



UNITED REPUBLIC OF TANZANIA

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

**MOSHI CO-OPERATIVE UNIVERSITY (MoCU)
CHUO KIKUU CHA USHIRIKA MOSHI**



HIGHER EDUCATION FOR ECONOMIC TRANSFORMATION (HEET) PROJECT (P166415)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

NOVEMBER 2022

1.0 BACKGROUND

The Government of the United Republic of Tanzania has received financing from the World Bank for the implementation of the Higher Education for Economic Transformation Project (HEET). The project is hosted by the Ministry of Education Science and Technology (MoEST) whereby Moshi Co-operative University (MoCU) is among the beneficiaries as a University Project Implementation Unit (PIU). The project is being implemented for five (5) years from 2021 to 2026.

The overall project development objective is to strengthen the learning environments and labour market orientation of programs in priority disciplines of the HLIs. To achieve the objective, priority areas will include construction and/rehabilitation of infrastructure, upgrading learning resources and equipment, updating curricula, and introducing innovative pedagogical methodologies, promoting applied research and innovation capacity as well as building functional linkages with the private sector/industry. Other areas include development of online learning platforms and digital technology applications, the establishment of state-of-the-art ICT infrastructure, promotion of self-generated income, the and building capacity of academic staff and university leadership.

These activities should be implemented in accordance with the World Bank's Environmental and Social Standards (ESSs) to minimise adverse effects. To achieve this objective, MoCU shall implement appropriate material measures and actions as set out in this Environmental and Social Commitment Plan (ESCP). Also, the plan highlights requirements for any specific documents, or plans, as well as the timing for implementation of each activity related to environmental and social issues. MoCU will also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF).

2.0 THE PLAN

The ESCP requires MoCU's dedication to ensure material measures and actions are in place:

- (a) The University shall comply with all requirements stipulated herein even when implementation of specific measures and actions will be conducted by the MoEST. The University Project Implementation Unit (UPIU) shall oversee the project and will coordinate all activities.
- (b) Material measures and actions will be monitored and reported to the World Bank (WB) through MoEST as required by the legal agreement. The WB will continue to monitor and assess progress as well as the completion of the material measures and actions throughout the Project.

- (c) The ESCP may be revised from time to time to accommodate and reflect adaptive management of project changes and unforeseen circumstances or in response to the assessment of project performance. In such circumstances, the University through MoEST shall agree with the proposed changes and will update the ESCP to reflect the same. if needed, additional requirements shall be provided by the University, for effective implementation. Agreement on changes made will be documented and signed between the World Bank and MoCU through MoEST.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME/MILESTONE	RESPONSIBLE ENTITY/AUTHORITY	DATE OF COMPLETION
MONITORING AND REPORTING				
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World Bank regular monitoring reports on the Environmental, Social, Health and Safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Quarterly	UPIU	Throughout project cycle
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the MoEST of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public, or workers including the situation of fatalities, or serious bodily harm and incidents of gender-based violence.</p> <p>Such reports shall provide sufficient details regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity.</p>	Immediately: To be reported to WB responsible person within 48 hours of PIU becoming aware of the incident/accident.	UPIU	Throughout project cycle
C	<p>CONTRACTORS' REPORTS</p> <p>Based on activities under the project component, the PIU will institutionalise monthly reporting requirements for all contractors engaged. Such reports shall be submitted to the MoEST upon specific request from the WB.</p>	Monthly	Contractors Consultants UPIU	Throughout the construction period
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS				
1.1	<p>ORGANIZATIONAL STRUCTURE:</p> <p>MoCU will establish a Project Coordinating Unit (UPIU) office and will ensure adequate staff with sufficient understanding of environmental, social risk and health operations to be included in technical assistance.</p> <p>MoCU through the UPIU will appoint safeguard coordinators as follows:</p> <ul style="list-style-type: none"> ● Environmental specialist, and ● Social specialist. 	Within three (3) months of project effectiveness.	University Management	End of first quarter of year one

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<p>The environmental and social specialists will be responsible for building capacity among other actors in the University. They will also support the preparation and implementation of the environmental and social instruments for this project.</p>	<p>Immediately after the project effective date.</p>	<p>Environmental and Social safeguard specialists</p>	<p>Throughout project cycle</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT: Environmental and Social Management Framework (ESMF) will be developed by UPIU under the supervision of safeguard specialists including activities to be implemented throughout the project.</p>	<p>Immediately after the project effective date.</p>	<p>UPIU in collaboration with project safeguard specialists</p>	<p>Throughout the project cycle</p>
<p>Update, adopt, and implement the Environmental and Social Impact Assessment that has been prepared for the Project pursuant to the terms of ESMF, and clearance by NEMC and WB.</p>	<p>Immediately after the project effective date.</p>	<p>UPIU in collaboration with the contractor(s)</p>	<p>Throughout the project cycle</p>
<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS The following will be developed:</p> <ul style="list-style-type: none"> • Labour Management Plan (LMP) • Stakeholder Engagement Plan (SEP) and • Grievance Redress Mechanisms (GRM) 	<p>Prior to the project effective date</p>	<p>UPIU in collaboration with project safeguard specialists</p>	<p>Throughout the project cycle</p>
<p>1.4 MANAGEMENT OF CONTRACTORS The project has developed an ESMF which includes general guidelines for contractors. The specific measures for managing firms/people contracted to perform project activities shall include the following as appropriate:</p> <ul style="list-style-type: none"> • Compliance with National and World Bank environmental and social standards will be included in the procurement and contracting process including bidding documents, for potential civil works. • Relevant E&S requirements that will be included in contracts and subcontracts to reflect commitments in ESMF, SEP & ESCP. • Contractors implement site-specific ESMP. • Contractors, subcontractors and their workers abide by the Codes of conduct. • Contractors promptly notify incidents and accidents. • Contractors set up grievance redress mechanisms for workers, communities, and other stakeholders. • Monthly reporting from contractors, which provides details on contractor's oversight on environmental, social, health and safety (ESHS) performance. 	<p>Immediately after the project effective date.</p>	<p>UPIU in collaboration with project procurement expert and project safeguard specialists</p>	<p>Throughout the rehabilitation and construction period</p>

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ESS 2: LABOUR AND WORKING CONDITIONS			
<p>2.1 LABOUR MANAGEMENT PROCEDURES Consistent with the LMP and ESS2, the PIU shall develop and implement labour management procedures to address employment and labour-related risks.</p> <p>In the case of substantial risk, Labour Management Procedures (LMP) will be developed by the contractor and submitted to the UPIU for review and the World Bank for clearance before implementation. With moderate to low risk, the contractor will include labour-related clauses, Codes of Conduct as well as specific language referencing the prioritisation of the hiring of unskilled local labour.</p>	Prior to the implementation of project activities	UPIU	Throughout the rehabilitation and construction period
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS The project will ensure that contractors engage, establish, and operate grievance mechanisms for their staff, to address workers, and community-related grievances.</p>	From the effective date to the end of the project	Contractors through the supervision of Environmental and Social Safeguard Specialist	To be established upon contract award and maintained throughout Project implementation
<p>2.3 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES The project will ensure that ESMP is prepared and implemented for subprojects including measures on Occupational, Health and Safety (OHS) to avoid the risk of ill health, accidents, and injuries.</p>	Prior to commencement of works by respective Contractors	Contractors through the supervision of Environmental and Social Safeguard Specialist	Throughout the project implementation period
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
<p>3.1 E-WASTE MANAGEMENT PLAN: The contractor will develop and implement measures and actions to manage waste as required by the ESMP.</p>	Before the commencement of the construction activities and implemented throughout the project	Contractors through the supervision of Environmental and Social Safeguard Specialist	Throughout the project implementation period
<p>3.2 RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: The contractor will develop and implement measures and actions to manage waste as required by the ESMP. The technology will be selected based on screening to ensure that it is not a source of pollution or waste.</p>	Prior to construction activities and throughout the implementation of the ESMPs	Contractors through the supervision of Environmental and Social Safeguard Specialist	Throughout the project implementation period
ESS 4: COMMUNITY HEALTH AND SAFETY			
<p>4.1 TRAFFIC AND ROAD SAFETY: The Project will ensure that all contractors both at Moshi and Shinyanga have adopted traffic and road safety measures as part of their ESMP.</p>	Prior to the commencement of construction (civil works)	Contractors through the supervision of Environmental and Social Safeguard Specialist	Throughout the project implementation period

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<p>4.2 COMMUNITY HEALTH AND SAFETY: It is expected that contractors will hire staff to provide security for their camps and other properties. The UPIU will ensure that contractor:</p> <ul style="list-style-type: none"> (i) make reasonable inquiries to verify that the direct or contracted workers retained to provide security are not implicated in past abuses. (ii) train them adequately (or determine that they are properly trained) in the use of force (and where applicable, firearms), and appropriate conduct toward workers and affected communities; and (iii) require them to act within the applicable laws of Tanzania. (iv) develop and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including those resulting from Sub-Project Workers and any risks of labour influx and disease transmission/outbreak including HIV/AIDS and COVID-19. Contractors under the supervision of UPIUs and monitoring of NPIU will prepare HIV/AIDS and other Communicable Diseases Management Plans. 	<p>During the preparation and implementation of ESMPs and prior to sub-project commencement</p>	<p>Contractors through the supervision of Environmental and Social Safeguard Specialist</p>	<p>Throughout the project implementation period</p>
<p>4.3 GBV AND SEA RISKS: Prepare, adopt, and implement a stand-alone Gender-Based Violence (GBV) Action Plan, to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p>	<p>Prior to project works commencement</p>	<p>Gender Specialists</p>	<p>Throughout the project implementation period</p>
<p>4.4 GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: GBV risks under the project are not anticipated. While the contextual risk of GBV is not foreseen, the number of project workers will be minimal with limited impact on community or household dynamics. Basic mitigation measures will be undertaken including ensuring:</p> <ul style="list-style-type: none"> • Staff at pilot projects sign Codes of Conduct and receive basic training on expected behaviour and consequences for breach of the code including GBV and SEA. • GBV-sensitive measures for a complaint mechanism are explored and where feasible, appropriate experts in areas of implementation are consulted in advance of survey activities. • The project bidding documents accommodate provisions for GBV and SEA risk mitigation. Where necessary, the project will identify non-governmental organisations along with the necessary expertise to support ways to address GBV issues. 	<p>Immediately after the projects' effective date</p>	<p>Gender Specialists</p>	<p>Throughout the project implementation period</p>

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4.5	SECURITY PERSONNEL: The Project will assess site specific security risk and as part of the ESMP develop and implement a security personnel management plan if need be.	Prior to engaging security personnel	Contractors through the supervision of Environmental and Social Safeguard Specialists	Throughout the project implementation period
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
5.1	RESETTLEMENT PLANS: Not applicable to this project.	Not applicable	Not applicable	Not applicable
5.2	GRIEVANCE MECHANISM Not applicable to this project.	Not applicable	Not applicable	Not applicable
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES				
6.1	BIODIVERSITY RISKS AND IMPACTS: The project's physical investments are not expected to be implemented in ecologically sensitive areas or natural habitats because no university campus or site is in these areas. In cases where there are trees, grasses, and other components of biodiversity, the PIU will develop and implement measures and actions to assess and manage risks and impacts on biodiversity. Where significant risks and impacts on biodiversity have been identified the project will develop and implement mitigation measures as will be described in the ESMPs.	Prior to construction. Quarterly monitoring report	Contractors through the supervision of Environmental and Social Safeguard Specialist	Throughout the project implementation period
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				
7.1	INDIGENOUS PEOPLES PLAN: Not applicable to this project.	Not applicable	Not applicable	Not applicable
7.2	GRIEVANCE MECHANISM: Not applicable to this project.	Not applicable	Not applicable	Not applicable
ESS 8: CULTURAL HERITAGE				
8.1	Not applicable to this project.	Not applicable	Not applicable	Not applicable
ESS 9: FINANCIAL INTERMEDIARIES				
9.1	Not applicable to this project.	Not applicable	Not applicable	Not applicable
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE				

MATERIAL MEASURES AND ACTIONS		TIMEFRAME/MILESTONE	RESPONSIBLE ENTITY/AUTHORITY	DATE OF COMPLETION
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare and develop a SEP that among other issues identifies all relevant stakeholders and defines a suitable plan for engaging, disseminating information, and managing the concerns and expectations of stakeholders throughout the project.</p> <p>Update, adopt and implement Stakeholder Engagement Plan (SEP).</p>	Throughout the project implementation.	UPIU in collaboration with Environmental and Social safeguard specialists and private sector engagement specialists	Throughout the project implementation period
10.2	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Prepare, adopt, maintain, and operate a grievance mechanism, as described in the SEP.</p>	Prior to the commencement of project activities	Environmental and Social safeguard specialists	Throughout the project implementation period
CAPACITY SUPPORT (TRAINING)				
CS1	<p>Consistent with the capacity commitments made in ESMF, the project will provide the following capacity-building training for the UPIU to facilitate the effective implementation of interventions under the project component</p> <ul style="list-style-type: none"> • Environmental and social standards of the World Bank, • Applicable laws and regulations, • Site selection methodology, • Best available technologies and selection, • Use of technology for recycling, • Environmental and social management plan, • Responsibilities of all stakeholders involved, • ESMP implementation progress report, environmental supervision progress report, • Occupational health and safety, • Specific aspects of environmental and social assessment, • emergency preparedness and response, and • Community health and safety. 	Immediately after the project inception	UPIU	Throughout the project implementation period

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<p>CS2 TRAINING OF CONTRACTORS' WORKERS</p> <p>The UPIU will ensure that the contractors to be engaged provide specific training for project workers on the code of conduct, E&S provisions to be followed as per the ESMP and contractor ESMP relating to stakeholder engagement including:</p> <ul style="list-style-type: none"> • grievance redress mechanisms, • Gender-Based Violence (SEA/SH), • labour and working conditions, • transmission of communicable diseases, • World Bank Group Environmental and Safety Health (WBG EHS) Guidelines, • Environmental and Social Commitment Plan, • emergency prevention and preparedness and response arrangements to emergency situations and other implementation activities such as coordination, supervision, monitoring and reporting for the target audiences 	<p>Prior to commencement of works</p>	<p>UPIU</p>	<p>Throughout the duration of construction</p>