessments reports, and the Project Appraisal Documents
- Relevant background documentation and studies;

- Make all necessary arrangements for facilitating the work of the Consultant and to provide access to Project sites, relevant government authorities, and other Project stakeholders.
- Any other information to facilitate the consultant to carry out the assignment.

### **Communication and Reporting Requirement**

All official communications regarding the project work shall be addressed to the Project Manager at the TVET institution. However, the Environmental and Social Safeguards Specialist at PIU shall coordinate the Consultancy and will be the contact persons for day to day running of the assignment.

## **ANNEX 4 – Summary of Consultation Discussion**

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**ENVIRONMENTAL & SOCIAL MANAGEMENT FRAMEWORK (ESMF) FOR EAST AFRICA  
SKILLS FOR TRANSFORMATION AND REGIONAL INTERGRATION PROJECT (EASTRIP)  
– TANZANIA**  
**MINUTES OF KEY STAKEHOLDERS CONSULTATIVE WORKSHOP HELD ON 17<sup>TH</sup> AUGUST  
2018 AT NACTE, DAR ES SALAAM.**

### **Agenda**

1. Introduction to EASTRIP
2. Presentation of Environmental and Social Management Framework of EASTRIP - TANZANIA
3. Feedback from participants
4. Way forward

### **Present**

13 participants as per the attached attendance sheet.

### **Min 1/08/2018: Preliminaries**

The Project National Coordinator, Mr Enock Kayam from the Ministry of Education called the meeting to order at 900 hrs.

### **Min 2/08/2018: Introductory Remarks from Ministry of Education**

The Country Project Coordinator on behalf of the Ministry of Education, welcomed the participants to the meeting and thanked them for honoring the invitation. He indicated the participation of all the stakeholders would contribute greatly towards enhancing the safeguards management when the projects commence.

The Project coordinator made a presentation on the overall EASTRIP overview and highlighted the importance of each institution ensuring safeguard issues are managed properly to ensure successful implementation of the proposed projects.

### **Min 3/08/2018: Presentation by Environmental Consultant**

Maina Githinji, on behalf of Onsite Consultants Ltd made a power point presentation on the Environmental and Social Management Framework (ESMF) for EASTRIP. He presented the objectives of the ESMF which is to provide a framework for effective management of environmental and social issues in the proposed EASTRIP Project. It also seeks to both enhance environmental and social development benefits of the project and mitigate any adverse impacts, in line with Government of Tanzania and World Bank policies, and give guidelines on management of Environmental and Social Development Projects.

He informed the participants that since the precise locations, technical designs and potential impacts of future sub-projects are not known, the ESMF provides the basis for the preparation of necessary environmental and social tools, as needed for the sub-project investments supported through the Project.

He also informed the participants that the ESMF will enable project proponents (the Ministry of Education) and beneficiaries (Flagship TVET Institutions) integrate and incorporate environmental and social concerns in the entire cycle of Project Implementation. The ESMF also proposes guidelines on how environmental and social impacts will be screened when the sub-projects are identified and implemented.

He also presented the potential impacts identified by the proposed subprojects under EASTRIP.

### **Potential Positive Impacts of subprojects**

- Increased enrollment in TVET institutions

- Creation of employment opportunities for the local people and staff during and after project completion which will improved livelihoods via employment
- Reduction of gender gap in enrollment at TVET institutions
- Better institutional management and transparency on TVET operations
- Enhancement of Regional Integration between participating countries
- Strengthened culture of management of environmental and social risks at the TVETs during and after project completion

#### Potential Negative Impacts

- Loss of habitat
- Soil erosion
- Dust emission
- Noise pollution
- Traffic disruption
- Air pollution
- Social issues
- Gender mainstreaming
- Labour influx and its associated negative impacts
- Solid waste disposal
- Water depletion
- Mushrooming of informal settlements
- Spread of HIV/AIDS
- Potential gender-based violence

He discussed proposed mitigation measures for each of the above negative impacts. In addition, he presented the proposed Grievance Redress Mechanisms proposed by the ESMF.

#### Min 4/08/2018: Remarks from NEMC

The NEMC representative, Albina Jolum walked through the participants the Environmental Management Act, 2004, and the process of carrying out the ESIA, including the screening process. She informed the meeting that all projects will be subjected to a Project Brief and/or Full ESIA as per the EMA requirements.

#### Next Steps

After presentation, the participants were informed that the ESMF document will be completed and as per the requirements of the country laws and World Bank guidelines, the document will be disclosed on the Ministry of Education website and World Bank infoshop.

#### Min 5/08/2018: Plenary

Comment/Question/Clarifications	Response
<b>Capacity building and training</b> The participants acknowledged that most of the participating institutions lacked trained environmental and social specialists who have the experience of managing safeguards, most of them not having undertaken World Bank financed projects before.  When will be the training be conducted?	The participants were informed that as part of the ESMF management and monitoring, capacity building and training will be carried out for the project implementation unit (PIU) and National project coordinating team (NPCU) staff on safeguards management. This will be carried out once the project is approved by the World Bank.  The project will also conduct training for contractors who will be undertaking the projects during construction.  It was also highlighted that the ESIA and ESMP implementation will be part of the contract within the main contract documents with the contractors.

Comment/Question/Clarifications	Response
<b>Hiring of Focal Points</b>  The participants asked whether they should hire safeguard specialists and whether the project will budget for that, especially on WB safeguard policies	The institutions do not have to employ a new safeguards focal person, but they can identify someone with a good background such as engineering or estate management, or social background to manage safeguard issues. The person will be trained on safeguards management to be part of the PIU.
<b>Preparation of ESIs</b> <ul style="list-style-type: none"> <li>Who will prepare the documents?</li> </ul>	The NEMC advised the participants that as per EMA regulations, ESIs will be required to be undertaken by a licensed expert by NEMC  Screening will also have to be done by a license expert
The participants were asked whether they know the current status of several social risks such as HIV/AIDS, sexual abuse of minor girls, teenage pregnancy, gender-based violence including sexual harassment in the project areas	<ul style="list-style-type: none"> <li>Stakeholders acknowledged that the prevalence in many parts of the country of several social risks including those mentioned in the report is high. One college in close to Naivasha – where is known to be a hot spot for HIV/AIDS and other social vices. The representative acknowledged that they are likely to be exacerbated by the project, particularly by labour influx for construction works</li> </ul>
<b>Environmental Auditing of the projects</b> What are the Audit requirements of the projects?	The NEMC representative advised the participants that EMA give guidelines on when the environmental auditing should be done. Auditing is required annually until the project is completed. After that, NEMC would normally do the auditing themselves regularly.
<b>Stakeholders concerns and complaints and GRM mechanisms</b> <ul style="list-style-type: none"> <li>What are the acceptable methods of receiving complains? Is by phone okay?</li> </ul>	The consultant presented the Principles/pillars of a good GRM were to the stakeholders, including the proposed GRM structure and methods of collecting and logging complains. The participants were informed that receiving complains by phone is acceptable. However, they need to collect all the information from the complainant, and ensure follow up is done even to those who have filed their claims through the phones.

**Min 6/08/2018: Closing Remarks & Way Forward by Ministry of Education**

The Project Coordinator thanked participants for turning up. He asked all the TVET centres to ensure they incorporate all the safeguard issues in the SIPs and also during the project designs.

**Min 7/08/2018: Adjournment**

There being no any other business, the meeting adjourned at 2.45pm.

**Prepared by:**.....**Date:**.....  
**Maina Githinji, Onsite Consultants Ltd**

**Approved for Circulation by:** .....**Date:**.....  
**Chairperson – National Project Coordinator**



## ANNEX 5 – Consultations List of Attendants



### EAST AFRICA SKILLS FOR TRANSFORMATION AND REGIONAL INTEGRATION PROJECT (EASTRIP)

#### ESMF CONSULTATIONS WORKSHOP

VENUE NATIONAL COUNCIL FOR TECHNICAL EDUCATION (NACTE)

Date 17<sup>th</sup> AUGUST 2018

#### ATTENDANCE LIST

S/N	NAME	INSTITUTION/ORGANIZATION	CONTACTS		Signature
			Telephone	Email	
1	Cornelia Jesse	US, Si. Education Specialist	065 938632	c.jesse@unicef.org	<i>[Signature]</i>
2	ENOCK KAYAM	MOEST	065 039063	EnockKayam@gmail.com	<i>[Signature]</i>
3	Albert Mwangi	MIT-MWANGI	0759281618	Albert.Mwangi@unicef.org	<i>[Signature]</i>
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6	HAMID M. ABDULAH	NIT	0784365272	h.m.abdullah2003@yahoo.com	<i>[Signature]</i>
7	VAILATH LOOMER	NIT	0715 875878	Vailath.loomer@unicef.org	<i>[Signature]</i>
8	P. M. NDOMBA	DIT	0784 635 272	pndomb@dit.ac.tz	<i>[Signature]</i>
9	JOSEPH W. MATIKO	DIT	0788926320	joseph.matiko@dit.ac.tz	<i>[Signature]</i>

S/N	NAME	INSTITUTION/ORGANIZATION	CONTACTS		Signature
			Telephone	Email	
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13	Mama Githinji	Consultant ESMF	+254724527506	githinji@gmail.com	<i>Githinji</i>

