

TANZANIA NATIONAL ROADS AGENCY



Good roads for national development

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ENVIRONMENTAL AND SOCIAL MANAGEMENT POLICY



Perspective of the Project (View point from Nelson Mandela Road)

April, 2018

POLICY STATEMENT

Tanzania National Roads Agency (TANROADS) is aware of the interrelationship between development process and the accompanying safeguard issues. This has been done through the commitment to continually improve the Agency's environmental, social, health and safety stewardship and that all our activities should be environmentally sound, economically viable and socially acceptable. The Policy is set within the Vision of quality and safe national roads network. It contains actions to be considered to ensure that the Agency activities do not harm the environment and the community. This Policy therefore, ensures that TANROADS become environmentally and socially responsible and safety are conditions of employment that all staff, contractors and other service providers must become aware of.

TANROADS is advancing its activities by adopting new technological changes to keep abreast with the on-going developments. In so doing, activities such as projects impact on the environment, social, safety and health of the surrounding areas.

TANROADS endeavours to be recognised as one of global supplier of the highest quality services to its operations with absolute regard to safety of its employees and all road users. TANROADS also recognises the importance of environmental protection and management and therefore, one of its highest priority that every effort is made to safeguard the environment from degradation and pollution.

The Agency management and staff are also committed to continuous improvement of the methods used to carry out activities to achieve sustainable development including the use of appropriate equipment and practices that minimise waste generation and pollution as well as protection of environment, ensure safety and occupational health at work places.

For this Policy to be implemented successfully, collaboration and participation of the Management and staff in health, safety and environmental protection programmes are absolutely necessary.

To meet our objectives and targets, the Policy shall serve as a guiding tool wherein all roads and airports construction works by TANROADS shall be executed.

I therefore take this opportunity to invite all TANROADS employees and other stakeholders to play an active role in making this Policy a reality.

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CHIEF EXECUTIVE
TANROADS

April, 2018

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ABBREVIATIONS AND ACRONYMS

AfDB	African Development Bank
EIB	European Investment Bank
JICA	Japan International Cooperation Agency
TANROADS	Tanzania National Roads Agency
DANIDA	Danish International Development Agency
ESMS	Environmental and Social Management System
BADEA	Arab Bank of Economic Development in Africa
DFID	Department for International Development
EU	European Union
USAID	United State of America International Development
MCC	Millennium Challenge Corporation
KOICA	Korea International Corporation
PAPs	Project Affected Persons
RAP	Resettlement Action Plan
HIV	Human Immunodeficiency Virus
AIDS	Acquired Immunodeficiency Syndrome
STIs	Sexual Transmitted Infections
TB	Tuberculosis
ILO	International Labor Organization
TMP	Traffic Management Plan
NGOs	Non-Government Organization
CBO	Community Based Organization
ESMP	Environmental and Social Management Plan
ESCP	Erosion and Sediment Plan
NGVCP	Noise and Ground Vibration Control Plan
TLL	Tanzania Labor Law

1.0 INTRODUCTION

1.1 Background

- a) The Tanzania National Roads Agency (TANROADS) was established on 1st July, 2000 by an order published in the Government Gazette, Notice No. 293 of 2000 under Section 3(1) of the Executive Agencies Act No. 30 of 1997, with the expectation of witnessing a significant improvement in road maintenance and development with respect to quality, efficiency and cost-effectiveness. TANROADS is responsible for the management of 35,000 Km of roads comprising of 12,786 Km of trunk roads and 22,214 km of regional roads. This is according to the Roads Act No. 13 of 2007 and subsequent reclassification of June 2017.

TANROADS is also responsible for the Central Materials Laboratory and 26 Regional Materials Laboratories to ensure the quality of road during construction and maintenance hence durable and comfortable roads. Also manages the operations of about 69 weighbridges (fixed and mobile) located at various stations on the road network for axle load control from the transporters vehicles.

In addition to the above mandate the Agency has been given responsibility of construction airports throughout in country being operated by Tanzania Airports Authority.

- b) Tanzania National Roads Agency (TANROADS) is responsible for managing the trunk and regional roads network as well as construction of airports in the country. Main activities which TANROADS undertakes include construction and maintenance of trunk and regional roads. In so doing construction and maintenance works provide socio-economic benefits to its employees, communities and the Nation as a whole. As mentioned earlier, TANROADS activities trigger environmental and social negative impacts, which must be prevented or mitigated during projects implementation.
- c) This Policy sets out specific commitments that TANROADS implement regarding the environmental and social sustainability of its projects. The Policy is developed as the first and major component of the TANROADS' Environment and Social Management System (ESMS). It is a requirement that employees, consultants and contractors who are involved in the planning and implementation of TANROADS projects will comply with the policy requirement while undertaking their works. It stipulates TANROADS institutional commitment to the highest standards of environmental and social protection throughout all its activities.

- d) These chapters describes the rationale of the policy and the context within which it has been developed. Chapter 1 presents background and context of the policy. Chapter 2 provides the overall goal, objectives and the guiding principles of the Policy. Chapter 3 covers the Policy statements and Chapter 4 presents TANROADS strategies for Policy implementation.

1.2 Context of the Policy

- a) The Constitution of Tanzania of 1977 as amended from time to time provides that, “every person has a right to clean and healthy environment, which includes the rights to have the environment protected for the benefit of present and future generations through legislative and other measures and to have obligation relating to the environmental management”.
- b) Consideration of environmental and social safeguards and commitment that apply to TANROADS therefore stems from Tanzania’s legal and policy frameworks requirement for compliance with a wide range of instruments and policies of international funding institutions has become an incentive to TANROADS to explore into environmental and social safeguards. International financing institutions that are TANROADS stakeholders includes, the World Bank, African Development Bank (AfDB), Japan International Cooperation Agency (JICA), European Union (EU), European Investment Bank (EIB), Danish International Development Agency (DANIDA), United Kingdom, Department for International Development (DfID), United States of America, Agency for International Development (USAID), Millennium Challenge Corporation (MCC), Arab Bank of Economic Development for Africa (BADEA), Korea International Corporation (KOICA) and KUWAIT Fund.

Collectively, these institutions have deep concern on a wide array of environmental and social safeguard issues hence to address some part as precedence conditions of their funding to the proposed projects. These safeguards includes health, safety, workers’ rights and conditions, community safeguards, communication, pollution, land acquisition and associated involuntary resettlement, protection of biodiversity and its habitats, preservation of cultural heritage, gender violence, child labour, human right, road safety, protection of vulnerable groups (widows, elders, children, people with disabilities) and engagement of relevant stakeholders.

- c) The Tanzania 2025 Development Vision is a long-term development blueprint for the country which are implemented under the short term of five year development plan. The Vision aims at transforming Tanzania into “A newly-industrializing, middle income country providing a high quality of life to all

citizens in a clean and secure environment.” In this regard, environmental Management is one of the social pillars of the Vision.

- d) The Government is concerned with the quality of the environment, social, safety and health issues and has enacted various Laws thereby establishing a legal framework which ensure strict observance of clean environment, health and safety to its citizens.
- e) TANROADS further recognizes that its activities have wide influence and impact on the natural and social environment, health and safety of people. Therefore, the Agency is committed to continually improve its environmental, social, safety and health performance. To achieve this TANROADS will seek to develop amongst its service providers including suppliers, contractors, employees and members of the public understanding of the situation and appreciate their role in bringing about improvement of road development.
- f) As the custodian of the trunk and regional roads network and critical role in providing quality national roads network for sustainable socio-economic development, TANROADS has a responsibility to manage and protect the natural resources in a way that promotes a healthy and sustainable environment. The Policy has therefore been developed to guide the Agency so as to ensure sustainable environmental and social management and improvement of safety and health during the implementation of road and airport projects.

2.0 GOALS, OBJECTIVES, PRICIPLES AND RATIONALE OF THE POLICY

2.1 Goal

The overall goal of this Policy is to set out responsibilities regarding the protection and management of the environment, social, safety and health issues in the development and maintenance of roads and airports projects. It spells out the guiding principles, gives out the policy framework and policy implementation strategies.

2.2 Objectives

To achieve the goal the policy has set out seven objectives.

- a) To develop higher level of environment, social, safety and health management.
- b) To maintain environment, social, safety and health management issues into TANROADS' Development Plans and programmes at all levels.
- c) To provide practical guidance on safety, health and environment at work places with a view to:
 - o Prevent accidents, diseases and other harmful effects on the health of TANROADS' employees and other road stakeholders arising from working condition;
 - o Ensure that the responsibility for safety, health and environment management is understood and remains priority for all TANROADS employees and all road stakeholders;
- d) To provide a unifying vision that will guide the actions of TANROADS's management, employees, shareholders, customers, contractors, services providers and suppliers.
- e) To ensure that project affected people receive resettlement assistance, so that their standards of living, income earning capacity and production levels are improved.
- f) To promote research information generation and information on environment and social management, safety and health.
- g) To set up a mechanism for monitoring the Agency environment and social management, safety and health performance.

2.3 Guiding Principles

- a) TANROADS recognizes that sustainable development is a fundamental aspect of sound business management and that the pursuit of economic growth and a healthy environment are inseparably linked. TANROADS will consider the impacts of our activities on the health and safety of the entire communities and take action in our local surroundings.
- b) TANROADS count that the environment offers life support systems and value human life above all else and will manage risks accordingly. There will be no task that is so important to damage the environment is justified.
- c) TANROADS upholds the principle that every person in Tanzania is entitled to a clean and health environment and has a responsibility of safeguarding and enhancing the environment and ensure good occupational health and safety.

2.4 Policy Rationale

The motive behind this Policy is to have safe working environment with a minimum interruption as a result of working conditions. The intention is to develop adequate capacity for coordination and cooperation for a comprehensive environmental, social, occupational health-safety and road safety management among key players at all levels of TANROADS employees and others stakeholders involved in the road sub-sector. This is possible by mainstreaming environmental, social, occupational health- safety and road safety management activities as integral part of TANROADS core business. Mitigation and prevention measures are essentially a development process, which cannot be undertaken without properly defined Policy framework that will provide a unifying vision that will guide the actions of TANROADS and stakeholders.

3.0 POLICY COVERAGE

3.1 Environmental Issues

3.1.1 Environmental Impacts

There is a growing concern in Tanzania and at global level that there are many forms of development activities trigger damage to the environment. Development activities have the potential to damage the resources upon which the economies are based. It is globally now accepted that the proposed development projects must be economically viable, socially acceptable and environmentally sound. In particular the road and airport development projects have significant impacts on the natural environment. The impacts arising from road and airport construction activities includes, land degradation, pollution (of water, soil and air), involuntary resettlement loss of vegetation cover, loss of biodiversity and soil erosion.

3.1.2 Sensitive Ecosystem

- a) The human activities including road development in a sensitive ecosystem possess threats to biodiversity found in the protected areas, wetlands, forests, and other areas of conservation concern or legal protection.
- b) The emissions of pollutants and generation of solid and liquid wastes where the road traverses in these ecosystems have effects to the flora and fauna in the ecosystem.
- c) TANROADS understand the importance of designing and implementing the appropriate mitigation measures for protection of sensitive ecosystems against negative impacts caused by construction activities within the areas where road and airport projects are implemented.

3.1.3 Climate Change

- a) TANROADS recognizes that climate change associated with increased frequency and severity of extreme weather events can affect road and airport infrastructure. Extreme weather events, such as heavy rains, flooding, high temperatures and changes of water table causing pavement deterioration, slope instability, landslides, flooding and damage of drainage systems and at watercourse crossings.
- b) Climate change effects increases the cost of maintaining road and airport infrastructure. This analysis estimates the damages of climate change in

terms of increased costs to maintain current levels of service (i.e. adaptation costs). Without adaptation, climate change could render many road corridors and airports unusable and leading to huge economic damages.

- c) In the country, adaptation costs associated with the effects of higher temperatures on paved road corridors are estimated to increase over time. Changes in precipitation patterns are projected to increase the costs associated with re-grading the unpaved road corridors.
- d) The climate change effects which result into unexpected floods have contributed to the damage of the roads, airports, drainage systems (i.e. bridges and culverts) which ultimately results into deterioration and premature failures of the roads and airport infrastructures.
- e) TANROADS also recognises that emissions generated through operations of vehicles, generators, construction equipment and plants through fuel consumption and combustion contribute to the Greenhouse effects and ultimately climate change.
- f) The Agency endeavours to promote a robust and innovative designs, undertake risk management, and appropriate measures to promote resilience to adverse effects caused by climate change and associated weather stresses.

3.2 Social Issues

3.2.1 Resettlement

- a) The roads and airport development projects in most cases have necessitated the involuntary resettlements to the surrounding communities. When involuntary resettlement is unavoidable, the Project Affected Persons (PAPs) have to be displaced to give way to the road development especially where there is re-alignment of a road. In so doing the PAPs are forced to change their lifestyle and economic base they used to enjoy.
- b) The resettlement caused by roads and airports projects is associated with various impacts including loss of land: (i) Agricultural land for cultivation of food and cash crop, (ii) Residential land, (iii) Public land for installation of infrastructures (such as water pipes, electric poles and cables, communications cables, etc.), and (iv) Land owned by communities and

institutions (village, mosques, churches, schools, government and private houses).

- c) The resettlement also involves loss of structures including office buildings, residential houses, worship buildings (i.e. mosques and churches), school and hospital buildings which belong to individual persons, private and public institutions. Other impacts include, destruction of public utilities (e.g. drainage, water supply and sewerage systems; etc.), loss of livelihoods, loss of formal and informal businesses (e.g. warehouses, large businesses, vendors, kiosks, barber shops, beauty shops, restaurants, market premises, etc.), loss of access to communal resources and associated loss of livelihood, loss of economic assets; loss of other individual and community assets such as water wells, graves/grave yards, ritual sites, etc.
- d) There may be some cases of physical resettlement associated with potential impacts including loss of structures such as houses; decreased land lots to local community; disruption from construction of new homes and facilities in local community; separation of family members and/ or disruption to family cohesion and social networks; and strain on education and health services in local community.

3.2.2 Gender and Vulnerable People

- a) In many cases the implementation of infrastructure projects marginalises gender and vulnerable people in terms of employment opportunities in construction works. Also during the implementation of Resettlement Action Plan (RAP) issues related to gender and vulnerable groups of people are sometime not given special consideration. In most cases vulnerable people have not been supported to improve their social welfare.
- b) Favourable actions to promote gender equality and participation by persons with disabilities and the elderly as well as other vulnerable groups of people in roads and airports projects is very important. Currently, there is unequal access to information particularly about HIV/AIDS, STIs and TB; unequal access to health facilities in the communities, unequal access to schools and access to job opportunities.
- c) It is disheartening that roads and airport construction activities have been associated with increased rates of gender violence, sexual harassment and child labour practices.

- d) TANROADS recognise that these phenomenon calls for safeguard tools to be developed and implemented in road and airport construction projects from commencement of the project to ensure that these inhuman actions are not happening at the project sites. Safeguard tools will help to reduce gender violence in the communities and promote participatory decision making processes at community, Ward, District, Regional and National levels.

3.2.3 HIV/AIDS, STIs, Tuberculosis and Non-Communicable Diseases

- a) The construction sector is one of the most HIV and AIDS vulnerable sector in the formal economy. It is increasingly being adversely affected by depletion of skills caused by HIV and AIDS infection given their work circumstances. Due to its nature, the construction sector attracts a large number of immigrant labourers from outside and inside the country.
- b) TANROADS is supporting the national efforts on the fight against HIV and AIDS. In so doing, the Agency has developed a specific HIV and AIDS Policy at Work Place to ensure effective responses on implementation, monitoring and evaluation of HIV and AIDS interventions. HIV and AIDS is a workplace phenomenon not only because it has the potential effects to labour and productivity but also because the workplace has a vital role to play in the wider strategies to limit the spread and effects of the pandemic.
- c) Roads and airports projects involve mobility and temporal migration of workers, which are documented to be linked to increased prevalence of HIV and AIDS. The Agency plans and implements preventions programs against HIV and AIDS and Sexually Transmitted Infections (STIs), targeting construction workers and the local communities they interact with and all vulnerable groups of people.

3.2.4 Labour and Working Conditions

TANROADS respect fundamental rights of workers and employment under Tanzania Labour Law and ILO Conventions. This includes rights related to specific working hours, wages, overtime allowances, leave compensation, benefits, organization and collective bargaining, non-discrimination and equal opportunity, child labour, and forced labour.

3.2.5 Culture Resources and Anthropological Values

TANROADS recognizes the value and importance of cultural heritage including physical and non-physical cultural resources as one of the critical elements for sustainable developments. Cultural resources are potential for national economy as sources of revenue from tourism activities.

The Agency understands that roads and airports construction activities might affect the potential physical cultural or historical sites of national importance.

3.2.6 Roads Safety

- a) Road transport is essential to the social and economic life and development of Tanzania. However, the current trend of loss of life and properties associated with road accidents in Tanzania is unacceptable.
- b) Road safety has increasingly become an issue of major concern in Tanzania as vehicles have increased on its road network. Ironically, road safety in Tanzania has deteriorated when the condition of the national road network has improved. Although a trend of road crashes in Tanzania is showing a reduction, road crashes are still the challenge which need to be addressed holistically.
- c) According to the Traffic Police reports from 2013 to 2016 the occurrences of road crashes is diminishing whereby in 2013 there were about 23,842 with 4,002 fatalities and 20,689 injuries compared to year 2016 whereby 9,856 road crashes were recorded with 3,256 fatalities and 8,958 injuries. Main factors of road crashes in Tanzania environment as to other countries are three, however the percentage is as follows; human error (76%), vehicle engineering condition (16%) and road condition (8%).
- d) Road accidents now cost the global economy about US\$ 500 Billion per year. In 2006, the socio-economic costs to Tanzania were estimated in monetary terms to be TSH. 208 billion per year. These costs included lost production, medical expenses, and damage to property, administrative costs, pain, grief and suffering.

3.2.7 Occupational Health and Safety

- a) The Agency project activities may present risks to health and safety of workers, communities, and the general public.

- b) The deterioration of occupational health and safety at working place deters the performance and life of workforce.

4.0 STRATEGIES FOR POLICY IMPLEMENTATION

4.1 Environmental Issues

4.1.1 Environmental Impacts

- a) The Agency will conduct Environmental Impact Assessment to foresee the environmental impacts which may arise from the implementation of the road and airport projects and propose mitigation measures to prevent and minimize the predicted and identified impacts.
- b) The Agency shall prepare and monitor the implementation of the Environmental Management Plan during the construction works to ensure compliance by the Contractor.

4.1.2 Sensitive Ecosystem

- a) The Agency shall take all necessary measures to protect and/or minimize impacts on environment resources, to prevent and/or minimizing pollution, and to protect biodiversity, with special regard to sensitive ecosystems such as protected areas, wetlands, forests, and other areas of conservation concern or legal protection.
- b) Sensitive ecosystems such as natural forests and wetlands shall be conserved throughout project works by development and implementation of special management plans. The Agency will require contractors to ensure that the necessary plans or procedures are prepared and implemented. Contractors will be required to control emissions of pollutants and to manage wastes, including spoil, as required by applicable standards.
- c) The Agency shall take a proactive approach to protect, conserve and manage the natural environment and improve social conditions of communities in its road corridors and network.
- d) The Agency shall collaborate with other Government agencies and stakeholders to identify, design and implement activities to enhance Environment and Social conditions as part of its projects and will require Contractors participation as appropriate.

4.1.3 Climate Change

- a) The Agency incorporate necessary measures to address climate related risks in designing and implementing road projects.
- b) The Agency shall promote robust and innovative designs, undertake risk management, and appropriate measures to promote resilience to adverse effects caused by climate change and attendant weather stresses.
- c) The Agency shall ensure conducting of regular and timely vehicles maintenance and phase out exhaust vehicles for the dual benefits of reduced fuel consumption and lower exhaust emissions.
- d) The Agency will ensure that Contractors fully considers purchasing new equipment for road works with energy efficiency.

4.1.4 Social Issues

4.1.4.1 Resettlement

- a) The Agency shall minimize the need for involuntary resettlement whenever possible. When involuntary resettlement is unavoidable, TANROADS will ensure that property losses are compensated, and that livelihoods are restored to at least pre-project levels as required by applicable Law and standards. The Agency will also require preparing the RAP that will give guidelines to protect PAPs and other stakeholders as mitigation of adverse social impacts caused by the road projects.
- b) The Agency, using the Land Acquisition process and applicable laws will develop and implement measures to minimize the impact of involuntary resettlement, including identifying and evaluating alternatives, sensitizing and/or providing support to help affected people, re-establishing livelihoods, providing allowances to cover costs of moving, and replacing and enhancing community infrastructure and facilities, the Agency will ensure an effective grievance redress mechanism is made available to all affected people. This however will not apply to illegal road reserve encroachment.
- c) A thorough consultation with project affected persons will take place. This is to ensure that their rights and interests are taken care of. For this to take place, their voices will be made clear via the formation of public consultation forums. Consultation will be done before and during project implementation.
- d) Baseline data for resettlement of people and affected properties including the inventory of landholdings and immovable/non-retrievable improvements and a census detailing household composition and demography and other relevant socio-economic characteristics will be established.

- e) A fair and equitable set of compensation options will be negotiated with project affected persons. Compensation will be paid for structures, land, graves and trees that are disturbed accordingly to set rates derived from market value comparable as started by Land Act, No 4 & 5 of 1999 and Its Regulation of 2001.
- f) When practical, the employment and sub-contracting opportunities that arise from a project will be made available to the affected population and project surrounding communities.
- g) The Agency shall provide an open, transparent and fair process by which staff, project affected people, and other stakeholders can express concerns and grievances and be sure they will be considered and resolved in a timely manner.
- h) The Agency will establish and implement a Grievance Redress Mechanism that is available to any person who wishes to express concerns or comments free from retribution. The Mechanism will address any such grievances in a timely manner and will report back on the resolution.
- i) The Agency shall provide guidelines and funds to enable formation of Grievance Redress Committee on district and ward level to perform their duties and responsibility on conflict resolution and retribution resulted from involuntary resettlement. This committee will require timely reporting to TANROADS of grievances and resolutions.

4.1.5 Gender and Vulnerable People

- a) The Agency shall provide an enabling where women, men, and vulnerable people, have equal opportunity to participate in, and benefit from projects.
- b) The Agency will implement specific measures to ensure that gender-specific issues are taken into consideration in the different stages of the projects management cycle. The Agency, its contractors and consultants shall be required to develop and implement specific measures and arrangements for the promotion of gender equality, identifying how to incorporate gender concern into road projects activities and ensuring that adequate resources and facilities are earmarked for that purpose. Such measures may include favourable actions to promote gender equality, and participation by persons with disabilities, the elderly, and vulnerable people and groups.
- c) The Agency will ensure that contractors, sub-contractors and consultants are aware of this policy, and shall required from them strict measures (including enacted worker codes of conduct) for ensuring compliance with the Policy by all workers, whether local or foreign. The Agency shall ensure zero tolerance towards sexual abuse and sexual harassment of community members and workers by its suppliers and services providers. Every project shall include

clear and publicized procedures for reporting, recording and handing of any such incidents.

4.1.6 HIV/AIDS and Non-Communicable Diseases

- a) The Agency shall establish measures to reduce the risk of HIV transmission and to mitigate the effects of HIV and AIDS associated with roads projects.
- b) Roads and airports projects involve mobility and temporal migration of workers, which are documented to be linked to increased prevalence of HIV and AIDS. To help mitigate such risks, contractors shall be required to engage with service providers as will be advised by the Agency in planning and implementing a prevention program against HIV and AIDS and STIs, targeting construction workers and the local communities they interact with and all vulnerable groups of people.

4.1.7 Labour and Working Conditions

- a) The Agency shall ensure that terms of employment and working conditions of all workers who support TANROADS activities and projects meet the requirements of the National Labour Legal Framework and the International Labour Organization (ILO) conventions to which Tanzania is a signatory.
- b) The Agency will provide working conditions and terms of employment in accordance with legal requirements. The Agency respects fundamental rights of workers under Tanzania law and ILO Conventions, including rights related to hours of work, wages, overtime, leave compensation, benefits, organization and collective bargaining, non-discrimination and equal opportunity, child labour, and forced labour. Agency will require its contractors, including their sub-contractors and primary suppliers, to take all necessary measures to ensure that workers have proper.

4.1.8 Culture Resources

The Agency recognizes the value and importance of cultural heritage, including physical and non-physical cultural resources, as critical elements of sustainable developments. The Agency and its contactors, shall take all necessary measures to identify tangible and intangible cultural heritage that may be affected by construction activities and to ensure that procedures are in place to protect and conserve cultural heritage to the extent possible and as required by applicable standards and Laws.

4.1.9 Roads Safety

- a) The Agency shall ensure that the contractor prepare Traffic Management Plans (TMP) prior to the commencement of road construction works to ensure smooth traffic flow and improve safety of road users, adjacent communities especially children, the elderly and people with disabilities during construction

period. This plan shall include but not limited to method of protection of communities, give details of operation hours, types and number of safety devices, details of the location and design of diversion roads; temporary structures, barricades, temporary signs, flagmen, signals and other physical features necessary to accommodate traffic flow during construction;

- b) The Agency's supervision team shall ensure contractors and its subsidiaries erecting temporary speed calming measures, temporary speed limit signs to the highly populated areas such as at road section under works, approach to trading centres, villages, school premises and health centres to control vehicles speed for safety of other road users;
- c) The Agency's supervision team shall ensure that contractors and subsidiaries conduct induction training on recruitment of Machines' operators and haulage drivers on accidents risks and control measures on traffic operations plan, construction sequencing, public information announcements, use of traffic control devices and other activities designed to minimize traffic disruption;
- d) The Agency's supervision team shall ensure that road users and communities living/working along the project roads access their home/office smoothly by providing proper access road and crossing facilities/slabs to deep open drains to be established through adequate consultation with the local communities with close follow up by Supervision Consultant;
- e) Road designs shall be made with the highest consideration for the safety of the roads users.

4.1.10 Occupational Health and Safety

- a) The Agency shall ensure that during road construction, the contractors are in compliance with OSHA Act requirements.
- b) The Agency shall ensure provision and maintenance of a healthy and safe work environment and safe systems of work for its employees and those working in projects.
- c) The Agency shall take all necessary measures to protect the health and safety of local communities and roads users throughout the roads project cycle, with particular concern for those who are disabled, elderly, or otherwise vulnerable.
- d) The Agency project activities may present risks to health and safety of workers, communities, and the general public. Therefore, the Agency and its partners and contractors shall ensure that all activities are conducted in a manner that protects the health and safety of workers, communities, and the general public. Contractors shall be required to adopt policies and to provide safe tools, materials, equipment, and processes for work and rest that meet

or exceed National and International requirement, as well as best practices, for occupational and community health and safety.

4.1.11 Procurement and Contracting

- a) As part of its ongoing commitment to improve the environment and the quality of life of Tanzanians, the Agency will seek to reduce the environmental impacts of its operations and promote environmental stewardship by integrating environmental performance consideration in the procurement process.
- b) The Agency shall encourage and prefer Eco-friendly products which are more power efficient, vendors who use recycled packaging materials, printing papers made from planted and renewable forests, low-energy consumption desktop configuration, laser printers with GREEN functionality, servers with low voltage CPUs and low wattage storages, server racks with efficient cooling system and Eco-friendly procurement consideration for other Consumables.
- c) The Agency will strive to embrace where feasible Green Procurement where products and services are less harmful to the environment (land, air and water) and all species including humans that depend on environment for survival are procured.

4.1.12 Road Beatification

- a) TANROADS will promote tree planting at the highways to beautify and improve scenic view along the road. The planted trees will also act as carbon sinks while beautifying the essential to civilized life.
- b) The Agency will plant appropriate species of trees and flowers on the road reserves and median of the road.
- c) Tree planting during construction of new roads will be a requirement and this will be provided for in the bidding documents.
- d) The Agency will continually explore leverage partnership opportunities with governments departments, NGOs and Community Based Organizations for maintenance of trees and flowers on the road reserves.

5.0 POLICY IMPLEMENTATION TOOLS

5.1 Legislative and Regulatory Compliance

- a) TANROADS will strive to meet and/or exceed applicable laws and regulations. Environmental Regulations, laws and code of practice will be regarded as setting the minimum standards of environmental performance.
- b) The agency will monitor emerging regulatory and legislative policy changes and/or initiatives and facilitate their incorporation and implementation within the Agency's activities.

5.2 Environmental and Social Impact Assessment

- a) Environmental and Social Impact Assessment will be conducted to determine whether or not a project will have any adverse impacts on the environment as stipulated in the National Environmental Management Act of 2004 and International Policies and Guidelines including World Bank Safeguard Policies, African Development Bank Safeguard Policy, European Union, JICA and other development partners' requirements.
- b) The Agency will ensure that Environmental and Social Impact Assessment is carried out and required approvals obtained before a project is implemented.
- c) In carrying out Environmental and Social Impact Assessment, the Agency will ensure that public meetings are held with affected and interested parties to explain to them the project, its social, economic and environmental impacts, and to receive oral or written comments and objections to any proposed project.
- d) An Environmental and Social Management Plan (ESMP) has to be prepared detailing project activities, impacts, mitigation measures, time schedule, costs, responsibilities and commitments proposed to minimize environmental impacts or activities, including monitoring and environmental audits during implementation and decommissioning phases of a project. The plan has also to indicate the parameters to be measured and measurable indicators to be used in monitoring of a project.

5.3 Environmental, Social, Health and Safety Code of Conduct

The Agency shall prepared Environmental, Social, Health and Safety Code of conduct to form part of the bidding document during tendering and which shall also form part of contract to ensure contractor's compliance.

5.4 Environmental, Road Safety, and Occupational Health and Safety Audit

- a) From time to time, the Agency will carry out auditing to evaluate activities and processes of ongoing project to determine how far the activities conform to the

approved Environmental and Social Management Plan (ESMP), road safety and Occupational Health and safety requirements

- b) The audits will be conducted in accordance with the provisions of relevant national Laws, Policies, Regulations and guidelines.

5.5 Environmental and Social Monitoring

- a) 5.5.1 Environmental monitoring will be based on the agreed recommendations of the Environmental and Social Management Plans within the Environmental and Social Impact Assessment reports.
- b) 5.5.2 The Agency shall monitor environmental phenomena with a view to making assessment of any possible changes in the environment and their possible impacts as a result of ongoing projects.
- c) 5.5.3 Where necessary and feasible, the Agency will conduct measurements of environmental changes that have occurred during project implementation.
- d) 5.5.4 Within 30 days of the order to commence work, the Contractor shall prepare, submit and thereafter implement a project specific overall Environmental and Social Management Plan (ESMP) for the project and its operations, relating to the approved project Environmental and Social Impact Assessment. The plan shall contain the following specific plans:
 - i. Erosion and Sediment Control Plan (ESCP) to ensure that potential soil erosion and sediment transport to nearby surface-water resources is addressed and protect water quality during road or bridge construct.
 - ii. Noise and Ground Vibration Control Plan (NGVCP) to reduce the possibility of adverse noise and vibration impacts to human health.
 - iii. The Contractor shall prepare and implement a specific Occupational Health and Safety Management Plan which should identify risks and mitigation measures. The plan should provide guidelines on how to deal with environmental emergencies and accidents.
 - iv. HIV/AIDS Control Plan to provide guidelines on how HIV/AIDS awareness and sensitization will be carried out.
 - v. Quarry and Borrow Pits Operation and Rehabilitation Plans that describe clearly the way quarries and borrow pits to be established for road construction will be operated in terms of excavation procedures, maximum depth, distances from settlements and the road itself. Also the Plan shall elaborate on how the open borrow pits and quarry sites will be restored at least to its original state upon its completion.

- vi. Environmental monitoring will be carried out by Works Supervision Engineer during construction or rehabilitation at agreed interval. Environmental assessment Monitoring reports will be submitted to the Agency. The reports will be reviewed and action taken on non-conformances. The Agency will be responsible for regular Environmental Monitoring during project operation.

5.6 Stakeholder Engagement and Disclosure of Information

- a) The Agency shall work in cooperative partnerships with road users, transport providers relevant authorities, contractors, and local communities. The Agency shall engage with and listen to affected persons and organisations throughout all its activities, and will be responsive to their concerns, with special regard for vulnerable, disabled, and elderly people.
- b) The Agency shall develop and implement mechanisms for attaining effective stakeholder engagement, including creating positive attitude, knowledge, providing information and creating awareness. The Agency shall require that contractors develop and implement community engagement programs to complement the Agency's own mechanisms. One goal of these activities will be to foster, dialogue among stakeholders, the Agency, and /or the contractor in order that stakeholder views can be understood, considered, incorporated where possible in the road projects, and clear feedback provided regarding the action taken.
- c) The Agency shall agree on service standards or memoranda of understanding with other agencies and governmental bodies with the aim of streamlining their respective activities.

6.0 POLICY ROLES, REVIEW AND IMPLEMENTATION

6.1 Policy Dissemination and Capacity Building

- a) The Agency will communicate this Policy of responsible environmental management to all employees by providing the necessary training in all applicable procedures and practices, by informing suppliers and contractors of our environmental Policy and encouraging them to adopt effective environmental management practices, and by soliciting input from form employees, suppliers and customers on meeting our environmental objectives.
- b) TANROADS will disseminate environmental information to employees and other stakeholders through newsletters, posters, internal mails, training sessions and team talks/meetings.

6.2 Environmental Reporting

- a) The Agency shall implement and enforce procedures for the accurate and complete reporting of all environmental information and environmental policy implementation achievements.
- b) The Agency will conduct annual self-evaluation of our performance in implementing this Policy and in complying will all applicable laws and regulation.

6.3 Environmental Training and Awareness

- a) TANROADS will ensure that the entire staff receives appropriate training on the requirement of implementation of the commitments in this Policy.
- b) The Agency will establish a training program for all staff on environmental issues. Training and environmental awareness creation will on regular basis.
- c) Environmental awareness training session for contractors will be carried out prior to any work commencing on site, with target audience being all project personnel.
- d) The Agency will ensure that officials in key management, procurement services delivery and oversight positions, have the necessary training to support the objectives of the Policy.

6.4 Roles and Responsibilities for Policy Implementation

- a) The implementation of the Policy is the responsibility of every TANROADS' Employees, Contractors, Consultants, Suppliers' and other road users.
- b) The Agency's Management shall be responsible for administering and monitoring the implementation of this Policy.

- c) The Management and Supervisory staff shall be responsible for implementing and maintaining environmental management systems necessary to sustain this Policy.

6.5 Policy Review

- a) The Agency shall ensure adequate and regular monitoring to the effect of successful implementation of the policy.
- b) The Agency's environmental, social; safety and health policy will be reviewed after every five years taking into account the changes, progression and experience in the implementation of the policy. The Agency will collect data and regularly report on its performance in implementing this Policy.

6.6 Resources for Policy Implementation

- a) In order to ensure that the strategies provided in this policy are achieved, TANROADS will allocate appropriate resources to ensure an effective implementation. Environmental Management in the road sector would be economical, social and environmental beneficial and will contribute to improve the road network quality.
- b) The Agency will maintain adequate human resources to implement the commitments of this Policy and the Environment and Social Management System, including Environment and Social Impact Assessment and oversight of contractor performance. The Agency will sensitize and train as necessary to ensure there is sufficient capacity for implementation of this Policy.
- c) The Agency will ensure provision of adequate financial resources for managing the Environment and Social aspects of its project development and maintenance activities, including resources for assessments of Environment and Social Impacts, compliance monitoring and auditing of contractors activities. The Agency will require contractors to allocate the necessary financial resources for implementing applicable Environment and Social safeguards in their projects.
- d) The Agency has a clear commitment to harnessing environmental resources in a sustainable manner and minimizing environmental damage. It pledges to prevent actions which have adverse environmental impacts using various strategies provided in this Policy.