

**UNITED REPUBLIC OF TANZANIA**  
**MINISTRY OF WORKS**



**DODOMA INTEGRATED AND SUSTAINABLE TRANSPORT (DIST)**  
**PROJECT (176623)**

**TANZANIA NATIONAL ROADS AGENCY (TANROADS)**  
**TANZANIA RURAL AND URBAN ROADS AGENCY (TARURA)**  
**THE CITY COUNCIL OF DODOMA (CCD)**  
**THE LAND TRANSPORT REGULATORY AUTHORITY (LATRA)**  
**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)**

**Negotiation Version**

**February 20, 2025**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Republic of Tanzania through the President's Office-Regional Administration and Local Government (PO-RALG), the Ministry of Transport (MoT), and the Ministry of Works (MoW) will implement the Dodoma Integrated and Sustainable Transport (DIST) Project with the involvement of Tanzania Rural and Urban Roads Agency (TARURA), Tanzania National Roads Agency (TANROADS), Land Transport Regulatory Authority (LATRA) and City Council of Dodoma (CCD) as the implementing Entities. TANROADS, as the most experienced agency in the implementation of World Bank projects, will serve as coordinator as well as implementer of the majority of project costs, including Component 1.1, as well as works under their mandate in components 2.2 and 2.3. TARURA will implement works within their mandate, including under all sub-components of Component 2. LATRA, as public transport regulator, will lead on the public transport reform components included in sub-component 1.2. Finally, CCD, as expected host of the urban mobility institutional arrangement, will oversee component 3.1, as well as any works under Component 2 not within the right of way of TANROADS or TARURA roads. Component 3.2 will support all implementing agencies. The central Project Coordinating Team (PCT) is under the TANROADS Headquarters and will be responsible for overall project management and will coordinate with TARURA, LATRA and CCD on a technical basis for implementation. Project Implementation Teams (PITs) at TARURA Dodoma Regional Office, and TANROADS will lead local implementation with technical inputs from LATRA, CCD, TANROADS and TARURA mainstream staff that are deputed to these entities. The International Development Association (the Bank), has agreed to provide the financing for the Project, as set out in the referred agreement(s).
2. The United Republic of Tanzania (URT) shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the URT through CCD, LATRA, TANROADS and TARURA shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, funding, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. The said E&S instruments may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement[s], the [Borrower/Recipient] shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the World Bank and the United Republic of Tanzania, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and United Republic of Tanzania through CCD, LATRA, TANROADS and TARURA agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Permanent Secretary of MoW of the United Republic of Tanzania. The CCD, LATRA, TANROADS and TARURA shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP.

Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<b>ORGANIZATIONAL STRUCTURE</b> <p>a) Establish and maintain a PCT at TANROADS Headquarters level and PIT at Regional Level for TARURA and CCD with qualified staff and resources to support management of ESHS risks and impacts of the Project, each including one Environmental Specialist and one Social Specialist on fulltime basis. The PCT of TANROADS and the PIT for TARURA will also each hire a Gender Based Violence Specialist to advise on management of the GBV risk during implementation. The mainstream staff LATRA will undertake project implementation with support from the E&amp;S staff at the PCT &amp; the consultants hired to carry out technical assistance studies.</p> <p>b) Engage a Project Supervision Consultant with sufficient E&amp;S staffing, having at least One Environmental Specialist with expertise to undertake Health and Safety Management, One Social Specialist, all hired on a full-time basis throughout project implementation.</p> <p>c) Contractors will be required to have an Environmental Specialist, Social Development Specialist, and a Health and Safety Specialist, all hired on a full-time basis throughout project implementation.</p>	<p>a. Establish and maintain PITs at Regional level and maintain the PCT team as set out in the Project Appraisal Document, within 3 months of Project's Effectiveness and maintain the teams throughout project implementation.</p> <p>b. During the tendering process and/ or before contract kick-off meeting but onboarding no later than 30 days after contract effectiveness.</p> <p>c. During the tendering process and/ or before contract kick-off meeting but onboarding no later than 30 days after contract effectiveness.</p>	<p>TANROADS, TARURA, LATRA and CCD</p> <p>TANROADS Headquarters, TARURA Headquarters, TANROADS Dodoma Regional Office, TARURA Dodoma Regional Office, CCD and LATRA.</p> <p>TANROADS Headquarters, TARURA Headquarters, TANROADS Dodoma Regional Office and TARURA Dodoma Regional Office, and CCD.</p>

B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Training will be required for the TANROADS and TARURA Headquarters staff, TARURA and TANROADS Dodoma Region Staff, Respective LGAs staff (Environment and Social), Local leaders, Contractors, entities responsible for Operation and Maintenance Phase of Project subprojects, and community members on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement.</li> <li>• Specific aspects of environmental and social assessment and monitoring of the ESIA/ ESMP and ESMF implementation.</li> <li>• Occupational health and safety.</li> <li>• Community Health and Safety.</li> <li>• Codes of conduct for project workers.</li> <li>• Traffic Management Plan</li> <li>• Waste Management</li> <li>• Emergency preparedness and response.</li> <li>• Gender mainstreaming in construction works.</li> <li>• Combatting, and monitoring of HIV/AIDS</li> <li>• Combat pandemic diseases such as COVID 19</li> <li>• Contractor and Operator management on environment and social risks.</li> <li>• Grievances management implementation and monitoring.</li> <li>• Land acquisition and resettlement.</li> <li>• Gender-based violence/Sexual Exploitation and Abuse;</li> <li>• Labor and Working Conditions, including employer compliance with national labor laws, and combatting of child labor and forced/trafficked labor.</li> <li>• Resettlement and Livelihood Restoration</li> </ul> <p>Note: Only those applicable to some of the participants</p> <p>Specify training for Project workers on preparation of occupational health and safety measures including on emergency prevention and preparedness and response arrangements to emergency situations according to ESSs. At the bare minimum, the following topics shall be covered during workers' training:</p> <ul style="list-style-type: none"> <li>• Health Safety Management Plan, including OHS risk assessment, Emergency Response Plans, Road Safety, Root Cause Analysis.</li> <li>• Construction site induction training.</li> <li>• Code of Conduct for Workers</li> <li>• GBV/SEA/SH awareness, prevention, and response</li> <li>• Labor and working conditions, including employer compliance with national labor laws, and combatting of child labor and forced/trafficked labor and</li> <li>• Functioning of the grievance mechanisms.</li> </ul>	<p>Within 2 months after Project effectiveness and thereafter undertake refresher training on a quarterly basis.</p>	<p>TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters, TARURA Dodoma Regional Office, CCD, LATRA, Contractors, Supervision Consultants, Respective LGAs.</p>
---	---	--	---

MONITORING AND REPORTING			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s) and RAP implementation, Number and status of resolution of incidents and accidents reported under action C below and E&amp;S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports.</p>	<p>Quarterly throughout DIST implementation to the World Bank no later than 10 days after the end of each reporting period, commencing the first quarter after the Project Effectiveness Date.</p>	<p>TANROADS Dodoma Regional Office TARURA Dodoma Regional Office TANROADS Project Coordinating Team (PCT) CCD, LATRA</p>
B	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the World Bank. The reports shall cover, <i>inter alia</i>:</p> <ul style="list-style-type: none"> <li>• Environmental and social performance reports.</li> <li>• Status of implementation of Contractor's ESMP (C-ESMP).</li> <li>• ESHS incidents.</li> <li>• ESHS supervision.</li> <li>• Usage of Personal Protective Equipment (PPE).</li> <li>• Training conducted, and workers participation.</li> <li>• Workers' grievances log; and</li> <li>• Community grievances log.</li> </ul>	<p>Submit the Monthly reports to the World Bank upon request as annexes to the reports to be submitted under action A above.</p>	<p>PCT TANROADS Dodoma Regional Office TARURA Dodoma Regional Office, CCD, Contractors Supervision Consultants</p>
C	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank and applicable responsible government entity (ies) such as NEMC, OSHA of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, <i>inter alia</i>, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or</p>	<p>Notify the World Bank no later than 48 hours after learning of the Reportable incident or accident, in a way consistent with the World Bank Environmental and Social Incidence Response Toolkit (ESIRT).</p> <p>Provide subsequent report/s to the World Bank within a timeframe acceptable to the World Bank.</p>	<p>TANROADS Dodoma Regional Office TARURA Dodoma Regional Office TANROADS Project Coordinating Team (PCT), CCD, LATRA, Contractors, Supervision Consultants</p>

	<p>that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>		
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>TANROADS Dodoma Regional Office, TARURA Dodoma Regional Office, TANROADS Project Coordinating Team (PCT), CCD, LATRA, Contractors, Supervision Consultants</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Environmental and Social Management Framework (ESMF) that sets the principles and processes of identifying environmental and social risks and impacts of different investments under the project and includes a Gender Based Violence Action Plan.</li> <li>2. Prepare Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for each of the 2 trunk roads,</li> </ol>	<ol style="list-style-type: none"> <li>1. To be prepared and disclosed before project approval and implemented throughout the project implementation period.</li> <li>2. The ESIA of Dodoma Chamwino trunk road will be cleared before project approval. The rest of ESIA/ESMPs should be cleared</li> </ol>	<p>TANROADS TARURA (TANROAD will prepare each of these instruments, except for the RPF, which will be prepared by TARURA).</p> <p>TANROADS TARURA Contractor</p>

	<p>(namely: 8.5km of Dodoma towards Arusha (to Msalato Airport), 4.5km of Dodoma towards Iringa (to the Dodoma SGR station) and the 73.62 km of regional roads.</p> <p>3. Prepare environmental and social instruments (per the requirements of the ESMF) for all the infrastructures that include regional roads, Non-Motorized Transport (NMT), access roads, consistent with the relevant ESSs.</p> <p>4. Contractors in close collaboration with the Consultants and Implementing agencies (CCD, TANROADS and TARURA) will adopt and implement the subproject Environmental and Social Impact Assessments (ESIAs), RPF and [site-specific Environmental and Social Management Plan/s (ESMP)], including site-specific E&amp;S technical specifications for the subprojects to be included in the Standard Procurement Documents for works, based on the respective ESMP, as set out in the ESMF.</p>	<p>before the start of bidding process of correspondent sub-projects. Adopt the ESIA and ESMP thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>3. Environmental and social instruments should be cleared before the start of bidding process of correspondent sub-projects. Adopt the environmental and social instruments and thereafter implement them throughout Project implementation.</p> <p>4. Adopt the ESMP before launching the bidding process and/or update ESMP prior to the carrying out of subproject construction phase that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	<p>Consultant</p> <p>TANROADS TARURA CCD Consultants Contractors</p> <p>TANROADS TARURA CCD Consultants Contractors</p>
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures and accompanying code of conduct, Contractor's Environmental and Social Management Plans (C-ESMPs) into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	<p>TANROADS TANROADS Dodoma Regional Office TARURA Dodoma Regional Office CCD Contractors, Consultants</p>
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies including feasibility studies,</p>	<p>Throughout Project implementation.</p>	



	capacity building, training, and any other technical assistance activities under the Project including, inter alia, preparation of ESMF and RPF, ESIs and RAPs 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.		TANROADS Headquarters TARURA Headquarters CCD LATRA
1.4	<p><b>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</b></p> <p>1. Ensure that the DIST Project's Emergency Response Manual includes a description of the E&amp;S assessment and management arrangements including, CERC-ESMF Addendum that will be included in the CERC Manual for the implementation of CERC component in accordance with the ESSs.</p> <p>2. Implement the E&amp;S provisions of the DIST Project's Emergency Response Manual including, if applicable, the CERC-ESMF Addendum, and any assessments and plans required therein.</p>	<p>The preparation of the DIST Project's Emergency Response Manual, if applicable and other E&amp;S documents, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section the Project Financing Agreement.</p> <p>In accordance with the timeframes specified in the CERC Manual including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein.</p>	<p>TANROADS TARURA CCD Ministry of Finance</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, to be in line with ESS2, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, dedicated grievance arrangements for Project workers.</p> <p>The LMP will include a Worker Code of Conduct to address GBV and other risks related to interactions among project workers and interactions between project workers and members of local communities.</p>	<p>Prior to start of works and in any case not later than 3 months after project effectiveness and thereafter throughout Project implementation</p> <p>To be prepared prior to Project approval and thereafter Implement the LMP throughout Project implementation.</p>	<p>TANROADS Dodoma Regional Office TANROADS Headquarters TARURA Dodoma Regional Office CCD LATRA Contractors Supervision Consultants</p>

2.2	<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b> Require contractors and subcontractors to prepare and implement Contractor's OHS Management Measures or Plan in accordance with DIST Project's OHS Management Guidance Measures provided in the ESMF.	Contractor to prepare the Contractor's OHS Management Plan prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	TANROADS Dodoma Regional Office TANROADS Headquarters TARURA Dodoma Regional Office CCD, LATRA Contractors Supervision Consultants
2.3	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers that is easily accessible to all, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation	TANROADS Dodoma Regional Office TANROADS Headquarters TARURA Dodoma Regional Office CCD, LATRA Contractors Supervision Consultants
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Prepare and implement a Waste Management Plan (WMP), as specified in the ESMF prepared for the Project, to manage hazardous and non-hazardous wastes, and wastewater consistent with ESS3.	Waste management measures will be part of the ESIAs/ESMPs, and CESMP as mentioned in section 1.1 and 1.2 prior to start of works and thereafter throughout Project implementation.	TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters, TARURA Dodoma Regional Office, CCD, LATRA Contractors, Supervision Consultants, Dodoma City Council Environment Department
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>		

	Incorporate resource efficiency and pollution prevention and management measures including water management, raw material extraction, hazardous materials management plans, energy management plans, borrow pit management plans if applicable, in the project ESIA and/or ESMPs/CESMPs to be prepared under actions 1.1 and 1.2 above.	Prior to start of works and thereafter throughout Project implementation.	TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters, TARURA Dodoma Regional Office, CCD, LATRA Contractors, Supervision Consultants, Dodoma City Council Environment Department, NEMC
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMF and site-specific ESIA and ESMPs to be prepared under action 1.2 above.	Prior to start of works and maintain during the Construction Phase	TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters TARURA Dodoma Regional Office, CCD, LATRA Contractors Supervision Consultants & Tanzania Traffic Police
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities such as blasting, excavating, establishment of borrow pits, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	During Preparation of Various ESS documents and during implementation of the ESMPs, and same timeframe as for the adoption and implementation of the ESMPs.	TANROADS and TARURA Headquarters, TANROADS and TARURA Dodoma Regional Offices, Contractors Supervision Consultants Dodoma City Council - Community Development Department
4.3	<b>SECURITY MANAGEMENT</b>		

	Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMF and site-specific ESMPs, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	During Preparation of Various ESS documents and during implementation of the ESMPs, and same timeframe as for the adoption and implementation of the ESMPs.	TANROADS and TARURA Headquarters, TANROADS and TARURA Dodoma Regional Offices, Contractors Supervision Consultants Dodoma City Council - Community Development Department
4.4	<b>SEXUAL EXPLOITATION AND ABUSE (SEA) AND SEXUAL HARRASSMENT (SH) RISKS</b> <ul style="list-style-type: none"> <li>To manage SEA/SH and GBV risks, develop mitigation measures as part of the sub-project ESMPs, implemented and maintained throughout the Project implementation.</li> <li>Engage qualified institutions (e.g., NGOs, Government Hospitals etc.), to give Toolbox talks on GBV and SEA/SH risks continuous training and awareness and offer GBV (psychosocial and legal) and referral services as needed.</li> <li>Develop and train the community and workers on a grievance/ feedback management process for reporting cases on GBV and SEA/SH.</li> <li>Develop and implement a Code of Conduct that includes worker's and contractor's obligations vis-à-vis SEA and SH, and issues related to GBV to be signed by contractors and workers.</li> </ul>	The GBV Action Plan has been prepared and included in the ESMF. It will be implemented and maintained throughout project implementation. and	TANROADS Headquarters TANROADS Dodoma Regional Office TARURA Headquarters TARURA Dodoma Regional Office, Contractors Supervision Consultants LATRA Dodoma City Council - Community Development Department, & Ministry of Gender, Children and Social Protection
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT FRAMEWORK</b> <ul style="list-style-type: none"> <li>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</li> </ul>	RPF to be prepared prior to project approval. Implement the RPF throughout Project implementation	TANROADS Head Quarters TARURA Regional Office, Dodoma Regional Office, CCD Respective Council, Community Development & Local Leaders
5.2	Develop and implement resettlement action plans [RAPs]	Adopt and implement the respective RAPs prior	TANROADS Head Quarters

	<p>consistent with the requirements of the RPF and ESS5 before acquiring the land / restricting land use and carrying out the associated civil works.</p> <p>Adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	<p>to start of works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled.</p>	<p>TARURA Headquarters CCD</p>
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Implement grievance mechanism for resettlement as described in the RPF and SEP in line with ESS5 and ESS10.</p>	<p>During the investment sub-project's preparation Phase, prior to start of works and during project implementation.</p>	<p>TANROADS Headquarters TANROADS Dodoma Regional Office TANROADS Headquarters TARURA Dodoma Regional Office Respective Council Community Development Departments/Local leaders</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>The biodiversity risks and impacts are covered under the ESMF and site-specific ESIA's. Where significant risk and adverse impacts on biodiversity have been identified, adopt and implement a BMP as part of an ESIA or ESMP consistent with ESS6.</p>	<p>Biodiversity management actions will be part of the site-specific ESIA/ESMP. Whenever the need for preparing a BMP, which must be reviewed and approved by the World Bank, TANROADS and TARURA will implement the measures in those BMPs throughout Project implementation.</p>	<p>TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters, TARURA Dodoma Regional Office, Contractors Supervision Consultants Dodoma City Council</p>
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Cultural heritage risks and impacts shall be covered, per the ESMF requirements, in site-specific ESIA's/ESMPs. In case a cultural heritage resource is potentially affected by a Subproject, a Cultural Heritage Management Plan (CHMP) will be prepared as part of its site-specific ESIA/ESMP in accordance with the guidance provided in the ESMF and in the ESIA TORs acceptable to the Bank.</p>	<p>Cultural heritage management actions will be part of the site-specific ESIA/ESMP and implemented throughout the Sub-project's implementation period.</p>	<p>TANROADS Headquarters TANROADS Dodoma Regional Office TARURA Headquarters TARURA Dodoma Regional Office, CCD</p>

8.2	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures, as part of the ESMF and ESMP of the Project, in accordance with the guidelines of the ESIA prepared for the Project and, consistent with ESS8.	Chance Finds Procedure will be part of the site-specific ESIA/ESMP and implemented throughout the Sub-project's implementation period.	Contractors Supervision Consultants Ministry of Natural Resources and Tourism- Antiquity Department
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN</b> Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	The Stakeholder Engagement Plan (SEP) was prepared prior to the project appraisal, in December 2024."SEP to be applied throughout Project implementation period.	TANROADS Headquarters TANROADS Dodoma Regional Office TANROADS Headquarters CCD LATRA
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the project SEP. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	The GRM has been included in the SEP. Its operationalization plan will be prepared before actual commencement of physical project activities and will be maintained throughout project implementation.	TANROADS Headquarters, TANROADS Dodoma Regional Office, TARURA Headquarters, TARURA Dodoma Regional Office, Contractors, Supervision Consultants, Respective Council, Dodoma Community Development Departments/Local leaders, LATRA
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
The following actions are indicators for implementation readiness:			
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
<b>S/N</b>	<b>Indicator</b>		
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> The DIST Project's Grievances Mechanism established, publicized and operational.		

