



The Revolutionary Government of Zanzibar

ZANZIBAR JUDICIAL MODERNIZATION PROJECT (Zi-JUMP)
(P500588).

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

March 2024

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Executive Summary

Introduction

The World Bank will be supporting the Judiciary of Zanzibar (JoZ) in Implementing Judiciary Modernization and public service reform project. The Objective of this project is to strengthen and modernize judicial and public service management for improved access and quality of serviced delivery in Zanzibar.

Objective of the ESMF

This Environmental and Social Management Framework (ESMF) is developed to support the environmental and social due diligence provisions for activities financed by the World Bank in the Program for Judiciary Modernization and public service reform Zi JUMP (P500588). Environmental and Social Management Framework (ESMF) is an instrument that examines the risks and impacts when a project consists of a program and/or series of subprojects, and the risks and impacts cannot be determined until the program or subproject details have been identified. The ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts. The objective of the project is to “strengthen and modernize judicial and public service management for improved access and quality of serviced delivery in Zanzibar”.

The project will support the following activities:

The main project include construction of smart court, renovation of court buildings in the selected areas, capacity building to operationalize the use of ADR and develop judiciary gender justice strategies in Unguja and Pemba. This Environmental and Social Management Framework (ESMF) is prepared to identify the potential environmental and social risks and impacts of proposed Project activities and establish suitable mitigation measures to manage the risks and impacts In line with the Zanzibar Environmental laws/regulations and the World Bank Environmental and Social Standards (ESSs). applicable to the Project.

The project activities which are expected to have potential risk to environment include construction activities (component 1). The risks associated with the civil works during construction of smart court includes Labour influx, vegetation removal, noise, vibrations, dust, waste generation, occupational health and safety risks, sexual harassment and

Gender Based Violence, child labor, and community health and safety. Risks associated with deployment of Judiciary includes E-waste production.

Risks associated with the use of the buildings by the project (offices, training, safe houses, etc.) including exposure to hazardous chemicals, poor indoor air quality, inadequate potable water and/or wastewater disposal, and risks related to man-made or natural disasters (fire, etc.). The measures that will be used in the early stages of subproject planning and design to avoid and minimize these impacts include:

The project shall set out clearly defined E&S procedures to screen subprojects (application of exclusion list, review of industry sector and technical aspects of each subproject) and conduct (Zi-JUMP) (P500588) –ESMF due diligence to evaluate E&S risk and assign risk categories (low, moderate, substantial and high risk;

There shall be systems/processes for due diligence within JoZ PO-CLAPSGG/ LGAs the to evaluate, monitor, review and manage E&S risks and impacts of the subprojects; Including a budget and environmental and social specialist position designated for reporting on the ESMF/ESMPs as well as providing training and capacity-building on ESMF/ESMPs procedures and performance. Selection of buildings for construction/ rehabilitation will consider the health and safety of project workers and during and after construction/ rehabilitation, also the ESMPs which contain health and safety issues (i.e. provision of portable water supply/ waste disposal) shall be prepared and implemented. Establishing external communications mechanism, including a Stakeholder Engagement Plan and a Grievance Mechanism.

These risks will be managed and mitigated through the application of:

ESF documents have been prepared prior to appraisal: Environmental and Social Management Framework (ESMF), Stakeholder, Engagement Plan (SEP) including Grievance Redress Mechanism, Environmental and Social Commitment Plan (ESCP). Documents to be prepared after Board Approval includes Labor Management Plan (LMP) to be developed by project PIU for project activities. Environmental and Social Management Plans (ESMPs) for subprojects to be prepared after subproject depending on the outcome of the screening.

Implementation Arrangements

National level -A joint Project Steering Committee PSC will be established at national level to provide strategic oversight, review annual work plans and budgets monitor and evaluate implementation status, and conduct general project supervision meetings on a at least annual basis, as well as other tasks to be agreed upon between the PSC members per Terms of Reference (TOR) that will be elaborated in the Project Implementation Manual (PIM). The PSC will be chaired by Chief Justice for of JoZ.

Lastly, Project Implementation Team (PIU) will be established at JoZ. Project-specific technical staff will include a full-time project coordinator, one procurement specialist, accountant, an environmental specialist, a social development specialist.

- District level -The project will work through the district level administration structure. The District Implementation Team (DIT) will be the main mechanism for the implementation of project activities at district level; its TOR will be detailed in the PIM. The DIT will be chaired by the District Executive Officer. The district officer will be co-coordinators. The district implementation support teams will consist of designated government staff and contract staff, depending on the capacity and needs of the district. The project will put in place MoUs with the district administrations.

Community level – At the Shehia level, the local leader (Shehia), Gender Coordinator and Community Health Volunteers will support community-level implementation.

The PIU will organize and oversee capacity building training for relevant Ministry staff, collaborating partners and other stakeholders with the aim of enhancing their capacity to effectively contribute to the implementation, management and sustainability of Zi JUMP project activities. Training will also be provided to project beneficiaries and/or contractors to enable them plan, implement and monitor their subprojects in close alignment with the Project Development Objective. The training will, inter alia, sensitize them on: a) the Bank's safeguards policies, and b) the management of environmental, social, health and safety risks associated with the execution of civil works activities etc. The training program will help build and/or strengthen the requisite capacities within the beneficiaries'/contractors' organizations, as well as the implementing entities. The PIU will either use its relevant staff or engage external consultants to provide the capacity building training. Such training will be provided periodically as may be deemed necessary throughout the project implementation period.

Monitoring

Impact and compliance monitoring shall be conducted during the project implementation phase. Monitoring shall be conducted to verify the predicted impacts, examine the implementation and effectiveness of mitigation measures, respond to unanticipated environmental impacts, and improve environmental controls. Monitoring should be conducted by trained individuals following monitoring and recordkeeping procedures and using properly calibrated and maintained equipment. Monitoring data should be analyzed and reviewed at regular intervals and compared with the operating standards so that any necessary corrective actions can be taken. It should be stressed that the developed monitoring plan should be updated to reflect the specificities of each project (scale, location, etc.) and should also incorporate an estimate of the total monitoring costs involved.

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The SEP can be found here: www.jamii.smz.go.tz.

1. BACKGROUND

This Environmental and Social Management Framework (ESMF) is developed to support the environmental and social due diligence provisions for activities financed by the World Bank in the Program for Judiciary Modernization and Public Service Reform Project Zi-JUMP (P500588). Environmental and social management framework (ESMF) is an instrument that examines the risks and impacts when a project consists of a program and/or series of subprojects, and the risks and impacts cannot be determined until the program or subproject details have been identified. The ESMF sets out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts. It contains measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts.

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

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP) and Labor Management Plan.

i. Project Description

The Project Development Objective is to strengthen and modernize judicial and public service management for improved access and quality of serviced delivery in Zanzibar. The following are the Project components:

Component 1: Access to justice services; the key challenge is outdated infrastructure which undermine the citizen access to justice services. The main activities under this component are:

Construct smart court proposed include addressing the outdated infrastructure through construction/renovation in the selected court locations also addressing limitations in access, efficiency and transparency through the deployment of a comprehensive e-Judiciary system (hardware, software) and roll-out of the newly developed Human Resources and Payroll System (HRMIS) for public service management.

Component 2 is about Strengthening governance, management and skills. Specific activities foreseen here are those will be addressing the current inadequate technical, managerial and data analytic skills and pilot a performance management system for the judiciary to foster responsiveness to citizens and business needs. For the public service, the focus will be on reviewing and streamlining current acts, policies and regulations to address existing overlaps and gaps in mandates and strengthening the overall capacity of the commissions and supporting modernization of the Institute of Public Administration. Activities will also deal with strengthening the capacity of the selected stakeholders to enhance inter-institutional collaboration. Key stakeholders will include the Attorney General's Office and the Director of Criminal Investigation.

Component 3 is about Citizens and business-centric service delivery: Activities foreseen here will address complaints from court users concerning slow case processing times, case backlogs and limited access to information about courts and court proceedings, including how to access them. The potential focus is on alternative dispute resolution (ADR) mechanisms, such as child custody and disputes between micro-businesses, while strengthening the voice of females in dispute resolution.

Component 4 is about the Project management: Activities foreseen here will address the currently limited capacities for project management across the key implementing agencies, reflecting the fact that this is the first time the Judiciary agencies are implementing a World Bank-financed project. This will include, but not limited to, tailored trainings, selected study visits, and peer learning. The components include the integration of gender and sustainability/climate change issues.

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

ii. Project Area

The project will take place in both Unguja and Pemba with construction of seven new smart district courts and the renovation of the district court in Wete, Pemba.

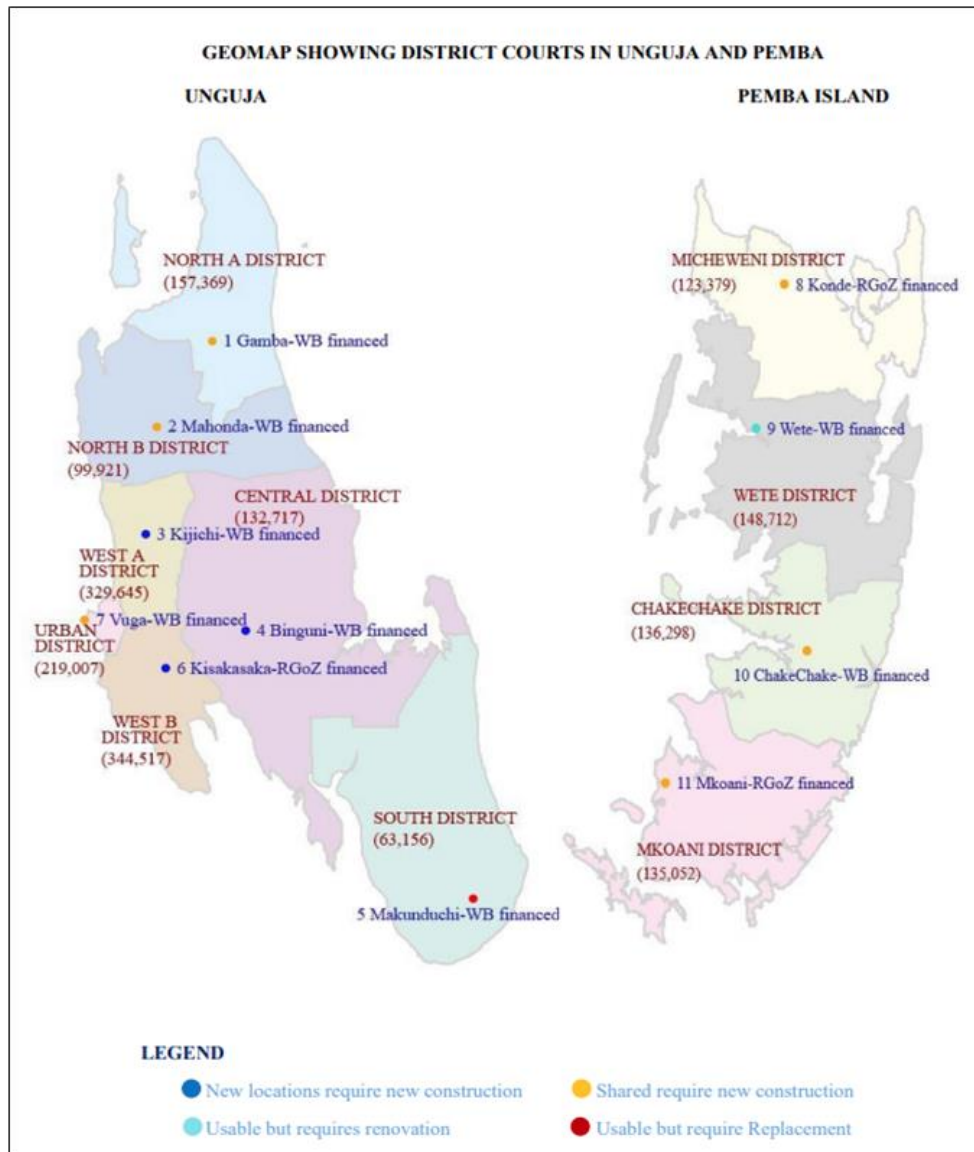


Figure 1. Judicial Map, Zanzibar. District Courts. 2024

Source: JoZ Zanzibar

iii. Users of the ESMF

This ESMF will support implementation of Zi-JUMP by enabling project team and other key project stakeholder with screening procedures and ensure compliance of

environmental and social requirements for assessing project activities. It will further enhance effective management of environmental and social issues during the preparation (designing and planning) and implementation of the individual subprojects. The ESMF will be used specifically by the following stakeholders:

- i. Project Implementing Institutions; The Government institutions responsible for implementing project activities and supervision;
- ii. Project Management Unit; Project Team at The Judiciary of Zanzibar responsible for planning, review, approval, and supervision of the sub- projects;
- iii. Consulting engineers, Contractors and service providers involved in subproject design, construction and installation works;
- iv. Environmental and social assessment consultants who provide E&S services to the project.
- v. Any other stakeholder who will in one way or another be engaged on the preparation, implementation and use stage of the project.

2. PROJECT DESCRIPTION

The proposed project is expected to enhance the role of the judiciary and select aspects in public service management to support the economic developments for Zanzibar in line with the Zanzibar Vision 2050. The proposed IDA operation (US\$30 million) will enhance the capacity and performance of the judiciary in Zanzibar by: increased platforms and infrastructure for citizens to access justice services, enhanced management and delivery of judicial services, and adoption of a performance management system for the JoZ. The project has two main focus area 1: Organizational performance and smart infrastructure of the judiciary - this will address the infrastructure gap (court buildings, hardware, software), capacity building to staff and performance management system; 2. Citizen-centric judicial services delivery -This will aim to address internal inefficiency, court enforcement, stakeholder engagement, use of ADR and gender justice

2.1 Project Components

I. Component # 1: Access to Justice Services (US\$ 13.55million)

This component aims to enhance the avenues of accessing justice by expanding the geographic coverage of district court services and strengthening alternative dispute resolution (ADR) mechanisms to bring these services closer to citizens and businesses. The JoZ suffers from outdated infrastructure (buildings, hardware, software) which limits access, efficiency, transparency, and innovation while providing opportunities to exercise undue influence.

➤ Subcomponent 1.1 – Construction of Smart District Courts in Select Areas (US\$ 8million)

The JoZ comprises 11 district courts, i.e., one in each court district of Zanzibar (Unguja: 7; Pemba: 4), with none functioning properly per initial assessments. Today, ten (10) of the eleven (11) district courts are either co-hosted by regional courts or other district courts, which frequently do not have the capacity to meet the needs and demands of district courts (court hearing rooms, office spaces), or are located in stand-alone buildings that do not meet any service, safety and security standards. The 11th district court (court district: Wete, Pemba) is in poor condition and requires renovation. Consequently, citizens and businesses are effectively declined efficient and quality services in their respective districts and forced to travel significantly longer distances than foreseen by the current judicial map to receive appropriate court services in other

locations. This work-around solution does not only add to time and resources spent by court users but also raises questions regarding territorial jurisdictions.

The proposed activities under this sub-component will aim to improve the situation at the district court level by financing the construction of seven new smart district courts and the renovation of the district court in Wete, Pemba, to serve approximately 1.3 million people across these eight court districts (69 percent of the total population in Zanzibar). Concerning the remaining three district courts serving approximately 600,000 people, the RGoZ is committed to complement WB support by constructing the remaining courts financed by state budget. At completion the entire population of Zanzibar (1.9 million people) will have access to adequate court services at the district level. To ensure proper planning and implementation the proposed project will also support the development of guidelines which will enable the application of equal standards in court infrastructure regardless of financing source.

Furthermore, the proposed operation will fund the construction of one integrated court building which will house the commercial division and the industrial/labor division of the High Court, the corruption and economic crimes court, and the land tribunal. There is currently no dedicated building for any of these courts in Zanzibar.

➤ Subcomponent 1.2 – Renovation of Select Court Buildings (US\$ 4.1million)

Further to improving the conditions of court infrastructure at the first instance, the proposed operation will fund the renovation of the selected court buildings to address pressing needs and priority interventions to facilitate quality access to court services. This includes the existing High Court building (Tunguu, Unguja) and the largest Children Court (Mahonda, Unguja) due to their significance in population served and high caseload, as well as their guiding role for other courts. The renovation will include creating a secure environment for judges and magistrates to execute their tasks, limiting the possibilities to exercise undue influence, introducing witness protection rooms and appropriate waiting areas and rooms, cabling and enhancing IT infrastructure to support digitization.

➤ Subcomponent 1.3 - Building Capacity to Strengthen the Use of Alternative Dispute Resolution (ADR) (US\$ 1million)

In line with the available legislation such as the Arbitration Act of 2020, and The Labor Relations Regulations L.N No. 107 of 2011 (mediation, arbitration) and other supportive legislation, proposed activities under this sub-component will strengthen court-annexed and out-of-court ADR mechanisms. The proposed interventions will finance knowledge exchange around ADR, in particular for disputes relating to family, investment/business disputes, land, and labor. Good practice examples will be identified and adapted to

Zanzibar's context, piloted and scaled. Particular attention will be paid to the institution of Khadi's Courts in Zanzibar and their role in and jurisdiction over family cases in the Muslim community. The proposed intervention will aim to offer an early and cost-efficient intervention to amicably settle disputes prior to going to court, including Khadi's Court, and reduce the pressure on the latter due to currently high volumes of cases. A focus will be given to the role and voice of women in dispute resolution who currently face an all-male khadi judge environment in Zanzibar.

➤ Subcomponent 1.4 – Development of a Gender Justice Strategy (US\$ 0.45million)

According to the JoZ's needs assessment and confirmed during project preparation there is gender imbalance in judge and magistrate staffing and in how (potential) court users are approached. Only 33 percent of judges and magistrates are female paired with a lack of awareness of how needs vary across different court user groups. This has led to a situation where women, children, people with disabilities and survivors of GBV face a lack of sensitivity shown by judicial staff, continue to frequently experience gender-biased social norms and pressure, all while showing overall low levels of knowledge concerning their rights and standard court operating procedures and protocol. Combined this puts sustainable progress towards fairness, equality, legitimacy, reducing barriers in access to justice and bringing women's voice and perspective as well as those of other marginalized groups to the justice process at risk. The proposed operation will support the development of a gender justice strategy and accompanying action plan. The gender strategy and accompanying action plan will support the promotion of women judicial professionals, and gender sensitive services to citizens to overcome existing differences in treatment based on gender and protect fundamental rights to access to justice and due process. It is foreseen that at least two select interventions (to be determined once strategy and action plan are agreed) will be piloted/implemented.

II. Component #2: Court Efficiency (US\$ 10.8million)

The JoZ's needs assessment reveals that citizens and business in Zanzibar complain about gaps in efficiency and quality of services with the delay in case disposition considered most critical. In parallel, the JoZ leadership and court management is also dissatisfied with lengthy court procedures, a growing stock of pending cases and an increasing risk of accumulating case backlog. To address the concerns shared by court service providers and court users the proposed component will focus on addressing court inefficiencies by increasing capacities through staff knowledge exchange training programs, streamlining and simplifying court procedures, strengthening court

enforcement, introducing a case management tool to monitor and manage cases, and introducing and rolling-out a staff performance management system.

➤ Subcomponent 2.1 – Staff Training and Knowledge Exchange Programs in Strategic Areas (US\$ 3million)

Today, staff training and specialization in skills and expertise is carried out on an ad hoc basis. While these trainings have provided select judges and magistrates as well as court staff with useful skills, regular trainings in core skills have not received sufficient attention to support sustainable improvements in quality-of-service delivery. To address current gaps and establish a curriculum of core skills activities, the proposed operation will finance a training needs assessment for judicial staff, the preparation of a roadmap to address identified needs and develop a staff training plan and carry out staff trainings within and outside the country in accordance with the findings from the needs assessment and roadmap. Initial discussions reveal priorities in aspects of decision writing, introduction and use of electronic evidence, and commercial law, including intellectual property, contractual law, land disputes, and GBV cases. To further enhance the knowledge within the JoZ, the proposed operation will facilitate knowledge exchange visits to learn from good international practice and further strengthen the technical capacity of the JoZ to apply quality and citizen-centric approaches to judicial service delivery.

➤ Subcomponent 2.2 – Improvement in Case and Backlog Clearance (US\$ 2million)

Available data reveal an upward trend in pending cases indicating inefficiencies resulting in lengthy case proceedings (disposition time) and – combined with an increase in cases newly filed – a risk of case backlog. The proposed activities under this subcomponent will support a “deep dive” into root causes of inefficiencies, low disposition rates and potentially case backlog across all court levels. Based on the “deep dive” findings, recommendations to address identified inefficiencies will be developed and implemented. This will likely include, but not necessarily limited to, the review and updating of Zanzibar’s current procedural rules and guidelines from case filing to issuing court judgements. Priority will be given to rules and guidelines pertaining to commercial cases, civil cases, and family cases. The subcomponent will also support regular and quick impact assessments to review progress towards improved access, efficiency, quality, and accountability and to inform resource allocation. Discussion with the Mainland’s judiciary have already been initiated to learn from their experience in simplifying procedures to accelerate discussion and agreements in Zanzibar. Discussion outcomes and findings will also feed into the JoZ-internal discussions on introducing time standards, guidelines and action plans concerning case backlog.

➤ Subcomponent 2.3 – Strengthening Court Enforcement (US\$ 0.5million)

The current enforcement process in Zanzibar is inefficient, characterized by an inadequate number of court brokers (enforcement agents) and lacks mechanisms to monitor and evaluate court broker performance. Today, there are only two court-authorized court brokers operating in Zanzibar – one in Unguja, one in Pemba – negatively affecting timely execution of court decisions and compromising quality. The limited number of court brokers is likely due to a lack of awareness among capable companies and reluctance to look into this workstream as it is negatively perceived. Proposed activities under this subcomponent will support awareness raising among potential candidate companies, implement initiatives to overcome current roadblocks in registration as a court broker, and build capacity among potential/new/existing court brokers in Zanzibar. In addition, analytical work to determine (procedural) bottlenecks that hinder timely and quality enforcement of court decisions will be carried out and recommendations implemented. The proposed operation will also support systematic training of all stakeholders involved in the enforcement process to enhance professionalism, efficiency and quality.

➤ Subcomponent 2.4 – Introduction of a Judicial Information Management System (JIMS) (US\$ 4million)

Currently, court processes in Zanzibar are paper based negatively affecting the efficiency and quality of court operations. The proposed operation will finance the development and roll-out of the Judicial Information Management System (JIMS) while taking into consideration today's resource and institutional capacity constraints. To mitigate these constraints a focused approach will be applied whereby the development of the following three modules will be prioritized: e-case management to enable the digitization of case filing processes; e-analytical model (business intelligence model) to enable real time analysis of the court case performance to facilitate transparent and data-based decision making; and e-enforcement module to enhance the efficiency and quality of the enforcement process. The ability to accommodate additional models in the future will be secured at the design stage. Further, experience and lessons from the successful development and rollout of the e-judiciary system under the CCJMP (Mainland project) will be leveraged and key staff of the mainland's judicial IT team have committed to work with the JoZ. It is foreseen that the JIMS will be linked to other existing systems including the JoZ's website (Zanzibar LII) and facilitate the publication of court information, including court decisions. Data and insights produced under the e-enforcement module will help the JoZ further in evaluating the performance of all court enforcement stakeholders, including judicial officers (for example, resident magistrates in charge), and will feed into the periodical analytical work carried out under subcomponent 2.3.

➤ Subcomponent 2.5 – Establishing a Performance Management System (PMS)
(US\$ 1.3million)

Well-functioning organizational PMSs are a prerequisite for effective individual performance management and help to improve individual and organizational productivity by steering, motivating, and supporting professional growth to achieve individual, team and organizational goals. As of now, the JoZ does not have a PMS in place, causing ad hoc staff appraisal, promotions, and limited efforts to carry out a meaningful performance reviews across the judiciary. The proposed operation will support the development and roll-out of a PMS framework, including the review of current performance management rules and regulations, its link to setting goals and targets at the organizational level and break-down to the staff level, and the introduction of an electronic PMS. From experience, automating the PMS will help to institutionalize performance management and regular exchanges between supervisors and staff to discuss the latter's performance and determine steps to be taken to strengthen their capabilities. The proposed operation will also support orientation and training to all staff to consider PMS as a process that fosters better work performance rather than a "control tool".

III. Component 3: Citizen and Stakeholders Engagement (US\$ 5.6million)

Inadequate stakeholder engagement and lack of transparency in judicial service delivery has led to low levels of trust among citizens and the business community in Zanzibar. The proposed operation will address this through identifying and supporting initiatives that will foster citizen awareness and engagement, inter-institutional initiatives to improve court user experience, and change management initiatives to strengthen the understanding of judicial service delivery.

➤ Subcomponent 3.1 - Capacity Building of Key Stakeholders (US\$ 1million)

While courts are the "face of justice", a positive court user experience depends on the successful collaboration of multiple stakeholders in the justice ecosystem. In Zanzibar, this includes, but is not necessarily limited to, the Judicial Services Commission (JSC), the Director of Public Prosecutions (DPP), the Attorney General's Office (AGO), and legal aid providers. Anecdotal evidence from these stakeholders highlights gaps in communication but also provides ideas for priority actions and areas for improvements. To confirm and complement the anecdotal evidence, the proposed operation will support a rapid needs assessment during the first year of implementation. Its findings will feed into the design of capacity building interventions (Action Plan) followed by the implementation of select initiatives to enhance inter-institutional collaboration and improve the overall court user experience.

➤ Subcomponent 3.2 - Design and Roll-out of Public Education Initiatives
(US\$1.5million)

The proposed operation will support public education and awareness programs to increase the understanding for judicial operations among the general public. To this end, the proposed operation will support the design and implementation of public education initiatives using various communication channels including national radio and television (TV) programs, participation in Zanzibar's law weeks, and engaging in workshops/roundtables with the broader justice sector community (community, traditional, religious leaders, civil society organization, women and youth organization etc.) to gauge further information on "pain points" as experienced by different segments of court users. Information programs will focus on gender and equality, access, court and enforcement procedures, court fees and waiver programs, and select legal areas, such as probity and family matters for legal empowerment. Further, solutions for information desks (print and electronic material, trained staff) in court buildings across Zanzibar will be piloted and good practices will be scaled.

➤ Subcomponent 3.3 - Develop and implement Court User Satisfaction Surveys
(US\$ 0.5million)

Court user satisfaction surveys gather data on perception as well as actual experience in access, efficiency, transparency and quality and provide court leadership with qualitative data to steer and/or adjust ongoing reform efforts. Relying on a globally tested methodology and questionnaires, including in the mainland (CCJMP), the proposed operation will support the regular roll-out of Zanzibar-wide court user satisfaction surveys. These surveys will go beyond the immediate Bank-supported operation and support the JoZ in steering its overall reform efforts in addition to feeding findings into the activities under the proposed operation. Currently foreseen is a "full" survey in the first (serving also as the baseline), third and fifth year of the proposed operation, with "light" (limited number of key questions to track progress) surveys in the second and fourth year. The survey findings will be discussed among relevant stakeholders and aggregated survey results will be published on the JoZ's.

➤ Subcomponent 3.4 - Design and Implement Project and Change Management Initiatives (US\$ 2.65million)

This subcomponent aims to further improve the JoZ's institutional responsiveness to change and provide support for the implementation and oversight of the project. Building on staff training and citizens awareness programs, this subcomponent will fund the development and implementation of a change management strategy for judicial staff to increase court user ("customer") centricity in service delivery. Against the background of limited experience within the JoZ in managing large-scale projects, the proposed operation will also identify opportunities and support initiatives to strengthen institutional

capacity to overview and implement the project. Initiatives will include project management trainings, and specialized onsite and off-site trainings in critical dimensions required to successfully implement this project including but not limited to procurement management, contract management, safeguards, and financial management to the project team.

3. ENVIRONMENTAL AND SOCIAL POLICIES, LAWS AND REGULATIONS

3.1. The Zanzibar Legal Framework

The environmental legal framework operating in Zanzibar are The Environmental Management Act No. 3 of 2015, The Persons with Disabilities (Rights and Privileges) Act, 2006, The Zanzibar Elders Act. No 2. of 2020, The Occupational Safety and Health Act No. 8 of 2005. The Occupational Safety and Health Act No. 8 of 2005, Social Protection Policy, 2014, Urban Municipal Council Solid Waste Management (SWM) Regulations, 2019, Zanzibar Gender Policy 2016, Zanzibar Constitution 1984, *The Children's Act NO. 6, 2011*. The Criminal Procedure Act, No.7, 2018. Evidence Act No.9, 2017. Kadhis' Court Act No.7 2017. Education Policy 2006 Legal Aid Act No 13, 2018 and

Table 1 The Zanzibar Relevant Legal Framework

Law	Description and Relevance to Project Activities
The Environmental Management Act No. 3 of 2015	Section 36 of the Act states that, a person shall not carry out or cause to be carried out; any activity which is likely to have significant impact on the environment and society without Environmental Impact Assessment Certificate issued by the Authority. The Act also states that a person who undertakes any activity that does not require an Environment Impact Assessment shall prepare an Environmental Report. ESIA for this project shall be prepared to meet requirements of this Act and World Bank ESS
Environmental Impact Assessment Regulations, 2019	This Regulations contain useful information that guide the whole process of Environmental Assessment from registration to certificate issuance for establishment and operation of any project/activity that are going to cause an impact on society and environment. It also contains SCHEDULE II that is used for Screening Criteria and screening lists that may be used by the Authority to decide whether an EIA, Environmental Report, or no assessment is required the proposed activity/project. Therefore, these regulations shall be used for the Zi-JUMP to determine the

	level of the Environmental Assessment required under subproject activities.
The Persons with Disabilities (Rights and Privileges) Act, 2006	The Act emphasizes on the need of observing the right of the people with disability in accessing all public buildings and other social amenities. Section 12 of the Act states that; "Persons with disability shall be entitled to a barrier-free and disability friendly environment to enable them to have access to public building and facilities for public use, roads, other social amenities, assistive devices, and other equipment other promote their mobility". Since the people with disability are among the expected beneficiaries when the project is in operation, the Ministry of Community Development, Gender, Elderly and Children through the selected architect and structural engineer, will ensure that barrier free built environment for people with disability is considered in all stages of construction.
The Zanzibar Elders Act. No 2. of 2020	This Act has set out the proper base that ensures elders' rights are observed. The Act constitute with the Rights, entitlements, and duties of the older persons in need of care and protection, Community-based care and support services for the older persons, Registration of older persons institutions and the part of Universal pension scheme. In this Act, the age threshold set for elderly is seventy (70) years and above. This Act is of its kind in the whole East African region as it offers elders with monthly grant using local sources of revenues. Such programs have also been introduced in some other East African Countries such as Kenya which depend on donor contributions. Apart from monthly grant, elders are also entitled to discount of half fare in public transport so long as they present their special identification cards that have been issued to all older people as per this Act.
The Occupational Safety and Health Act No. 8 of 2005	The occupational safety and health representatives at the enterprise level are responsible to identify potential hazards and major incidents at their workplace. The Act also establishes occupational safety and health inspectors for systematic and continuous monitoring as well as evaluation of work environments. The inspectors are also required to devise mechanisms to eliminate and control hazards at workplaces. The Judiciary-PIU will adhere to this Act by making sure that the environmental conditions at working place during construction and operation phase of the project is safe by having risks management plan.
Social Protection Policy,	The policy is made to provide adequate protection against life-

2014	course shocks and livelihood risks, to extend access to basic social services, for all citizens and residents of Zanzibar and to strengthen multi sectoral coordination of all stakeholders working on social protection. It comprises fourteen policy statements with their respective strategies that are designed at easing hardship elders experiencing whenever they seek services such health related and others. This policy, contributing to availability of low income, providing security regarding livelihood disasters and expansion of service provisions for all citizens of Zanzibar
Urban Municipal Council Solid Waste Management (SWM) Regulations, 2019,	The regulation emphasizes segregation of domestic waste into three streams namely compostable, recyclable and non-recyclable waste and to handover to the ZUMC. The ZUMC shall be further responsible to ensure this segregated waste is collected, processed and disposed in a segregated manner. In order to avoid spilling and littering of solid waste, any transport facilities shall be well covered. These regulations shall guide the projects contractor on matters pertaining to waste management.
Zanzibar Gender Policy 2016	Objective of this policy is to attain gender equity, equality and women empowerment in all spheres of life. The following areas are earmarked as utmost important: Equal participation of women in socio-economic and political affairs, including their participation in leadership and decision-making. Women and men shall have equal access to socioeconomic and political opportunities at all levels and in all spheres of life. Inadequate opportunities to decent work for female labor force; Government shall provide favorable environment, including affirmative action to redress all forms of gender imbalances at workplace and to promote decent working environment for women. Prevalence of Sexual and Gender-based Violence in the society; The Judiciary and Contractor shall ensure effective implementation, monitoring, evaluation and coordination of National frameworks for preventing and responding to sexual and gender-based violence.
Zanzibar Constitution 1984	The constitution promotes equal rights between men and women and equal access to social, economic and development opportunity. It is applicable to Zi-JUMP as on economic empowerment to women and access to services.
<i>The Children's Act NO. 6, 2011.</i>	The Children Act No. 6, 2011 was legislated to protect children's rights in Zanzibar. The Act provides for the rights and best interests of children as well as for the establishment of the Children's Court. The Act consolidates and expands on provisions relating to the

	care and protection of vulnerable children and children in conflict with the law. It provides for parentage, custody and access to maintenance.
The Criminal Procedure Act, No.7, 2018.	This act allows for investigation and dealing with all criminal acts including GBV and SEA related offences. In this case Ji-JUMP will apply this particular act by coordination with Police Gender Desk in investigation and management of GBV and SEA during project implementation.
Evidence Act No.9, 2017.	This Act promotes access to justice, the right to a fair trial, equality before the law and equal protection by the law by providing that new evidence and matters connected therewith including electronic evidence in domestic violence cases is admissible in Courts of law and that a minor's evidence is admissible without corroboration.
Kadhis' Court Act No.7 2017.	This Act promotes non-discrimination and equality by repealing the Kadhi's Courts Act No. 3 of 1985 and to provide for the re-establishment of Kadhi's Courts, to prescribe certain matters relating to Kadhis' Courts and other matters incidental thereto including division of matrimonial assets if there is actual contribution.
The Spinsters, Single Parent Children Protection Act No. 4, 200	Spinsters and Single Parent Children Protection Act Number 4 of 2005 was introduced to ensure that both girls and boys have equal rights as well as opportunities to education regardless of their sex, ethnicity and socio-economic status. This Act is legislated to give more protection to education right. The Act repeal the Spinsters, Widows and Female Decree Protection Act, 1985 and to provide for the protection of Spinsters and Single Parent Children and other matters related there to. This Act serves to add emphasis to the protection of the Education Act No. 6 of 1982. This Act ensures the protection of children's rights to education for both male and female students.
Education Policy 2006	The policy is committed to promote gender equity and equality where women and girls are provided access to education and protection against violation of their rights to access. Objective of this policy aligns with Zi-JUMP activities on provision of education to women and girls for economic empowerment.
Legal Aid Act No 13, 2018	This Act promotes access to justice and the right to a fair trial by providing legal aid services to indigent persons, by recognizing paralegals and legal aid providers and establishing the Legal Aid Department which shall be responsible for coordinating administrating and regulating the delivery of legal aid. Through this,

	women and child will be able to access legal services in case of GBV and SEA incidence during implementation of Zi-JUMP.
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3.2. Administrative and Enforcement Framework for Environmental Impact Assessment

The Zanzibar Environmental Management Authority (ZEMA) provides an administrative and enforcement framework for environmental and social impact assessment for any prescribed project in accordance with Zanzibar Environmental Management Act No.3 of 2015 and ESIA Regulation of 2019. The Regulations' main function is to comprehensively describe the legal provisions of the Zanzibar Environmental Management Act No.3 of 2015 that specifically addresses the procedures on carrying out and reviewing Environmental and Social Impact Assessment process. The Regulation contain schedule II which describe screening criteria and screening list from which ZEMA decide on the level of assessment required. If a project requires a full ESIA study for environmental clearance, ZEMA recommends for environmental scoping study prior to releasing of Terms of Reference for the that Study through a recognized ESIA consultant (a person or a firm). On submission of that ESIA Study for administrative and institutional clearance, ZEMA convenes an Ad-hoc multidisciplinary Technical Committee on ESIA Review (formed of members from various Government institutions) which provides expertise advice to ZEMA on a wide range environmental and social matters for consideration and makes necessary recommendations to the Director General for appropriate action and necessary clearance conditions. The Department of Environment Zanzibar provides policy guidance and recommends policy, planning and implementation of strategic framework on environmental conservation and management. For projects like Zi-JUMP does not require EIA, the Environmental Management Act of 2015 has placed the responsibility for preparation, review and approval of Environmental Impact Assessment for local investments to District/Municipal Environmental Officers.

3.3. The World Bank's Environmental and Social Standards applicable to Zi-JUMP

The project will follow the World Bank Environmental and Social Standards (ESSs), as well as the World Bank Group General Environmental, Health and Safety Guidelines. This category Based on these policies, the environmental and social risk of the project is rated as moderate based on the likely environmental and social risks and impacts on the natural environment (air, water and land), human health and safety based on the proposed construction/rehabilitation activities of the Zi-JUMP. The environmental risk classification for the Project is "moderate". The expected environmental risks of the proposed project are not expected to be significant since the impacts are local, site-

specific, short term and reversible. The social risk classification for the project is “moderate”. The project is expected to have a positive social impact at the individual and community level in that it will strengthen and modernize judicial and public service management for improved access and quality of serviced delivery in Zanzibar

Table 2: The World Bank’s Environmental and Social standards applicable to project activities are summarized below.

E&S Standard	Relevance
A. Assessment and Management of Environmental and Social Risks and Impacts	ESS1 is relevant to Zi-JUMP because its activities have potential to generate environmental and social risks such as soil and water pollution, increased waste, dust, noise, vibration, soil erosion etc. These risks shall emanate from civil works which includes construction of smart court and renovation of district court. There is also a risk related to use of the buildings by the project including operational accidents and natural hazards including extreme weather events and E -Waste due to deployment of E judiciary systemSite-specific ESIAs and ESMPs will be prepared to recommend E&S measures to be incorporated into designs of the specific subprojects.
B. Labor and Working Conditions	<p>ESS2 is applicable to Zi-JUMP given that the project will employ/engage both skilled and non-skilled workers, including through contractors/ subcontractors, and primary suppliers, to undertake various activities when implementing some of the project activities.</p> <p>The ESS2 is relevant Zi-JUMP because there are certain labor risks for project workers. Labor-related risks include (i) security risks to project workers, (ii) traffic and road safety issues, (iii) inadequate terms and conditions of employment, (iv) health related risk due to poor indoor air quality, inadequate potable water and/or waste water disposal, communicable (covid 19) and non-communicable diseases (v) risks related to man-made or natural disasters (fires, etc.) and (v) occupational health and safety risks. To protect workers, the project will ensure the application and implementation of all appropriate Occupational Health and Safety (OHS) measures, to avoid and manage the risks of ill health, accidents and injuries. Labour Management Plan (LMP) has been prepared to ensure these requirements of</p>

	ESS2 and national law are observed and included in the specifications for contractors.
C. Resource Efficiency and Pollution Prevention and Management	<p>The standard is considered relevant to the Zi-JUMP as the project present Risks/Impacts linked to generation of electronic wastes as well as possible construction and hazardous wastes and used PPEs. For rehabilitation of existing building assessment and management of environmental liabilities (i.e. asbestos, lead based paints, etc.) will be conducted in line with GIIP. The ESMP will assess all these risks/impacts and proposed measures to mitigate them through a waste management plan.</p> <p>The construction of the court buildings will incorporate energy-efficient designs to reduce the need for cooling, ventilation and lighting (green certified); a construction waste management plan to recycle or reuse materials during and after construction; and sustainable drainage systems through the use of perimeter channels, and soft landscaping to reduce water run-off. A forward-looking and flexible design for the court buildings will facilitate the continued efficient use of new/renovated court infrastructure notwithstanding changes to demand and technology over time. The proposed court renovation will incorporate energy-efficient designs and measures, such as heating, ventilation and air-conditioning (HVAC) systems, “smart” lighting controls, and water conservation as foreseen. Measures for resource efficiency (energy, water and raw materials) will be assessed in line with this ESS and WB General EHS guidelines on energy conservation and water conservation.</p>
D. Community Health and Safety	ESS4 is relevant to ZI-JUMP in the sense that, communities’ health and safety issues are associated to typical risks/impacts of construction sites as, dust, noise and vibrations, wastes and labor influx. Some risks/impacts are identified concerning public potential exposure to operational accidents or natural hazards, including extreme weather events. The project will also apply the concept of universal access to the design and construction of such new buildings where technically and financially feasible to

	<p>take in account the needs of handicapped or limited mobility people accessing the facilities. The Contractor will design, construct, operate and decommission the structural elements of the project in accordance with the national legal requirements, the EHSGs (especially, 3.3 Life and Fire Safety (L&FS)), and other GIIP, taking into consideration safety risks and third parties and affected communities. The Contactor will identify and implement measures to address emergency events. The measures will be designed to address the emergency event in a coordinated and expeditious manner; to prevent it from injuring the health and safety of the community; and to minimize, mitigate, and compensate for any impacts that may occur.</p> <p>In order to prevent and mitigate any negative risks and impacts, the project will further identify risks and impacts and propose mitigation measures in accordance with the mitigation hierarchy and the ESS4, the requirements of the Occupational Safety and Health Act No 8 of 2005 and its accompanying regulations and document mitigation measures in the project's ESIA and subproject ESMPs for implementation by the contactor under the supervision of the JoZ.</p>
E. Biodiversity Conservation and Sustainable Management of Living Natural Resources	<p>This ESS is relevant to the Zi-JUMP as there is always a potential risk that some construction/renovation activities may lead to some impacts on natural habitats, biodiversity and land degradation.</p> <p>Where the environmental and social assessment has identified potential risks and impacts on biodiversity or habitats, the Borrower will prepare Biodiversity Management Plan (BMP) in accordance with the mitigation hierarchy and GIIP.</p>
F. Cultural Heritage	<p>This standard is relevant. Due to nature of activities particularly the construction of new Court building (5 District Courts and one Integrated Justice Center (ICJ) which will involve excavation of foundations and construction materials which by chance may encounter any physical cultural resources during subprojects implementation. For such cases risks and impacts of damage of physical cultural</p>

	resources may occur. The project ESMF will include a generic chance finds procedure to assess and manage risks and impacts on physical cultural resources which will be upgraded into a detailed chance find procedure in the ESIA and or ESMPs. Once these intervention areas are identified, the project ESIA will identify project-specific risks and impacts on cultural heritage, tangible and intangible, and develop a Chance Finds Procedure, as well as additional measures as needed.
G. Stakeholder Engagement and Information Disclosure	ESS10 is relevant for all projects given the need to engage with beneficiaries and stakeholders on development activities that affect their lives.

4. POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS AND STANDARD MITIGATION MEASURES

Environmental and Social Management Framework (ESMF) provides potential impacts which are likely to occur during projects implementation that would require mitigation measures. However, during the appraisal stage the impacts are not site specific but rather overall impacts within the overall context of the project. The proposed Zanzibar Judicial Modernization Project (Zi-JUMP) among other components aim to improve the situation at the district court level by financing the construction of seven new smart district courts and the renovation of the district court in Wete, Pemba, to serve approximately 1.3 million people across these eight court districts (69 percent of the total population in Zanzibar). Therefore, the project will involve construction activities and demolition/renovation of old court buildings. It is anticipated that the construction activities will take place in the existing court premises in areas which are already owned by the judiciary and the project fund will not be used in acquisition of new land.

The Environmental Management Act No. 3 of 2015 requires that, any projects should be subjected to environmental assessment prior to its implementation, therefore projection of potential impacts that would arise from this project provides a platform for better environmental and social management and compliance.

This section discusses the project activities versus the likely environmental risks and impacts as well as mitigation measures.

Table 3: Environmental and Social Risks and Mitigation Measures

Subcomponent Activity	Risk and Impacts	Mitigation Measures
Planning and Construction Phase		
	Noise during construction	<ul style="list-style-type: none">Plan activities in consultation with communities so that noisiest activities are undertaken during periods that will result in least disturbance. (Planning phase)Use when needed and feasible noise-control methods such as fences, barriers or deflectors (such as muffling devices for combustion engines or planting of fast-growing trees). (Construction phase)Minimize project transportation through

		<p>community areas. Maintain a buffer zone (such as open spaces, row of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise to the living quarters. (Construction phase)</p> <ul style="list-style-type: none"> ▪ Follow the Environmental and Social Codes of Practice (ECOPs) included in Annex 2
	Air quality	<ul style="list-style-type: none"> ▪ Minimize dust from exposed work sites by applying water on the ground regularly during dry season. (Construction phase) ▪ Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Construction phase) <ul style="list-style-type: none"> ▪ Keep stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals. (Construction phase) ▪ Reduce the operation hours of generators /machines /equipment /vehicles. (Construction phase) ▪ Control vehicle speed when driving through community areas so that dust dispersion from vehicle transport is minimized. (Construction phase) <p>Follow the Environmental and Social Codes of Practice (ECOPs) included in Annex 2.</p>
	Water quality and availability	<ul style="list-style-type: none"> ▪ Activities should not affect the availability of water for drinking and hygienic purposes. (Construction phase) ▪ No soiled materials, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal. (Construction phase) <ul style="list-style-type: none"> ▪ Provision of toilets with temporary septic tank. (Construction phase) ▪ The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of riverbeds or flooding of settlements. (Construction phase)

		<ul style="list-style-type: none"> ▪ Separate concrete works in waterways and keep concrete mixing separate from drainage leading to waterways. (Construction phase) ▪ Follow the Environmental and Social Codes of Practice (ECOPs) included in Annex 2.
	Occupational Health and Safety	<ul style="list-style-type: none"> ▪ When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase) <p>It is useful to consider:</p> <p>Construction place: Are there any hazards that could be removed or should warn people about? The people who will be taking part in construction: Do the participants have adequate skill and physical fitness to perform their works safely?</p> <p>The equipment: Are there checks you could do to make sure that the equipment is in good working order?</p> <p>Do people need any particular skills or knowledge to enable them to use it safely?</p> <p>Electricity Safety: Do any electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measure, aware on identifying burning smell from wires, etc. apply at site?</p> <p>Is the worksite stocked with voltage detectors, clamp meters and receptacle testers?</p> <ul style="list-style-type: none"> ▪ Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles). (Construction phase) ▪ Keep worksite clean and free of debris on daily basis. (Construction phase) ▪ Provision of first aid kit with bandages, antibiotic cream, etc. or health care facilities and enough drinking water. (Construction phase) ▪ Keep corrosive fluids and other toxic materials in properly sealed containers for

		<p>collection and disposal in properly secured areas. (Construction phase)</p> <ul style="list-style-type: none"> ▪ Ensure adequate toilet facilities for workers from outside of the community. (Construction phase) ▪ Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs including at unsafe locations. Do not allow children to play in construction areas. (Construction phase) ▪ Ensure structural openings are covered/protected adequately. (Construction phase) ▪ Secure loose or light material that is stored on roofs or open floors. (Construction phase) ▪ Keep hoses, power cords, welding leads, etc. from laying in heavily travelled walkways or areas. (Construction phase) ▪ Follow the Environmental and Social Codes of Practice (ECOPs) included in Annex2
	Community Health and Safety	<ul style="list-style-type: none"> ▪ Inclusion of buffer strips or other methods of physical separation around project sites to protect the public from major hazards associated with hazardous materials incidents or process failure, as well as nuisance issues related to noise, odors, or other emissions (Planning) ▪ Incorporation of siting and safety engineering criteria to prevent failures due to natural risks posed by earthquakes, wind, flooding, landslides and fire (Planning) ▪ Application of locally regulated or internationally recognized building codes to ensure structures are designed and constructed in accordance with sound architectural and engineering practice, including aspects of fire prevention and response (Planning) ▪ Engineers and architects responsible for

		<p>designing and constructing facilities, building, and other structures should certify the applicability and appropriateness of the structural criteria employed (Planning)</p> <ul style="list-style-type: none"> ▪ If school children are in the vicinity, include traffic safety personnel to direct traffic during school hours, if needed. (Construction phase) ▪ Control driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas. (Construction phase) ▪ During heavy rains or emergencies of any kind, suspend all work. (Construction phase) ▪ Minimizing pedestrian interaction with construction vehicles (Construction) ▪ Collaboration with local communities and responsible authorities to improve signage, visibility and overall safety of roads, particularly along stretches located near schools or other locations where children may be present. Collaborating with local communities on education about traffic and pedestrian safety (e.g. school education campaigns) (Construction) ▪ Coordination with emergency responders to ensure that appropriate first aid is provided in the event of accidents (Construction) ▪ Using locally sourced materials, whenever possible, to minimize transport distances. (Construction)
	Solid and hazardous waste including e-waste	<ul style="list-style-type: none"> ▪ Segregate construction waste as recyclable, hazardous and non-hazardous waste. (Construction phase) ▪ All hazardous wastes must be collected by authorized hazardous waste collector for disposal. ▪ Collect, store and transport construction waste to appropriately designated/ controlled dump sites. (Construction phase) ▪ On-site storage of wastes prior to final

		<p>disposal (including earth dug for foundations) should be at least 300 metres from rivers, streams, lakes and wetlands. (Construction phase)</p> <ul style="list-style-type: none"> ▪ Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other protective equipment for protection in handling highly hazardous materials. (Construction phase) ▪ After each construction site is decommissioned, all debris and waste shall be cleared. (Post-Construction phase)
	Asbestos	<ul style="list-style-type: none"> ▪ If asbestos or asbestos containing materials (ACM) are found at a construction site, they should be clearly marked as hazardous waste. (Construction phase) ▪ The asbestos should be appropriately contained and sealed to minimize exposure. (Construction phase) ▪ Prior to removal, if removal is necessary, ACM should be treated with a wetting agent to minimize asbestos dust. (Construction phase) ▪ If ACM is to be stored temporarily, it should be securely placed inside closed containers and clearly labeled. (Construction phase) ▪ Removed ACM must not be reused. (Construction and post-Construction phase)
	Other existing environmental liabilities (eg lead based paint, waste, contamination, inadequate potable water and/or waste water disposal, unsafe structure or related conditions (fire, etc.), etc)	<ul style="list-style-type: none"> ▪ Selection of buildings for renovations will consider the health and safety of project workers and during and after renovations (Planning) ▪ ESMPs which contain health and safety issues (ie provision of portable water supply/ waste disposal) shall be prepared and implemented (Construction) ▪ Provision of manual firefighting equipment that is easily accessible and simple to use (Construction) ▪ No use of unapproved toxic materials including lead-based paints, unbonded

		<p>asbestos, etc.</p> <ul style="list-style-type: none"> ▪ Defining and labeling fire hazards areas to warn of special rules (e.g. prohibition in use of smoking materials, cellular phones, or other potential spark generating equipment) ▪ Providing specific worker training in handling in fire prevention or suppression
	GBV/SEA/SH risks	<ul style="list-style-type: none"> ▪ This risk will be mitigated by GBV and HIV awareness programs, community security management plan in coordination with local government authorities, functional GRM for both GBV and other grievances, educational campaigns in primary and secondary schools to avoid school dropouts, early pregnancies and early marriages, periodic community engagement during project implementation.
	Labor Influx	<ul style="list-style-type: none"> ▪ This risk can be minimized by sourcing the workforce from the village the work is undertaken and the neighboring villages this is particular to semi -skilled and manual workers. Advertisements and recruitment of works at all levels such as village, district and regional level and discouragement to hire at the gate and project site will reduce the risk of labour influx.
	Other	<ul style="list-style-type: none"> ▪ No cutting of trees or destruction of vegetation other than on construction site. JoZ will procure locally sourced materials consistent with traditional construction practices in the communities. (Planning phase) ▪ No hunting, fishing, capture of wildlife or collection of plants. (Construction phase) ▪ No disturbance of cultural or historic sites. (Planning and Construction phases)
Operationphase		

	Increase of Solid and Hazardous Waste generation including e-waste	<ul style="list-style-type: none"> ▪ Waste should be segregated at the point of generation ▪ All hazardous wastes (if any) including e-waste must be collected by authorized hazardous waste collector for disposal. • Recycle and reuse in order to minimize wastes to be disposed • Ensure efficient use of office materials to avoid unnecessary waste • Collect and sort solid waste prior to disposal process • Ensure application of E-waste management guidelines and comply to the requirements.
	Wastewater	<ul style="list-style-type: none"> ▪ Wastewater from these facilities should be collected and treated before disposal according to District council regulations. ▪ Wastewater should not be allowed to contaminate the soil or water body
	Community Health and Safety	<ul style="list-style-type: none"> ▪ The quality of water supplied to the buildings should comply with national acceptable standards. ▪ Ensure the sustainability of the water supply by involving the community in its management to minimize the dependency in the long-term. ▪ Project activities should not compromise the availability of water for personal hygiene needs and should take account of potential future increases in demand. ▪ Architects and professional consulting engineers should demonstrate that buildings meet life and fire safety objectives. ▪ Life and fire safety systems and equipment should be designed and installed using appropriate prescriptive standards and/or performance-based design, and sound engineering practices. ▪ Life and fire safety design criteria for all existing buildings should incorporate all local building codes and fire department regulations. ▪ The contractor should prepare Emergency

		<p>Preparedness and Response Plan that should cover:</p> <ul style="list-style-type: none"> • Planning Coordination: This should include procedures for: Informing the public and emergency response agencies. Documenting first aid and emergency medical treatment Taking emergency response actions • Reviewing and updating the emergency response plan to reflect changes and ensuring that the employees are informed of such changes. • Emergency Equipment: The plan should include procedures for using, inspecting, testing, and maintaining emergency response equipment. • Training: Employees should be trained in any relevant procedures
	Increased efficient to court services. The operation of new modern/renovated buildings for court services with modern facilities, increased number of chamber courts, ICT services, increased offices for staff and court files, will increase efficient to court services.	<ul style="list-style-type: none"> • Regular service of ICT facilities at the building <ul style="list-style-type: none"> ▪ Maintenance to the building to prevent deterioration • Ensure the building is clean and safety measures in place all the time
	Improved workplace environment. The new constructed/renovated court buildings will be modern with many facilities such as ICT services, fire system, First Aid services, chamber court rooms,	<ul style="list-style-type: none"> • Maintenance to the building to prevent deterioration • Regular service of ICT facilities • Ensure First Aid kit is checked on regular basis to ensure its well stocked • Ensure the building is clean and safety measures are in place

	resting rooms, good lighting, water services, etc. The infrastructure and the conditions of the modern buildings make it to be a good working place to Judiciary workers as well as other users including the clients.	
	Health and safety risks. Risks and hazards may be associated with poor working practices, fire sources, equipment type, level of safety knowledge to workers, type of materials handled and prolonged working hours along with excessive concentration leading to fatigue.	Provide trainings on relevant health and safety measures to workers regularly. <ul style="list-style-type: none"> • Ensure availability of first aid kit, staffed and equipped to provide first aid services • To ensure firefighting equipment are in all new and renovated court buildings <ul style="list-style-type: none"> ▪ Fire risks in court buildings should also be carefully managed.

4.1. Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

“Disadvantaged and vulnerable groups” refer to persons who may be disproportionately impacted or further disadvantaged by the project(s) compared with other groups due to their vulnerable status (for example, due to age, gender identity, sexual orientation, ethnicity, disability, economic disadvantages, etc.) and may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project.

Table 4: Risks and Mitigation Measures

Subcomponent Activity	Risks and Impacts	Mitigation Measures
	Exclusion of disadvantaged and vulnerable households	<ul style="list-style-type: none"> ▪ Conduct inclusive and accessible consultations with community members, community leaders and representatives, and local authorities.

		<ul style="list-style-type: none"> ▪ Provide transparent information on project activities, benefits, and eligibility criteria to communities, through accessible channels, trusted intermediaries, and in relevant ethnic languages. ▪ Proactively identify, consult with, and reach out to disadvantaged and vulnerable groups and households (through surveys, consultations, or other means, as appropriate). ▪ For livelihood assistance activities, include specific measures to address the potential obstacles to access for disadvantaged and vulnerable groups. For example, if electronic money transfers are not accessible to certain households, ensure cash transfer. ▪ Ensure that the grievance/beneficiary feedback mechanism is accessible by disadvantaged and vulnerable groups through raising awareness among these groups and in relevant ethnic languages, providing different intake channels, etc.
	Participation of women in decision-making processes)	<ul style="list-style-type: none"> ▪ JoZ should include community stakeholders in the ownership and decision making to encourage the marginalized groups to decide on self-management and financing of the operations in agriculture sector that enable better market linkages.

		<ul style="list-style-type: none"> ▪ Adequate communication framework to ensure VMPs voices are heard, pending issues resolved and grievances heard
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4.2. Planning and Design Considerations for Avoidance of Environmental and Social Risks and Impacts

- The planning phase of Zi-JUMP shall involve all the steps to be followed by contractor; start with the construction. These include the approvals from all the relevant authorities such as ZEMA. The planning is the initial phase of the project. This involves various activities that aim at ensuring that the project meets all the requirements and gets approvals prior to the actual physical developments. In the early stages of this phase, the proponent selects the project experts and makes consultative meetings with them. In turn, the appointed experts in consultation with the entire team undertake various designs and submit the same to various authorities for approval. The architects, who are also the lead consultants, undertake design of the designs, which shall be submitted to the relevant authorities for approval.
- The Zi-JUMP design will integrate some mitigation measures with a view to ensuring compliance with the applicable laws and procedures as well as the legislation and regulatory framework that govern environmental, social, and worker and community health and safety. To this effect, the proposed project shall be developed to the required planning/architectural/ structural standards of all respective Ministries and agencies. Careful sitting, planning and design of the development to ensure that it is compatible to its surroundings and is in line with construction standards. To address issues to do with waste management, sound waste management policies and procedures will be adopted in accordance with the Environmental management regulations during both the implementation and operational phases. Waste shall be reduced at source and all avenues towards recycling explored such as backfilling using excavated suitable materials and debris, which will ensure environmental enhancement over and above saving on costs. All waste that cannot be recycled should be dumped in approved dumpsite. Other considerations include:
- The Zi-JUMP shall set out clearly defined E&S procedures to screen subprojects (application of exclusion list, review of industry sector and technical aspects of each subproject) and conduct due diligence to evaluate E&S risk and assign risk

categories (low, moderate, substantial and high risk). If the risk is high/substantial the subproject shall be excluded or will undergo modification to reduce the risk

- There shall be systems/processes for due diligence and subsequent monitoring within JoZ/to evaluate, monitor, review and manage E&S risks and impacts of the subprojects.
- Including a budget for environmental and social specialists position designated for reporting on the ESMF/ESMPs/EHS performance of subprojects as well as providing training and capacity building on ESMF/ESMPs procedures and performance.
- Establishing external communications mechanism, including a Stakeholder Engagement Plan and a Grievance Mechanism; and
- In addition, this ESMF specifically include the project's exclusion list (Table 3) which explicitly include projects involving substantial and high-risk sectors (e.g. mining, forest plantations, etc.) and activities, such as involuntary resettlement (all new land acquisition will be excluded from project financing); involving harmful child labor or forced labor; destruction of natural and critical natural habitats; production or commercialization of any product or activity considered illegal according to the laws or regulations of Zanzibar; production or trade of alcoholic beverages (except beer and wine); production, trade, storage or transport of large volumes of hazardous chemicals; and any dams that would be considered a high or substantial risk to support.

5. PROCEDURES AND IMPLEMENTATION ARRANGEMENTS

5.1. Environmental and Social Risk Management Procedures

The environmental and social risk management procedures will be implemented through the Project's subproject selection process, table 5 below illustrates the procedures.

Table 5: Procedures

Project Stage	E&S Stage	E&S Management Procedure
A. Assessment and Analysis: Subproject identification	Screening	<ul style="list-style-type: none"> ▪ During subproject identification, ensure subproject eligibility by referring to the Exclusion List in table 5 below. ▪ For all activities, use the Screening Form in Annex 1 to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject. ▪ Identify the documentation, permits, and clearances required under the government's Environmental Regulation.
B. Formulation and Planning: Planning for subproject activities, including human and budgetary resources and monitoring measure	Planning	<ul style="list-style-type: none"> ▪ Based on Screening Form adopt and/or prepare relevant environmental and social procedures and plans (ie. ESMP etc.). ▪ For activities requiring Environmental and Social Management Plans (ESMPs) submit the first 5 ESMPs for prior review and no objection by the World Bank prior to initiating bidding processes (for subprojects involving bidding processes) and/or launching activities (for subproject activities not subject to bidding). Then Implement the approved ESMPs. ▪ Ensure that the contents of the

		<p>ESMPs are shared with relevant stakeholders in an accessible manner and consultations are held with the affected communities in accordance with the SEP.</p> <ul style="list-style-type: none"> ▪ Complete all documentation, and obtain permits, and clearances required under the government's Environmental Regulation. ▪ Train staff responsible for implementation and monitoring of plans and EHS mitigation measures (including reporting). ▪ Incorporate relevant environmental and social requirements procedures and plans into contractor bidding documents, and train contractors on relevant procedures and plans. ▪ Ensure that the contents of the ESMP incorporate operation and maintenance procedures for various subprojects (service delivery, safe houses, childcare)
C. Implementation and Monitoring: Implementation support and continuous monitoring for project	Implementation	<ul style="list-style-type: none"> ▪ Ensure implementation of EHS requirements through site visits, regular reporting and reporting of ESHS incidents (per ESCP requirements) from the field, and other planned monitoring. ▪ Track grievances/beneficiary feedback. ▪ Continue awareness raising and/or training for relevant staff, volunteers, contractors, communities. ▪ Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation of Subproject ESMPs are carried out in

		accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.
D. Review and Evaluation: Qualitative, quantitative, and/or participatory data collection on a sample basis	Completion	<ul style="list-style-type: none"> ▪ Assess whether plans have been effectively implemented. ▪ Ensure that physical sites are properly restored.

More detail for each stage is provided here below.

A. Subproject Assessment and Analysis – E&S Screening

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

Table 6: Exclusion List

- | |
|---|
| <ul style="list-style-type: none">• Any construction in protected areas or priority areas for biodiversity conservation, as defined in national law• Activities that have the potential to cause any significant loss or degradation of critical natural habitats, whether directly or indirectly, or which would lead to adverse impacts on natural habitats• Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes• Activities involving changing forestland into agricultural land or logging activities in primary forest• Purchase or use of banned/restricted pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides)• Construction of any new dams or rehabilitation of existing dams including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water• Activities that involve the use of international waterways• Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures• Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral, or social development• Any activity on land that has disputed ownership or tenure rights• Any activity that will cause physical relocation of households or will require the use of eminent domain• Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA)• Any activity that will require Free, Prior and Informed Consent (FPIC) as defined in ESS7. |
|---|

As a second step, the Judiciary-PIU will use the E&S Screening Form in Annex 1 to identify and assess relevant environmental and social risks specific to the activities and

identify the appropriate mitigation measures. The Screening Form lists the various mitigation measures and plans that may be relevant for the specific activities (such as the Environmental and Social Codes of Practice, the Environmental and Social Management Plan, the Labor Management Procedures, Chance Find Procedures, etc.). EHS monitoring measures and indicators for each subproject shall be included in the ESMP provided in annex 3

The PIU will also identify the documentation, permits, and clearances required under the government's Environmental Regulation.

B. Subproject Formulation and Planning – E&S Planning

Based on the process above and the Screening Form, the PIU will adopt the necessary environmental and social management measures already included in the Annexes of this ESMF (such as the ESCOPs, etc.) or develop relevant site-specific environmental and social management plans.

If site-specific ESMPs are necessary, the PIU will prepare these ESMPs and other applicable documents as needed. The PIU will provide approval and compile ESMPs and other applicable forms. The contents of the ESMPs will be shared with relevant stakeholders in an accessible manner, and consultations will be held with the affected communities on the environmental and social risks and mitigation measures. If certain subprojects or contracts are being initiated at the same time or within a certain location, an overall ESMP covering multiple subprojects or contracts can be prepared.

The ESMPs in each category of subproject or a different number to be agreed with the World Bank will also be submitted to the World Bank for prior review and no objection. After this first 5, the World Bank and the JoZ-PIU will reassess whether prior review is needed for further ESMPs or a certain category of ESMPs (for example, for activities exceeding a certain budget, for certain types of activities).

The JoZ-PIU will also complete the documentation, permits and clearances required under the government's Environmental Regulation before any project activities begin.

At this stage, staff who will be working on the various subproject activities should be trained in the environmental and social management plans relevant to the activities they work on. The JoZ-PIU should provide such training to field staff. The PIU shall also ensure adequate EHS terms and conditions are in contract bids and contracts. In addition, the PIU shall ensure adequate EHS measures are included in operation phase plans/procedures for subprojects (e.g., service delivery, safe houses)

The JoZ –PIU should also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for civil works. JoZ will provide training to selected contractors to ensure that they understand and incorporate environmental and social mitigation measures; and plan for cascading training to be delivered by contractors to subcontractors and vendors. The JoZ-PIU should further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on operations stage environmental and social management measures as applicable.

C. Implementation and Monitoring – E&S Implementation

During implementation, the JoZ-PIU will conduct regular monitoring visits. If there are contractors implementing subproject activities, the contractors will be responsible for implementing the mitigation measures in the E&S risk management documents, with PIU oversight.

The JoZ will ensure that monitoring practices include the environmental and social risks identified in the ESMF and will monitor the implementation of E&S risk management mitigation requirements as part of regular project monitoring.

At a minimum, the reporting will include (i) the overall ESMF implementations, (ii) Subproject E&S performance, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP. Reports from the local levels will be submitted to the JoZ -PIU at the national level, where they will be aggregated and submitted to the World Bank on a quarterly or biannual basis.

Throughout the Project implementation stage, the JoZ -PIU will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 5.6.

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

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

D. Review and Evaluation – E&S Completion

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

The table 7 below summarizes the roles and responsibilities regarding the implementation arrangements for environmental and social management

Table 7: Implementation Arrangements

Level/Responsible Party	Roles and Responsibilities
National Level Judiciary Steering Committee (PSC) Project Reform Delivery Unit	<ul style="list-style-type: none"> • Provide support, oversight, and quality control to field staff working on environmental and social risk management. • Collect, review, and provide quality assurance and approval to Screening Forms and ESMPs as relevant. Keep documentation of all progress. • Oversee overall implementation and monitoring of environmental and social mitigation and management activities, compile progress reports from local levels/subprojects, and report to the World Bank on a quarterly or biannual basis. • Train central and field staff and contractors who will be responsible for implementing the ESMPs. • Ensure that all bidding and contract documents include all relevant E&S management provisions per screening forms, ESMPs, and ESCOPs.

Community Level -Shehia Leader	<ul style="list-style-type: none"> • Oversee daily implementation and monitoring of environmental and social mitigation measures, and report progress and performance to the district level on a monthly basis.
Local contractors	<ul style="list-style-type: none"> • Comply with the Project's environmental and social mitigation and management measures as specified in ESMPs, ESCOPs, and contract documents, as well as national and local legislation. • Take all necessary measures to protect the health and safety of workers and community members, and avoid, minimize, or mitigate any environmental harm resulting from project activities.

5.2. Proposed Training and Capacity Building

Table 8: Proposed Training and Capacity Building Approach

Level	Responsible party	Audience	Topics/Themes that May Be Covered
National level	World Bank	National staff responsible for overall implementation of ESMF	ESMF and approach: <ul style="list-style-type: none"> ▪ Identification and assessment of E&S risks ▪ Selection and application of relevant E&S risk management measures/instruments ▪ E&S monitoring and reporting ▪ Incident and accident reporting ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of SEP and the grievance/beneficiary feedback mechanism
Regional level	National staff	Regional staff Contractors	ESMF and approach: <ul style="list-style-type: none"> ▪ Identification and assessment of E&S risks ▪ Selection and application of relevant E&S risk management measures

			<ul style="list-style-type: none"> ▪ E&S monitoring and reporting ▪ Incident and accident reporting ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of SEP and the grievance/beneficiary feedback mechanism
Local/site level	Regional staff	Local staff Local contractor	<ul style="list-style-type: none"> ▪ Application of SEP and the grievance/beneficiary feedback mechanism ▪ Application of LMP, including Code of Conduct, incident reporting, SEA/SH, COVID-19 mitigation ▪ Application of ESCOPs or ESMPs, as relevant ▪ Selection and application of relevant E&S risk management measures ▪ E&S monitoring and reporting
Community level	Local staff	Community members Community Workers, if relevant	<ul style="list-style-type: none"> ▪ Basic OHS measures and Personal Protective Equipment ▪ Community health and safety issues ▪ Worker Code of Conduct ▪ SEA/SH issues, prevention, measures ▪ COVID-19 mitigation ▪ Grievance redress ▪ Workers' grievance redress ▪ Environmental pollution issues, land degradation ▪ Efficient use of water and energy

6. STAKEHOLDER ENGAGEMENT, DISCLOSURE, AND CONSULTATIONS

As from 24th December 2023 to 3rd January 2024, the JoZ held the stakeholder's consultation at Kengeja, Kinduni, Kijichi, Makunduchi and Kigunda. The stakeholder's consultation was a primary tool to elevate participation of stakeholders in the process of project design and implementation. The JoZ has undertaken Stakeholder Consultation to engage the affected persons and groups in the aforementioned Shehia. Besides, affected communities, the consultation mainstreamed into the Community leaders (Sheha), women, youths vulnerable, disadvantaged and District officials. The consultation focused at the project construction and post construction phases. In this way stakeholder's consultation was not only helpful in informing, sensitizing and gathering inputs but was is massively helpful in achieving a socially acceptable, smooth and inclusive involvement.

6.1. Introduction of Stakeholder engagement and disclosure

These are requirements in the national EIA regulations as well as World Bank ESF standards in particular ESS10. The process of stakeholder engagement is based on the following key principles: providing information to all stakeholders through different media platforms; promoting dialogue between all stakeholders and civil society players if needed; and promoting access to project information by availing it to all stakeholders at all levels. Stakeholder engagement and information disclosure in the Zi JUMP will be guided by the project's Stakeholder Engagement Plan (SEP)

6.2. Stakeholder Identification

The project has conducted stakeholder mapping and identified all the direct and indirect effects of project stakeholders. More information on the project-identified stakeholders and the consultations can be accessed in the project SEP document disclosed in JOZ website.

Summary of Stakeholder Engagement During Project Preparation

During project preparation, three public consultation meetings were conducted between 24th December 2023 and 3rd January 2024 by the Judiciary of Zanzibar in Pemba and Unguja. Objectives of these consultations were, informing stakeholders regarding the upcoming project, and sharing project design, potential risks, and mitigation measures. During the meetings, the team collected stakeholders' views and comments on the project. Consultations took place in, Kengeja, Kinduni, Kijichi, Makunduchi, and Kigunda shehia/village. Total of 147 participants attended these consultations including District officials, Shehia baraza, Councilors, Police gender desk, prisons, NGO's, Court officials,

women representatives, special needs, youth representatives, and village elders. The key issues were the overall objectives and description of the project preparations so as to raise their awareness of the project and its components.

Issues discussed during consultations were related to land acquisition, location of the court, priorities to shehia members, employment, GRM for workers and community members. Other concerns were, the establishment of community police, and restrictions of communities using different resources such as water. These restrictions are usually posed by contractors. These concerns were considered by the project team

Annex 1. Screening Form

The objective of the screening form is to guide the JoZ-PIU in 1) assessing the various environmental and social risks and impacts that different sub-project activities will pose, and 2) selecting the right environmental and social management plans that will be applicable to those sub-project activities. One of the key considerations is whether the sub-project activities can use pre-prepared management measures already included in the ESMF, such as ESCOPs, the simplified LMP or a Pesticide Management Plan OR whether sub-project activities require the preparation of site-specific management instruments.

The screening form below goes through each ESS and asks the Borrower whether sub-project activities will result in certain key environmental and social impacts. Based on these, it instructs the Borrower which management plans to prepare and/or use. The Screening Form is meant to exclude certain activities as well, for example, any activity that may pose significant or high risk, degrade critical habitats or involve physical displacement.

The E&S Screening procedure comprises of two stages-process: (1) Initial screening by using the **Exclusion List** in Table 5 of the ESMF; and (2) Screening the proposed activities to identify the approach for E&S risk management. This Screening Form is the second stage of screening process and is to be used for all subproject activities. The completed forms will be signed and kept in the Project ESF file. The World Bank may review a sample of the forms during implementation support visits.

1. Subproject Information:

Subproject Title	
Subproject Location	
Regional Unit in Charge	
Estimated Cost	
Start/Completion Date	
Brief Description of Subproject	

2. Environmental and Social Screening Questionnaires

Questions	Answer		Next Steps
	Yes	No	

ESS1			
1. Is the subproject likely to have significant adverse environmental impacts that are sensitive and unprecedented that trigger the 'Ineligible Activities' or other exclusion criteria?			If "Yes": Exclude from project.
<p>Questions 2 and 3 below are examples. These two are critical questions in the Screening Form, as they will determine whether a sub-project can use pre-prepared ESCOPs included in Annex 2 or needs to prepare a site-specific ESMP. If all the sub-projects are expected to be low risk, then all sub-projects may be able to use the pre-prepared ESCOPs. However, if there are some sub-project activities, such as construction of community bridges, which may propose moderate risk, these may require site-specific ESMPs to be prepared. Think of the sub-project activities in your project and separate those that may be low risk and those that may be moderate risk.</p> <p>2. Does the subproject involve <u>new construction or significant expansion</u> of ponds, solid waste management systems, shelters, roads (including access roads), community centers, schools, bridges and jetties?</p>			<p>If "Yes":</p> <ol style="list-style-type: none"> 1. Prepare a site-specific E&S Assessment and/or ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
3. Does the subproject involve <u>renovation or rehabilitation</u> of any small-scale infrastructure, such as groundwater wells, latrines, showers/washing facilities, or shelters?			<p>If "Yes":</p> <ol style="list-style-type: none"> 1. Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the questions below raises specific environmental risks and requires a site-specific ESMP).

			3. Include E&S risk management measures in bidding documents.
4. Will construction or renovation works require new borrow pits or quarries to be opened?			If “Yes”: 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 2 2. Include E&S risk management measures in bidding documents.
5. Does the project lead to any risks and impacts on, individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable. ¹			If “Yes”: Apply relevant measures described in the ESMF and SEP.
ESS2			
6. Does the subproject involve uses of goods and equipment involving forced labor, child labor, or other harmful or exploitative forms of labor?			If “Yes”: Exclude from project.
7. Does the subproject involve recruitment of workforce including direct, contracted, primary supply, and/or community workers?			If “Yes”: Apply LMP in Annex 4.
8. Will the workers be exposed to workplace hazards that needs to be managed in accordance with local regulations and EHSGs? Do workers need PPE relative to the potential risks and hazards associated with their work?			If “Yes”: Apply LMP in Annex 4.
9. Is there a risk that women may be underpaid when compared to men when working on the project construction?			If “Yes”: Apply LMP in Annex 4.
ESS3			

¹ “Disadvantaged or vulnerable” refers to those individuals or groups who, by virtue of, for example, their age, gender, ethnicity, religion, physical, mental or other disability, social, civic or health status, sexual orientation, gender identity, economic disadvantages or ethnic peoples status, and/or dependence on unique natural resources, may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project’s benefits.

10. Is the project likely to generate solid or liquid waste that could adversely impact soils, vegetation, rivers, streams or groundwater, or nearby communities?			<p>If “Yes”:</p> <ol style="list-style-type: none"> 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
11. Do any of the construction works involve the removal of asbestos or other hazardous materials?			<p>If “Yes”: Apply asbestos guidance provide in the ESCOP</p>
12. Are works likely to cause significant negative impacts to air and / or water quality?			<p>If “Yes”:</p> <ol style="list-style-type: none"> 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
13. Does the activity rely on existing infrastructure (such as discharge points) that is inadequate to prevent environmental impacts?			<p>If “Yes”:</p> <ol style="list-style-type: none"> 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in bidding documents.
14. Is there any potential to have impact on soil or water bodies due to agro-chemicals (e.g., pesticides) used in farmlands due to the consequences of the subproject activities (e.g., development of irrigation system, agriculture related activities, seed and fertilizer assistance, procurement of pesticides)?			<p>If “Yes”: Apply Fertilizer and Pest Management Plan in Annex 7.</p>
ESS4			
15. Is there a risk of increased community exposure to communicable disease (such as COVID-19, HIV/AIDS, Malaria), or increase in the risk of traffic related			<p>If “Yes”: Apply LMP in Annex 4 and relevant measures in SEP.</p>

accidents?			
16. Is an influx of workers, from outside the community, expected? Would workers be expected to use health services of the community? Would they create pressures on existing community services (water, electricity, health, recreation, others?)			If “Yes”: Apply LMP in Annex 4.
17. Is there a risk that SEA/SH may increase as a result of project works?			If “Yes”: Apply LMP in Annex 4.
18. Would any public facilities, such as schools, health clinic, church be negatively affected by construction?			If “Yes”: Apply relevant measures based on the ESCOPs in Annex 2 (unless one of the other questions in the screening form raises specific environmental and social risks and requires a site-specific ESMP).
19. Will the subproject require the government to retain workers to provide security to safeguard the subproject?			If “Yes”: Prepare a site-specific ESMP for the proposed subproject, including an assessment of potential risks and mitigation measures of using security personnel.
ESS5			
20. Will the subproject require the involuntary acquisition of new land (will the government use eminent domain powers to acquire the land)? ²			If “Yes”: Refer to and apply the project Resettlement Framework (RF).
21. Will the subproject lead to temporary or permanent physical displacement (including people without legal claims to land)?			If “Yes”: Refer to and apply the project RF.
22. Will the subproject lead to economic displacement (such as loss of assets or			If “Yes”: Refer to and apply the project RF.

² Environmental and Social Standard 5, Footnote 10: “In some circumstances, it may be proposed that part or all of the land to be used by the project is donated on a voluntary basis without payment of full compensation. Subject to prior Bank approval, this may be acceptable providing the Borrower demonstrates that: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor’s remaining land area below that required to maintain the donor’s livelihood at current levels; (d) no household relocation is involved; (e) the donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached.”

livelihoods, or access to resources due to land acquisition or access restrictions)?			
23. Has the site of the subproject been acquired through eminent domain in the past 5 years, in anticipation of the subproject?			If "Yes": Refer to and apply the project RF.
24. Are there any associated facilities needed for the subproject (such as access roads or electricity transmission lines) that will require the involuntary acquisition of new land?			If "Yes": Refer to and apply the project RF.
25. Is private land required for the subproject activity being voluntarily donated to the project? ³			If "Yes": Refer to and apply the project RF.
ESS6			
26. Does the subproject involve activities that have potential to cause any significant loss or degradation of critical habitats ⁴ whether directly or indirectly, or which would lead to adverse impacts on natural habitats ⁵ ?			If "Yes": Exclude from project.
27. Will the project involve the conversion or degradation of non-critical natural habitats?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Include E&S risk management measures in

³ Environmental and Social Standard 5, Footnote 10: "In some circumstances, it may be proposed that part or all of the land to be used by the project is donated on a voluntary basis without payment of full compensation. Subject to prior Bank approval, this may be acceptable providing the Borrower demonstrates that: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the donor's livelihood at current levels; (d) no household relocation is involved; (e) the donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land. The Borrower will maintain a transparent record of all consultations and agreements reached."

⁴ Environmental and Social Standard 6, paragraph 23: "Critical habitat is defined as areas with high biodiversity importance or value, including (a) Habitat of significant importance to Critically Endangered or Endangered species, as listed in the IUCN Red List of threatened species or equivalent national approaches; (b) Habitat of significant importance to endemic or restricted-range species; (c) Habitat supporting globally or nationally significant concentrations of migratory or congregatory species; (d) Highly threatened or unique ecosystems; and (e) Ecological functions or characteristics that are needed to maintain the viability of the biodiversity values described above in (a) to (d)."

⁵ Environmental and Social Standard 6, paragraph 21: "Natural habitats are areas composed of viable assemblages of plant and/or animal species of largely native origin, and/or where human activity has not essentially modified an area's primary ecological functions and species composition."

			bidding documents.
28. Will this activity require clearance of mangroves?			If "Yes": Exclude from project.
29. Will this activity require clearance of trees, including inland natural vegetation?			If "Yes": 1. Prepare a site-specific ESMP for the proposed subproject, based on the template in Annex 3. 2. Exclude from project if more than x hectares of tree and vegetation cutting is expected. 2. Include E&S risk management measures in bidding documents.
30. Will there be any significant impact on any ecosystems of importance (especially those supporting rare, threatened or endangered species of flora and fauna)?			If "Yes": Exclude from project.
ESS7			
31. Are there any Indigenous Peoples or Sub-Saharan African Historically Underserved Traditional Local Communities present in the subproject area and are likely to be affected by the proposed subproject negatively?			If "Yes": Prepare an Indigenous Peoples Plan OR Include the requirements of an Indigenous Peoples Plan in the SEP.
ESS8			
32. Is the subproject to be located adjacent to a sensitive site (historical or archaeological or culturally significant site) or facility?			If "Yes": Apply Chance Find Procedures in Annex 5.
33. Locate near buildings, sacred trees or objects having spiritual values to local communities (e.g. memorials, graves or stones) or require excavation near there?			If "Yes": Apply Chance Find Procedures in Annex 5.

3. Conclusion

Based on the result from the screening above, please list the E&S risk management instruments to be prepared / adopt and implemented:

- a) Environmental and Social Codes of Practice (ESCOP)

b) Labor Management Plan (LMP)

Name and title of person who conducted screening:

Date of screening:

Annex 2. Environmental and Social Codes of Practice (ESCOP)

These are examples of ESCOPs, if relevant for your Project activities. ESCOPs are pre-prepared environmental and social risks management measures for standard construction, livelihood or household support activities. The ones below are examples. Depending on the activities in your Project, you can include and exclude certain sections, as well as add new ones. For more detailed examples of standard environmental and social risk management measures refer to the World Bank Group Environmental, Health and Safety (EHS) Guidelines, which offer general and industry-specific measures.

You should fill out the "Responsibility" column with the relevant party responsible to implement the actions in the ESCOP, such as the project implementation unit, the local implementing unit, the contractor, or project beneficiaries (in certain community infrastructure or livelihoods activities).

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

The ESCOPs in this section are divided into:

- a. ESCOPs for infrastructure subprojects (general guidelines and technical guidelines)
- b. ESCOPs for livelihood support subprojects
- c. ESCOPs for delivery of food and non-food items

a. ESCOPs for Infrastructure Subprojects

General ESCOP for Infrastructure Subprojects

Issue	Environmental Prevention/Mitigation Measures	Responsible Party
1. Noise during construction	a) Plan activities in consultation with communities so that noisiest activities are undertaken during periods that will result in least disturbance.	Contractor /Project E&S Specialist

on	<p>(Planning phase)</p> <p>b) Use when needed and feasible noise-control methods such as fences, barriers or deflectors (such as muffling devices for combustion engines or planting of fast-growing trees). (Implementation phase)</p> <p>c) Minimize project transportation through community areas. Maintain a buffer zone (such as open spaces, row of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise to the living quarters. (Implementation phase)</p>	
2.	<p>a) Schedule construction during dry season. (Planning phase)</p> <p>b) Contour and minimize length and steepness of slopes. (Implementation phase)</p> <p>c) Use mulch, grasses or compacted soil to stabilize exposed areas. (Implementation phase)</p> <p>d) Cover with topsoil and re-vegetate (plant grass, fast-growing plants/bushes/trees) construction areas quickly once work is completed. (Post-Implementation phase)</p> <p>e) Design channels and ditches for post-construction flows and line steep channels/slopes (e.g., with palm fronds, jute mats, etc.). (Post-Implementation phase)</p>	Contractor /Project E&S Specialist
3. Air quality	<p>a) Minimize dust from exposed work sites by applying water on the ground regularly during dry season. (Implementation phase)</p> <p>b) Avoid burn site clearance debris (trees, undergrowth) or construction waste materials. (Implementation phase)</p> <p>c) Keep stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals. . (Implementation phase)</p> <p>d) Reduce the operation hours of generators /machines /equipment /vehicles. (Implementation phase)</p> <p>e) Control vehicle speed when driving through</p>	Contractor /Project E&S Specialist

	community areas is unavoidable so that dust dispersion from vehicle transport is minimized. (Implementation phase)	
4. Water quality and availability	<ul style="list-style-type: none"> a) Activities should not affect the availability of water for drinking and hygienic purposes. (Implementation phase) b) No soiled materials, solid wastes, toxic or hazardous materials should be stored in, poured into or thrown into water bodies for dilution or disposal. (Implementation phase) c) Avoid the use of waste water pools particularly without impermeable liners. d) Provision of toilets with temporary septic tank. (Implementation phase) e) The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of river beds or flooding of settlements. (Implementation phase) f) Separate concrete works in waterways and keep concrete mixing separate from drainage leading to waterways. (Implementation phase) 	Contractor /Project E&S Specialist
5. Solid and hazardous waste	<ul style="list-style-type: none"> a) Segregate construction waste as recyclable, hazardous and non-hazardous waste. (Implementation phase) b) Collect, store and transport construction waste to appropriately designated/ controlled dump sites. (Implementation phase) c) On-site storage of wastes prior to final disposal (including earth dug for foundations) should be at least 300 metres from rivers, streams, lakes and wetlands. (Implementation phase) d) Use secured area for refuelling and transfer of other toxic fluids distant from settlement area (and at least 50 metres from drainage structures and 100 metres from important water bodies); ideally on a hard/non-porous surface. (Implementation phase) e) Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear and other 	Contractor /Project E&S Specialist

	<p>protective equipment for protection in handling highly hazardous materials. (Implementation phase)</p> <p>f) Collect and properly dispose of small amount of maintenance materials such as oily rags, oil filters, used oil, etc. Never dispose spent oils on the ground and in water courses as it can contaminate soil and groundwater (including drinking water aquifer). (Implementation phase)</p> <p>g) After each construction site is decommissioned, all debris and waste shall be cleared. (Post-Implementation phase)</p>	
6. Asbestos	<p>a) If asbestos or asbestos containing materials (ACM) are found at a construction site, they should be clearly marked as hazardous waste. (Implementation phase)</p> <p>b) The asbestos should be appropriately contained and sealed to minimize exposure. (Implementation phase)</p> <p>c) Prior to removal, if removal is necessary, ACM should be treated with a wetting agent to minimize asbestos dust. (Implementation phase)</p> <p>d) If ACM is to be stored temporarily, it should be securely placed inside closed containers and clearly labeled. (Implementation phase)</p> <p>e) Removed ACM must not be reused. (Implementation and post-implementation phase)</p>	Contractor /Project E&S Specialist
7. Health and Safety	<p>a) When planning activities of each subproject, discuss steps to avoid people getting hurt. (Planning phase)</p> <p>It is useful to consider:</p> <ul style="list-style-type: none"> • Construction place: Are there any hazards that could be removed or should warn people about? • The people who will be taking part in construction: Do the participants have 	PIU/Contractor /Project E&S Specialist

	<p>adequate skill and physical fitness to perform their works safely?</p> <ul style="list-style-type: none"> • The equipment: Are there checks you could do to make sure that the equipment is in good working order? Do people need any particular skills or knowledge to enable them to use it safely? • Electricity Safety: Do any electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measure, aware on identifying burning smell from wires, etc. apply at site? Is the worksite stocked with voltage detectors, clamp meters and receptacle testers? <p>b) Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles). (Implementation phase)</p> <p>c) Follow the below measures for construction involve work at height (e.g. 2 meters above ground (Implementation phase):</p> <ul style="list-style-type: none"> • Do as much work as possible from the ground. • Do not allow people with the following personal risks to perform work at height tasks: eyesight/balance problem; certain chronic diseases – such as osteoporosis, diabetes, arthritis or Parkinson’s disease; certain medications – sleeping pills, tranquillisers, blood pressure medication or antidepressants; recent history of falls – having had a fall within the last 12 months, etc. • Only allow people with sufficient skills, knowledge and experience to perform the task. • Check that the place (eg a roof) where work at height is to be undertaken is safe. • Take precautions when working on or near 	
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	<p>fragile surfaces.</p> <ul style="list-style-type: none"> • Clean up oil, grease, paint, and dirt immediately to prevent slipping; and • Provide fall protection measures e.g. safety harness, simple scaffolding/guard rail for works over 4 meters from ground. <p>d) Keep worksite clean and free of debris on daily basis. (Implementation phase)</p> <p>e) Provision of first aid kit with bandages, antibiotic cream, etc. or health care facilities and enough drinking water. (Implementation phase)</p> <p>f) Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas. (Implementation phase)</p> <p>g) Ensure adequate toilet facilities for workers from outside of the community. (Implementation phase)</p> <p>h) Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs including at unsafe locations. Do not allow children to play in construction areas. (Implementation phase)</p> <p>i) Ensure structural openings are covered/protected adequately. (Implementation phase)</p> <p>j) Secure loose or light material that is stored on roofs or open floors. (Implementation phase)</p> <p>k) Keep hoses, power cords, welding leads, etc. from laying in heavily traveled walkways or areas. (Implementation phase)</p> <p>l) If school children are in the vicinity, include traffic safety personnel to</p>	
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	<p>direct traffic during school hours, if needed. (Implementation phase)</p> <p>m) Control driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas. (Implementation phase)</p> <p>n) During heavy rains or emergencies of any kind, suspend all work. (Implementation phase)</p> <p>o) Fill in all earth borrow-pits once construction is completed to avoid standing water, water-borne diseases and possible drowning. (Post-Implementation phase)</p>	
8. Other	<p>a) No cutting of trees or destruction of vegetation other than on construction site. [Implementing agency] will procure locally sourced materials consistent with traditional construction practices in the communities. (Planning phase)</p> <p>b) No hunting, fishing, capture of wildlife or collection of plants. (Implementation phase)</p> <p>c) No use of unapproved toxic materials including lead-based paints, un-bonded asbestos, etc. (Implementation phase)</p> <p>d) No disturbance of cultural or historic sites. (Planning and implementation phases)</p>	PIU

Specific ESCOPs for Infrastructure Subprojects

Subproject Type	Environmental Measures	Prevention/Mitigation	Responsible Party
Buildings			
In general	<p>a) Provide adequate drainage in the building's immediate surroundings to avoid standing water, insect related diseases (malaria, etc.) and unsanitary conditions. (Implementation phase)</p> <p>b) Include sanitary facilities such as toilets and basins for hand-washing. (Implementation phase)</p>		Contractor

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<ul style="list-style-type: none"> c) Restrict use of asbestos cement tiles as roofing. (Implementation phase) d) Tiled floors are preferred for easier cleaning and more hygienic. (Planning and implementation phases) 	
Shelters, community centers, schools, kindergartens.	<ul style="list-style-type: none"> a) Design of schools, community centres, markets should follow relevant requirements on life and fire safety required by National Building Codes and relevant guidelines from the concerned Ministries. (Planning phase) b) Schools: Maximise natural light and ventilation systems to minimise needs for artificial light and air conditioning; use large windows for bright and well-ventilated rooms. (Planning phase) 	
Roads, Bridges and Jetties		
Roads connecting villages, between villages and townships.	<p>General Considerations:</p> <ul style="list-style-type: none"> a) Control placement of all construction waste (including earth cuts) to approved disposal sites (at >300 m from rivers, streams, lakes, or wetlands). If we do have to dispose spent oil unexpectedly, we should use safe disposal method capable by rural community. For example- burning spend oil as fuel. (Implementation phase) b) Erosion control measures should be applied before the rainy season begins, preferably immediately following construction. Maintain, and reapply the measures until vegetation is successfully established. (Implementation and post-implementation phases) c) Sediment control structures should be applied where needed to slow or redirect runoff and trap sediment until vegetation is established. (Implementation and post- 	

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<p>implementation phases)</p> <p>d) Avoid road construction in unstable soils, steep slopes and nearby river banks. Additional measures (see the section below) need to be applied should there be no alternatives for road alignments. (Planning phase)</p>	
	<p>Protect slopes from erosion and landslides by the following measures (Implementation phase):</p> <p>a) Indigenous Species, fast-growing grass on slopes prone to erosion. These grasses help stabilise the slope and protect soil from erosion by rain and runoff. Locally available species possessing the properties of good growth, dense ground cover and deep root shall be used for stabilisation.</p> <p>b) Provide interceptor ditch, particularly effective in the areas of high intensity rainfall and where slopes are exposed. This type of ditch intercepts and carries surface run-off away from erodible areas and slopes before reaching the steeper slopes, thus reducing the potential surface erosion.</p> <p>c) For steep slopes, a stepped embankment (terracing) is needed for greater stability.</p> <p>d) Place a retaining wall at the lower part of the unstable slope. The wall needs to have weeping holes for drainage of the road sub-base, thus reducing pressure on the wall.</p> <p>e) Rocks (riprap) can be used in addition to protect the slope.</p>	

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	f) Prevent uncontrolled water discharge from the road surface by sufficiently large drainage ditches and to drain water away from the down slope.	
Bridges (less than 20 meters) and Jetties	<p>Erosion protection (Planning and implementation phases):</p> <p>a) The main method of slope and erosion protection is the construction of gabions (gravity walls that support jetties bankment or slopes which have a potential to slip) and ordinary stone pitching.</p> <ul style="list-style-type: none"> • The slope of gabions should be in the ratio of at least 1 vertical: 2 horizontals. Flatter slopes may be adopted depending on the site terrain. • The filling of the gabions should be from strong and competent rock which is laid very closely packed to maximize the weight. • Bracing wire should be used to prevent the gabion bulging out. The bracing wire should be placed at each third of the gabion height. • The gabions should be firmly anchored into the ground by founding the gabions below the expected scour depth level. • In cases where stone pitching is not provided, the top layer should be covered by soil to encourage the growth of grass and the stabilization of the slopes. <p>b) Stone pitching may be provided as the only erosion protection measure in those cases where the erosion potential is deemed minimal. Stone pitching is not very resistant to strong water current and is mainly used as the top finish on gabion walls.</p>	

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<p>Water Quality and Fauna (Implementation phase):</p> <ul style="list-style-type: none"> a) Restrict duration and timing of in-stream activities to lower flow periods (dry season) and avoid periods critical to biological cycles of valued flora and fauna (e.g., spawning) b) Water flow diversion should be avoided; if it is impossible to avoid, impacts should be assessed and mitigation proposed. c) Establish clear separation of concrete mixing and works from drainage areas and waterways 	
Water Supply		
Shallow Groundwater Wells	<ul style="list-style-type: none"> a) Site wells so that appropriate zone of sanitary protection can be established. (Planning phase) b) Equip with slab around the well for easy drainage, a crossbeam and a pulley to support the use of only one rope and bucket for collecting water. One rope and bucket is more hygienic for the well and water. (Implementation phase) c) Install steel steps/rungs (inside wall of a deep well) for maintenance and in case of emergency. (Implementation phase) d) A groundwater well usually has a wide open water area. It is necessary to provide a cover/roof/wire mesh on top to protect this area from falling leaves or debris. (Implementation phase) e) Wells should always be located upstream of the septic tank soak-away. Build the soak-away as far away as possible from the well (minimum 15 m/50 feet) as it can influence the quality of the drinking water 	Contractor

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<p>when it is too close.—(Planning and implementation phases)</p> <p>f) Before using a new water source, test water quality and when intended for potable purposes ensure water meets the national drinking water standard. Water quality should also be monitored in the case of all well rehabilitation. (Post implementation phase)</p>	
Spring	<p>a) Every spring capture should be equipped with a filter and a sand trap. Add a wall between the inflow and the outlet pipe to create chamber for settling out sand; build the wall with a notch (lowered section) for controlled flow. Sand must be cleaned out periodically (operation and maintenance). (Implementation and post-implementation phases)</p> <p>b) Collection basin for spring capture needs to have a perforated PVC pipe (holes diameter 2mm) to be used as a screen for the water intake. Alternatively, a short pipe with wire mesh (screen) around the open end should be provided. (Implementation phase)</p> <p>c) Collection basin needs to have a fence to protect the spring from public access and risk of contamination; and a roof/cover over the spring to prevent leaves or other debris from entering the basin. (Implementation phase)</p>	Contractor
Rainwater harvesting	<p>a) Rainwater storage reservoir should be intact, connected to roof gutter system, with all faucets and piping intact. (Implementation phase)</p> <p>b) If distribution pipes are attached into the storage reservoir, install the distribution pipes 10cm above the storage/tank bottom</p>	Contractor/Project E&S specialist

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<p>for better use of the storage capacity. (Implementation phase)</p> <p>c) Cover must be fitted tightly onto the top of the storage reservoir to avoid overheating and growth of algae (from direct sunlight), and to prevent insects, solid debris and leaves from entering the storage tank. (Implementation phase)</p> <p>d) A ventilation pipe with fly screen should be placed in the cover to help aerate the tank/reservoir which is necessary for good water quality. (Implementation phase)</p> <p>e) Roof gutters need to be cleared regularly, as bird and animal feces and leaf litter on roofs or guttering can pose a health risk if they are washed into the reservoir tank. (Post-implementation phase)</p> <p>f) Reservoir tanks need an overflow so that in time of really heavy rain, the excess water can drain away. The overflow should be designed to prevent backflow and stop vermin/rodents/insects entering the system. A good design will allow the main storage tank to overflow at least twice a year to remove built up of floating sediment on the top of the stored water and maintain good water quality. (Planning and implementation phases)</p>	
Installation / Rehabilitation of pipelines	<p>Preventing contamination at water sources:</p> <p>a) Build a structure with roof over the water source to prevent leaves or other debris from entering into the basin. (Implementation phase)</p> <p>b) A fence is needed to protect the water sources (springs particularly) from public access and risk of contamination. (Implementation phase)</p>	Contractor/Project E&S specialist

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	<p>c) The sand/gravel filter traps sediment before the spring flow enters the collection chamber and has to be changed during periodical maintenance. (Implementation and post-implementation phases)</p> <p>Pipe Laying:</p> <p>a) PVC water transmission and distribution piping need to be buried underground (coverage 50cm minimum) to prevent pipe against external damage (e.g. passing vehicles, solar UV radiation, etc.). Exposing PVC pipe to UV radiation causes the plasticiser in the PVC pipe to evaporate causing loss of integrity and brittleness. (Implementation phase)</p> <p>b) Pipe shall be laid in a straight line, over a constantly falling slope. (Implementation phase)</p> <p>c) When conditions do not allow piping to be buried (i.e. pipe is used above ground), then metal pipe must be used, and supported/braced as excessive movement may lead to leaks and breaks. (Implementation phase)</p> <p>d) Outlet pipes and fittings from water storage/basin shall not be PVC pipe due to exposure to solar UV/sunlight. Metal piping and fittings are preferred. (Implementation phase)</p> <p>e) When the distribution pipes are laying via forest area, the following considerations are needed (Planning and implementation phases):</p> <ul style="list-style-type: none"> • The route must be considered with minimum effects of changing the existing situations of the forest as well as the least habitats area of the animals • Setbacks distances from important 	

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
	natural features (e.g. mineral licks, wildlife features such as nest, leks, dens, staging areas, lambing areas, calving areas) to conserve wildlife values should be kept, if necessary.	
Electrification		
Solar power supply	<ul style="list-style-type: none"> a) Tidy wiring for easy maintenance and reduces the risk of accidents. (Implementation phase) b) Need to raise community awareness on electrical hazards and health and safety concerns, as well as proper maintenance of solar panels (Implementation and post-implementation phases) c) Need to raise community awareness on proper disposal of solar panels, specifically avoiding disposal of panels near water bodies (Post-implementation phase) 	Contractor/Project E&S specialist
Access to Sanitation		
Public latrines/toilets	<ul style="list-style-type: none"> a) All toilets must have a septic tank made from non-permeable material such as concrete, plastic or fiberglass to provide primary treatment of fecal waste. (Implementation phase) b) PVC pipe used to connect pour-flush toilet to a septic tank must be buried underground or covered over (with cement) for protection and to prevent exposure to sunlight. (Implementation phase) c) Metal pipe is a preferred choice to be used as the gas vent pipe on septic tanks. Never use PVC pipe as it is unable to withstand long-term exposure to sunlight. (Implementation phase) d) A toilet should be at least 20 meters from water sources (well, spring, river). (Planning and implementation phases) 	Contractor/Project E&S specialist

Subproject Type	Environmental Prevention/Mitigation Measures	Responsible Party
Wastewater Systems		
Wastewater sewerage and treatment	<ul style="list-style-type: none"> a) Septic tanks must have a vent pipe to prevent the build-up of gas inside the chamber and shall have a 'manhole' that provides access inside the tank if needed. (Implementation phase) b) Ensure that the septic tanks have two chambers: first chamber is for settling of sludge, and the second chamber is for aerobic treatment. These chambers will generally treat wastewater better. Partially treated septic tank effluent can pollute groundwater and surface water. (Implementation phase) c) Do not discharge septic tank effluent to an open drain or other surface water. The effluents need to be treated before final disposal. This may be achieved through: (i) an underground leach field, (ii) a vegetated leach field, or (iii) a pit for soaking away. (Implementation phase) d) Community awareness should be raised so that the community inspects the septic tanks periodically and ensures that the septic tanks are emptied every few years for the tank to continue to function properly. (Implementation and post-implementation phases) 	Contractor/Project E&S specialist
Solid Waste Management	<ul style="list-style-type: none"> a) Solid waste depots/disposal need to be located on hard-standing areas that prevent waste entering surface or groundwater. (Implementation phase) b) Waste depots/storage/disposal should be contained, sealed and/or roofed/covered to prevent storm water contamination. Wastes need to be emptied regularly. (Implementation phase) 	Contractor/E&S project specialist

Annex 3: Chance Find Procedures

1. Applicability of the Chance Finds Procedure

The following procedure shall apply to all Zi-JUMP sub-project activities that may involve physical works that have the potential to uncover or otherwise disturb tangible cultural heritage.

Under Zi-JUMP implementation arrangements, a contract will be put in place with an 'on-call' archaeological monitor (the "Zi-JUMP archaeologist") who will advise on chance finds and any other cultural heritage issues arising from the implementation of activities under the Zi-JUMP.

2. Purpose of the Procedure

The objective of this Chance Finds Procedure is to identify and protect previously unrecorded archaeological sites, artefacts or features from the potential impacts of Zi-JUMP subproject-related activities. The Procedure applies to potential cultural heritage objects, features or sites identified as a result of any and all ground disturbing activities associated with construction and renovation of Zi-JUMP sub-project components. As a key part of the Chance Finds Procedure, an archaeologist(s) with relevant field experience should be identified who can assist with dealing with the authorities in Tanzania designated with responsibility for cultural heritage.

3. Legal Requirements

Act No. 11 of 2002. This Act may be cited as the Ancient Monuments Preservation Act, 2002. An Act to Provide for the Preservation of Ancient Monuments and Objects of Archaeological, Historical or Artistic Interest.

4. Chance Find Procedure

4.1 Scope

The scope and requirements of the Chance Finds Procedure can be divided into two phases: the planning and preparatory phase, and the implementation phase. Prior to initiating ground-disturbing works associated with any type of Zi-JUMP sub-project

activity, the contractor responsible for the works will receive a detailed briefing on the requirements of the protocol from Zi-JUMP staff.

The key objective of the briefing prior to onsite and other project activities will be to familiarise the contractor with the process of using an off-site, 'on-call' archaeological monitor and the circumstances under which the monitor will need to be called to the site/work area. The familiarisation process will also include training in the identification/recognition of objects/items of potential interest.

In areas such as those identified where previous survey work has indicated that the sites are of low or moderate potential for containing cultural heritage sites in terms of structures/buildings, the permanent presence of an archaeological monitor **will not be required**.

4.2 Process for Managing Chance Finds During Implementation

In the event that the construction team encounters any chance finds during excavation or construction works the following procedures shall apply.

1. All construction activities in the vicinity of the find/feature/site will cease and Zi-JUMP management personnel, and the authorities will be informed.
2. The site will be marked, and active work at the site shall cease until an appropriate course of action has been determined.
3. The detailed find location will be recorded.
4. The area will be secured to prevent any damage or loss of removable objects (pottery, artefacts, jewellery, coins, etc.).
5. The archaeologist will undertake the inspection process in accordance with all relevant health and safety protocols established as part of Zi-JUMP implementation arrangements.
6. The archaeologist will determine the appropriate course of action to take and will discuss and agree this with the authorities.

7. All finds which have cultural heritage value as determined by the archaeologist will be delivered to the relevant authorities, as defined under the Antiquities Acts defined above, and other relevant legislation as may come into force at a future date.
8. Once the necessary documentation and (if appropriate) recovery and removal of materials with a cultural heritage value has been completed and authorization has been given by the responsible statutory authorities, the contractor may resume work at the site.