



THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR

**MINISTRY OF WATER, ENERGY AND MINERALS
& ZANZIBAR ELECTRICITY CORPORATION**

**ZANZIBAR ENERGY SECTOR TRANSFORMATION
AND ACCESS PROJECT
[Project Number P169561]**

**ENVIRONMENTAL AND SOCIAL COMMITMENT
(ESCP)**

January 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Revolutionary Government of Zanzibar will implement the Zanzibar Energy Sector Transformation and Access (ZESTA) Project through two implementing agencies: (i) Ministry of Water, Energy and Minerals (MoWEM) and (ii) Zanzibar Electricity Corporation (ZECO). The project is financed through proceeds from a Credit provided by The International Development Agency (IDA).
2. The Revolutionary Government of Zanzibar (RGoZ) will implement all the material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, and expected timelines for compliance with the ESSs.
3. The RGoZ will also ensure compliance with the provisions of any other environmental and social standard documents as required under the ESF and referred to in this ESCP, including the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholders Engagement Plan (SEP), Labor Management Procedures (LMP), and the timelines specified in those environmental and social documents.
4. The RGoZ is responsible for ensuring compliance with all requirements outlined in the ESCP across all project implementing agencies. The ESCP was developed for the monitoring and evaluation of environmental and social management aspects of the project during the implementation phase of the ZESTA.
5. Monitoring and reporting on the implementation of the ESCP will be the responsibility of the Overall Project Coordinator. The monitoring and reporting will be carried out throughout the life of the ZESTA project as per the provisions of this ESCP and as required by the project legal documents.
6. As agreed by the Bank and the RGoZ, this ESCP may be revised from time to time during project implementation, to reflect adaptive management of Project changes, unforeseen circumstances, or in response to project-related assessments of Project performance conducted under the ESCP itself. In such circumstances, RGoZ, through MoFP and ZECO, will agree to the changes with the Bank prior to updating the ESCP. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Government of

Tanzania. The RGoZ, through MoWEM and ZECO, will promptly disclose the updated ESCP.

7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the RGoZ shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include land acquisition, child labor, occupational health and safety, gender-based violence.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and the functioning of the grievance mechanism.</p>	<p>Quarterly implementation through project</p>	<p>MoWEM: Overall Project Coordinator ZECO-PIU: Project Manager, the Environmental and Social Specialists</p>
B	<p>REVIEW AND REVISION</p> <p>The review and revision of all environmental and social framework instruments will be carried out after one year after approval, including the ESCP itself to assess how well it covers the project needs.</p>	<p>One year after approval and revised as needed</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator • ZECO-PIU: Program Manager, the Environmental and Social Specialists

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including pollution and other environmental degradation, transmission of HIV/AIDS and other STDs, and gender-based violence, including sexual exploitation, abuse and harassment. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate.</p>	<p>Promptly, and no later than 24 hours, after taking notice of the incident or accident. Notify the TTL after the accident or incident.</p> <p>Send to the WB Root Cause Analysis and corrective actions report for accident/incidents (not later than 10 days after the accident/incident),</p>	<p>Overall Project Coordinator with input from ZECO Environmental and Social Specialists</p>

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

<p>1.1</p>	<p>ORGANIZATIONAL STRUCTURE Establish Project Implementation Units (PIUs) at MoWEM and ZECO with qualified staff as detailed in the project design document. The PIUs will support project implementation and will include staff for environmental and social risk management as follows:</p> <p><i>At MoWEM:</i> Recruit full-time Social and Environmental Specialist</p> <p><i>At ZECO-PIU:</i> Recruit full-time Social Specialist, Environmental Specialist, and engage Occupational Health and Safety Specialist</p> <p>Assign existing Communications Officer and Communication and Customer Care Manager (CCCM) to work part-time on ZECO-PIU</p> <p>The environmental and social specialists shall have the qualifications and experience outlined in Terms of Reference (TOR) approved by the Bank prior to project approval.</p> <p>Recruit Consultancy Firm to build capacity through: supporting development of tools (such as template codes of conduct) and preparing updates (as relevant) of LMP and SEP. The firm would also assess and build the capacity of relevant staff of the PIUs, along with relevant sector agencies as necessary. This may include training and/or recommendations on possible systems to be adopted to improve monitoring and enforcement. The TOR for the firm will be developed by ZECO and MoWEM and approved by the World Bank prior to approval.</p>	<p>Within a month of project effectiveness.</p> <p>Maintained throughout project implementation</p> <p>Recruited no later than two months after project effectiveness.</p>	<p>MoWEM and ZECO</p> <ul style="list-style-type: none"> • ZECO PIU, Project Manager
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<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p>	<p>The PIUs will undertake environmental and social assessments to identify and assess environmental and social risks and impacts of the project and identify mitigation measures in a manner acceptable to the Bank.</p>	<p>Throughout project implementation</p>	<ul style="list-style-type: none"> MoWEM: Overall Project Coordinator
	<p>The 2015 ESIA for the solar PV plant will be updated, consulted, approved by the Bank and disclosed.</p>	<p>Prior to issuing the EoI of bidding document for the solar plant</p>	<ul style="list-style-type: none"> MoWEM: Overall Project Coordinator ZECO-PIU: Environmental and Social Specialists.
	<p>The ESIA for the 132kV line (subcomponent 2.1) will be finalized and submitted to the World Bank for approval.</p>	<p>By February 2021</p>	<ul style="list-style-type: none"> ZECO
	<p>Undertake the relevant environmental and social assessment for the sub-projects under distribution network modernization and access scale-up component and submit the assessment reports to the World Bank for review and approval. World Bank-approved environmental and social documents will be disclosed by the PIUs and the World Bank.</p>	<p>Prior to issuing the Expression of Interest (EoI) for related works</p>	<ul style="list-style-type: none"> MoWEM: Overall Project Coordinator ZECO-PIU Project Manager and Environmental and Social Specialist
	<p>The report of bird and bat study in Jozani conservation area will be finalized and submitted to World Bank for approval</p>	<p>By July 2021 and no later than before the start of works</p>	<ul style="list-style-type: none"> MoWEM: Overall Project Coordinator ZECO – PIU Project Manager and Environmental specialist

1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Prepare, disclose and implement policy frameworks and management plans:</p> <p>Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP), Labor Management Procedures, and Environmental and Social Commitment Plan (ESCP)</p>	Approved drafts to be disclosed prior to project appraisal.	ZECO and MoWEM
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Develop and implement procedures for managing contractors and subcontractors.</p> <p>Prepare bidding/procurement document with appropriate Environmental Social, Health and Safety (ESHS) content, including specific clauses on COVID-19 prevention and contingency planning for an outbreak, Sexual Exploitation and Abuse and Sexual Harassment in the Workplace Mitigation and Response.</p> <p>Contractor to prepare Contractor Environmental and Social Management Plan (CESMP); Health and Safety Management Plan; Traffic Management Plan which will be reviewed and approved by the PIUs and the Bank.</p>	<p>During preparation of procurement documents and prior to commencement of works.</p> <p>Procedures to be maintained throughout the project.</p>	<ul style="list-style-type: none"> • The MoWEM: Overall Project Coordinator • The ZECO-PIU Project Manager

1.5	<p>PERMIT, CONSENTS AND AUTHORIZATIONS</p> <p>Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Program from relevant national authorities.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout the project implementation.</p>	Throughout project implementation.	<ul style="list-style-type: none"> • The MoWEM: Overall Project Coordinator • The ZECO-PIU Project Manager •
1.6	<p>SUPERVISION</p> <p>Hire supervision consultants with requisite environmental and social expertise to supervise the construction activities of the project, with ToRs acceptable to the Bank.</p>	Prior to commencement of any related civil works	<ul style="list-style-type: none"> • The MoWEM: Overall Project Coordinator • The ZECO-PIU Project Manager

ESS 2: LABOR AND WORKING CONDITIONS

2.1 LABOR MANAGEMENT PROCEDURES

Update the LMP

LMP will be maintained and updated as needed, depending on changing project circumstances, throughout project implementation

- ZECO-PIU Project Manager and Social Specialist
- MoWEM: Overall Project Coordinator, Environment and Social Specialist

Ensure that all project workers agree to and sign individually a copy of the Code of Conduct at the time of employment/engagement for the project. The PIUs will give each direct hire worker the signed original and retain a copy of the individually signed document in their project files for inspection by ZECO, MoWEM or the World Bank. Contractors/ subcontractors will likewise ensure that each worker they employ/engage for the project agrees to and signs individually a copy of the Code of Conduct at the time of engagement for the project. The contractors/subcontractors will give each worker the original signed document and retain a copy of the individually signed document in their files for inspection by ZECO, MoWEM, or the World Bank.

At the time that each worker is engaged/employed in relation to the project.

- ZECO-PIU Project Manager and Social Specialist
- MoWEM: Overall Project Coordinator, Environment and Social Specialist

2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The project will establish, maintain, and operate a grievance mechanism for direct and contracted workers. Ensure that the Grievance Redress Mechanism (GRM) has the capacity to receive complaints on sexual harassment in the workplace and to treat them with confidentiality.</p> <p>Assign worker grievance redress focal point for each PIU as per the LMP.</p>	<p>Workers' GRM will be in place within 2 months of project effectiveness</p> <p>Within a month of project effectiveness</p>	<ul style="list-style-type: none"> • ZECO-PIU Project Manager • MoWEM: Overall Project Coordinator • ZECO-PIU Project Manager • MoWEM: Overall Project Coordinator
2.3	<p>Sensitize the direct workers about the separate GRM for workers and how to file grievances and concerns.</p>	<p>At least quarterly during project implementation</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator, Environment and Social Specialist • ZECO-PIU: Project Manager and Social Specialist
2.4	<p>Provide summary reports of grievances raised, resolved, pending, duration taken to solve grievances, response time in grievance resolution, the nature of the grievances and departments which have been raised by workers and include in the quarterly reporting to the World Bank.</p>	<p>Quarterly</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator, Environmental and Social Specialist • ZECO-PIU: Project Manager and Social Specialist
2.5	<p>OHS MEASURES</p> <p>Develop and implement occupational, health and safety (OHS) measures including COVID-19 prevention and contingency planning for an outbreak.</p> <p>Require Contractors/Supervising Engineers to maintain adequate resources for OHS implementation</p>	<p>Prior to issuing the EoI of the bidding documents for the first civil works contract and to be maintained throughout the implementation.</p>	<ul style="list-style-type: none"> • MoWEM • ZECO-PIU

<p>2.6</p>	<p>Implement occupational, health and safety (OHS) measures as described in sub-project level ESMPs and in line with OSHA Act 2003. In addition, the Contractors will develop (prior to the start of construction works) and implement a Contractor's OHS management plan with Safety Audits carried out monthly, which should be conducted by the contractors.</p>	<p>Contractor's OHS requirement to be incorporated in the Works' contract as part of the bidding documents.</p> <p>Daily implementation of OHS measures. Monitoring of implementation of OHS measures and carry out safety audits monthly</p>	<ul style="list-style-type: none"> • Works contractors • Supervision consultants
<p>2.7</p>	<p>EMERGENCY PREPAREDNESS AND RESPONSE</p> <p>As part of the OHS measures specified in ESIA/ESMP include measures on emergency preparedness and response and ensure coordination with measures under ESIA/ESMP.</p>	<p>Prior to initiating construction works</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator, Environment and social specialist • ZECO-PIU Project Manager and Social Specialist, Environmental Specialist and OHS Specialist

2.8	<p>PROJECT WORKERS TRAINING</p> <p>Implement training of project workers on their obligations under the Code of Conduct, Sexual Exploitation and Abuse; and Sexual Harassment in the workplace. This training will be organized to ensure minimization of transmission of communicable diseases, such as COVID-19, in line with government, WHO and World Bank guidance.</p> <p>Implement regular trainings on national labor and employment law requirements and best practices on OHS including proper use of PPE.</p> <p>Contractor’s site engineers will provide weekly or ad-hoc (if and when required) toolbox talks and/or meetings with the construction workers on ESHS risks associated with the construction activities, which have been executed during the past week and for those which are foreseen to be carried out during the next week. (These are in addition to daily toolbox talks.)</p>	<p>Prior to and during construction works</p> <p>Monthly</p> <p>Weekly</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator • ZECO-PIU: Social Specialist • ZECO-PIU: OHS Specialist • Contractor and Consultancy firm
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ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT

3.1 MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS:

Develop and implement measures and actions to manage waste and hazardous materials, including collection, handling, transportation, and recycling/disposal plan for solar panels and batteries.

Prior to issuing the EoI of relevant bid documents for civil works

Maintained throughout project implementation

- MoWEM: Overall Project Coordinator, Environmental and Social Specialist
- ZECO-PIU: Project Manager, Environmental Specialist, and OHS contactor

ESS 4: COMMUNITY HEALTH AND SAFETY

4.1 TRAFFIC AND ROAD SAFETY:

In consultation with the community, develop and implement measures and actions to assess and manage traffic and road safety risks. Contractors will develop road safety management plan as part of the CESMP to address the impacts on local communities of moving construction equipment and the transport of workers to the site.

Prior to commencement of works.

Maintained throughout construction activities

- MoWEM: Overall Project Coordinator, Environmental and Social Specialist
- ZECO-PIU Project Manager and Environmental Specialist and OHS Specialist
- Contractor

4.2	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>Develop and implement measures and action to assess and manage specific risks (including risks of COVID-19 outbreak and HIV/AIDS) and impacts to the community arising from project activities including the PV plant.</p> <p>As necessary, include requirements for Labor Influx Management Plan in bidding documents for 132kV backbone transmission infrastructure. (subcomponent 2.1).</p> <p>As necessary, include requirements for Labor Influx Management Plan in bidding documents for all other works packages expected.</p>	<p>Throughout project implementation</p> <p>Prior to finalization of bidding documents</p> <p>Prior to finalization of bidding documents</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator • ZECO-PIU: Project Manager, Social Specialist, and Environmental Specialist • ZECO-PIU: Project Manager, Social Specialist, and Environmental Specialist • ZECO-PIU: Project Manager, Social Specialist, and Environmental Specialist
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<p>4.3</p>	<p>GBV AND SEA RISKS:</p> <p>Recruit a firm to, among other things, prepare a Gender-Based Violence Action Plan (GBV Action Plan). (See Section 1.1).</p> <p>The government will prepare, adopt, and implement a stand-alone Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p> <p>Deliver training to project staff.</p> <p>Define, as part of the GBV Action Plan the monitoring mechanisms to ensure that all the mitigation and response measures are in place and working accordingly. Monitoring shall not conduct data collection on prevalence of cases.</p>	<p>Within 3 months of project effectiveness</p> <p>Submit the GBV Action Plan for the Bank's approval within 6 months of project effectiveness.</p> <p>Within 9 months of project effectiveness.</p>	<ul style="list-style-type: none"> • MoWEM: Environmental and Social Specialist • ZECO-PIU: Project Manager, Social Specialist • ZECO/PIU: Project Manager, Social Specialist, Consultancy Firm • MoWEM/PIU: Environmental and Social Specialist • ZECO-PIU: Social Specialist and Consultancy Firm
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4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</p> <ul style="list-style-type: none"> • To manage SEA and GBV risks, measures will be developed as part of the sub-project ESMPs, implemented and maintained throughout the project • Engage qualified institutions (e.g. NGOs, relevant government agencies, etc.), to give Toolbox talks on GBV and SEA risks continuous training and awareness and offer referral services as needed. • Develop and train the community and workers on grievance/ feedback management processes for reporting cases on GBV and SEA. • Develop a Code of Conduct that includes worker's and contractor's obligations vis-à-vis SEA and SH, and issues related to GBV to be signed by contractors and workers. 	<p>Prior to initiating construction works for the sub-project.</p> <p>Maintained throughout project implementation.</p>	<ul style="list-style-type: none"> • ZECO-PIU: Social Specialist • MoWEM: Environmental and Social Specialist
4.5	<p>SECURITY PERSONNEL:</p> <p>As relevant, develop and implement measures and actions to assess and manage the risks to human security of sub-project-affected communities and sub-project workers that could arise from the use of security personnel.</p> <p>As necessary, include requirements for Security Management Plan in bidding documents for all works packages expected.</p>	<p>During project implementation</p> <p>Prior to finalization of bidding documents</p>	<ul style="list-style-type: none"> • ZECO-PIU: Social Specialist • MoWEM-PIU: Environmental and Social Specialist • ZECO-PIU: Project Manager, Social Specialist, and Environmental Specialist

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK:</p> <p>The Government will prepare a Resettlement Policy Framework (RPF), submit the RPF for World Bank approval, and publicly disclose.</p> <p>The Government will ensure implementation of the RPF in accordance with the provisions of ESS5.</p>	<p>Prior to project appraisal</p> <p>Throughout project implementation.</p>	<ul style="list-style-type: none"> • ZECO– PIU • MoWEM: Overall Project Coordinator, Environmental and Social Specialist • ZECO-PIU: Project Manager and Social Specialist
5.2	<p>RESETTLEMENT ACTION PLANS:</p> <p>Prepare Resettlement Action Plans (RAPs) where relevant for activities under Component 2 in accordance with the requirements of the RPF and submit to the Bank for approval.</p> <p>Disclose RAPs according to the RPF and SEP.</p> <p>Implement respective RAPs.</p> <p>Prepare the RAP for 132kV line and submit it for World Bank approval.</p> <p>Implement the RAP for 132kV line.</p>	<p>The RAPs shall be approved by the World Bank prior to the start of related civil works.</p> <p>After World Bank approval and before RAP implementation.</p> <p>Before carrying out related activities and/or civil works</p> <p>RAP preparation for 132kV line will commence no later than 2 months after project effectiveness.</p> <p>Before starting works related to the construction of the 132kV line.</p>	<ul style="list-style-type: none"> • ZECO-PIU: Project Manager and Social Specialist • ZECO-PIU: Social Specialist • MoWEM-PIU: Environmental and Social Specialist • ZECO-PIU: Social Specialist • ZECO-PIU: Project Manager, and Social Specialist, and RAP Consultant • ZECO-PIU: Project Manager and Social Specialist

5.3	<p>MONITORING AND REPORTING:</p> <p>Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted. Prepare and submit monitoring reports.</p> <p>Engage a Non-Governmental Organization (NGO) to undertake monitoring of RAP and SEP implementation.</p> <p>Engage an independent resettlement consultant/consultancy firm to undertake a Resettlement Completion Audit Report for each RP and address any gaps identified to the satisfaction of the Association.</p>	<p>Monitoring reports on RAP implementation submitted to the Bank monthly.</p> <p>Within 3 months of project effectiveness.</p> <p>No later than three months after the first RAP is implemented.</p>	<ul style="list-style-type: none"> • ZECO-PIU: Social Specialist • MoWEM: Overall Project Coordinator • ZECO-PIU Project Manager • MoWEM: Overall Project Coordinator • ZECO-PIU Project Manager
5.4	<p>GRIEVANCE MECHANISM</p> <p>Ensure that the Grievance Redress Mechanism (GRM) as described in the SEP is operational.</p> <p>Maintain functionality of the GRM.</p>	<p>No later than 2 months after project effectiveness.</p> <p>Throughout project implementation.</p>	<ul style="list-style-type: none"> • The ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, and Communications Officer • MoWEM: Overall Project Coordinator • ZECO-PIU Project Manager

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
6.1	<p>Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, including identification of different types of habitat and circumstances in which offsets will be used.</p> <p>Where significant risks and impacts on biodiversity have been identified the Project will develop and implement a Biodiversity Management Plan.</p>	<ul style="list-style-type: none"> • Monitoring during project implementation • Before the start of civil works on the 132kV line and the Solar Park
		<ul style="list-style-type: none"> • The ZECO-PIU: Project Manager, Environmental Specialist, and responsible Transmission Engineer. • The ZECO-PIU: Project Manager, Environmental Specialist, and responsible Transmission Engineer.
ESS 8: CULTURAL HERITAGE		
8.1	<p>Develop and implement a chance find procedure.</p>	<ul style="list-style-type: none"> • During project implementation as part of preparation of the Environmental and Social Assessment instrument (as required by ESMF) and maintained throughout project.
		<ul style="list-style-type: none"> • ZECO-PIU: Project Manager, Social Specialist, and Environmental Specialist • MoWEM: Overall Project Coordinator, Social and Environmental Specialist

<p>8.2</p>	<p>CULTURAL HERITAGE:</p> <p>Obtain approval from STCDA and no objection from UNESCO for the Heritage Impact Assessment (HIA).</p> <p>Prepare the ESIA, including the Heritage Impact Assessment, for Component 2.2 (refurbishment of existing 11kV facilities).</p> <p>Identify measures to address risks and impacts on cultural heritage.</p> <p>Where significant risks and impacts are identified the Project will develop a Cultural Heritage Management Plan</p>	<ul style="list-style-type: none"> • After completion of the HIA and prior to the finalization of the relevant bidding documents. • Completed before the finalization of the bidding documents for Component 2.2 • Throughout project implementation • Throughout project implementation 	<ul style="list-style-type: none"> • ZECO-PIU Project Manager, Social Specialist, and Environmental Specialist
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ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
<p>10.1</p> <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Implement the SEP</p> <p>Report on stakeholder engagement, including grievance management, in the regular monitoring reports to the Bank.</p> <p>Update and re-disclose the SEP based on project implementation and changes in risks, impacts and/or mitigation measures</p>	<p>Throughout project implementation</p> <p>Quarterly throughout the project's lifecycle</p> <p>Review, update, and re-disclose, if necessary, every 12 months and throughout project implementation.</p>	<ul style="list-style-type: none"> • ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer • MoWEM-PIU: Environmental and Social Specialist • ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer • MoWEM-PIU: Environmental and Social Specialist • ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer • MoWEM-PIU: Environmental and Social Specialist 	<ul style="list-style-type: none"> • ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer • MoWEM-PIU: Environmental and Social Specialist
<p>10.2</p> <p>INCLUSION</p> <p>Ensure that all stakeholders (as defined in the Stakeholder Engagement Plan) are able to engage in consultations during the planning and implementation stages of the Project.</p>	<p>Throughout the Project implementation</p>	<ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator, and ZECO-PIU Project Manager 	

10.3	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Establish and operationalize the Grievance Redress Mechanism (GRM) as described in the SEP.</p> <p>Ensure reception and timely response to any complaints made about the project</p>	<p>No later than 2 months after project effectiveness.</p> <p>Throughout project implementation</p>	<ul style="list-style-type: none"> • The MoWEM-PIU- Environmental and Social Specialist • The ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer • The MoWEM-PIU: Environmental and Social Specialist • The ZECO-PIU: Project Manager, Social Specialist, Communication and Customer Care Manager, Communications Officer
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CAPACITY SUPPORT (TRAINING)	
<p>CSI</p> <p>TRAINING FOR ENVIRONMENTAL AND SOCIAL STAFF IN FIRST QUARTER OF PROJECT IMPLEMENTATION</p> <p>Enable training on environmental and social standards applicable to the project, including labor and working conditions, resettlement, stakeholder engagement, grievance management, gender-based violence, and implementation environmental and OHS management, monitoring, and reporting for the following target audiences:</p> <ul style="list-style-type: none"> - MoWEM and ZECO PIUs. - Environmental and social technical staff - District Community Officers for the seven districts involved - Contractor staff (where relevant) - Government (including agencies such as ZEMA) and other involved entities. 	<p>Within 6 months of project effectiveness and thereafter on an as-needed basis.</p> <ul style="list-style-type: none"> • MoWEM: Overall Project Coordinator • ZECO-PIU Project Manager
<p>CS2</p> <p>ONGOING TRAINING</p> <p>Provide on-the-job training and workshops to PIU staff based on an assessment of capacity needs.</p>	<p>Starting no later than two months after project effectiveness</p> <ul style="list-style-type: none"> • MoWEM-PIU: Environmental and Social Specialist • ZECO-PIU: Environment and Social Specialists Consultancy Firm (see Section 1.1)

