



Vulnerability Alleviation Project (VAP)

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

11.12.2019



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Abbreviation and Acronyms

AfDB	African Development Bank
AMTO	Assisted Medical Treatment Order
BEAM	Basic Education Assistance Module
CESMP	Contractor's Environmental and Social Management Plan
DDC	District Development Coordinator
EA	Environmental Assessment
EMA	Environmental Management Agency
E&S	Environmental and Social
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
C-ESMP	Construction Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
ESIA	Environment and Social Impact Assessment
FDM	Food Deficit Mitigation
GBV	Gender-Based Violence
GIS	Geographic Information System
GNI	Gross National Income
GRM	Grievance Redress Mechanism
GoZ	Government of Zimbabwe
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
HSCT	Harmonised Social Cash Transfer
ISS	Integrated Safeguards System
LMP	Labour Management Procedures
M&E	Monitoring and Evaluation

MNCH	Maternal, New-born and Child Health
NSPPF	National Social Protection Policy Framework
NGO	Non-Governmental Organization
NSSA	National Social Security Authority
OHP	Occupational Health Safety Plan
PA	Public Assistance
PG	Provincial Governor
PIU	Project Implementation Unit
PSC	Project Steering Committee
PSEA	Prevention of Sexual Exploitation and Abuse
PwP	Public Works Project
RESA	Rapid Environmental and Social Assessment
RTGS	Real Time Gross Settlement
SMP	Staff-Monitored Programme
STI	Sexually Transmitted Infections
TSP	Transitional Stabilisation Programme
TB	Tuberculosis
TWG	Technical Working Group
UN	United Nations
UNICEF	United Nations Children's Fund
VAP	Vulnerability Alleviation Project
UNOPS	United Nations Office for Project Services
WASH	Water, Sanitation and Hygiene
ZINWA	Zimbabwe National Water Authority

Summary

The VAP aims to contribute to the cushioning of the vulnerable populations, particular in the urban areas, from the impacts of the ongoing economic reforms in the country. The proposed operation builds on the extensive in-country Public Works Project (PwP) experience, to strengthen urban resilience by reinforcing coping mechanisms across priority sectors. The Project will contribute to building resilience and improving the livelihoods of vulnerable youth and women through the development of community infrastructure and community livelihood economic opportunities. Based on the needs in vulnerability alleviation, gender and youth development, the envisaged project is designed to support the social protection efforts by the Government and development partners to address urban resilience building through labour-intensive public works, technical skills and entrepreneurship development. Interventions in the high impact areas identified will contribute to the creation of jobs and economic opportunities for women and youth in vulnerable communities.

A series of adverse impacts are anticipated during the project implementation, comprising environmental and social issues. Environmental impacts include untreated waste water from households that can contaminate drinking water; construction run-off and drainage causing adverse water quality impacts; sewage created through construction workers; waste pile-up from construction activities as well as households; as well as noise and air pollution during construction activities; and impacts on fauna and flora through excavation works. Potential social impacts include community health and safety impacts through construction work; odour and water contamination through WASH facilities; grievances through beneficiary selection, HIV/AIDs and GBV impacts through labour influx; but also, GBV risks through project interventions; as well as concerns over the use of child labour in project activities. These adverse risks and impacts can be mitigated through the proposed risk mitigation measures listed below. The beneficial impacts outweigh the adverse impacts.

This Environmental and Social Management Framework (ESMF) has been developed as the most appropriate tool to determine risks and mitigation measures, since the project activity details and locations are not fully determined. The ESMF provides the framework for the development of activity- and location-specific Environmental and Social screening and the subsequent development of appropriate tools to mitigate risks and impacts.

The first two sections of the ESMF lay out the background and justification for the ESMF and provide a description of the programme operation in as much detail as known at this point.

The third section of the ESMF provides an assessment of the policy and legal framework as applicable for the project activities. It includes a review of the Zimbabwe Environmental Management Act, the Environmental Impact Assessment Policy Guidelines, Environmental Management Regulations, Environmental Management Regulations as they pertain to hazardous waste, and the Water Act. It further mentions the international agreements and treaties that were signed and ratified by the Government of Zimbabwe (GoZ). The section further provides an in-depth gap assessment in view of local legislation and the African Development Bank (AfDB) Operational Safeguards, including recommendations on how to address some of the key gaps.

Section four of this ESMF describes the environmental and socio-economic baseline data, which has been gathered through a Rapid Environmental and Social Impact Assessment (RESA). The environmental section covers surface water issues, geology and hydrology of the project area, water quality, and climatology as it pertains to the respective urban areas. The socio-economic section describes the economic outlook and

macroeconomic performance of Zimbabwe, ongoing economic reform and re-engagement, human development issues, local governance, population dynamics, health issues, water and sanitation, disadvantaged and vulnerable groups, gender roles and practices, key livelihoods of the local populations, as well as non-government organizations operating in the project areas. The section identifies women, youth and women-headed households as the key vulnerable groups, which the project can benefit.

Section five provides a stakeholder analysis and a stakeholder engagement plan, detailing the different interested and affected parties of the project and laying out modes of engagement throughout the project. It identified a variety of directly or indirectly affected parties, including residents in the project areas, local authorities, schools, police, small business owners, local political leaders, various Ministries, backyard industries and recycling companies, as well as women and youth organizations. It further identified interested parties, including the Ministry of Local Government, the Ministry of Environment, Climate Change, Tourism and International Trade, Ministry of Health and Child Welfare, Ministry of Sports, Arts and Recreation, Ministry of Agriculture, Ministry of Environment, Ministry of Youth and Ministry of Women Affairs, Community, Small and Medium Enterprise Development, Ministry of Energy, as well as Industry and Commerce

The section further lays out a grievance redress mechanism (GRM), which is based on key five steps: Assess and Clarify; Report; Acknowledge and Follow-up, Verify, Investigate and Act; Monitor, Evaluate and Feedback. The GRM is based on an already existing mechanism, which UNOPS has developed and is currently implementing, which includes help desks, letter boxes for grievances and feedback, as well as a tollfree hotline available for all beneficiaries and communities.

Section six of the ESMF assesses the potential E&S risks and impacts of the project, based on the findings of the Rapid E&S Impact Assessment. It assesses beneficial against adverse impacts and lists mitigation measures for key identified adverse risks and impacts, including construction run-off and drainage, water pollution, sewage effluent, waste impacts, impacts on fauna and flora, community health and safety risks, labour influx, HIV-related risks, increased GBV, grievances over the selection of beneficiaries, and possibilities of child labour. A negative list of activities includes large infrastructure projects, waste treatment and disposal installations, large water and wastewater treatment plants, large-scale irrigation, and activities involving significant quantities of hazardous substances.

Section 7 spells out institutional arrangements for the implementation and monitoring of the ESMF, including the staffing in the UNOPS Project Implementation Unit (PIU) that will allow monitoring and supervision of mitigation measures. It explains the internal PIU working modalities in view of E&S screening processes and EMA authorizations, ensuring that all activities are implemented in accordance with this ESMF. The section also provides a monitoring plan for all identified risks and mitigation measures. The arrangements for reporting include the preparation of biannual reports from the PIU to the Bank, including all relevant E&S screening results, ESIAs/ESMP, as well as outcomes of GRM records. Emergency and incident reporting will be conducted according to UNOPS' incident reporting form, requiring Root Cause Analysis and follow-up.

Section eight outlines the key risks, impacts and mitigation measures proposed, based on types of activities known to date.

Section nine lays out capacity building and training commitments, which will be undertaken by the project, in order to ensure full implementation of the E&S instruments. These include training on GBV, GRM, the ESMF, Community Health and Safety issues, H&S standards and GBV issues for workers, and more.

1.0 Introduction

1.1 Background to the ESMF

The African Development Bank is financing the Vulnerability Alleviation Project (VAP) in the high-density areas of Harare, Chitungwiza, Ruwa and Hatcliffe. The project will be implemented by the United Nations Office for Project Services (UNOPS) in partnership with the Ministry of Local Government, Public Works and National Housing, with the participation of key stakeholder ministries which include the Ministry of Women's Affairs, Community and Small and Medium Enterprise Development; the Ministry of Youth, Sports, Arts, and Recreation; the Ministry of Public Service, Labour and Social Welfare and the Ministry of Health (responsible for social protection). UNICEF will act as an implementing partner due to its significant experience in water and sanitation. In line with national legislation, as well as the Bank's Integrated Safeguards System (ISS), UNOPS has prepared the appropriate Environmental and Social Management instrument.

1.2 Justification of the ESMF

The Bank's ISS require an Environmental and Social Impacts Assessment (ESIA) and Environmental and Social Impact Management Plan (ESMP) when the specific project details are fully understood, and also depending on the categorization of the project. In this instance, an Environmental and Social Management Framework (ESMF) has been determined to be the most appropriate tool because the project's technical details and exact locations are not yet fully determined. The full technical details, scope of interventions and the geographical locations will be developed during the 6 months inception period following the approval of the project. It is understood that the general project locations will be in the areas with high population density - namely Harare, Chitungwiza, Ruwa and Hatcliffe - but the exact activity locations are not yet developed.

In line with this ESMF, the project activities will be subjected to an Environmental and Social Screening process once the exact locations are known. The process will determine the most appropriate E&S tools and mitigation measures to be implemented and monitored. The E&S Screening process will allow UNOPS to determine whether there will be a need for further E&S assessments, and what their scope should be, as well as whether an ESMP is required. Meanwhile, the ESMF has been developed with adequate general E&S considerations that are required to assist the project preparation by forecasting the applicable legislation and policies, conducting general field verifications, analysis and consultation of key stakeholders, forecasting general risks and impacts and providing for management and monitoring of related risks and impacts. The main purpose of this ESMF is therefore to establish procedures and methodologies for E&S assessments, review, approval and implementation of investments to be financed under the Project, as the nature, scope and locations of activities become known during the implementation of the Project.

The ESMF describes the appropriate roles and responsibilities of UNOPS, implementing partners, contractors and other stakeholders, and outlines the reporting procedures on E&S issues. It describes the management and monitoring processes of E&S risks and impacts related to the project investments.

It further determines the training, capacity building and technical assistance required for UNOPS and implementing partners to successfully implement the provisions of the ESMF; and provides practical information resources for implementing the ESMF. It also lays out the staffing requirements and institutional arrangements clarifying the relations between UNOPS as the key implementer, the AfDB, and

other implementing partners, including their roles and responsibilities in view of the implementation of the ESMF.

1.3 Methodology of the ESMF

Desk Reviews: The following approaches and activities were undertaken in formulating the ESMF: a) desk review of all project-related information, b) desk review of national legislation requirements, c) desk review of the Banks' integrated safeguards systems documents d) desk review of relevant publications on waste management, water quality and stakeholder groups operating within the project areas.

Rapid Environmental and Social Assessment (RESA): A RESA was conducted in the high-density communities of Harare, Chitungwiza, Ruwa and Hatcliffe to understand the general E&S baseline conditions, to identify key E&S risks and impacts, and to consult key stakeholders to the project. The RESA gathered baseline information on the social structure in project areas, main livelihoods, health challenges, levels of crime and violence, business and entrepreneurship, general categories of vulnerable groups, water and sanitation situation, surface and ground water quality, waste management practices and land use within the general project areas.

Stakeholder Consultations. A mapping of stakeholders was conducted through a scoping meeting. This identified the major stakeholders, which then helped identify the community level stakeholders. High-level engagements with the Ministry of Local Government, Public Works and National Housing were conducted. The Ministry linked the assessment team to the respective local authorities, who assisted with contacts of local stakeholder groups, including and not limited to the residents associations, youth and women groups, small to medium enterprises, waste management groups and training organizations within their respective areas of jurisdiction. Stakeholders were segmented into directly or indirectly affected stakeholders, interested stakeholders, influencing stakeholders and potentially influencing stakeholders. Subsequently, focus group discussions were held with women, girls and youth groups in Chitungwiza and Hatcliffe. Simple questionnaires were administered for NGOs and organizations in Chitungwiza, Ruwa and Hatcliffe. Qualitative interview questions were posed to personnel from local authorities. Key respondents included personnel from Environmental Management Agency (EMA), local authorities, local councillors, and the Zimbabwe National Water Authority (ZINWA). Observations were made during waste collection and separation conducted by community waste management groups in Chitungwiza and on communal drinking water supply points in Hatcliffe. Through Geographic Information Systems (GIS) location details of various sites of interest was captured, including on community water points, uncollected solid waste sites, urban agriculture points and market places. See annex 8 for details.

2.0 Description of Programme Operation:

2.1 Project Location and Beneficiaries

Project locations are not yet known, they will be decided on during the Project's 6 months inception phase between January and June 2020. However, the Project will be implemented in and around Harare, as it has a specific focus on urban environments and is addressing urban resilience. This includes the high-density suburbs of Harare and nearby townships (Chitungwiza, Ruwa; Redcliff).

The key beneficiary focus will be on youth and women as main beneficiaries. Other beneficiaries are the various government agencies (especially the Ministry of Local Government, Public Works and National Housing; Ministry of Women's Affairs, Community and SME Development; the Ministry of Youth, Sports,

Arts, and Recreation; and the Ministry of Public Service, Labour and Social Welfare and the Ministry of Health) that implement social protection efforts in Zimbabwe. Fig 2.1 below shows the location of Harare in Zimbabwe, and the locations of Chitungwiza, Ruwa and Hatcliffe in the outskirts of Harare. For more detailed plans of project areas, please refer to Annex 7.

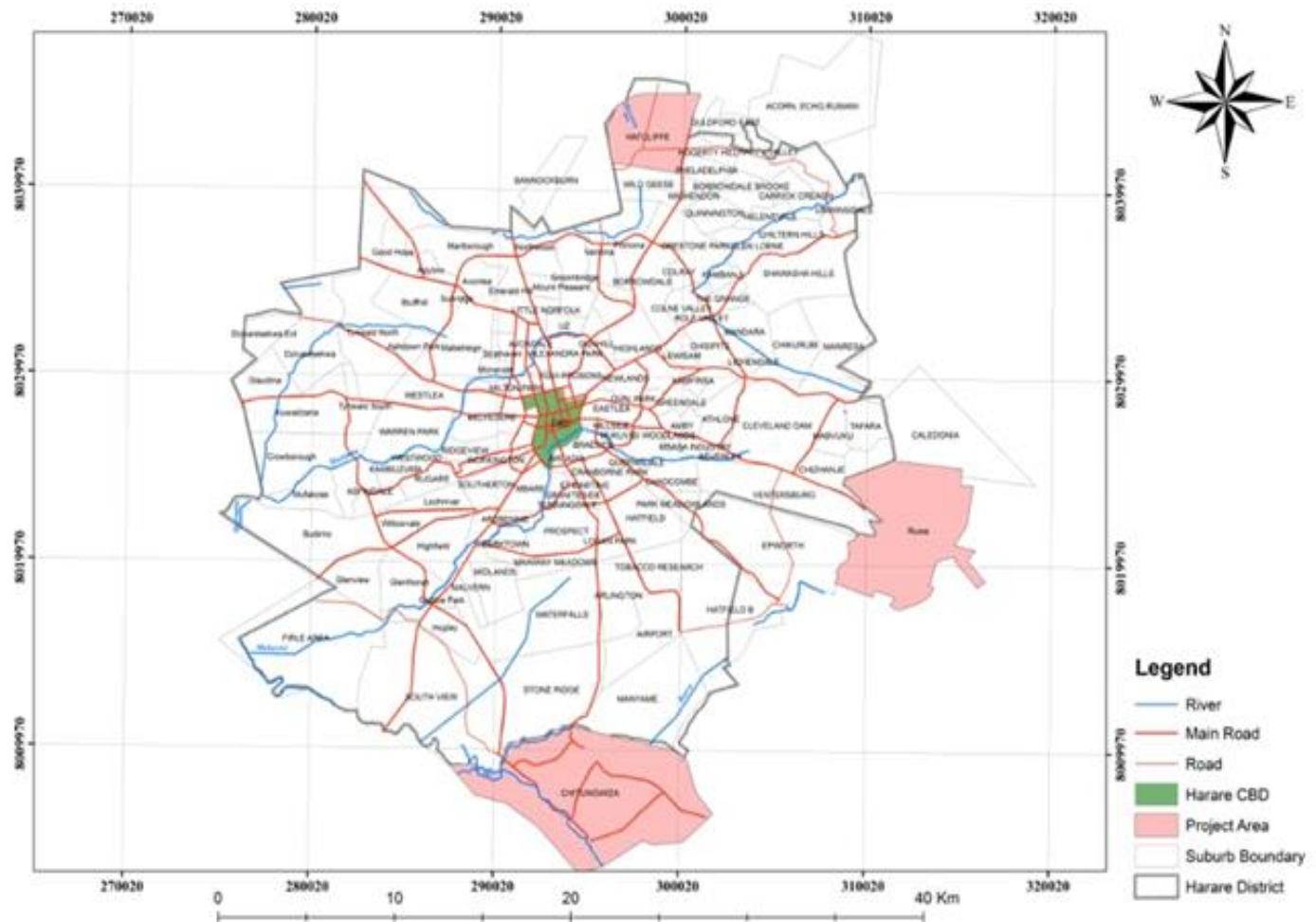


Fig 2.1 Location of Chitungwiza, Ruwa and Hatcliffe in Harare

2.2 Project Components

The VAP will have the following three mutually reinforcing components, with the major activities are summarized in Table 1 below.

- *Component 1:* Building Resilience in Urban Communities;
- *Component 2:* Institutional Capacity Strengthening; and
- *Component 3:* Project Management.

Table 2.1 Details of the project components

Table 2.1 Vulnerability Alleviation Project (VAP) Components
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Components	Sub-Components	Key Activities
Component 1*: Building Resilience in Urban Communities (UA 20 million)	<i>1.1 Strengthening Community Infrastructure and assets (UA 12.8 million)</i>	Using labour-intensive public works approaches and targeting youth of all skill levels in urban communities, principally in the high-density suburbs of Harare and nearby townships (Chitungwiza, Ruwa; Redcliff) in the rehabilitation of urban municipal water supply and sewage systems; and rehabilitation of other community infrastructure and assets – watersheds and water courses, markets, roads, sports grounds and other arts and recreational facilities. Through the public works program, participants and social entrepreneurs will earn income and gain work experience, training and information related to business development opportunities, further education and training at Vocational Training Centres. To improve gender responsiveness, some activities will be ring-fenced for female youth and women.
	<i>1.2. Supporting Economic Livelihoods in Communities (UA 5.2 million)</i>	Development of economic livelihood opportunities in high-density suburbs in Harare and neighbouring townships in a number of areas, while leveraging technology: water and sanitation, irrigated agriculture (fruits and vegetables); light manufacturing; trading; solid waste management. Improved access to water supply will facilitate the revitalization of community livelihoods.
	<i>1.3. Supporting Innovative Enterprises (UA 2 million)</i>	Supporting women and youth innovative enterprises entering the production or expansion phases of their innovative businesses in a number of areas: solid waste management; health and sanitation; food and nutrition; light manufacturing; green/ renewable energy
Component 2: Institutional Capacity Strengthening (UA 1.6 million)	<i>2.1 Capacity Building in Social Protection (UA 0.8 million)</i>	<p>Training for institutions delivering basic services to communities; supporting youth and gender development; training of women and youth in various areas: environmental management; entrepreneurship; quality standards; protection of intellectual property rights.</p> <p>Strengthen the capacity of the Ministry of Finance in Managing the various Statutory Funds, which include Older Persons Funds, Anti-Human Trafficking Fund, Amenities Fund, Guardians Fund, Disabled Persons Fund</p>
	<i>2.2 Strengthening Management Information Systems (UA 0.4 million)</i>	Support efforts in establishing an integrated management information system to serve as single beneficiary registry – this will improve Social Protection coordination and governance; and

		Engaging youth in developing a GIS for monitoring water quality from various sources, illegal dumpsites and other environmental challenges.
	<i>2.3 System Improvement Studies (UA 0.4 million)</i>	Conduct water tariff studies and formulate recommendations for sustainable operation of water supply; and The analytical work will prepare a framework to improve revenue collection and budget execution at municipality level, while leveraging technology across all activities.
<u>Component 3:</u> Management of the project (UA 2.4m)		This component will finance monitoring and evaluation activities, audit, and operating costs as well as various consultancies supporting project implementation.

* Activities under Component 1 shall be prioritized based on i) potential for sustainability; ii) potential for job creation and improving livelihoods and incomes; and iii) the initiatives of other development partners in the subsectors and areas considered.

2.3 Key Objectives and Outcomes

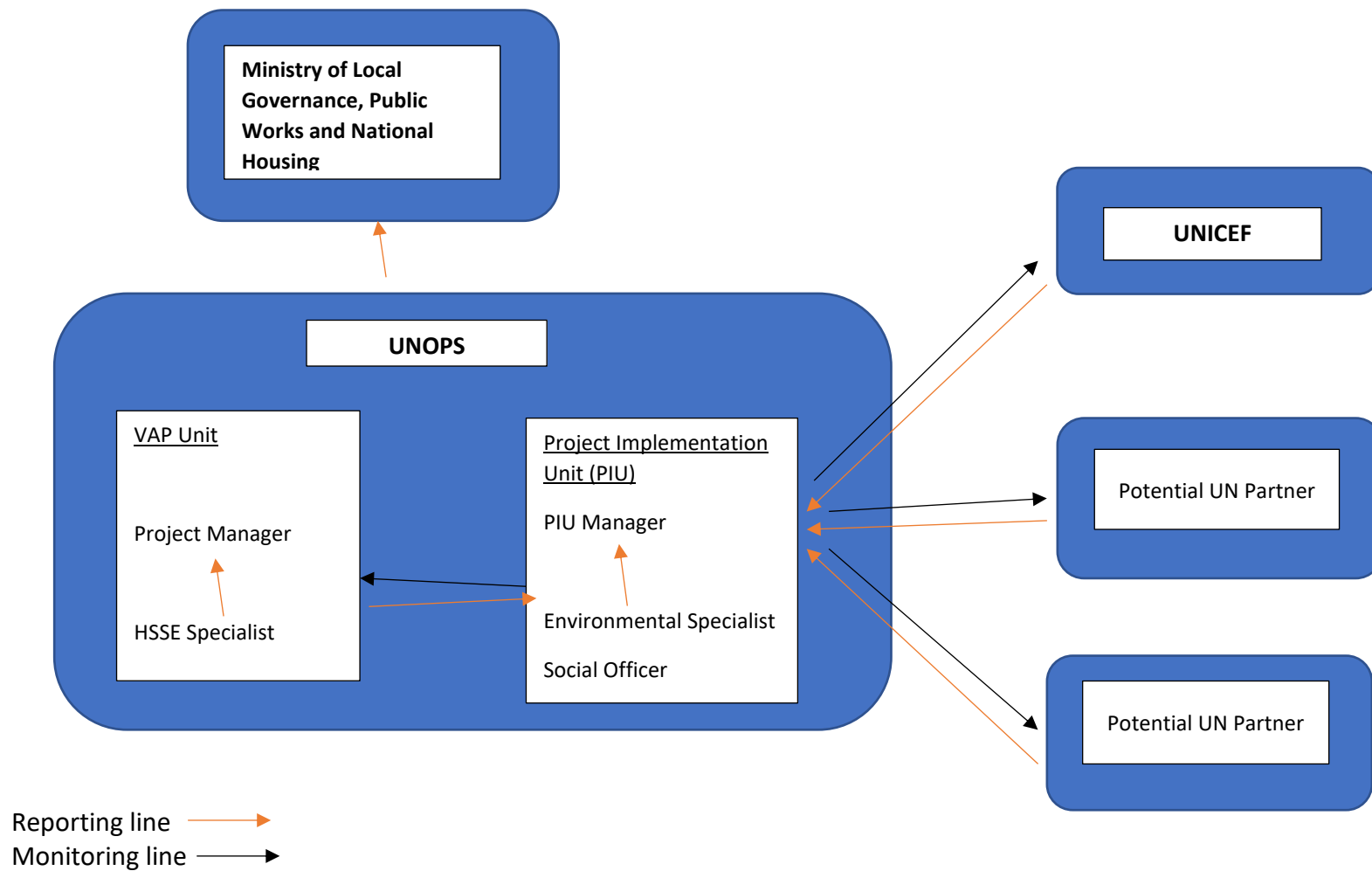
The VAP aims to contribute to the cushioning of the vulnerable populations, particular in the urban areas, from the impacts of the ongoing economic reforms in the country. The proposed operation builds on the extensive in-country Public Works Project (PwP) experience, to strengthen urban resilience by reinforcing coping mechanisms across priority sectors. The Project will contribute to building resilience and improving the livelihoods of vulnerable youth and women through the development of community infrastructure and community livelihood economic opportunities. Based on the needs in vulnerability alleviation, gender and youth development, the envisaged project is designed to support the social protection efforts by the Government and development partners to address urban resilience building through labour-intensive public works, technical skills and entrepreneurship development. Interventions in the high impact areas identified will contribute to the creation of jobs and economic opportunities for women and youth in vulnerable communities.

2.4 Project Implementation Arrangements

The Project will be implemented over a period of thirty-six (36) months, between January 2020 and December 2023, including an inception period of six months, required for participatory, community-based fine-tuned targeting (assets and participants). The Executing Agency of the Project shall be the Ministry of Local Government, Public Works and National Housing. UNOPS will be the lead Implementing Partner (IP) of the Project, given its comparative advantage and experience in the implementation of Public Work Programs (PwP) around the world. UNOPS will manage the day-to-day project implementation including procurement, financial management, monitoring and results reporting as well as quality control. Through an UN2UN agreement with UNICEF, UNOPS will capitalize on UNICEF's comparative advantage in water supply, sanitation and hygiene (WASH), identified as one of the key sectors for urban resilience building. Depending on expertise in specific activities or knowledge creation, other UN Agencies - such as UNDP on urban resilience or ILO on labour market analysis and youth employment - might also be engaged to contribute through UN2UN agreements.

2.4.1. Roles and Responsibilities

Fig. 2.4.1.1. Organigram E&S Monitoring and Reporting



The activities related to the implementation of the Environmental and Social Management Framework are under the overall responsibility of UNOPS. The key responsibility sits with the Project Implementation Unit (PIU) Manager of UNOPS in the Zimbabwe Country Office in Harare. The PIU further consists of an Environmental Specialist and a Social Officer. The Environmental Specialist assumes the key technical responsibility for the development of E&S tools and for compliance monitoring. The Social Officer supports the Environmental Specialist in this task and reports to him. Both operate in the Risk Management Team of the PIU. The Environmental Specialist reports to the PIU Manager who reports directly to the Ministry of Local Governance, Public Works and National housing. The PIU Environmental Specialist is responsible for the overall and day-to-day monitoring of the VAP Unit, UNICEF, and other potential IPs in regards to compliance with the E&S instruments as defined in this ESMF. The Environmental Specialist, in turn, receives reports from the VAP Unit, as well as from the other IPs on E&S activities.

The VAP Unit further deploys a Health, Safety, Security and Environmental Officer to implement the E&S requirements, while the PIU Risk Management Team provides support to the VAP Unit where required. The PIU has already been engaged with UNICEF in regards to other UN2UN agreements, and has had the opportunity to assess and build UNICEF's E&S capacities.

2.4.2. Main Stakeholder Institutions

The main stakeholder institutions, (Ministry of Women's Affairs, Community and SME Development; the Ministry of Youth, Sports, Arts, and Recreation; the Ministry of Public Service, Labour and Social Welfare and the Ministry of Health) as well as civil society organizations will designate focal points to work with UNOPS, UNICEF and potential other IPs on a day-to-day basis. Representatives of these key stakeholder institutions will be represented on the Project Steering Committee (PSC) and also on Technical Working Groups (TWG), chaired by the Executing Agency. Both PSC and TWG will provide strategic oversight and policy guidance to the project implementation, as well as spearheading the implementation of specific activities related to their areas of competence.

3.0 Policy and Legal Framework

In this section, relevant Zimbabwe regulations and policies are assessed that guide the environmental and social assessment for the VAP activities, as well as relevant safeguards policies from the AfDB Integrated Safeguards System and International Conventions. The objective is to ensure that project activities and implementation processes are consistent with local laws and policies and AfDB E&S Standards, and to point out possible gaps in local legislation in view of full compliance with Bank standards.

3.1 Constitution of Zimbabwe Amendment (No. 20) Act

The Constitution of Zimbabwe of 2013 is the supreme law of the land and as such takes precedence over all Acts of Parliament, Statutory Instruments and by-laws. The Constitution provides for the rights of environment and as well as food and water in sections 73 and 77 respectively. The Constitution establishes that all persons are entitled to an environment that is not harmful to their health or well-being; protection of the environment against pollution, ecological degradation and conservation and sustainable development and use of natural resources. The Constitution provides that people have a right to safe, clean and potable water and sufficient food. An obligation is placed upon the state to ensure that it creates policies and practices which enforce these rights against the state itself and any third parties.

3.2 Environmental Management Act 20:27

The Environmental Management Act, Chapter 20:27 and the accompanying Regulations and the Environmental Impact Assessment Guidelines, 1997 form the legislative and policy framework guidelines for environmental management in Zimbabwe. The Environmental Management Act (chapter 20:27), 2002 forms the basis for all Environmental Management in Zimbabwe. The Act repeals the Natural Resources Act, Chapter 20:13, the Atmospheric Pollution Prevention Act, Chapter 20:03, the Hazardous and Articles Act, Chapter 15:05 and the Noxious Weeds Act. The Act translates the Environmental Policy Guidelines proposed in 1997 into a legally binding requirement for all specified developments under Part XI, section 97 and listed in the First Schedule, of the EMA. These include tourism developments, Infrastructure development (road, telecommunication, housing, electricity, water and sanitation) just to mention a few. Failure to undertake an EIA for specified developments becomes an offence. The proponent becomes liable to pay a penalty or face 5 years imprisonment (Part XI, section 97, EMA, chapter. 20.27). This EIA is in fulfilment of section 97 of the Act. Section 106 of EMA (1) provides for the Environmental Management Agency to carry out periodic environmental audits on any projects for the purpose of ensuring that their implementation complies with the requirements of the Act.

Under this Act discharging or disposing of effluent into public streams or any other surface water or ground water either directly or indirectly through seepage becomes an offence. This act also removes the onus for pollution control from the Government to the polluter. It introduces the 'Polluter Pays Principle' where the responsibility for pollution control and detection lies with the polluter. Under the new system a polluter has to apply for a permit to pollute.

Section 107 (1) states that "every developer shall take all reasonable measures to prevent or if prevention is not practicable to mitigate any undesirable effects on the environment that may arise from the implementation of his project" – To this end, this ESMF report contains an Environmental Management and Monitoring Plan aimed at mitigating and managing potential environmental and social impacts resulting from the proposed development.

The Environmental Management Act's screening process is prescribed through the first schedule of the EMA Act. When a prescribed project is being undertaken, the proponent produces and submits an ESIA Prospectus report to EMA for review before the ESIA is undertaken. The ESIA Prospectus lays out the general project description, general environmental and social baseline, indicative risks and impacts, methodology for the assessment, forecast of stakeholders and how they will be consulted and the TORs for the engagement of the ESIA consultant where a consultant will be engaged. EMA will review and authorize that the ESIA be undertaken under the approach enshrined in the ESIA Prospectus and may issue out additional considerations to be made during the ESIA process. The Proponent will produce an ESIA report through a registered ESIA Consultant and submit the ESIA report for review after paying a prescribed review fee. The Director-General of the Environment Management Agency may consult any authority, organization, community, agency or person that he/she considers may have an interest in the Project as part of the ESIA review process (100 (2)(c)). The ESIA certificate is issued or the ESIA report is referred back for additional information. The certificate issued is valid for two years, subject to renewal and not transferable. In line with the legal provisions, those subproject activities that are not prescribed for full ESIA, will undergo an E & S screening accompanied with an ESMP developed by UNOPS. In case the E&S screening shows that the proposed project has significant risks and impacts that require a further E&S assessment and/or detailed ESMP, UNOPS or the respective IP will develop a detailed ESMP internally or engage a consultant to conduct the assessment. In Zimbabwe, only full ESIA require a registered ESIA

consultant. For ESMPs the project implementer decides on whether the ESMP is developed internally or through a consultant. The AfDB, however, requires a consultant for detailed ESMP for maximum independence of the E&S assessment process.

EMA requirements for this project legally starts at the ESIA or ESMP stages and has no specific requirement for the ESMF stage, however; a bridging mechanism was discussed with EMA to showcase the understanding and support EMA has for the project, to the effect that UNOPS submits a Project Brief (AfDB ESMF Communiqué) which will serve as the ESIA/ESMP Prospectus (EMA approach) to EMA for review. The Project Brief was submitted to EMA and EMA's consent for the project at this ESMF stage is secured. During project implementation, when the specific sub projects are defined and following the subproject ES Screening, a subproject specific Prospectus will be submitted to EMA only for subprojects that will require ESIA or Detailed ESMP. Subprojects whose ES Screening outcomes is that there is no need for additional ES Assessment will be implemented under a simple ESMP without further ES Assessment as provided in the Environmental Management Act and in accordance with AfDB ISS.

3.3 Environmental Impact Assessment Policy Guidelines, (1997)

The purpose of these guidelines is to ensure that environmental consequences of any development proposals (mining, housing, industry etc.) are understood and adequately considered in the planning process of the project. The guidelines provide check lists to be considered during project development. These guidelines will be useful in subproject screening, ESIA's and ESMPs as they forecast potential risks and impacts to look out to for different sectors.

3.4 Environmental Management (EIA and Ecosystems Protection) Regulations (2007)

These regulations stipulate regulations for ecosystems protection, conditions for clay and sand extraction and lay out conditions for the submission and review of environmental impact prospectus and reports. Part III states the period for review of a prospectus to be 20 working days, and 60 working days for an EIA report. According to Part III (4) the developer should carry out wide consultations with stakeholders, and the Director General has a right to verify whether full stakeholder participation was undertaken. Part II 3 (1) states that a permit is required for the extraction of clay and sand deposits for commercial purposes. Application for the permit is made to the Agency. The Agency considers each application with the local authority and a local inspector and ensures that the applicant together with the local authority develop a detailed excavation and environmental rehabilitation plan. Failure to adhere to these regulations may result in a fine or imprisonment for a period not exceeding five years. Once issued, a permit for extraction is valid for a period of one year and is not transferable. The proposed contractor is to obtain permits through the EMA for the extraction of clay and sand deposits for construction, and the extraction of gravel for the roads in accordance with requirements of these regulations. With regard to fire, any land user, owner or designated authority is required to put in place appropriate fire prevention measures on their land/premises. The regulations also prohibit (a) the deliberate lighting of fire that cannot be extinguished and causes damage to the environment, property or life and (b) the lighting of fire outside residential or commercial premises during 31 July to 31 October of each year. In light of the review periods for the Prospectus and ESIA report, the subproject implementation scheduling needs to put the environmental clearances well ahead of the project implementation processes to ensure the environmental clearances will not be the bottleneck to the project implementation. UNOPS will ensure proactive engagement of EMA where such environmental clearances are required for respective subprojects. In order to secure the EMA clearances, UNOPS will conduct ES Screening, submits an ESIA or ESMP prospectus depending on the ES Screening outcome, EMA will review the Prospectus and authorize formulation of ESIA or ESMP which UNOPS will produce and submit to AfDB and EMA for review. The statutory review periods for prospectus

and ESIA/ESMP are 20 working days and 60 working days respectively, though shorter review periods may be achieved on close liaison and representation to EMA. When satisfied, EMA will issue a certificate with appropriate conditions. During implementation, UNOPS reports to EMA on progress of ESMP implementation while EMA conducts own schedule of monitoring visits where it deems appropriate.

3.5 Environmental Management (Effluent and Solid Waste Disposal) Regulations, (SI 6:2007)

This statutory instrument illuminates sections 60-62, 69-70) of the Environment Management Act (CAP 20:27). It sets minimum requirements for the granting of an effluent and solid waste disposal license as well as the conditions for the validity of the license. Section 23 specifically makes littering a criminal offence punishable by fine or imprisonment. In line with this statute, all project vehicles should have a waste receptacle that is emptied and a designated waste collection point. The project work areas should also be kept litter free through availability of waste receptacles and disposal in authorized points. Contractors shall also ensure that in all project areas that require and do not have toilets, they provide mobile toilets to ensure that there will be no open defecation.

3.6 Environmental Management (Hazardous Substances, Pesticides and Other Toxic Substances) Regulations, (SI 12: 2007) And Hazardous Waste Regulations (SI 10 Of 2007)

The hazardous substances regulations provide for the classification of hazardous substances and the procedure for licensing of the storage: use and/or transportation of hazardous substances, pesticides and other toxic substances.

3.7 Water Act 20:24

Part IV, section 32 states that any person wishing to abstract water for any purpose other than primary purposes should do so under a permit, issued through ZINWA. The Act does not specify the use of water for the generation of hydroelectric power.

The Water Act designates Catchment Areas to be administered by the Catchment Council, an elected body of stakeholders that has been created through Statutory Instrument 209 of 2000, to control and administer water affairs in the catchment. Each Catchment Area is subdivided into sub catchments, to provide for water management by an elected sub catchment council within a more localized river subsystem. The Pungwe Sub catchment in Zimbabwe falls within the jurisdiction of the Save Catchment. The principal functions of the Catchment Council are:

- To prepare a Catchment Outline Plan (COP) for its river system.
- To determine and grant water use permits.
- To regulate and supervise the exercise of rights to the use of water.
- To ensure proper compliance with the Act and to supervise sub catchment councils (SCC). The SCC regulates and supervises the rights to water within the area for which it was established.

In line with the Water Act, the water abstraction for irrigation aspects of the Project will need to be applied for at the Sub catchment. The sub catchment will monitor the abstraction to ensure that it is consistent with the general water resources allocations for the area. In times of water shortage, the allocated water for the Project will be reviewed downwards to ensure equitable access to water across the whole sub catchment.

3.8 International Agreements and Treaties signed by the Government of Zimbabwe

The 1992 United Nations Framework Convention on Climate Change

The primary purpose of the Convention is to establish methods to minimize global warming and in particular the emission of greenhouse gases. The Convention was adopted in 1992 and came into force in 1994. Zimbabwe signed and ratified the Convention in 1993. The main authority for the implementation is the Ministry of Environment, Water and Climate. The project will look out for ways to mainstream climate change.

United Nations Convention on Biological Diversity

The Convention has three main goals including which are, the conservation of biological diversity (or biodiversity); the sustainable use of its components; and the fair and equitable sharing of benefits arising from genetic resources. Zimbabwe signed and ratified the Convention in 1995. Main authority responsible for the implementation is the Ministry of Environment, Water and Climate. The project will ensure conservation of biodiversity following screening of subprojects.

Vienna Convention on the Protection of the Ozone Layer

The Vienna Convention was an intergovernmental negotiation for an international agreement to phase out ozone depleting substance in March 1985. It ended in the adoption of the Vienna Convention for the Protection of the Ozone Layer. The Convention encourages intergovernmental cooperation on research, systematic observation of the ozone layer, monitoring of CFC production, and the exchange of information. The Government of Zimbabwe signed the convention in 1992.

The Ramsar Convention for the Conservation and Sustainable Utilization of Wetlands

The Convention is an international treaty for the conservation and sustainable utilization of wetlands, recognizing the fundamental ecological functions of wetlands and their economic, cultural, scientific and recreational value. The Convention entered into force in Zimbabwe in 2013, and has currently 7 sites designated as wetlands. The location of urban garden will watch out to avoid location in wetlands.

Convention on the Rights of the Child

The Convention on the Rights of the Child from 1989 is the most comprehensive compilation of international legal standards for the protection of the human rights of children. It acknowledges children as individuals with rights and responsibilities according to their age and development, as well as members of a family or community. This includes non-discrimination, the best interest of the child, the right to life, survival and development and the right to participation. Zimbabwe signed and ratified the Convention in 1990.

Conventions of the International Labour Organization: The constitutional principle is that universal and lasting peace can be established if it is based on social justice. The ILO has generated such hallmarks of industrial society as the eight-hour work day, maternity protection, child labour laws, and a range of other principles. Zimbabwe is an ILO member since 1980, and has ratified the ILO Conventions. Out of 26 Conventions and 1 Protocol, 25 are in force and 1 has been denounced. The ILO has 8 core conventions which Zimbabwe has ratified and domesticated at various levels. These include the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); Forced Labour Convention, 1930 (No. 29) (and its 2014 Protocol); Minimum Age Convention, 1973 (No. 138); Worst Forms of Child Labour Convention, 1999 (No. 182) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111) The project will implement the requirements of these conventions under the LMP.

Convention on the Elimination of all forms of Discrimination against Women

CEDAW places explicit obligations on states to protect women and girls from sexual exploitation and abuse. Zimbabwe ratified the Convention in 1991.

The African Charter on Human and Peoples' Rights. The ACHPR provides for the right to an environment within the African context under Article 24. It states that all people must have the right to a general satisfactory environment favourable to their development. Key in this articulation of the right to environment is that the environment is recognised as belonging to 'peoples' or a community rather than creating an individual right. The project will complement the realisation and protection of a community's right to a safe environment

The International Covenant on Economic, Social and Cultural Rights. The covenant establishes people's rights in the economic, social and cultural sectors. In terms of Articles 6, 9 and 11 people are guaranteed of the rights to work -which includes the right to vocational guidance and training; the rights to social security and the rights to adequate living conditions which include good housing and sanitary services. The covenant creates a minimum standard that a state must adhere to. Zimbabwe has ratified and progressively realised a number of provisions under the covenant. The project will contribute to creating community level water and sanitation facilities which will improve the living standards of communities and also provide vocational training to targeted young people and women.

3.9 Gap Analysis of National Legislation with AfDB Operational Safeguards

This section of the ESMF discusses the AfDB Operational Safeguards against the national legislation to establish any gaps between the two and recommend mitigation measures to bridge the gaps and ensure full compliance with AfDB Operational Safeguards.

The following AfDB Operational Safeguards were reviewed:

- i. Operational Safeguard 1 – Environmental and Social Assessment
- ii. Operational Safeguard 2 – Involuntary Resettlement: land acquisition, population displacement and compensation
- iii. Operational Safeguard 3 – Biodiversity, renewable resources and ecosystem services
- iv. Operational Safeguard 4 – Pollution prevention and control, hazardous materials and resource efficiency
- v. Operational Safeguard 5 – Labour Conditions, Health and safety

Table 4.1 below summarizes the reconciliation of the safeguards with the legislation

Operational Safeguard	National Laws and Requirements	Gaps	Recommended Actions
Operational Safeguard 1: Environmental and Social Assessment			
<p>The objective of this overarching Operational Safeguard (OS), along with the OSs that support it, is to mainstream environmental and social considerations— including those related to climate change vulnerability—into Bank operations and thereby contribute to sustainable development in the region.</p> <p>The specific objectives are to:</p> <ul style="list-style-type: none"> • Mainstream environmental, climate change, and social considerations into Country Strategy Papers (CSPs) and Regional Integration Strategy Papers (RISPs); • Identify and assess the environmental and social impacts and risks— including those related to gender, climate change and vulnerability—of Bank lending and grant-financed operations in their areas of influence; • Avoid or, if avoidance is not possible, minimise, mitigate and compensate for adverse impacts on the environment and on affected communities; • Provide for stakeholders’ participation during the consultation process so that affected communities and stakeholders have timely access to information in suitable forms about Bank operations, and are consulted meaningfully about issues that may affect them; 	<p><u>Environment Management Act (CAP 20:27) OF 2002</u>¹ The Act defines the Environmental Management Agency (with the participation of all stakeholders) as the responsible agency for the implementation of the Act. It further defines the environmental management principles for the country, including the consideration of people and their needs. It sets out environmental standards that should be complied with, including waste management and hazardous substances management.</p>	<p>No significant gaps between OS 1 and national laws.</p> <p>EMA Act starts at the ESIA process and the African Development Bank starts with an ESIA or Strategic Environmental and Social Assessment (SESA) process. The two converge at the screening point though the screening process is different EMA uses a prescriptive list while the AfDB uses screening guidelines. There could therefore be projects that may not necessarily be on the prescribed EMA listing but which would still require ESIA from an AfDB screening process or vice versa. Therefore, the screening process need to be merged as follows;</p> <ul style="list-style-type: none"> • If subproject is prescribed by EMA while AfDB does not, ESIA will be done. • If AfDB screening requires ESIA while EMA did not prescribe the project for ESIA, ESIA is conducted. 	<p>Scoping of key environmental and social risks and impacts of the Project has been undertaken and appropriate mitigation measures identified, as laid out in this ESMF.</p> <p>This ESMF aims to address the biophysical and socio-economic issues associated with the Project and utilized broad stakeholder consultation in the preparation of the Project. It will continue to carry out stakeholder engagement to identify and mitigate any emerging environmental and social risks. The VAP further promotes sustainable development and prescribes the requirement of activity-specific ESMFs, where applicable.</p> <p>This Project will apply waste management guidelines in all relevant activities.</p>
	<p><u>Environmental Impact Assessment Policy (1997)</u> The Policy guides the implementation of environmental impact assessments and was designed to attract environmentally responsible investment and development in Zimbabwe; maintaining the long-term ability of natural resources to support human, plant</p>	<p>Forestry concerns are defined as conversion of forest land to other use, while the VAP will implement reforestation only.</p> <p>Drainage and irrigation systems will only be rehabilitated with no new systems being constructed.</p>	<p>Site-specific ESIAAs will be conducted prior to the implementation of activities.</p> <p>Water supply systems will only be rehabilitated. These types of activities will be based on a</p>

¹ The Act has the following Statutory Instruments (S.I) subsidiary to it: S.I 6 of 2007; S.I 7 Of 2007.

<ul style="list-style-type: none"> • Ensure the effective management of environmental and social risks in projects during and after implementation; and • Contribute to strengthening regional member country (RMC) systems for environmental and social risk management by assessing and building their capacity to meet AfDB requirements set out in the Integrated Safeguards System (ISS). 	<p>and animal life; avoid irreversible environmental damage and minimize such environmental damage where it cannot be avoided; conserving broad diversity of plants, animals and ecosystems and the natural processes that they rely on; conserving the social, historical and cultural values of people and their communities; meeting the basic needs of people affected or likely to be affected by development proposals, including food, water, shelter; health and sanitation.</p> <p>The first schedule of the Act stipulates the activities that are prescribed for full environmental impact assessments (EIA). This includes the drainage and irrigation, forestry and water supply.</p>		<p>screening process, as well as ESIA's and ESMPs, where applicable. The ESMF will be compliant with the Act.</p> <p>Interventions are based on rehabilitation of existing community infrastructure with no new habitats or new ecosystems envisioned, which means that no EIA is compulsory prior to Project appraisal. Any other types of activities will be screened out.</p> <p>According to screening outcomes, some sub-component activities will require an activity-specific ESIA and/or ESMP.</p>
Operational safeguard 2 – Involuntary resettlement: land acquisition, population displacement and compensation			
<p>Avoid involuntary resettlement where feasible, or minimise resettlement impacts where involuntary resettlement is deemed unavoidable after all alternative project designs have been explored;</p> <ul style="list-style-type: none"> • Ensure that displaced people are meaningfully consulted and given opportunities to participate in the planning and implementation of resettlement programmes; • Ensure that displaced people receive significant resettlement assistance under the project, so that their standards of living, income-earning capacity, production levels and overall means of livelihood are improved beyond pre-project levels; • Provide explicit guidance to borrowers on conditions that need to be met regarding involuntary resettlement issues in Bank operations to mitigate the 	<p>Constitution of Zimbabwe Amendment (No. 20) Act, 2013</p> <p>The Constitution in terms of section 71 states that every person has the right to property however land can be compulsorily taken as follows;</p> <p>section 71 '(a) the deprivation is in terms of a law of general application;</p> <p>(b) the deprivation is necessary for any of the following reasons--</p> <p>(i) in the interests of defence, public safety, public order, public morality, public health or town and country planning; or</p> <p>(ii) in order to develop or use that or any other property for a purpose beneficial to the community;</p> <p>(c) the law requires the acquiring authority--</p> <p>(i) to give reasonable notice of the intention to acquire the property to everyone whose</p>	<p>There are significant gaps in due process issues related to land acquisition in Zimbabwe. The Government can forcibly remove people from streambanks, forests. These are areas included in the Project areas.</p>	<p>The project will aim to avoid and minimize as possible physical and economic displacement.</p> <p>In principle, the project does not foresee resettlement. Any activity which may ultimately require the economic displacement of people, this will be carried out in accordance to national legislation and OS2."</p>

<p>negative impacts of displacement and resettlement actively facilitate social development and establish a sustainable economy and society; and</p> <ul style="list-style-type: none"> • Guard against poorly prepared and implemented resettlement plans by setting up a mechanism for monitoring the performance of involuntary resettlement programmes in Bank operations and remedying problems as they arise. 	<p>interest or right in the property would be affected by the acquisition;</p> <p>(ii) to pay fair and adequate compensation for the acquisition before acquiring the property or within a reasonable time after the acquisition; and</p> <p>(iii) if the acquisition is contested, to apply to a competent court before acquiring the property, or not later than thirty days after the acquisition, for an order confirming the acquisition;’</p> <p>Land Acquisition (Disposal of Rural Land) Regulations 1999: Subject to these regulations, the owner of any rural land, other than the State, a local authority or a statutory body, shall not sell the land unless he has offered to sell it to the Minister and—</p> <p>(1) If the owner of any rural land which was the subject of an offer in terms of section 3 rejects a price proposed by the Minister in terms of subsection (4) of section 5, the Minister shall, within ninety days after being notified of the rejection, commence negotiations with the owner in regard to the price to be paid by the President for the rural land concerned.</p> <p>(2) If negotiations referred to in subsection (1) conclude without an agreement being reached on the price to be paid for the rural land concerned, the Minister shall, within forty-five days after the conclusion of the negotiations- issue the owner of the land with a certificate of no present interest; or notify the owner, in writing, that it is intended to acquire the land compulsorily in terms of this Act; or to resume ownership of the land in terms of any condition in the land’s title deed.</p> <p>Negotiations shall be deemed to have concluded without agreement for the</p>		
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	purposes of subsection (2) if no agreement is reached on the price payable for the rural land concerned within fourteen days from the commencement of the negotiations.		
Operational safeguard 3 – Biodiversity, renewable resources and ecosystem services			
<p>The specific objectives of the OS are to:</p> <ul style="list-style-type: none"> • Conserve biological diversity and ecosystem integrity by avoiding or, if avoidance is not possible, reducing and minimizing potentially harmful impacts on biodiversity • Endeavour to reinstate or restore biodiversity, including where some impacts are unavoidable, through implementing biodiversity offsets to achieve “not net loss but net gain” of biodiversity; • Protect natural, modified, and critical habitats; and • Sustain the availability and productivity of priority ecosystem services to maintain benefits to the affected communities and sustain project performance. 	Statutory Instrument 6 of 2007 (water pollution control and waste management. The instrument defines the EMA water pollution control and waste management objectives.	There are no significant gaps between OS 3 and national laws	It is anticipated that the VAP will undertake removal of debris. One of its core activities is to develop capacities on waste management within communities. Therefore, the project will utilize relevant guidelines on waste management in order to be fully compliant with this statutory instrument.
	Statutory Instrument 7 of 2007 (protection of eco systems) This Statutory Instrument compels all EIA consultants to be corporate, multi-skilled and registered with EMA and deliver a certain quality of work, defined in the regulation.	There are no significant gaps between OS 3 and national laws	<p>The Project will comply with the Statutory Instrument when developing ToR and deployment of qualified consultants for EIAs. The monitoring requirements of the regulation will be articulated in the monitoring and evaluation chapter of the ESMF.</p> <p>The Project will implement activity-specific screening procedures for biodiversity risks and impacts likely to occur from the activity.</p>
Operational safeguard 4 – Pollution prevention and control, hazardous materials and resource efficiency			
<p>This OS outlines the main pollution prevention and control requirements for borrowers or clients to achieve high quality environmental performance, and efficient and sustainable use of natural resources, over the life of a project.</p> <p>The specific objectives are to:</p>	Environment Management Act (CAP 20:27) OF 2002 ² The Act defines the Environmental Management Agency (with the participation of all stakeholders) as the responsible agency for the implementation of the Act. It further defines the environmental management principles for the country, including the consideration of people and their needs. It sets out environmental standards that should be complied with, including waste	There are no significant gaps between OS4 and national laws	The Project aims for resource efficiency in the restoration of communal infrastructure. It will therefore improve the previous conditions.

² The Act has the following Statutory Instruments (S.I) subsidiary to it: S.I 6 of 2007; S.I 7 Of 2007.

<ul style="list-style-type: none"> • Manage and reduce pollutants resulting from the project— including hazardous and non-hazardous waste—so that they do not pose harmful risks to human health and the environment; and • Set a framework for efficiently using all of a project’s raw materials and natural resources, especially energy and water 	management and hazardous substances management. Another area defined for EIAs is water supply, including where water is drawn from rivers or reservoirs.		
	Statutory Instrument 6 OF 2007 (water pollution control and waste management. The instrument defines the EMA water pollution control and waste management objectives.	There are no significant gaps between OS4 and national laws	The Project will ensure appropriate waste management in some of the activities
	Statutory Instrument 12 of 2007 (Hazardous Substances, Pesticides and Toxic Substances Regulations). This statutory instrument provides the mandatory conditions employers must adhere to in the handling of hazardous substances in the workplace, conditions for transporting hazardous substances and procedures to be followed when there is an accidental spillage of the substance. In addition, any person whose substances affect the environment are liable to pay for the cost of restoring the environment.	While the Instrument focuses on formal employers, OS 4 – in line with OS4- includes all workers (also community workers)	<p>The Project will develop and implement measures and procedures for managing waste and hazardous materials during construction and disposal.</p> <p>Contractors will prepare a waste management plan as part of the CESMP.</p> <p>All guidelines will apply for community workers and contracted workers</p>
	Water Act (CAP 20:24) The Water Act provides for the development and use of water resources of Zimbabwe, grants of permits for the use of water, control of use of water when water is in short supply, protection of the environment and the prevention and control of water pollution and for the matters incidental to or connected with the foregoing.	There are no significant gaps between OS 4 and national laws	Water supply systems will only be rehabilitated. These types of activities will be based on a screening process, as well as ESIAAs and ESMPs, where applicable. Activities will be compliant with the Act and with OS 4
	National Water Policy (2013). The Policy aims to ensure the availability of good quality and affordable water in adequate quantity for all at all times. It lays out a recovery phase with five main objectives (arrest the continued deterioration; develop fast-track strategies; re-establish confidence of users; clarify institutional functions).	There are no significant gaps between OS 4 and national laws.	This Policy is relevant as communal water infrastructure will be rehabilitated. All activities will support the Policy and will be in line with it, as well as with OS 4

	The Zimbabwe National Sanitation and Hygiene Policy (2017). The Policy sets out safe or hygienic separation of human excreta and other waste from human contact. It covers processes and behaviours for establishing and managing domestic and workplace and public facilities necessary for waste or excreta containment, collection, treatment and disposal	There are no significant gaps between OS 4 and national laws.	This Policy is relevant, as one sub-component of VAP is entirely dedicated to WASH activities. Activities will comply with the Policy, and with OS 4.
Operational safeguard 5 – Labour conditions, health and safety			
<p>The specific objectives are to:</p> <ul style="list-style-type: none"> • Protect workers’ rights; • Establish, maintain, and improve the employee– employer relationship; • Promote compliance with national legal requirements and provide supplemental due diligence requirements where national laws are silent or inconsistent with the OS; • Align Bank requirements with the ILO Core Labour Standards, and the UNICEF Convention on the Rights of the Child, where national laws do not provide equivalent protection; • Protect the workforce from inequality, social exclusion, child labour, and forced labour; and • Establish requirements to provide safe and healthy working conditions. 	Factories and Works Act (CAP 14:08) OF 1996 (S.I 168 of 2004) The Act aims at reducing occupational accidents, by prescribing a comprehensive safety and health management system is required at all work places.	There are gaps between national legislation and this OS. National legislation only applies for formal sector workers, who are engaged with contracts.	<p>The Project includes low-scale construction work, including in rebuilding community infrastructure and irrigation systems.</p> <p>Sub-component activities will employ community workers and contracted workers.</p>
	Labour Act (CAP 28:01) Sets out freedom of association, collective bargaining and industrial relations. Labour Relations (Specification of Minimum Wages) Notice from 1996 sets out minimum wages	<p>While a minimum wages Act is in place the wages have yet to be updated to reflect the economic decline</p> <p>There have been bans on protests, and limitations to the ability to organize.</p>	<p>Both groups will be subject to the Project LMP, GRM and will apply the OS 5</p> <p>The Project will adhere to minimum wages.</p> <p>The Project will provide GRM for community and contracted workers</p>
	Ministry of Public Service, Labour and Social Services Operational Guidelines for Productive Community Works, January 2013		UNOPS will work with TAs to ensure that any productive community works follow government policy and AFDB OS 5. The Project LMP will reflect the minimum standards that will be expected in labour relations between IPs, IPs and any contracted community members

4.0 Environmental and Social Baseline

4.1. Environmental Baseline

4.1.1 General Environmental Baseline

Zimbabwe is a landlocked country in southern Africa and has a total surface area of 391 000 km². About 75% of the country is semi-arid, with low and sporadic rainfall, which makes it prone to unpredictable droughts. Land use varies from intensive cropping to extensive cattle ranching, subsistence and small-scale agriculture, wildlife production, and mineral extraction. Approximately 60% of the country's 12.9 million people live in rural areas.

It is nested within four major river systems, namely Zambesi in the north, Limpopo in the south, Save in the southeast, and Shashe in the southwest. About 49% of the total land area is under forests and woodlands while 27% is cultivated. The former contains a wide range of fauna and flora that includes 4,440 species of plants, 270 mammals, and 532 bird species. Biodiversity is found in all the country's land categories-namely state, communal and private lands.

The country's ecosystems are formally protected under six categories of protected areas as follows: 11 national parks, 6 gazetted forests, 14 botanical reserves, 3 botanical gardens, 16 safari areas and 15 recreational parks and sanctuaries. National parks and gazette forests constitute 13% and 3% of the country's land area respectively.

Zimbabwe is globally renowned for its past visionary approach to natural resource management. It was the first African country to develop a noticeable alternative approach to the management of natural resources outside protected areas in 1975. This results in a proliferation of private game reserves and conservancies that occupied 10% of the country by 2000. The country has the second largest elephant population and third largest rhino her in southern Africa (excluding South Africa). Furthermore, the country holds significant tracts of the African teak (*Baikiaea pluriuiga*).

The country is mostly savannah, although the moist and mountainous eastern highlands support areas of tropical evergreen and hardwood forests. Trees found in these Eastern Highlands include teak, mahogany, enormous specimens of strangling fig, forest newtonia, big leaf, white stinkwood, chirinda stinkwood, knobthorn and many others. In the low-lying part of the country fever trees, mopane, combretum and baobads are abound. Much of the country is covered by miombo woodland, dominated by *bracgystegia* species and others. Among the numerous flowers and shrubs are hibiscus, flame lily, snake lily, spider lily, leonotus, cassia, tree wisteria and dombeya. There are around 350 species of mammals that can be found in Zimbabwe. There are also many snakes and lizards, over 500 bird species, and 131 fish species.

Large parts of Zimbabwe were once covered by forests with abundant wildlife. Deforestation and poaching have reduced the amount of wildlife. Woodland degradation and deforestation, due to population growth, urban expansion and lack of fuel, are major concerns and have led to erosion and land degradation, which diminish the amount of fertile soil. Local farmers have also been criticized by environmentalists for burning off vegetation to heat their tobacco barns.

4.1.2 Surface Water

Zimbabwe's water resources are managed through 6 hydrological zones (A-F). The hydrological zones have been further divided into 151 sub-zones. The sub-zones are the smallest hydrological units for water

resources assessment in the country. The water sector reforms, which culminated in the current Water Act (1998), led to the creation of seven catchment councils and 47 sub-catchment councils to facilitate decentralized and more efficient water resources management which responds to the principles of integrated water resources management. The entire river network in Zimbabwe drains towards international river systems.

The project area lies mainly in the Manyame catchment. This is one of seven major river basins that constitute the Zimbabwean hydrological water management systems commonly classified as catchment areas, with a total estimated catchment area of 40,497 km². The catchment originates from Marondera and drains into the Zambezi River downstream of the Kariba Dam and upstream of the Cabora Bassa Dam to the northern part of the country. It is in hydrological zone C and has 10 hydrological sub-zones. The catchment has 5 sub-catchment areas which include Angwa-Rukomechi, Lower Manyame, Middle Manyame, Musengezi, and Upper Manyame. The main rivers in this catchment include Manyame, Musengezi and Angwa drain into the Zambezi.

The Harare Metropolitan, Mashonaland West, Mashonaland East and Mashonaland Central administrative provinces are within the Manyame catchment area. The catchment is bordered by Mazowe catchment to the east, Save catchment to the southeast and by the Sanyati catchment area to the west. It is characterised by agro-ecological region-II and low veld climatic conditions, with good red soils from Banket to below the Zambezi Escarpment and sand veld climatic conditions above the escarpment.

In terms of topography, Manyame catchment slopes generally towards the northern direction as evidenced by the direction of the Manyame River, which flows into the Zambezi river basin. The whole catchment can be divided into roughly three main plains based on the spatial distribution of the catchment terrain, that is, the upper part of the catchment which consists of Marondera, Chihota, Seke, Greater Harare; the middle part consisting of Chinhoyi, Banket, Mukwadzi, Mutorashanga, Raffingora, Mhangura, Guruve; and the low lying Dande communal areas below the Zambezi escarpment covering the Chirundu, Mushumbi, Mahuwe, Muzarabani and Mukumbura. The upper parts of the catchment are 1,800 m above sea level while the lower parts lie 300 m above sea level. The greater part of Manyame catchment lies in the central part of Zimbabwe, which has relatively medium to high temperatures. The temperatures range from 24°C to around 32°C and these temperatures increase in the northerly direction (Manyame River System Outline Plan -RSOP). Similar to other catchment areas where there is evidence of general warming, Manyame catchment area has exhibited warming tendencies at a rate of 0.6°C per decade in the past years. Rainfall in this catchment reaches from 750-900 mm/annum.

Chitungwiza and Ruwa are drained by Manyame, Nyatsime and Ruwa rivers, which are in the Manyame catchment. Hatcliffe is located on the boundary of Manyame and Mazowe river systems and is on the source of the Mazowe and Umwinsi rivers in Mazowe catchment.

Chitungwiza and Ruwa are in Upper Manyame sub catchment and hydrological subzone CH4. The area is characterized by mean annual runoff (MAR) of 126 mm, mean annual precipitation (MAP) of 800 mm and mean annual evaporation of 1630 mm. Ruwa River is a tributary to the main Manyame River straddles Ruwa area. The two areas lie in the source of the Manyame river system, and the main rivers are Munondo, Nyarusheshe, Manyame, Musitwe, Nyatsime and Ruwa. There are two dams on the Manyame River close to Chitungwiza namely Seke and Harava with a combined capacity of 12400x10⁶ m³ which are used to supply water to Chitungwiza Municipality. However, the water supply for the town is augmented from Harare water supply.

Hatcliffe is mainly in the Mazowe catchment and falls and Upper Mazowe Sub catchment, the source of Mazowe River. It is mainly in the DM 7 hydrological subzone which is characterised by MAR of 89 mm, MAP of 860 mm and mean annual evaporation of 1800 mm.

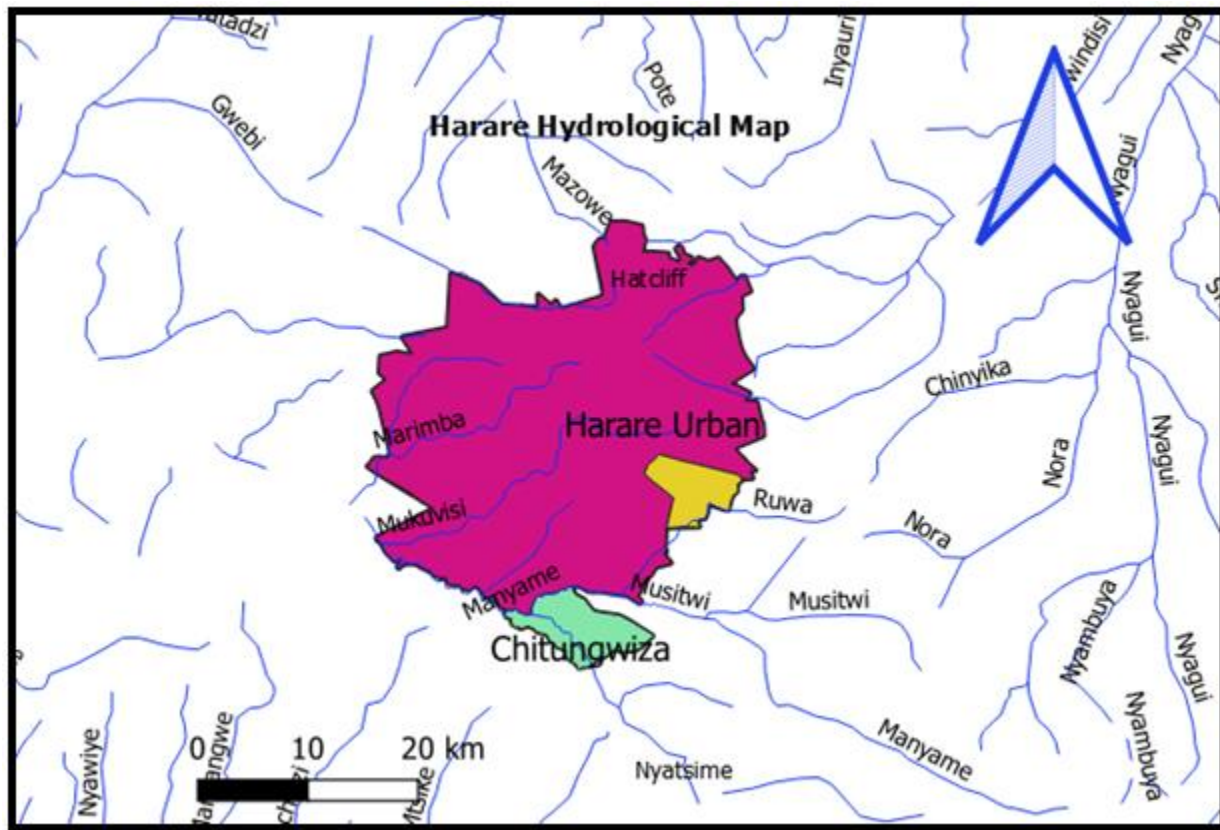


Fig 4.1 Hydrology of the project area

4.1.3 Geology

The project area Chitungwiza and Ruwa are underlain by Dolerite Gabbros group while Hatcliffe is underlain by the Bulawayan group. 'Groundwater resources' is a description not only of the groundwater resources but also an assessment of the opportunities and limitations associated with their development. Critical threats to the groundwater resources are caused through issues of anthropogenic pollution and aquifer depletion. Groundwater in Zimbabwe is a widely used resource, yet information about the resource remains sparse. Because of recurrent droughts, the water table is quite low to an extent that some boreholes in the project areas are drying up.

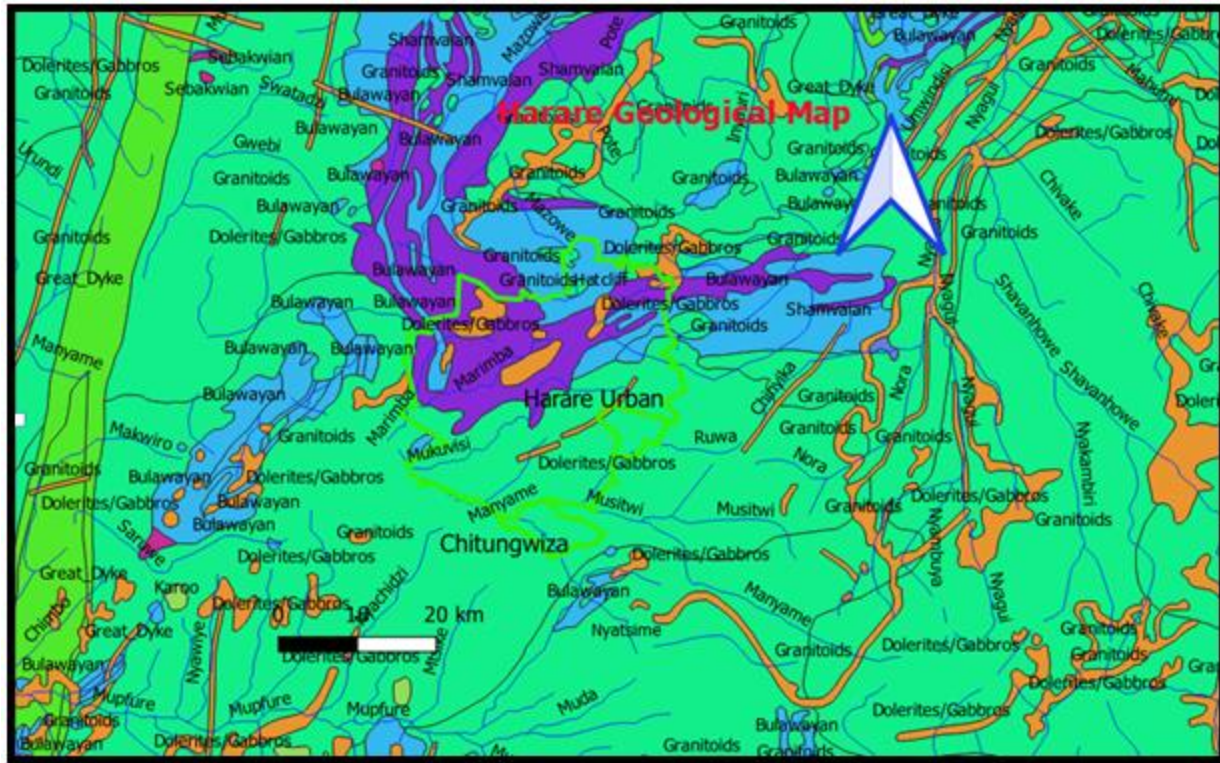


Fig 4.2 Geology of project area

Rock units that can store and transmit appreciable quantities of water are called aquifers. The nature of the aquifer depends on rock type, structure, present in situ stresses and extent of weathering. The geology of the project area is shown in figure 4.2. The aquifer type determines the nature of occurrence of groundwater. The aquifer types found in the project area are crystalline (igneous/metamorphic rocks), consolidated and unconsolidated sedimentary aquifers. Groundwater occurrence in crystalline rocks is dependent on presence of deep weathered regoliths, width and stresses in fracture and fault zones. Groundwater potential is higher for unconsolidated sediments with greater thickness of the saturated layers.

4.1.4 Hydrogeology

Groundwater like surface water is part of the hydrological cycle. Groundwater occurrence is controlled by a number of factors such as amount of rainfall, topography, geological structures like fractures and faults developments, weathered zones, contact zones, dykes and quartz reefs intrusions. Groundwater flow direction in most cases mimics the topography, flowing from high ground to low ground. Successful well sites have to be located on or near the structures mentioned. The geology, particularly rock type geological structures play an important role in groundwater occurrence.

The general geology of the project area consists of greenstones of the Bulawayan Group, Older gneisses and granites of the Basement Complex, dolerite and gabbroic dykes. The varied nature of the geology is easily discernible from the persistent stretches in the soil pattern.

Harare Greenstone Belt

The greenstone belt occupies Hatcliffe area and is a succession consisting of tightly folded, extremely sheared and metamorphosed volcanic and volcanoclastic or sedimentary rocks of the Bulawayan Group.

These are usually fissured and fractured thereby enhancing groundwater potential. Yields vary from 0.5-3.0 l/s. However, most of the values are usually associated with highly fractured/faulted zones and dolerite dyke contacts. Borehole depths range from 30-60 m and water strikes vary from 10-40 m, with values being less than 50 m. Groundwater levels range from 1-20 m and are mostly less than 10 m.

Gneisses and Granites

Granitic rocks are more abundant than any other rock type in the project area. They are varied in age and range from older gneissic rocks to younger granites.

These rocks have poor groundwater potential as they have no primary permeability and porosity. Groundwater occurrence is controlled by the development of secondary structures such as faults, fractures and regoliths. Groundwater potential under such conditions is invariably related to the amount of rainfall, fracture pattern distribution and regolith development. Borehole depths in areas containing gneisses and granites range from 30-50 m. Groundwater levels range from 5- 30 m and are mostly less than 20 m deep. Yields are equally variable ranging from 0.1-0.2 litres per second. Values occurring outside these ranges should be expected depending on the prevailing hydrogeological conditions.

Doleritic Rocks

The doleritic intrusions may be easily traced in the field as they form streaks of red soils and sometimes accompanying ridges of black weathering, rounded boulders, supporting more vegetation than other elsewhere around. The doleritic rocks are important for groundwater occurrence. These appear as dykes and form important contact zones between themselves and the host rocks. The dykes are much younger than the geological formations they intrude. They form important water bearing structures both from localized to a large scale. The available data does not indicate boreholes that were drilled on the contacts of the dykes and the host rocks. Hence, it is difficult to specify the water strikes, water levels and yields of the boreholes located on them. The contact zones can be picked in the field by a distinct change in colour of the soils from one geological unit to the other.

4.1.6 Water Quality

Harare City Council is mandated to supply potable water and sewerage services to Harare and the surrounding local authorities of Chitungwiza and Ruwa. Chitungwiza Municipal Council reservoirs are fed directly from Prince Edward Treatment Plant. The City is experiencing greater than ever pressure to improve the quality of water because of inadequate and obsolete infrastructure (over 60 years in use though economic life of most pumping plants is just 15 years), poor revenue inflows and demand that has also increased as populations in Ruwa, Chitungwiza and Hatcliffe are growing. The distribution network is also aged with some of the pipework now over 60 years. There are also a lot of steel pipes laid in the City's network. These are affected by corrosion and with age, they increase in leakage rates and burst frequencies.³

Raw Water Quality

The Harare raw water quality has been depreciating over the years due to domestic, agricultural and industrial activities in Harare, Chitungwiza and Ruwa. Sewage works in these local authorities are dysfunctional resulting in raw sewage flows into the dams since they are located downstream of the settlements. This has seen an increasing demand for chemicals to make the water potable. The current backwashing frequency is now every 8 hours resulting in water losses of 105 ML/day instead of backwashing once in 48 hours which would lose only 17.5 ML/day. Harare obtains raw water from four

³ Interview, Friday, 12 June 2015

impoundments on the Manyame River and these are Harava and Seke Dams which supply Prince Edward (Seke) Treatment Works (Chitungwiza), and Chivero and Manyame Dams which supply Morton Jaffray (Manyame) Treatment Works.⁴

4.1.7 Climatology

Climate change

Zimbabwe is dealing with significant climate change. Global Climate Models (GCM) indicate that most of Southern Africa, including Zimbabwe, is likely to experience higher temperatures (2-4°C higher than the 1961-1990 baseline) in the coming decades, but the picture for rainfall is less clear. While average annual rainfall appears to have changed little over the last 50 years, adverse weather conditions have been increasing with droughts and floods having become more frequent and severe and the onset of the rains less dependable. Zimbabwe ranks 9 out of 16 countries on the Climate Change Vulnerability Index (CCVI)⁵. Climate models predict that Zimbabwe's climate will be warmer than the 1961-1990 baseline with warming rates of 0.5-2°C by 2030.⁶ The climate change predictions for Zimbabwe are that the country will become hotter and drier, with an increase in violent storms. Floods are thereby the most frequent and dangerous hazard for the country, mostly hitting the northern and south eastern lowlands (along the path of cyclones). The El Nino phenomenon has had ample impacts in the past, an estimated 4.1 million people in Zimbabwe experienced food insecurity in 2016 due to the phenomenon.⁷

General Climatic Conditions

The climate in Harare, Chitungwiza, Ruwa and Hatcliffe is warm and temperate. In winter, there is much less rainfall than in summer. The climate in these areas located in the outskirts of Harare supports the growth of natural vegetation of open woodland. July is the coldest month while October is the hottest month. The month of January is the mid-summer time in Harare. According to Köppen and Geiger, this climate is classified as Cwb.⁸

Temperature

In Harare, Chitungwiza, Ruwa and Hatcliffe, the average annual temperature is 18.3 °C. ⁹October is the warmest month of the year. The temperature in October averages 21.3 °C. July has the lowest average temperature of the year of 13.6 °C. During the year, the average temperatures vary by 7.7 °C.

Rainfall

Project areas lie in natural rainfall Region 2. The rainfall ranges from 750 to 1 000 mm/year.¹⁰ The driest month is July, with 0 mm of rain. With an average of 177 mm, the most precipitation falls in January. (Climate-Data.org.). The month with the highest number of rainy days is January (17 days) and the month with the lowest number of rainy days is July (0 days).

Humidity

⁴ City of Harare 2015.

⁵ Maplecroft, Climate Change Vulnerability Index 2018, accessed at <https://www.maplecroft.com/solutions/environment-climate-change/>

⁶ UNDP Human Development Report, 2017

⁷ UNDP Human Development Report, 2017

⁸ The Cwb climate is characterized by Subtropical highland climate or temperate oceanic climate with dry winters (mindat@org).

⁹ Accessed at: Climate-Data.org.

¹⁰ Moyo, 2000

Average humidity in January is 72.5%, May 58,9% and 72% in December. The month with the highest relative humidity is March (72.8%). The month with the lowest relative humidity is September (43.5%).¹¹

Sunshine and UV Index

The month with most sunshine is September (Average sunshine: 9.8h). The month with least sunshine is December (Average sunshine: 6.4h). Months with the highest UV index are January, February, March, October, November and December (UV index 12). The month with the lowest UV index is June (UV index 7). This is quite important for subprojects that will require solar power.

4.2 National Socio-Economic Perspectives

4.2.1 Zimbabwe Economic Outlook and Macroeconomic performance

The economy performed better than expected in 2018, expanding by an estimated 3.5%, driven by agriculture, supported by relatively peaceful elections. However, cash shortages and the three-tier pricing system coupled with foreign exchange shortages continued to constrain the goods and factor markets.

The fiscal deficit was an estimated 10.7% of GDP in 2018, compared with 12.5% of GDP in 2017, financed mainly through domestic borrowing. In 2018, the government proposed addressing the unsustainable budget deficit with strong fiscal consolidation measures. The fiscal deficit was driven mainly by election-related spending, civil servant salary increases, and transfers to the agricultural sector. Total external debt was an estimated 45.3% of GDP in 2018, down from 53.8% in 2017. The current account deficit was an estimated 3.7% of GDP in 2018, with merchandise imports continuing to exceed exports, putting pressure on the supply of urgently needed foreign exchange and making it critical to diversify exports.

The country's protracted fiscal imbalances have constrained development expenditure and social service provision, undermining poverty reduction efforts. Unemployment pressures have been mounting as employment opportunities continue to dwindle.¹²

Economic growth has declined over the past few years and the International Monetary Fund (IMF) estimates economic growth in 2018 at 3.6%, with the expectation of growth of -5.2% in 2019.¹³ Individual poverty was at 70% at the national level and at 86% in the rural areas.

Economic growth is estimated to have slowed down in 2018 as negative effects of foreign currency and fuel shortages and weaker agriculture weighed on domestic demand and exports. These effects are likely to be more pronounced in 2019 when the GDP is projected to decline. Prospects for donor re-engagement are hinged on credible political and economic reforms. Poverty levels are likely to increase due to weak economic growth and high inflationary pressures.¹⁴

4.2.2 Ongoing Economic Reform and Re-engagement

Until June 2019, the Government made progress on economic reforms agreed under the IMF Staff-Monitored Programme (SMP). It is worth noting that Government is undertaking these reforms with little

¹¹ Weather Atlas | © 2002-2019 | Yu Media Group d.o.o.

¹² Africa Economic Outlook 2019, accessed at:

https://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/2019AEO/AEO_2019-EN.pdf

¹³ UNDP 2019, p. 13

¹⁴ World Bank, Zimbabwe, Poverty & Equity and Macroeconomics, Trade & Investment Global Practices, accessed at: <http://pubdocs.worldbank.org/en/750841492188177908/mpo-zwe.pdf>

or no external support. Key successes were: (i) elimination of fiscal deficit in the first half of 2019; (ii) introduction of market-based pricing of goods including fuel and electricity; (iii) removal of the 1:1 pegging of the local currency to the US Dollar and re-introduction of the local currency (Zimbabwe Dollar); and austerity measures in public service aimed at cutting public sector costs. However, since July 2019, the rapid devaluation of the local currency has led to steep rise in inflation that has left most people vulnerable. Weakening confidence, policy uncertainty, a continuation of FX market distortions, and a recent expansionary monetary stance has increased pressure on the exchange rate. The poor performance between July to September 2019 is wiping out the gains made in the first half of the year. Government has initiated corrective measures to put the SMP back on track. Such measures include removal of subsidies for fuel, strictly operating on a cash budget system, freezing of accounts of some of the cartels, and the appointment of a Monetary Policy Committee.

Impact of reforms and exogenous factors

The reforms have had negative effects on the population, both rural and urban. Removal of subsidies, shortage of basic goods and forex has led to rapid deterioration of the local currency leading to annual inflation rising from single digit in 2018 to upwards of 300% in September 2019. Together with the ongoing drought and the effect of Cyclone Idai in March 2019, about 8.5 million people face starvation with about 3 million living in urban areas. There is consensus that left unattended, the situation could lead to social unrest.

Social assistance in Zimbabwe is facing a huge challenge. But there is a choice: to continue as is and risk the system collapsing, or to try and push for a more fundamental reform. The current economic situation brings such a reform imperative increasingly into focus. On the one hand, governmental funding – of all sectors – is highly constrained given the current economic situation. While the dollarization of the economy in late 2008 restored macroeconomic stability after hyperinflation, the economy deteriorated sharply after 2015 with high deficits financed through the issuance of quasi-currency instruments from the Reserve Bank of Zimbabwe (RBZ). Zimbabwe remains in debt distress, with external arrears of US\$5.7 billion at the end of 2017, which prevents new financing from the International Financial Institutions and limit access to external financing to non-traditional official and commercial creditors.

In parallel, the development partners, who have been providing funding for the last ten years, are substantially withdrawing support to predictable social assistance, although they remain open to providing technical assistance. As a result, Zimbabwe's main social assistance programmes are facing funding challenges: both Basic Education Assistance Module (BEAM) and Assisted Medical Treatment Order (AMTO) payments to service providers are seriously in arrears (and falling further behind), the Harmonised Social Cash Transfer (HSCT) is reducing rather than expanding its coverage, no public assistance (PA) transfers have been made since 2015, and even the Food Deficit Mitigation (FDM) programme shows a declining trend.

This is therefore a challenging time to be formulating optimistic policy options for the way forward. However, it is perhaps a propitious opportunity to be encouraging a fundamental rethink of such options, learning from the lessons of the current policy and programmes, and exploring the potential for a radically different approach. The new government that assumed office following the July 2018 elections is committed to addressing the macroeconomic imbalances, removing structural distortions to facilitate a resumption in growth, and to re-engaging with the international community including by clearing its external arrears. The authorities have elaborated a comprehensive structural reform program – the Transitional Stabilisation Programme (TSP) – to address structural rigidities in the economy while also taking key steps to address the macroeconomic imbalances by halting the issuance of quasi-currency

instruments to finance the deficit (since September 2018) and introducing a new domestic currency in February 2019. Policies and programmes that protect the most vulnerable have the potential to complement overall economic and private sector reform. Zimbabwe has a policy and legal basis in which such objectives could be realized. The National Social Protection Policy Framework (NSPPF) provides a comprehensive framework for social protection, but the objectives listed under its social assistance pillar are over-ambitious, trespassing into areas that are more properly the responsibility of other sectors and stakeholders (labour, education, health, disaster management, nutrition, etc.). Many of these are valid secondary outcomes of social assistance, but social assistance should begin with a clear focus on its primary constituency of those at the most vulnerable stages of the life-course, while building links and policy coherence with other stakeholders to contribute to these broader shared objectives. There is therefore a need to refocus on the NSPPF's stated overall goal for social assistance: "to reduce poverty, vulnerability and inequality", while at the same time contributing thereby to "enhance access to basic social services". A clear conceptualization of the objectives should precede any decision about the most appropriate instruments.

4.2.4 Human Development

Zimbabwe's Human Development Index (HDI) value for 2017 is 0.535— which put the country in the low human development category—positioning it at 156 out of 189 countries and territories. Between 1990 and 2017, Zimbabwe's HDI value increased from 0.491 to 0.535, an increase of 8.9 percent. Between 1990 and 2017, Zimbabwe's life expectancy at birth increased by 3.8 years, mean years of schooling increased by 3.6 years and expected years of schooling increased by 0.5 years. Zimbabwe's GNI per capita decreased by about 29.3 percent between 1990 and 2017.¹⁵

Zimbabwe has amongst the highest HIV prevalence and maternal mortality rates in the region. The country's high mortality and morbidity rates are a result of an under-resourced health delivery system, which is overstretched by the high burden of HIV, tuberculosis (TB), malaria, and maternal and childhood illnesses. A decade of worsening economic conditions and rising costs have eroded a once vibrant health system, which now functions largely due to donor assistance. The health sector has produced notable results in the areas of HIV; TB; malaria; maternal, new-born and child health (MNCH); and family planning/reproductive health (FP/RH). The national response to the HIV epidemic has scaled up prevention and treatment interventions, resulting in an estimated 290,000 lives saved through antiretroviral treatment (ART) since 2009 and a 50 percent decrease in the number of new HIV infections over the last ten years. The TB treatment success rate increased from 67 percent in 2006 to 80 percent in 2015, which meets the National TB program objective and World Health Organization recommendations. Malaria incidence declined by 79 percent, from 136/1,000 in 2000 to 29/1,000 in 2015. Although the maternal mortality rate declined significantly from 960 deaths per 100,000 live births in 2010/11 to 614 deaths per 100,000 live births in 2014, this rate remains too high by regional standards. The contraceptive prevalence rate increased from 60 percent in 2006 to 67 percent in 2014. These are noteworthy gains given the general economic decline and political context and speak to the technical and financial support provided by the donor community. Sustaining these gains will require both continued donor engagement and collaboration with the Ministry of Health and Child Care (MOHCC) to improve the systems and implementation of policies that surround the delivery of health services.

¹⁵ World Bank, Zimbabwe, Human Development Indices and Indicators, 2018 Statistical Update, accessed at: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ZWE.pdf

4.2.5 Local Governance

Harare Metropolitan Province was created in 2004 through the Provincial Councils and Administration Act (Chapter 29:12). It should be noted that during its inception there was the Provincial Governor (PG) (political appointee) working hand in glove with the Provincial Administrator and District Administrator (civil servants). However, with the advent of the New Constitution the post of Provincial Governor was replaced with that of the Minister for Provincial Affairs. Within the Harare Metropolitan Province there are four local authorities: Harare City Council, Chitungwiza Municipality, Ruwa Town Council and Epworth Local Board. The local councils have a dual reporting structure, that is reporting to the community they serve through elected councillors while administratively they report to the Ministry of Local Government. There is a legal dilemma, whereby District Development Coordinator (DDCs) are not included in the Urban Councils Act, which means they are currently acting based on delegated authority. In addition, the Acts governing their roles are not clear, as to what they should do thus; their roles are shrouded in obscurity. Despite that, there are District Administrators responsible for the areas, one based in Makoni and the other two at Cecil House in the capital.

4.2.7 Population

The 2012 population census results estimated Zimbabwe's population to be 12 973 808, comprising 6 234 931 males and 6 738 877 females. The overall sex ratio of Zimbabwe was 93 males for every 100 females and average household size estimated at 4.2 persons, with a population density of 33 persons per square kilometre.¹⁶ The population of the Ruwa was 56,678, comprising 26,745 males and 29,933 females. In the affected Chitungwiza district a total population of 356,840 comprised 168,600 males and 188,240 females. Ward 42, which is the only ward affected by the project had a population of 45,344 of which 22 572 are males and 22 772 are female and with a population density of 1 957 per square km.

Table 4.1. Population statistics for targeted areas

Province	District	2012		
		Male	Female	Total
Harare	Ruwa	36815	41114	77929
	Chitungwiza	44430	48039	92469
	Harare Ward 42	23974	26616	50590

4.2.8 Health

A number of clinics are scattered at various distances in the project area and may not be readily accessible for emergencies due to the poor road network, inability to pay and constant industrial action that has hit the project area as of late. By 2014, the project area had one referral hospital and three council-run clinics, which may have the number added by private operators in the project area.¹⁷ Referral hospitals are found in Harare, and Chitungwiza. Staff at Ruwa clinic considered health risks to which residents in the project area are vulnerable to, such as malaria, communicable diseases (e.g. Sexually Transmitted Infections (STIs), snake bites, diarrhoea from unhygienic practices and unsafe water as well as work-place based injuries. Recommended measures to prevent and address these vulnerabilities included provision of safe

¹⁶ ZimStat, 2013.

¹⁷ ZimStat, 2017, Facts and Figures 2016

and adequate water and sanitation facilities, preventive measures for malaria and emergency services such as ambulances at clinics, which are in severe shortage of.

Awareness of HIV and AIDS is nearly universal in Zimbabwe. There are, however, gender discrepancies in health-seeking behaviour. 56.4% for women and 51.7% of men are knowledgeable about HIV prevention.¹⁸ In the 15-49-year age group women (95%) knew better than men (93.5%) about where to be tested for HIV and 51% compared to 40.3% of men had been tested for HIV in the last 12 months preceding the survey. In the 15 – 24-year age group, 78% of women had never had sex compared to 61.9% for their male counterparts.

4.2.8 Water and Sanitation

Sphere Standards provide for the maximum distance that any rural household should travel to the nearest safe water point as 500m.¹⁹ In Harare, Ruwa and Chitungwiza most of the residents have tap water but due to its constant availability between 14% and 20% travelled more than 1km to the nearest safe water point. Water treatment in all the targeted areas is largely compromised, with reports that some of the treatment chemicals are no longer being dozed due to their unavailability. On average 12% of households that used unimproved drinking water sources did not treat the water, rendering them vulnerable to waterborne diseases. In most areas a buck of water could be sold for one RTGS dollar which was beyond reach to many people. The proportion of households, which accessed improved sanitation facilities, averaged 61%. Both Harare and Chitungwiza were below average at 54% and 55% respectively.

Open defecation nationwide decreased from 37% to 30%²⁰ and was least practiced in Manicaland Province (14%), most practiced in Matabeleland North (55%) while Mashonaland West and the Midlands exceeded the national average at 38% and 36% respectively. Residents in Hatcliffe Extension district were using condemned toilets that were visibly nearing collapse and unauthorized Blair toilets while in all three areas public toilets were not functioning and mainly due to water shortages. Ruwa clinic also reported that expecting mothers have to walk long distances from their maternity wards to access functional toilets, which are not suitable for use by expecting mothers.

¹⁸ Zimbabwe Multiple Indicator Cluster Survey, 2014

¹⁹ ZimVAC, 2017

²⁰ ZimVAC, 2017



Fig 4.3 Unprotected water point source in Hatcliffe

4.2.9 Disadvantaged / Vulnerable Individuals and Groups.

The stakeholder engagement process was particularly about identification and registration of vulnerable groups, such as persons with disabilities, child-headed households, female-headed households, old persons and youths. The ZimStat (2016) report *Understanding Gender Equality in Zimbabwe: Women and Men Report 2016* reveals that from the 3.3 million households in Zimbabwe, 35.5% were female-headed and women constituted 35.9% of one-person households in 2014. With divorce and widowhood more prevalent among women than men, women are less likely to re-marry and therefore become more vulnerable social and economic situations.²¹ Across the project area there are centres which were noted which deal with vulnerable groups like Young Africa, Ramangwana and Ruwa rehabilitation centre. Their biggest let down was capacity to continue operating given the high rising economic environment.

Disadvantaged / Vulnerable Group	Remarks
Women	As main caretakers of family members and given their reproductive health needs, women have particular needs in agricultural, water management, as well as access to health. However, women can often be excluded from political life and from communal decision-making processes, due to the patrilineal socio-political structures.

²¹ ZimStat, 2016.

Youth	Zimbabwe has 62% ²² of the population under the age of 25, which is a significantly high percentage. However, young community members are often excluded from decision-making processes under traditional authority structures, in which power is often based on factors such as age. The youth unemployment rate in Zimbabwe was 5.16% in 2017. ²³ Since young people are particularly capable in conducting work activities and are crucial in the rebuilding of their communities and infrastructure, they need to be included in decision-making processes through forums that particularly include the young population.
Women-Headed Households	41 percent of all households in Zimbabwe are female headed, their number may have increased following the disaster and they need specific support.

4.2.10 Gender Practices

In a public engagement meeting in Chitungwiza, Ruwa and Hatcliffe it was established that waged employment for women is not regarded as normative and potentially upsets the cultural order. Other meeting participants hailing from the same community did not uphold the view. However, other public engagement meetings revealed that women themselves do not consider themselves eligible for remunerated employment. Male participants in engagement meetings also assumed remunerated work was exclusively for males, though not deliberately marginalizing women. Work activities, like construction work, is typically considered a male occupation, where women's access may be limited.

Perceptions on Social Intervention Projects during public engagement meetings also assumed a gendered perspective where women identified themselves in informal roles, such as providing catering services. ZimStat (2016), in its report *Understanding Gender Equality in Zimbabwe: Women and Men Report 2016*, reveals that the role of women in sustainable development is adversely affected by poor access to economic resources, information and technology that also limits their participation in policy formulation and decision making in natural resources and environmental management. Gender practices, roles and participation in various activities are determined by individual and collective knowledge, beliefs and perceptions as well as access to resources and the policy and legal framework. The report notes that in agriculture, women more than men engage as members of producer cooperatives, unpaid contributing family workers and the self-employed. This scenario can be reiterated in capital development projects particularly when women themselves are not aware of their potential.

The ZimStat (2016) report highlighted that on average women spend about 45 hours per week in permanent paid employment while men spend about 49 hours. This is due to cultural division of labour and unpaid domestic chores that include childcare, caring for other household members, cooking, cleaning and other household work. Where these factors are not considered in recruitment women appear less competitive and self-driven secure and retain paid employment.

²² UNFPA, Young People, accessed at: <https://zimbabwe.unfpa.org/en/topics/young-people-2>

²³ Trading Economics, Zimbabwe unemployment rate, accessed at: <https://tradingeconomics.com/zimbabwe/unemployment-rate>

4.2.11 Livelihoods

The livelihoods within the project areas are quite diverse. Besides formal employment in the remaining few operational industries in Harare, Chitungwiza and Ruwa, families are engaged in a wide range of activities to supplement the wages that have been eroded by the economic adjustments. The majority of people are informally employed in home industries, waste vending, brick moulding, scrap metal dealing among many others.



Fig 4.4 Land Cleared for cropping in a wetland



Fig 4.5 Waste vending at Ruwa dumpsite



Fig 4.6 Backyard brick moulding in Chitungwiza

4.2.12 Non-Governmental Organizations

The project areas have a mix of national and international NGOs who are engaged in various developmental work. Some of the organizations on the ground include Population Service International, Young Africa, HELPAGE Zimbabwe, Caritas, FACT, Doctors without Borders, and Community Alliance Africa.

5.0 Stakeholder Analysis and Consultation

5.1 Methods of Stakeholder Consultation

Stakeholder consultation methods used involved the following processes and procedures: Preliminary meeting between UNOPS Project team and Consultants for initial stakeholder identification; mobilization for stakeholder engagement meetings by the consultants was conducted, meeting facilitation by the consultants in community meetings and meeting with representatives of government ministries; focus group discussions with women and youth groups; administration of a simple questionnaire for government departments and institutions; a detailed questionnaire for community members, including women groups and youths; interviews with key informants, including local leaders. See annex 2 for a list of consulted stakeholders.

5.2. Stakeholder Classification and Engagement Results

Stakeholder Analysis Matrix		
Directly or Indirectly Affected Parties		
Sub-component Activities	Stakeholders	Remarks (see annex 8)
Community Infrastructure (water and sewage, watershed and water courses)	<p>Residents of Harare Chitungwiza, Ruwa and Hatcliffe</p> <p>Residents in areas such as State Land that have not been connected to the water or sewer system</p> <p>Residents in areas like Hatcliffe have survived for more than 2 months without tap water</p> <p>Local Council directly affected as residents lose faith in their service delivery and no longer pay for their rates</p> <p>Local Clinics (outbreaks)</p> <p>Local Schools</p> <p>Police</p> <p>Local small business enterprises, such as hairdressing that rely on water</p>	<p>There is need to capacitate the water and sewage system in Chitungwiza, Ruwa and Dema as some residents are not connected to the current water and Sewer system</p> <p>Provision of more public watering points may ease water crises as unavailability of water have caused commercialization of the product and drawing of water from unsafe sources</p> <p>There is emergency of water borne diseases due to poor water and sanitation</p> <p>Vector breeding sites as sewage accumulates in some areas</p> <p>There is a rise in abuse cases of women and children at watering points for they at times have to queue for water during odd hours of the night exposing them to danger</p>

Community infrastructure (community markets, roads, sports ground and arts and recreational facilities)	Town Councils, Residents Police Local Clinics Local Political Leaders	<p>Refurbishment of defunct recreational facilities like Chitungwiza aquatic complex which is now being for church meeting instead of sports and Chibuku stadium.</p> <p>Tarring of most street roads of Hatcliffe and repairing of pothole ridden roads of Chitungwiza and Ruwa</p> <p>There is an increase in crime rate and rate of STI infections as there are limited options of entertainment as a result people resort to crime and casual sex.</p>
Business Development	Small and Medium Enterprises	<p>There is need to finance backyard industry which has become the backbone of employment with the rising unemployment rates in the country</p>
Vocational training	<p>Young Africa</p> <p>Ruwa Vocational Training Centre</p> <p>Ramangwana</p> <p>Chitungwiza Vocational Training Centre</p>	<p>Most departments are not capacitated to train the students in the ever-changing technological environment</p> <p>Funding in the area of emerging solar technologies and other new technologies will help to produce students who can compete on the job market</p> <p>The poor and vulnerable are not able to access the need skills due to inability to pay school fees and some structures like the toilets and classrooms are not user friendly to the disabled</p>
Irrigated Agriculture	Urban Plot Holders	<p>They are not considered for seed subsidy from the government structures, which only looks at other farmers like A1 and A2 but this group is overlooked</p> <p>Lack of security of tenure as most of this land is not legally owned hence no meaningful development can be done or any financial institution, which can avail loans to such entities</p> <p>Absence of proper irrigation procedures make the farmers resort to unsafe irrigation methods of using sewer for irrigation. This is exposing them to WASH related diseases as well as perpetuating pollution as some of this</p>

		water maybe contaminating persistent organic pollutants
Manufacturing and trade	Small and Medium Enterprises Local Political Leaders District Attorney Ministry of Industry and Commerce	There is lack of government support in the form of loans to develop their businesses Most of their raw material are procured in foreign currency and the high rising economic environment has not spared them, as they cannot easily access the foreign currency from the banks thereby putting their production in jeopardy
Solid Waste Management	EMA Local Authorities Residents Local waste Management Enterprises Grassroots waste collectors	In all the three proposed areas there is no engineered landfill for waste management which has been a cause for underground pollution and other waste related diseases Refuse collection trucks and compactors are not enough, which makes waste collection very sporadic and unreliable There are no adequate recycling facilities and makes waste separation obsolete.
Innovative enterprise (solid waste management, sanitation, nutrition, manufacturing, renewable energy)	Vocational Training Centres	There is an absence of enough technological material to train youth in such areas. Youth are lagging behind in terms of innovation as they cannot catch up
	Youth organizations Africa Youth Initiatives on Climate Change in Zimbabwe (Harare, not area specific)	Unstable political environment is making it very difficult for youth to operate as mostly they are taking as agents of regime change
	Backyard industries	There is no proper marketing of backyard-produced products, which at the end of the day will be sold at very low prices as they are considered inferior to those that are produced in the shops
	Recycling companies	There is lack of proper training and transparency between recycling companies and the regulator, which at the end of the day most companies will be fined for perpetuating pollution

Training for institutions to deliver basic services	Small and medium enterprises	There is virtually no training between the parent ministry and institutions who are into service delivery. Most of these trainings are offered by private actors and are expensive and beyond the reach of ordinary citizens who want to venture into the same industry
Training for women and youth	Women and Youth Organizations	There is no deliberate effort in regards to training. Most institution trying to train youth and women are NGOs, which cannot cover the need sufficiently. Most of government training institutions, like Ruwa Vocational Training Centre are ill equipped, and cannot carry such work.
Capacity building of the Ministry of Finance	Pensioners Elderly Entrepreneurs	There is a need to look at the elders and pensioners as their pension allowances have been eroded by the macro economic environment There are no government-funded Old Peoples Home with facilities There is need for a funding for upcoming entrepreneurs and the elders who at times are considered debt risk by most funding institutions
MIS and GIS systems, water tariff studies	Residents Local Councils	Water is considered expensive in the three project areas with some vulnerable communities shut off from accessing water by relevant authorities because they cannot pay up the debts
Interested Parties		
General	Stakeholders	Remarks
Community Infrastructure (water and sewage, watershed and water courses)	Ministry of Local Government Ministry of Environment, Climate Change, Tourism and International Trade Ministry of Health and Child Welfare	There is a lack of capacity within local authorities to deal with their water and sewage challenges. Sewage ponds in the project area do not meet minimum requirements of the regulatory authority. Finning them has been tried, but there is a lack of capacity. There has been an outbreak of dysentery, typhoid, malaria recorded in many local

		clinics due to a shortage of water and burst sewer pipes in the project vicinity
Community infrastructure (community markets, roads, sports ground and arts and recreational facilities)	Ministry of Local Government Ministry of Sports, Arts and Recreation	<p>Most of government-initiated entertainment centres like Aquatic complex are no longer functioning and/or vandalized. The same counts for the community markets. The entertainment centres have been reduced to business offices and churches. There is need to resuscitate them.</p> <p>There are no public sports facilities, which are government-owned. The few private available ones are beyond the reach of many average-income people.</p>
Business development	Small and Medium Enterprises	Most of these businesses are undertaken in the backyard or at undesigned areas. Government should try to provide space to operate and market their products
Vocational training	Ministry of Education	Additional number of vocational schools, which are well equipped, is a requirement. There is a need to revise vocational training curriculum to meet the current needs on-the job market.
Irrigated Agriculture	Ministry of Agriculture	There is need for realignment of the government policy to recognize urban agriculture so that they become eligible for government interventions like command agriculture
Manufacturing and trade	Small and Medium Enterprises	Loan requirements for small and medium enterprises should be revised at policy levels to allow these people to have access to funding
Solid Waste Management	Ministry of Environment	Government should consider putting in place heavier penalties for municipalities who are not taking these issues seriously
Innovative enterprise (solid waste management, sanitation,	Ministry of Environment	A database should be produced of all people implement waste-vending and recycling so that there is continuous engagement and capacity building with the respective Ministry

nutrition, manufacturing, renewable energy)	Small and Medium Enterprises	Proper framework of the waste pricing structure should be put in place. Prospective buyers rip off most poor people who are in waste collection in the industry
	Ministry of Energy	A deliberate effort by the government should be done to promote renewable energy both in training institutions and in the industry. Promotions like waiver of duty on all renewable energy products will go a long way in assisting.
	Industry and Commerce	Market linkages between locally produced goods and the international market should be developed.
Training for institutions to deliver basic services	Tertiary Education Ministry of Higher Education Science and Technology	Most institutions lack the required expertise in training hence there is need of carrying out institutional needs assessment and capacitate them
Training for women and youth	Ministry of Youth and Ministry of Women Affairs, Community, Small and Medium Enterprise Development	There is need of gender-mainstreaming and empowerment of youth in all training endeavours
Capacity building of Ministry of Finance	NSSA and Ministry of Finance Ministry of Public, Service, Labour and Social Welfare	There is need to decentralize the Ministry to be closer to district level and access those in need when they are needed most
MIS and GIS systems, water tariff studies	Ministry of Environment, Water and Climate Institutions of Higher Learning	GIS system is a new and emerging tool, which is beyond the reach of many councils and added to that there is shortage of trained staff in the area of GIS hence capacity building is needed
Potentially Influencing Parties		
Sector	Stakeholders	Remarks

Community Infrastructure (water and sewage, watershed and water courses)	Residents Trust NGOs, e.g. Community Water Alliance, churches/religious sectors, Local Authorities EMA ZINWA Political Leaders Administrative Leaders such as the District Attorney (DA)	There is lack of capacity by local councils to deal with water and sewer There is no prioritization of water and sewer over other council requirements Water supply level are now very bad, for example Hatcliffe has experienced about two months without supply water to the residents (October to November 2019)
Community infrastructure (community markets, roads, sports ground and arts and recreational facilities)	Business Associations Residents Trust Ministry of Transport Ministry of Sport, Arts and Culture GoZ Existing successful artists in the area (Alick Macheso (Chitungwiza), Winky D (Ruwa) Role models in the community Political leaders (MPs and Councilors)	Most housing cooperatives are either putting in place substandard roads which do not last or they are not finishing their work properly which has put the state of the roads in disarray Due to poor maintenance and vandalism all public recreational facilities are not working properly, including public toilets
Business development	Business Association Youths enrolled at Vocational Training Centres	High rising economic environment have not spared them. They need cushioning loans with flexible payment terms
Vocational training	School dropouts and school leavers.	Scholarships for the vulnerable groups should be put in place Legislation and awareness to allow pregnant youth to pursue education should be put in place
Irrigated agriculture	Agriculture produce vendors Local Authorities (Council By-Laws)	Land, loans and proper vending places should be availed to promote urban agriculture Promote dialogue between vendors and municipal police to reduce cases of abuse. If possible, training should be provided to the municipal police on how to handle vendors

Manufacturing and trade	<p>Small and medium enterprises</p> <p>NGOs</p> <p>Ministry of Industry and Commerce</p> <p>Banks (management of funds and availability of loans)</p> <p>ZIMRA</p> <p>Political Parties seeking for fame and acceptance by the public</p> <p>Existing Youth Enterprises</p>	Promote market linkages both locally and globally and at the same time linking them to banks for easy access to loans
Solid waste management	<p>Business Associations</p> <p>Environmental Groups</p> <p>Ruwa, Chitungwiza and Hatcliffe Local Authorities</p> <p>Schools</p> <p>Hospitals</p> <p>Local Political Leaders (MPs, Councilors and a Mayor for Chitungwiza)</p>	<p>The councils have to construct engineered landfill in compliance with the EMA regulation</p> <p>Councils are incapacitated by lack of funds to effectively do their duties</p> <p>It is best to channel funds straight to the Local Authorities than through other corrupt institutions that may exist in the country</p>
Innovative enterprise (solid waste management, sanitation, nutrition, manufacturing, renewable energy)	Caritas	Promote nutritional gardens in most open spaces and council land, which is not being utilized.
	Environment Africa	There is need for serious regulation of waste vendors as there is room to perpetuate pollution through waste vending
	EMA	Register, train, and capacitate all those into recycling so that they align with the legislation
	<p>Recycling organizations</p> <p>Waste Collectors</p> <p>Scavengers at Ruwa Dumpsite</p>	There is need to facilitate stakeholder engagement between them and the regulator for their smooth operations
Training for institutions to deliver basic services	<p>Tertiary Institutions</p> <p>Manyame Teachers College (Chitungwiza)</p>	Capacitate training institutions to meet the training demands in the communities, which are relevant to the market

Training for women and youth	Women and Youth Groups SAIC (Hatcliffe Youths) SWET (Chitungwiza Women Group)	Give incentives, scholarships and lower entry requirements to most youth and women to increase their participation
Capacity building of Ministry of Finance	Help AGE GoZ	Constant review of allowances offered to the elders as the social safety net is not covering them properly
MIS and GIS systems, water tariff studies	Resident Trust Harare City Council Ministry of Information and Publicity Directly affected residents' ability to pay for suggested water tariffs Residents with no water connections Residents currently connected to the Council's water supply system	Drilling of unpaid water sources and bringing in water payment subsidies may help to cushion water tariffs

5.3 Stakeholder Engagement Plan

The ESMF identified preliminary stakeholders who will assist in identifying more stakeholder groups during implementation. During project implementation, stakeholder engagement will be maintained in all phases of the project life cycle. The Stakeholder engagement process will seek to achieve the following:

- i. Establish a systematic approach to stakeholder engagement that helps UNOPS and its IPs to identify stakeholders and maintain a constructive relationship with them.
- ii. Assess stakeholder interest and support for the project and enable stakeholders' views to be considered in project design
- iii. Promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life-cycle
- iv. Ensure that appropriate project information is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner

As part of the stakeholder engagement, UNOPS and IPs will ensure that stakeholder consultation continues on an ongoing basis, as risks and impacts arise; is culturally appropriate, accessible and understandable to stakeholders; supports active and inclusive engagement with project-affected parties; allows stakeholders to express their views on projects risks and impacts and mitigation measures; is free of external manipulation, interference, coercion, discrimination, and intimidation; allows UNOPS to consider and respond to stakeholder input; is documented and reports are disclosed by the UNOPS; information disclosure; disclose project information to inform consultations; disclose information in an accessible and culturally appropriate manner. Some of the engagements that will be conducted include project sensitisation meetings, inception meeting and community dialogues. These will be conducted at the national, provincial, district and community levels. Efforts will be made to ensure that project affected and other interested parties have an opportunity to deliberate on the project and provide necessary feedback at various stages of planning and implementation.

The following channels will be used to reach out to stakeholders: stakeholder meetings; sensitisation meetings; training sessions; emails, UNOPS website; community noticeboards; and site talks. The proposed strategy to incorporate the view of vulnerable groups includes UNOPS and Partners to ensure that women and vulnerable groups are participating in consultative processes and that their voices are not ignored; specific meetings are held with vulnerable groups in addition to general community consultations; separate meetings are held with young people or with minority groups; reliance on other consultation methods not requiring physical participation in meetings, such as social media, SMS, or radio broadcasting. In carrying out its disclosures the PIU will ensure that information is packaged in accessible ways, in the language of the project areas and areas where all community and stakeholders can access.

All technical leads will ensure that women and vulnerable groups are participating in consultation processes and that their voices are considered. This may require specific meetings with vulnerable groups in addition to general community consultations. For example, women may be more outspoken in women-only consultation meetings than in general community meetings. This is particularly relevant, as societies in the affected areas are all patrilineal. Similarly, separate meetings may be held with young people or with minority groups. Further, it is important to rely on other consultation methods as well, which do not require physical participation in meetings, such as social media, SMS, or radio broadcasting, to ensure groups that cannot physically participate can voice their inputs or concerns. Results of stakeholder engagements will be regularly reported back to the affected communities, as well as the relevant local

authorities and CPU Committees. The main means for reporting will be through social media and radio, given their broad reach and given that these tools are accessible for a variety of social groups. Furthermore, specific stakeholder engagement activity results, as conducted by technical leads, will be reported to the PMU. However, the responsibility of reporting results back to the stakeholders will be with the technical leads within their respective sub component

5.4 Grievance Redress Mechanism

This Project GRM should facilitate the Project to respond to concerns and grievances of the project-affected parties related to the environmental and social performance of the project. The VAP will provide mechanisms to receive and facilitate resolutions to such concerns. This section lays out the grievance redressal mechanisms (GRM) for the VAP. This section details the GRM, based on a careful assessment of existing systems, which UNOPS is currently implementing for other projects in Zimbabwe.

Overall responsibility for these GRM will be with the PIU, and it will cover all activities and sub-components of the VAP.

The general Project GRM mechanism follows a basic set-up:



The GRM aims to address concerns in a timely and transparent manner and effectively. It is readily accessible for all project-affected parties. It does not prevent access to judicial and administrative remedies. It is designed in a culturally appropriate way and is able to respond to all needs and concerns of project-affected parties.

5.4.1. Assess and Clarify

Through social media channels, information centres, community meetings, and other means, information about the Project and its sub-component activities will be publicly disclosed. The various means of disclosure and the different stakeholder groups are defined in the stakeholder sections.

The type of information disclosed includes information about the Project GRM. Based on the information made available, aggrieved parties can decide whether they have a case to report or whether the available information clarifies their concern. This will allow the aggrieved party to decide on the appropriate next step in order to report a grievance, comment, or provide feedback to the Project.

5.4.2. Report

When an aggrieved party has verified and assessed their claim, it will be able to report feedback or grievances through established help desks or suggestion boxes, and through a tollfree hotline.

Help Desks and suggestion boxes

UNOPS and each IP will ensure that either a help desk or a suggestion box is available at key project activity sites during the implementation of the activity, as well as at respective field offices. At the Help Desk a grievance log will be available, where staff operating can file any grievances received. The management structure of the help desks and suggestion boxes will be the responsibility of each IP. IPs will ensure that

all information reported is handled in a confidential manner, and that first recipients of reports are trained in how to handle possible GBV/SEA or child abuse cases and in how to proceed with different types of feedback and complaints.

Tollfree Hotline

Reporting through hotlines will allow those that are physically not able to report in person to report their grievance. The tollfree hotline will be accessible throughout the country. People can call or text their suggestions and complaints related to VAP activities. The hotline number will be shared at all local activities by UNOPS and other IPs and will be displayed on banners and posters. The Hotline Operator will be well trained in VAP project modalities and in transferring feedback and complaints to the appropriate IP. The operator will maintain a password-protected database. Immediate response can be given depending on the type of feedback/complaint.

5.4.3. Acknowledge and Follow-Up

Through the toll-free hotline, help desks or suggestion boxes, the feedback or complaints are received by the IP or the Hotline Operator. The Hotline Operator reviews information received and transfers it to the respective IP. All cases will thereby be treated confidentially.

Incident reporting

Class 1 incidents (see above) will be reported within 48 to the PIU and the Bank. Where grievances are of sexual nature and can be categorized as GBV/SEA or child protection risk, the IP has to handle the case appropriately, and refer the case to the GBV referral system.

For all other grievances, the IPs will decide whether the grievance can be solved locally, with local authorities or implementers, and whether an investigation is required. The first ports of call will have in-depth knowledge of communal socio- political structures and will therefore be able to address the appropriate individuals, if the case can be solved at the local level.

At all times, the IPs will provide feedback promptly to the aggrieved party. Feedback is also communicated through stakeholder meetings and beneficiary meetings during registrations and distributions. For sensitive issues, feedback is given to the concerned persons bilaterally.

Records of all feedback and grievances reported will be established by the IP. All feedback is documented and categorized for reporting and/ or follow-up if necessary. For all mechanisms, data will be captured in an excel spreadsheet. The information collected, where possible, should include the name of the person providing feedback, village, ward, district, cooperating partner, programme, nature of feedback or complaint.

5.4.4. Verify, Investigate and Act

The IP will investigate the claim within 5 working days and share findings with relevant stakeholders. Where an incident was reported, the IP will, in addition, follow the incident management protocol.

Where a negotiated grievance solution is required, the IP will invite the aggrieved party (or a representative) and decide on a solution, which is acceptable to both parties and allows for the case to be closed – based on the agreement of both parties.

After deciding a case, the IP has to provide an appeals mechanism to the aggrieved party, which is constituted through the PIU. This is important in cases in which the aggrieved party is dissatisfied with the

solution provided by the IP. In these instances, the PIU will step in and provide an appeals mechanism. The Appeals should be sent to the PIU directly, where they will be reviewed by the PIU Risk Management Unit and will be decided on jointly with the PIU Manager.

5.4.5. Monitor and Evaluate and Feedback

The IP will provide first feedback on the case to the aggrieved party within one week, if the case was not filed anonymously. Further feedback and action will depend on the nature of the case, and where cases are decided upon within the respective IP. The IP will show to the PIU that action has been taken within a reasonable amount of time.

Most importantly, all cases filed need to be logged and monitored by the IP. The IP will analyse all complaints and feedback on a quarterly basis, and share a synthesis report of the analysis with the PIU.

5.4.6. Monitoring and Reporting of GRM

The PIU will be responsible for the monitoring of the availability and implementation of the GRM. It will include the GRM into its objectives on field monitoring missions and conduct spot checks in regards to its implementation.

The GRM will further follow the incident reporting guidelines where applicable (see above).

The IPs will further provide analytical synthesis reports on a quarterly basis, which include the number, status and nature of grievances to the PIU. These reports will form the basis for the bi-annual reports to the Bank.

IPs will further provide an excel sheet summary of the feedback and grievances reported, which will be linked to the Project's Management Information System (MIS).

The PIU will further extract lessons learnt from the GRM and share them with all IPs.

IPs will further maintain a documented record of stakeholder engagements, including a description of the stakeholders consulted, a summary of the feedback/grievances received during community consultations.

6.0 Procedures to Assess Potential E&S Risks and Impacts of Subprojects

6.1 Project Categorization

The project category is confirmed as category 2 according to the African Development Bank Integrated Safeguards System (ISS) because it is expected that some of the activities will cause detrimental environmental and social impacts limited to the site and that can be minimized by applying appropriate management and mitigation measures or incorporating internationally recognized design criteria and standards.

The major risks and impacts are related to labour related risks, and in particular, health and safety in the context of the rehabilitation works that will be carried out in the water and sanitation, and waste management sectors. Adequate mitigation measures will be identified and further defined during the inception phase, in ensuring all related environmental and social risks of the operation are duly addressed. Based on initial scoping activities, the potential environmental risks and impacts of the Project are anticipated to be moderate, given that most of the interventions are rehabilitation of existing community

infrastructure. No new habitats or new ecosystems will be covered by community infrastructure rehabilitation.

6.2 Impact Identification and Analysis

Despite the fact that the exact project locations are not yet fully understood, thereby making it impossible to specifically point out the exact project impacts, the ESMF still identified the general impacts associated with the project activities and in view of the generality of the project host areas. Impact identification was conducted using the following procedures:

Use of Simple Checklists

The Environmental Management Agency (EMA) has a fully developed checklist of environmental and social risks and impacts that are associated with particular project activities (EMA ESIA Guidelines). The checklist was applied on the project activities and subprojects like water and sanitation, road repairs and establishment of irrigation community gardens are well covered by the checklist. A reflection of the identified risks and impacts was made to understand the impacts fully in view of the local conditions and its stakeholders.

Field Visits

Visits were made to the various typical project locations and observations on work studies were made as part of the impact identification. Follow up discussions were made with the applicable stakeholders working in those areas. Typical examples of field observations include the waste collection, separation and recycling. Impacts related to occupational safety and health were noted including and not limited to inadequate and inappropriate personal protective equipment. The various sites that were visited were recorded with GPS coordinates and presented in annex 7.

Stakeholder Consultation

Stakeholder consultation are key in the identification of E&S risks and impacts. Various groups on the ground were met and given the opportunity to comment on the project. Most social impacts were identified through stakeholder consultation. Some of the stakeholder identified impacts, including discrimination based on gender or political affiliation, where women and youths are anxious on whether the project benefits will reach them or not. Furthermore, Harare was identified as a highly politically sensitive area, with fears that the project benefits could be accessed through political affiliation.

Interaction Matrix

The Interaction Matrix was employed in order to relate the proposed activity with potential risks and impact more specifically. While the project details are still sketchy, the interaction matrix enable the ESMF to identify one sub-project separate from the other sub-projects, for example, impacts related to rehabilitation water supply pipeline will be identified at activity. The correlation of activities and potential risk and impact is showcased in table 7.2 as part of the ESMP.

6.4 Impact Analysis

6.4.1. Beneficial Impacts

The Project is anticipated to have a series of strong beneficial impacts on the lives of communities. These include improved water supply and sewage systems for urban communities; economic improvements for youth and women through their inclusion in public works schemes; improved water schemes and water courses; rehabilitated markets, community roads, sports grounds and recreational facilities for communities; business development for community members. Furthermore, benefits include the

development of economic livelihoods, including through irrigated agriculture, light manufacturing and trading, and solid waste management. Skills will be improved through training for youth and women in environmental management. Structural improvements will be undertaken through strengthening of the capacity of the Ministry of Finance in service deliveries and improving management information systems. As the project design develops, the subproject specific ESMPs will devise enhancement measures for the positive project impacts, which will be monitored together with the mitigation measures for the negative project impacts.

6.4.2. Adverse Impacts

A series of minor to moderate adverse impacts are anticipated during the project implementation, comprising environmental and social issues. Environmental impacts include untreated waste water from households that can contaminate drinking water; construction run-off and drainage causing adverse water quality impacts; sewage created through construction workers campsites where applicable; waste pile-up from construction activities as well as households; as well workers noise and air pollution during construction activities; and impacts on fauna and flora through excavation works. Potential social impacts include community health and safety impacts through construction work; odour and water contamination through WASH facilities; grievances through beneficiary selection, HIV/AIDs and GBV impacts through labour influx; but also, GBV risks through project interventions; as well as concerns over the use of child labour in project activities. These adverse risks and impacts can be mitigated through the proposed risk mitigation measures listed below. The beneficial impacts outweigh the adverse impacts.

Construction Runoff and Drainage

During the construction phase of projects activities will be land-based, hence, direct impacts on water bodies will not arise. Nevertheless, the construction activities at the works area may generate surface run-off which may cause adverse water quality impacts if not properly controlled or mitigated.

Any effluent discharge during the construction stage should comply with the standards for effluents discharge. Potential sources of water quality impacts associated with the construction activities include:

- Construction site runoff and drainage
- General construction activities
- Sewage effluent produced by on site workforce.

During site clearance, runoff and drainage from the works area would be the main sources of potential water quality impact. Site runoff and drainage may contain increased loads of suspended solids and contaminants. Potential sources of pollution from site drainage include: runoff and erosion from exposed soil surfaces, earth working areas and stockpiles; release of grouting and cement materials with rain wash; wash water from dust suppression sprays; and fuel and lubricants from maintenance of construction vehicles and mechanical equipment. Site runoff and drainage from the works area on the upper hillslope, if uncontrolled, could enter the drainage system.

As a good site practice, mitigation measures should be implemented to control site runoff and drainage from the works area, and to prevent runoff and drainage water with high levels of suspended solids from entering the drainage system. With the implementation of adequate construction site drainage and provision of sediment removal facilities, unacceptable water quality impacts would not arise.

Mitigation:

- | |
|---|
| <input type="checkbox"/> Control site runoff and drainage water
<input type="checkbox"/> Collect construction phase discharge by the temporary drainage system installed by the Contractor and then treat or desilt on-site before discharge to the licensed point.
<input type="checkbox"/> Regular site inspections |
|---|

Water Pollution

The key issue in terms of water quality during the construction phase of the Project would be the potential for release of sediment-laden water from works areas during site clearance and the proposed soil nailing and rock slope stabilization works.

With the implementation of these recommended mitigation measures, the construction works for the project areas would not be expected to result in unacceptable impacts on water quality. Site inspections should be undertaken routinely to inspect the works areas in order to ensure the recommended mitigation measures are properly implemented.

On-site construction activities may cause water pollution from the following:

- Uncontrolled discharge of debris and rubbish such as packaging, construction materials and refuse etc; and
- Spillages of liquid stored on-site, such as oil, diesel and solvents etc.

However, the effects on water quality from the construction activities are likely to be minimal, provided that site boundaries are well maintained and good construction practices are implemented to ensure that litter, fuel and solvents are stored and handled properly.

Mitigation:

- | |
|---|
| <input type="checkbox"/> Proper site management and good housekeeping practices would also be required to ensure that construction wastes and other construction-related materials would not enter the drainage system. |
|---|

Sewage Effluent

Domestic sewage would be generated from the workforce during the construction phase. Portable chemical toilets will be provided for the site workers. The Contractor will have the responsibility to ensure that chemical toilets are used and properly maintained, and that licensed contractors are employed to collect and dispose of the waste off-site at approved locations. Therefore, no adverse water quality impacts are anticipated.

Mitigation:

- | |
|--|
| <input type="checkbox"/> Provide portable toilets
<input type="checkbox"/> Collect and dispose waste off-site |
|--|

Waste Impacts

Construction site waste, as well as communal waste may pile up. During construction phases of the different projects under the sub components mentioned below, general construction wastes will be generated including among others cement bags, used wrapping materials, wood, glass etc...

Mitigation:

- ☐ Develop waste management plan for construction wastes. This plan will include possibility of use of such construction waste in the rehabilitation of borrow areas from which some of the sand materials used in the construction process were extracted. Liaison with the local authority will be essential since the local authority's waste management plan would highlight where such filler construction waste would be required as backfilling material. The plan should include:
- ☐ Provide waste disposal receptors on site (bins)
- ☐ Provide training and orientation to workers on waste management
- ☐ Reduce-Re-use and Recycle wastes whenever possible
- ☐ Where applicable and after ascertaining the safe reuse or recycle of waste, curb side debris pick up program can be incorporated, where the local community members are given a choice to salvage some of the construction waste for own personal use. Debris and rubbish generated on-site should be collected, handled and disposed of properly to avoid being flushed or blown by wind into the drainage culvert. Stockpiles of cement and other construction materials should be kept covered when not being used.
- ☐ Oils and fuels should only be used and stored in designated areas which have pollution prevention facilities. To prevent spillage of fuels and solvents, all fuel tanks and storage areas should be provided with locks and be sited on sealed areas, within bunds of a capacity equal to 110% of the storage capacity of the largest tank. The bund should be drained of rainwater after a rain event
- ☐ Temporary sanitary facilities, such as portable chemical toilets, should be employed on-site where necessary to handle sewage from the workforce. A licensed contractor would be responsible for appropriate disposal of waste matter and maintenance of these facilities
- ☐ Encourage minimization, recycling and reuse of waste
- ☐ Engage waste recyclers such as Waste Collectors to collect recyclable waste from the markets
- ☐ Capacitate the local authority to maintain time-table for waste collection

Noise and Vibration

Noise and vibration will be generated during construction especially when using motorized equipment. In order to create employment, the project will use manual forms of labour and equipment hence the impacts associated with noise and vibration is expected to be low in nature. Generally, construction noise exceeding a noise level of 70 decibels (dB) has significant impacts on surrounding sensitive receptors within 50m of the construction site.

Mitigation:

- ☐ Avoid night time construction when noise is loudest. Avoid night-time construction using heavy machinery, from 22:00 to 6:00 near residential areas
- ☐ No discretionary use of noisy machinery within 50m of residential areas and near institutions, manual labour can be used at this point
- ☐ Good maintenance and proper operation of construction machinery to minimize noise generation
- ☐ Where possible, ensure non-mechanized construction to reduce the use of machinery
- ☐ Undertake regular maintenance of generator

Impacts on Flora and Fauna

Removal of vegetation during excavation works is likely to lead to loss of plants and animal habitats. The biodiversity that may be affected includes insects, small mammals, reptiles and birds. This impact is expected to be insignificant in view of the fact that most of the proposed activities are rehabilitation works and not new works and therefore the project sites are unlikely to be pristine or having ecological sensitive flora and fauna.

Activities in sub component xxx, as shown below are likely to lead to flora and fauna impacts through disturbance and clearings due to the use of construction equipment like excavators, trucks, generators etc...

Mitigation:
<ul style="list-style-type: none"><input type="checkbox"/> Re-plant vegetation as much as possible once work is completed.<input type="checkbox"/> Spare the vegetation that must not necessarily be removed such as or replace the trees.<input type="checkbox"/> Minimize the amount of destruction caused by machinery by promoting non-mechanized methods of construction.<input type="checkbox"/> The Contractor should ensure that the employees on site are aware of the company procedures for dealing with spills and leaks from oil storage tanks e.g. using dispersants or adding biological agents to speed up the oil breakdown for the construction machinery though induction and safety training (the contractor will propose a method of clean-up which will be subject to approval);<input type="checkbox"/> Provide a waste management plan<input type="checkbox"/> Provision of dustbin and sanitation facilities to prevent seepage into the natural environment.

Community Health and Safety Risks

Construction workers and the general public will be exposed to safety hazards arising from construction activities with respect to the various construction activities. The construction works will expose workers to occupational risks due to handling of machinery, construction noise and manual handling, etc... Construction activities of vegetation clearing, excavation, materials delivery may generate dust that will pollute the air and this may affect the respiratory system. Construction sites may be a source of both liquid and solid wastes. Similarly, the construction activities may lead to community health and safety risks, such as disturbance of traffic as some trenches may cross roads. Furthermore, there are safety risks to the community especially for children and the elderly as they can fall into dug out trenches for laying pipes.

Mitigation:
<ul style="list-style-type: none"><input type="checkbox"/> Contractor to risk assess the project activities, develop and implement relevant C-ESMP which will include but not limited to:<ul style="list-style-type: none">○ An Occupational Health and Safety Management Plan○ Management and Safety of Hazardous Materials○ Traffic and Road Safety Plan○ Labour Management Procedures○ Labour influx strategy○ GBV/SEA Action Plan○ Employment plans○ GRM;

- Stakeholders engagement and communication plan;
- Emergency Preparedness and Response Plan
- ☐ Ensure through routine training and induction to all workers and the community on the project risk and the controls developed to manage them;
- ☐ Ensure that all construction machines and equipment are in good working conditions and to manufacturer's specifications to prevent occupational hazards.
- ☐ Cordon off working areas with a reflective tape to ensure safety of pedestrians and provide crossing areas for access to cut off businesses and structures.
- ☐ Appointing experienced and trained occupational health and safety staff, first aiders and fire marshal on-site for the duration of the construction work. (both supervising engineer and contractor)
- ☐ Provide workers with appropriate personal protective equipment (PPE).
- ☐ Provide a waste management plan
- ☐ Fence off the site with security to avoid unauthorized access to the project site (s) and hence potential injuries.
- ☐ Provide clean toilets for workers
- ☐ Backfilling trenches within 48 hours of digging
- ☐ Erect a safety tape on all dug trenches so that they are easily visible to the public.
- ☐ Alternative routes to be created
- ☐ Public to be informed on time so that they can use alternative routes

Odour from Communal WASH Facilities

The establishment of sanitation system and infrastructure will be mostly beneficial to the local community and the design of these facilities should consider disability inclusion and must provide separate facilities for girls and boys (female and male) where required. However, the following impacts associated with such facilities may be experienced including: The pit latrines and septic tanks if not well sited and maintained will be a source of foul smell that will affect those within the area.

Mitigation:

- ☐ Ensure proper siting of septic tanks and pit latrines in accordance with the Zimbabwe's MOH guidelines for siting and construction of pit latrines
- ☐ Ensure proper maintenance of sanitation facilities including cleaning and hygiene training
- ☐ Provide hand washing facilities and water in all the sanitation infrastructures
- ☐ Consider disability inclusion and provide separate facilities for girls and boys where required

Water Contamination from Communal WASH Facilities

Faecal matter may lead to underground water contamination if the water table is high or in the case of pit latrines, when there is an overflow due to heavy rains. Contamination of water may lead to outbreak of diseases e.g. cholera, dysentery, typhoid, diarrhoea etc.

Mitigation:

- ☐ Ensure proper siting of septic tanks and pit latrines in accordance with the Zimbabwe's MOH guidelines for siting and construction of pit latrines
- ☐ Ensure proper maintenance of sanitation facilities including cleaning and hygiene training.
- ☐ Provide hand washing facilities and water in all the sanitation infrastructures

Disease Spread from Communal WASH Facilities

The area above the slab (i.e., pedestal for sitting or squatting slab) and the pit may contain substantial amounts of pathogens, which vary based on the toilet use, geographical location, and incidence of infectivity. Within the pit, the highest number of pathogens are often found in the top section of the accumulated sludge because it has the most recently delivered excrement; however, pathogens may migrate downwards in the pit or percolate with urine and thus lower parts should not be considered risk-free. Pit latrines can also be breeding grounds for flies and mosquitoes which are disease vectors. Emptying and transportation of faecal matter when pit latrines are full could also lead to pathogen exposure.

Mitigation:

- ☐ Ensure proper siting of septic tanks and pit latrines in accordance with the Zimbabwe's MOH guidelines for siting and construction of pit latrines
- ☐ Ensure proper maintenance of sanitation facilities including cleaning and hygiene training.
- ☐ Provide hand washing facilities and water in all the sanitation infrastructures
- ☐ Ensure super structures are well constructed and lead to privacy so as to ensure use by family members. Super structures poorly constructed can lead to embarrassment and non-use.

Pest Outbreak

Common pests attracted to dirty environment are rats, cockroaches, flies. These animals are also disease vectors. They transport germs from the toilet to nearby human settlement. When they come into contact with human food they cause food spoilage and spread of diseases. Dirty environment also offers a perfect breeding ground for these pests to multiply.

Mitigation:

- ☐ Ensure proper cleaning of toilets
- ☐ Ensure and provide training on cleaning of toilets
- ☐ Use biopesticides to manage pests

Labour Influx

The Project is expected to stimulate minimal in-migration. Several features of the Project could prompt in-migration. Construction works are also likely to act as a magnet for people and are likely to attract some in-migrants. The following restorative measures are agreed upon.

- Preparation of Influx Management Plan by contractor
- Preparation of Labour and Recruitment Plan by contractor
- Preparation of a "code of conduct for workers.

HIV & AIDS Impacts

In migration of people from different regions may lead to behavioural influences which may increase the spread of diseases such as Human Immuno-Deficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS) and other Sexually Transmitted Infections (STIs).

Mitigation:

- ☐ Sensitize workers and the surrounding communities on awareness, prevention and management of HIV/AIDS through staff training, awareness campaigns, multimedia and workshops or during community barazas. Provide information, education and communication about safe uses of drinking water
- ☐ Provide an on-site clinic to provide Voluntary Counselling and Testing (VCT) services to construction crew

Gender Equality, Sexual Harassment

The construction of the septic tanks will be in schools and the risk of sexual harassment by workers on the school going children is likely to be high. Construction workers are predominantly younger males. Those who are away from home on the construction job are typically separated from their family and act outside their normal sphere of social control. This can lead to inappropriate and criminal behaviour, such as sexual harassment of women and girls, exploitative sexual relations, and illicit sexual relations with minors from the local community. Influx of male labour may also lead to an increase in exploitative sexual relationships and human trafficking whereby women and girls are forced into sex work. Risk to girls as they can be sexually abused at the sports grounds

Mitigation:

- ☐ Ensure all workers sign code of conduct
- ☐ Training on GBV
- ☐ Security to be provided at the sports ground.
- ☐ Access times to be limited to safe and acceptable hours.
- ☐ Lighting to be provided whenever there are sports activities happening at the grounds.
- ☐ Continuous Stakeholder Engagement

Grievances over Selection of Beneficiaries

General grievances may occur over the selection of beneficiaries. Furthermore, ghost beneficiaries may rise.

Mitigation:

- ☐ Implementation of GRM
- ☐ Audit on the database of all beneficiaries to be carried out.
- ☐ Application of MIS in keeping the database of individual beneficiaries.

Child Labour

Child labour as parents send their children below 15 years to sell on the markets instead of them going to school.

Mitigation:

- Develop and implement Labour Management Procedures

6.3. Measures to Develop Appropriate ESMPs for Sub-projects

6.3.1. Screening Process and Impact Assessments

UNOPS PIU will provide oversight of all relevant screening processes. The Vulnerability Alleviation Project (VAP) Unit, UNICEF and potential other implementing partners will be responsible for the screening of all their respective activities. The VAP Unit, UNICEF and other implementing partners will report the screening outcomes to the Environmental Specialist in the PIU for quality control, monitoring and reporting purposes.

The screening will be based on a site- or project-specific Social and Environmental Screening Process and Report (based on UNOPS *Form EM03 Social and Environmental Screening Report*, see annex 4)

The outcome of the screening will determine whether a) the activity is high risk and will be screened out (see below for a negative activity list), b) site-specific ESMPs are required (based on partial site-specific ESIA). The Screening report will further help to determine which steps need to be taken and which provisions or procedures apply, as laid out in the ESMF.

According to the UNOPS screening tool, minimal or no adverse environmental or social risk and/or impact is expected from activities that include communication and translation, small training and workshops, management of funds and grant, and management of social protection activities. Moderate adverse environmental or social risks and / or impacts are expected from projects that include small and medium scaled infrastructure, energy for small-scale development, water supply and sanitation, waste management, agriculture and irrigation, support and advice. Any activities that would be categorized as High Risk will not be considered as eligible for funding under the project.

The VAP Unit, UNICEF and other implementing partners are responsible for the implementation of the appropriate steps: If the activity is classified as 'moderate', an activity-specific ESMP has to be prepared. In the event that an ESMP is developed without an ESIA, the baseline and impact sections of the ESMP have to be stronger than in an ESMP typically included in an ESIA (for site-specific ESMPs see UNOPS form EM 01). The PIU will exert quality control. It will review environmental and social instruments proposed and applied by the VAP Unit to ensure that these instruments follow the applicable E&S standards' objectives and requirements.

The ESMPs will summarize the context, interested parties, compliance requirements, checks for compliance, risks and opportunities, activity-specific environmental and social objectives and specific targets, training plans, inspections, peer reviews and other monitoring actions and incidents. They will inform the actions expected from the VAP Unit and other implementing partners and the monitoring of their performance through the PIU, as well as the performance of UNOPS.

In the event that the VAP Unit and other implementing partners need to implement full or partial site- or activity-specific ESIA and develop site-specific ESMPs, the costs are budgeted for in its budget. The results of the assessment shall be reported in the UNOPS E&S Screening Form (see annex 4). The results of the assessments could change the assumptions made in this ESMF, and thus also the justifications for some of the interventions as having moderate impact.

The VAP Unit, UNICEF and other implementing partners are further responsible for the public disclosure of site-specific ESIA and ESMPs.

The VAP Unit, UNICEF and other implementing partners will develop and implement screening processes, ESIA's and ESMPs. They will thereby be able to draw on UNOPS' in-house expertise at the Health, Safety and Environmental Unit at HQ, and will be able to draw on support for the hiring of consultant experts to avoid bottlenecks.

6.4. Potential Outcomes of Environmental and Social Screening

In Zimbabwe, the projects that need Environmental Impact Assessments are listed in the first Schedule of the Environmental Management Act (Cap 20:27) and they include mining, quarrying, housing developments and ore processing, among others. The EIA is based on the "precautionary principle" a process which directs project studies and addresses environmental impacts before they occur. The schedule of prescribed projects does not consider the scope of activities, but just considers the sector as indicated above. Other screening processes including the AfDB categorize projects based on scope of activities. In some cases, there are projects that are prescribed for ESIA under EMA prescriptive list while considered for ESMP under Bank or AfDB Screening guidelines. In close investigation of the gap, the AfDB can still be the same with an ESIA for a prescribed project under EMA. In order to bridge this gap, a number of screening outcomes creates an effective continuum of screening outcomes that satisfies both the regulatory authorities and the funding Institutions. Table 6.1 shows the possible ES Screening outcomes will be encountered across the various subprojects:

Table 6.1 Possible Screening Outcomes

Screening Result: <i>Does the project require additional ES Assessment?</i>	Action: <i>Select applicable action consistent with the Summary of Risks. All end results of the screening and follow up tools should be disclosed at the appropriate level.</i>
1. No 1. No further ES Assessment required.	a. Proceed to project implementation in compliance with E&S instruments
2. No 2. No further ES Assessment required, but requires simple ESMP (This could be covered by ESMP ESMP).	a. Produce the ESMP and submit it with Screening Form for review and approval by PIU. b. Proceed to project implementation in compliance with E&S instruments
3. Yes 1. Detailed ESMP. Done internally.	a. Submit the Screening form with the TORs for the ESMP for review and approval by PIU. b. Produce the ESMP and submit to PIU for review and approval by PIU. c. Ensure the detailed ESMP mainstreams the E&S instruments d. Do not implement works until approval of the ESMP by PIU, Bank and EMA. e. Public disclosure of ESMP.
4. Yes 2. Detailed ESMP. Contracted to Consultancy	a. Submit the Screening form with the TORs for the ESMP for review and approval by PIU. b. Engage a Registered ESIA Consultant to produce ESMP and submit to PIU first for initial review, then to EMA for review and approval and then to Bank for review and approval.

	<ul style="list-style-type: none"> c. Ensure the ESMP mainstreams the E&S instruments d. Do not implement works until approval of the ESMP by PIU, EMA and the Bank. e. Public disclosure of ESMP
<p>5. YES 2. ESIA required. Contracted to Registered Consultancy.</p>	<ul style="list-style-type: none"> a. Submit the Screening form with the TORs for the ESIA for review and approval by PIU. b. Engage a Registered ESIA Consultant to produce ESMP and submit to PIU first for initial review, then to EMA for review and approval and the two Bank for review and approval. c. Ensure the detailed ESMP mainstreams the E&S instruments d. Do not implement works until approval of the detailed ESMP by PIU, EMA and the Bank. e. Public disclosure of ESIA

Anticipated Screening Results			
Type of Activity	Likely screening result – risks and impacts	Next Steps	Responsible partner
Component 1: Building Resilience in Urban Communities			
Strengthening Community Infrastructure			
Rehabilitation of urban municipal water supply and sewage systems	Moderate risk	Additional assessment required	UNICEF
Rehabilitation of community watershed and water courses	Moderate risk	Additional assessment required	UNICEF
Rehabilitation of community markets	Moderate risk	Additional assessment required	UNOPS
Rehabilitation of community roads	Moderate risk	Additional assessment required	UNOPS
Rehabilitation of community sports ground	Moderate risk	Additional assessment required	UNOPS
Rehabilitation of arts and recreational facilities	Moderate risk	Additional assessment required	UNOPS
Provision of training and information related to business development opportunities	Low risk		UNOPS
Provision of education and training at Vocation Training Centres	Low risk		UNOPS
Supporting Economic Livelihoods in Communities			
Leveraging water and sanitation	Moderate risk	Additional assessment required	UNOPS
Leveraging irrigated agriculture (fruits and vegetables);	Moderate risk	Additional assessment required	UNOPS
Leveraging light manufacturing and trading	Low risk		UNOPS
Leveraging solid waste management	Moderate risk	Additional assessment required	UNOPS
Supporting Innovative Enterprises			

Support solid waste management enterprises	Moderate risk	Additional assessment required	UNOPS
Support health and sanitation enterprises	Moderate risk	Additional assessment required	UNOPS
Support food and nutrition enterprises	Moderate risk	Additional assessment required	UNOPS
Support light manufacturing enterprises	Low risk		UNOPS
Support green / renewable energy enterprises	Low risk		UNOPS
Component 2: Institutional Capacity Strengthening			
2.1. Capacity Building in Social Protection			
Training for institutions delivering basic services to communities	Low risk		UNOPS
Training of women and youth in various areas	Low risk		UNOPS
Strengthening the capacity of the Ministry of Finance	Low risk		UNOPS
2.2. Strengthening Management Information Systems			
Establishment of an integrated MIS to serve as single beneficiary registry	Low risk		UNOPS
Development of a GIS for monitoring	Low risk		UNOPS
2.3. System Improvement Studies			
Conduct water tariff studies	Low risk		UNOPS

6.5. Activities to be Screened Out

There are restrictions to financing high and substantial risk sub-component activities. Following is a negative list of activities that will not be funded under the Project, and that will be screened out:

- Activities leading to involuntary resettlement, land acquisition and restrictions to land use
- Large infrastructure projects
- Waste treatment and disposal installations
- Large water and wastewater treatment plants
- Large-scale irrigation
- Activities involving significant quantities of hazardous substances

6.6. AfDB Approval of ESMPs

The ESIA/ESMPs prepared and submitted to the EMA for approval will also be submitted to the Bank for review and clearance.

6.7. ESMF Disclosure

The ESMF report for the project will be made available to project affected groups, local NGOs, and the public at large. Public disclosure of ESIA/ESMP document is also a requirement of EMA's environmental procedures. UNOPS will make available copies of the ESMF and ESIA/ESMPs on strategic locations and offices of the ministries. UNOPS will keep track of where the instruments have been shared and ensure public disclosure of the information as per the Stakeholder Engagement Plan.

7.0 Arrangements for Monitoring and Sub-Project Supervision

7.1. Regular Monitoring and Inspection for Compliance

Adequate institutional arrangements, systems and resources will be put in place to monitor the ESMF. The goals of monitoring will be to measure the success rate of the activities, determine whether interventions have handled negative impacts, and whether further interventions are required or monitoring is to be extended in some areas. The goal of inspection activities is to ensure that sub-component activities comply with the plans and procedures laid out in the ESMF.

All monitoring and reporting activities will focus on the following key questions:

- An evaluation of the validity of the impact predictions and strategic assessment conclusions;
- Whether the proposed measures to mitigate adverse effects and optimize benefits were actually carried out;
- An evaluation of the effectiveness of the mitigation/optimization measures;
- To what extent the PPP purpose has been achieved and to what extent the achievement is as a result of the programme, policy or plan;
- Whether the achievement is sustainable;
- Whether the achievements extend to the poorest and most marginalized levels of society;
- Identification of any further changes needed to improve environmental/social benefits of the programme, policy or plan;
- Identification of any additional strategic or project ESAs that may be needed as a result of the programme, policy or plan; and
- Lessons learned from the ESMF.

The ESMF is the overall document that guides the development of site specific ESMPs. The ESMF lays out the expectation from the VAP Unit, UNICEF and other implementing partners. It makes them responsible for their own site/activity specific screening, impact assessments, development of site/activity-specific ESMPs, monitoring of impacts, and administration of mitigation measures in regards to their respective sub-component activities. The VAP Unit, UNICEF and other implementing partners further commit to integrate stakeholder inputs into their regular monitoring and reporting activities.

The main monitoring responsibilities and inspection activities will be with the UNOPS PIU, which will administer the overall project-related environmental and social monitoring and implementation as laid out in this ESMF. The PIU Project Manager will be overall responsible for the implementation of the environmental and social mitigation measures, as well as for monitoring and inspections for compliance.

The Environmental Specialist and the Social Officer in the PIU, forming the PIU's Risk Management Team, will be handling the day-to-day tasks in regards to the implementation of the ESMF. An additional Environmental and Social Assistant will be deployed in the VAP Unit to assist with E&S and especially stakeholder related issues on the ground, given that this project will have a significant amount of sensitive stakeholders in the urban environment. This means that a high level of mobilization is required to attend to E&S issues on the ground.

The UNOPS PIU will be responsible for the supervision and monitoring of all VAP activities in regards to E&S risks and risk mitigation measures. The Risk Management Team will conduct bi-monthly field visits. The visits are either conducted by the Environmental Specialist and Social Officer individually, or jointly – depending on the nature of the ongoing field activities. Field visits will be conducted to selected implementation sites, and will include spot checks on selected risk mitigation measures. Different activity sites will be selected every two weeks, based on a general implementation/activity workplan by all implementing partners.

The Risk Management Team will further supervise and monitor all relevant contractor documentation, or ensure in conversations with the VAP Unit, UNICEF and other implementing partners that all E&S risks are identified and risk mitigation measures are implemented.

E&S Screening

For all activities, or sets of activities, or specific activity sites, an E&S Screening Process has to be conducted. For this purpose, the Risk Management Team which is under the PIU will make an E&S Screening Form available to all implementing partners. Partners can also use their own E&S screening tools, after those have been approved by the PIU. In such a case, the Environmental Specialist will review and assess screening tools and will make a recommendation for or against their use to the PIU Project Manager. The PIU Risk Mitigation Team should assist the VAP Unit, UNICEF or other implementing partners initially with the E&S screening processes, where requested.

The process for the E&S screening will be as follows:

1. VAP Unit, UNICEF or other implementing partners send screening form together with associated ESMP (in line with the follow up action options) to the PIU Project Manager.
2. The PIU Project Manager will acknowledge receipt of the screening form and indicate tentative feedback within 48 hours. The PIU Project Manager will pass the form to the Environmental Specialist.
3. The Environmental Specialist, in consultation with the Social Officer, will review and assess the screening results, and conduct site visits where required. The Environmental Specialist will give recommendations on the approval of the screening results or will request amendments or request additional information.
4. The PIU Manager will consider the recommendations of the Environmental Officer and give official approval once the screening results are to the PIU's satisfaction. The PIU Manager will communicate the results to the implementing partner.
5. The VAP Unit, UNICEF or other implementing partners disclose screening results and ESMPs, where applicable. Where necessary, they will share the results with EMA.
6. The IP will keep a disclosure record and notification record for monitoring purposes.
7. The Risk Management Team will record the screening process and results, including ESMPs, for monitoring and reporting purposes. It will also use the screening results as a basis for monitoring and supervisory field visits.

EMA Authorizations

The Environmental Specialist will be responsible to maintain overall relations with the Environmental Management Agency (EMA) for the VAP. UNICEF and other implementing partners are expected to maintain their own relations with EMA, which the Environmental Specialist can facilitate. For example, after E&S Screening processes, the PIU advises the implementing partner how to proceed with EMA (for example, to write to EMA that there are no issues related to an activity and that the activity will proceed). Where an ESIA is required, it should only be submitted to EMA after the PIU has reviewed it. The Environmental Specialist, with the help of the Social Officer where applicable, will review ESIA's within 5 working days from the date of submission to the PIU. The Environmental Specialist will then recommend to the PIU Manager whether the implementing partner can report the ESIA to EMA or not.

Internal PIU Risk Management Meeting Schedule

Under the lead of the Environmental Specialist, the Risk Management Team will meet on a weekly basis to review the activity and travel schedule for the week.

The Environmental Specialist will participate in all section heads meetings of the PIU. And the Environmental Specialist and the Social Officer will participate in all general PIU team meeting activities.

7.2. Environmental and Social Management Plan and Monitoring Plan

Type of Activity	E&S Risks & Impacts	Mitigation measures	Monitoring Indicators	Frequency of Monitoring	Responsibility for Monitoring	USD Costs
Component 1: Building Resilience in Urban Communities						
Strengthening Community Infrastructure						
Rehabilitation of urban municipal water supply and sewage systems	Interfering with operational existing water and sewage infrastructure	Liaise with the municipality before undertaking any works.	Operational infrastructure not interrupted	Ongoing	Municipality and UNOPS	0
	Construction Runoff and drainage	Control site runoff and drainage water Collect construction phase discharge by the temporary drainage system installed by the Contractor and then treat or desilt on-site before discharge to the licensed point.	Constructor collects discharge through temporary drainage system where applicable	ongoing	UNOPS	To be included in construction budget
	Poor workmanship	Agree with Municipality and Contractor on scope, design and standard of rehabilitation works.	Rehabilitation works cleared by Municipality Engineering Department.	Ongoing	Municipality and UNOPS	0
	Land degradation	rehabilitate all worked out areas	Worked out areas rehabilitated	Ongoing	EMA and UNOPS	To be included in construction budget
	Community safety from trenching	Barricade and backfill all trenched areas.	Trenches backfilled as scheduled	Ongoing	Municipality and UNOPS	To be included in construction budget

	Occupational Health Safety and Environmental	Safe work environment, procedures and PPE Install Camp Hygiene	Safe work environment, procedures and PPE in place Camp waste management	Ongoing	NSSA and UNOPS	To be included in construction budget
	Noise pollution	Induct workforce to be calm Avoid night time construction when noise is loudest. Avoid night-time construction using heavy machinery, from 22:00 to 6:00 near residential areas Good maintenance and proper operation of construction machinery to minimize noise generation	No noise in work places No night time work activity	Ongoing	Community and UNOPS	0
	Trespassing by workforce	Induct the workforce to stick to work areas	No trespass complaints	Ongoing	Community and UNOPS	0
	Open defecation and sewage effluent from workforce	Supply mobile toilets for workforce	Mobile toilets on site	Ongoing	Ministry of Health, City Health and UNOPS	To be included in construction budget
	Construction waste impacts	Develop and implement waste management plan	Waste management plan exists and is implemented	Ongoing	EMA, City Health and UNOPS	To be included in construction budget
	Poor Working Conditions and Child Labour	Construction company to develop Labour Management Procedures including workers GRM	LMP developed and implemented	Ongoing	Ministry of Labour and UNOPS	To be included in construction budget

	GBV/SEA and HIV risks through labour influx	Workers to sign Code of Conduct Training for work force and community on GBV/HIV	All workers signed CoC Training of all workers held	Ongoing	UNOPS and related Ministries	To be included in construction budget
	Discrimination of beneficiaries	Inclusive targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
	Impacts on Fauna and Flora	Re-plant vegetation as much as possible once work is completed. Spare the vegetation that must not necessarily be removed such as or replace the trees. Minimize the amount of destruction caused by machinery by promoting non-mechanized methods of construction	Vegetation replanted	ongoing	UNOPS	To be included in construction budget
	Odour from Communal WASH facilities	Ensure proper siting of septic tanks and pit latrines in accordance with the Zimbabwe's MOH guidelines for siting and construction of pit latrines Ensure proper maintenance of sanitation facilities including cleaning and hygiene training	Proper siting of septic tanks ensured Sanitation facilities are maintained properly Hand washing facilities are available	ongoing	UNOPS	To be included in construction budget

		Provide hand washing facilities and water in all the sanitation infrastructures				
Rehabilitation of community watershed and water courses	Interruption of sensitive ecosystems	Devise a conservation plan before implementation Consult ZINWA on anticipated works	Conservation plan implemented. ZINWA consulted on anticipated works	Ongoing	ZINWA, EMA and UNOPS	10,000
	GBV/SEA and HIV risks through labour influx	Workers to sign Code of Conduct Training for work force and community on GBV/HIV	All workers signed CoC Training of all workers held	Ongoing	UNOPS and related Ministries	To be included in construction budget
Rehabilitation of community markets	Disrupting operational existing market infrastructure	Liaise with the municipality and market operators before undertaking any works.	Operational infrastructure not interrupted	Ongoing	Municipality, Market operators and UNOPS	0
		Consult the market operators on optimum design specifications	Stakeholders contribute to market structures functional designs	ongoing	Stakeholders, Municipality and UNOPS	0
Rehabilitation of community roads	Interfering with operational existing road infrastructure	Liaise with the municipality before undertaking any works. Conduct a traffic assessment and implement a traffic management plan in selected roads.	Minimum traffic interruptions	Ongoing	Municipality, Traffic Police and UNOPS	To be included in construction budget
	GBV/SEA and HIV risks through labour influx	Workers to sign Code of Conduct	All workers signed CoC Training of all workers held	Ongoing	UNOPS and related Ministries	To be included in construction budget

		Training for work force and community on GBV/HIV				
	Impacts on Fauna and Flora	<p>Re-plant vegetation as much as possible once work is completed.</p> <p>Spare the vegetation that must not necessarily be removed such as or replace the trees.</p> <p>Minimize the amount of destruction caused by machinery by promoting non-mechanized methods of construction</p>				To be included in construction budget
	Poor workmanship	Agree with Municipality and Contractor on scope and standard of road rehabilitation works.	Rehabilitation works cleared by Municipality Engineering Department.	Ongoing	Municipality and UNOPS	0
	Land degradation of materials source	Rehabilitate all worked out areas	Worked out areas rehabilitated	Ongoing	EMA and UNOPS	To be included in construction budget
	Community safety from trenching	Barricade and backfill all trenched areas.	Trenches backfilled as scheduled	Ongoing	Municipality and UNOPS	To be included in construction budget
	Occupational Health Safety and Environmental	<p>Safe work environment, procedures and PPE</p> <p>Install Camp Hygiene</p>	<p>Safe work environment, procedures and PPE in place</p> <p>Camp waste management</p>	Ongoing	NSSA and UNOPS	To be included in construction budget

	Noise from mobbing workforce	Induct workforce to be calm	No noise in work places	Ongoing	Community and UNOPS	0
	Air pollution from road works	Ground wetting, speed control around sites, tarring of road surface	No air pollution complaints	Ongoing	Community and UNOPS	To be included in construction budget
	Trespassing by workforce	Induct the workforce to stick to work areas	No trespass complaints	Ongoing	Community and UNOPS	To be included in construction budget
	Open defecation	Supply mobile toilets for workforce	Mobile toilets on site	Ongoing	Ministry of Health, City Health and UNOPS	To be included in construction budget
	Littering	Supply waste receptacle for work site	Waste receptacles on site	Ongoing	EMA, City Health and UNOPS	To be included in construction budget
	Construction waste materials	Clear all construction waste	No construction waste materials left on work sites	Ongoing	EMA, Local Authority and UNOPS	To be included in construction budget
	Drainage of road runoff	Direct all runoff from residential areas	Runoff drainage in place	Ongoing	Local authority and UNOPS	To be included in construction budget
	Discrimination at recruiting	Inclusive employment targeting	No complaints on employment targeting	Ongoing	Community, Related Organizations and UNOPS	0
	Poor Working Conditions and Child Labour	Construction company to develop Labour Management Procedures including workers GRM	LMP developed and implemented	Ongoing	Ministry of Labour and UNOPS	To be included in construction budget

Rehabilitation of community sports ground	Interfering with operational existing sports infrastructure	Liaise with the municipality before undertaking any works. Consult community about scheduling of the rehabilitation works.	Coordinated interruptions	Ongoing	Municipality, Community and UNOPS	0
	Poor workmanship	Agree with Municipality on scope and standard of grounds rehabilitation works. Consult community on intended facility functionality.	Rehabilitation works cleared by Municipality. Community consulted on intended grounds functionality.	Ongoing	Municipality, Community and UNOPS	0
	Land degradation of materials source	Rehabilitate all worked out areas	Worked out areas rehabilitated	Ongoing	EMA and UNOPS	To be included in construction budget
	Community safety from trenching	Barricade and backfill all trenched areas.	Trenches backfilled as scheduled	Ongoing	Municipality and UNOPS	To be included in construction budget
	Occupational Health Safety and Environmental	Safe work environment, procedures and PPE Install Camp Hygiene	Safe work environment, procedures and PPE in place Camp waste management	Ongoing	NSSA and UNOPS	To be included in construction budget
	Noise from mobbing workforce	Induct workforce to be calm	No noise in work places	Ongoing	Community and UNOPS	To be included in construction budget
	Trespassing by workforce	Induct the workforce to stick to work areas	No trespass complaints	Ongoing	Community and UNOPS	To be included in construction budget

	Poor Working Conditions and Child Labour	Construction company to develop Labour Management Procedures including workers GRM	LMP developed and implemented	Ongoing	Ministry of Labour and UNOPS	To be included in construction budget
	Discrimination at recruiting	Inclusive employment targeting	No complaints on employment targeting	Ongoing	Community, Related Organizations and UNOPS	0
	GBV/SEA and HIV risks through labour influx	Workers to sign Code of Conduct Training for work force and community on GBV/HIV	All workers signed CoC Training of all workers held	Ongoing	UNOPS and related Ministries	To be included in construction budget
Rehabilitation of arts and recreational facilities	Interfering with operational existing recreational facilities	Liaise with the municipality before undertaking any works. Consult community about scheduling of the rehabilitation works.	Coordinated interruptions for rehabilitation	Ongoing	Municipality, Community and UNOPS	0
	Poor workmanship	Agree with Municipality on scope and standard of facility rehabilitation works. Consult community on intended facility functionality.	Rehabilitation works cleared by Municipality. Community consulted on intended facility functionality.	Ongoing	Municipality, Community and UNOPS	0
	Land degradation of materials source	Rehabilitate all worked out areas	Worked out areas rehabilitated	Ongoing	EMA and UNOPS	To be included in construction budget

	Community safety from trenching	Barricade and backfill all trenched areas.	Trenches backfilled as scheduled	Ongoing	Municipality and UNOPS	To be included in construction budget
	Occupational Health Safety and Environmental	Safe work environment, procedures and PPE Install Camp Hygiene	Safe work environment, procedures and PPE in place Camp waste management	Ongoing	NSSA and UNOPS	To be included in construction budget
	Noise from mobbing workforce	Induct workforce to be calm	No noise in work places	Ongoing	Community and UNOPS	0
	Trespassing by workforce	Induct the workforce to stick to work areas	No trespass complaints	Ongoing	Community and UNOPS	0
	Poor Working Conditions and Child Labour	Construction company to develop Labour Management Procedures including workers GRM	LMP developed and implemented	Ongoing	Ministry of Labour and UNOPS	To be included in construction budget
	Discrimination at recruiting	Inclusive employment targeting	No complaints on employment targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in construction budget
Provision of training and information related to business development opportunities	Discrimination at recruiting for training	Inclusive training targeting	No complaints on training targeting	Ongoing	Community, Related Organizations and UNOPS	0
Provision of education and training at	Discrimination at recruiting for training	Inclusive training targeting	No complaints on training targeting	Ongoing	Community, Related Organizations and UNOPS	0

Vocation Training Centres						
Supporting Economic Livelihoods in Communities						
Leveraging water and sanitation	Cross contamination of water supply with sanitation facilities	Locate the sanitation facility away from water sources.	Water quality results compliant with drinking water quality standards	ongoing	Ministry of Health, EMA, Municipality, ZINWA and UNOPS	0
	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Leveraging irrigated agriculture (fruits and vegetables);	Land use conflict	Consult all stakeholders on intended irrigation location.	No land use conflicts	Before implementation	Local Authority, community and UNOPS	0
	Product safe handling	Training on hygienic conditions of product	Safe vegetables for market	Ongoing	Municipality Health.	10,000
	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Leveraging light manufacturing and trading	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Leveraging solid waste management	Occupational Health Safety and Environmental	Safe work environment, procedures and PPE Install Camp Hygiene	Safe work environment, procedures and PPE in place Camp waste management	Ongoing	NSSA and UNOPS	To be included in construction budget

Supporting Innovative Enterprises						
Support solid waste management enterprises	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Support health and sanitation enterprises	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Support food and nutrition enterprises	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Support light manufacturing enterprises	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Support green / renewable energy enterprises	Discrimination at beneficiary targeting	Inclusive beneficiary targeting	No complaints on targeting	Ongoing	Community, Related Organizations and UNOPS	To be included in project budget
Component 2: Institutional Capacity Strengthening						
Capacity Building in Social Protection						
Training for institutions delivering basic services to communities	Potential occupational hazards to the service providers in extending services to communities	Train service providers on sector specific occupational health and safety i.e. in construction, vocational training etc	Number of trainers/ service providers trained on occupational safety and health	quarterly	UNOPS PIU and IPs	10,000

	Community Health and Safety e.g. spread of diseases, including SGBV in service provision in communities	Training of service providers on PSEA/GBV	Percentage of beneficiaries trained on PSEA/GBV Percentage of service providers trained	ongoing	UNOPS and IPs	See above
Training of women and youth in various areas	Grievances over Selection of Beneficiaries	Audit on the database of all beneficiaries to be carried out Continuous Stakeholder Engagement Information dissemination according to stakeholder engagement plan	Audit carried out Stakeholder engagement carried out Project information disseminated	ongoing	UNOPS PIU AND IPs	10,000
Strengthening the capacity of the Ministry of Finance	Movement of personnel from Ministry Lack of political will	Selection and training of dedicated staff Continuous engagement with Ministry Finance on areas of need and challenges	No. of trained personnel No. of feedback meetings held	Quarterly	UNOPS PIU and IPs	10,000
Strengthening Management Information Systems						
Establishment of an integrated MIS to serve as single beneficiary registry	Grievance over beneficiary selection	Stakeholder engagement on how beneficiaries are included in registry Audit of database of all beneficiaries to be carried out	No. of SEP activities conducted	At inception stage	UNOPS PIU and IPs	10,000

Total		60,000
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7.3. Arrangements for Reporting

The VAP Unit, UNICEF and other implementing partners will report the results of their screening processes, site/activity-specific ESMPs, activity impacts, monitoring results, and GRM outcomes where applicable, to the PIU on a monthly basis.

The PIU will digest all reporting and its own findings, and produce an overall environment and social progress report, which will be provided to the Bank. The Project will follow a biannual reporting cycle. These biannual reports will further be shared with all stakeholders. Biannual reports provide brief updates on environmental and social issue activities, identified in screening; mitigation actions undertaken; capacity building implemented; stakeholders engaged; results of site/activity-specific ESAs and ESMPs; non-compliance with ESMPs or ESMF; and they will flag possible challenges and allow for immediate adjustments and assistance in the implementation of the ESMF, including the GRM.

The Environmental Specialist will be responsible for the compilation of all E&S reports. The Social Officer will assist with the collection of data for reports. Data will be mainly collected from the VAP Unit, UNICEF and other implementing partners, from existing data that has been reported to the PIU already, and data from E&S supervision and monitoring missions.

The Environmental Specialist will be responsible for the production of the report, which will then be submitted to the PIU Project Manager for approval and to the M&E Unit for integration into general VAP reporting to the Bank (bi-annual).

The Environmental Specialist will ensure that biannual reports are shared with stakeholders and area available in relevant offices, where project documentation is available.

7.3.1 Annual Review

Furthermore, the PIU will provide an annual review of ESMF implementation, with the aim to: (a) assess the project performance in complying with ESMF procedures, learn lessons, and improve future performance; and (b) assess the occurrence of, and potential for, cumulative impacts due to project-funded activities. In addition, data from the GRM will be analysed and presented. These reports will be the main source of information for the Bank supervision missions, UNOPS and national authorities, as needed.

7.3.2. Emergency Reporting

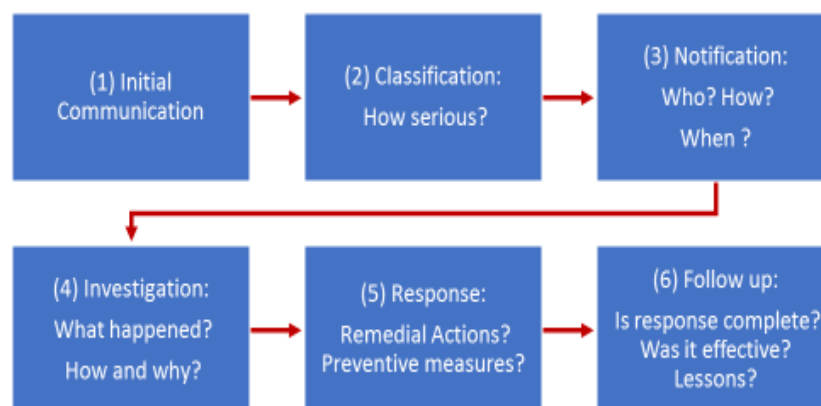
For all major environmental or social incidences (Class 1 incidents²⁴), PIU staff will report within 48 hours to the Bank, followed by a root cause analyses and related corrective actions after that. Incident reports will be captured in UNOPS' Form HSE09 - *Incident Report Form* (see annex 6). Any material incident will be reported to the Bank.

All major incidents should be reported by UNICEF or other implementing partners within 24 hours filing an Incident Report Form and sending it to provided UNOPS email addresses. The Incident Report Form is constructed in a simple form, and leaves it to UNOPS to classify the incident under the respective UNOPS system without putting the burden on the implementing partner.

²⁴ UNOPS Class 1: major incidents which are fatal; may result in lost-time; or major environmental issues (fatal, lost-time, major environmental, major property damage, reportable social)

The processing of the incident report will be done in proportion to the incident classification.

1. The PIU Project Manager, with assistance of the Environmental Specialist, will assess the nature of the incident, and follow UNOPS emergency procedures where applicable.
2. The Environmental Specialist, with the assistance of the Social Officer where applicable, will then review the submitted Incident Report and transfer the data to the original UNOPS Form HSE09.
3. The Environmental Specialist will then undertake a preliminary classification of the incident according to the UNOPS standards (Class 1 and Class 2), and conduct a root cause analysis (RCA) of the incident, in consultation with the implementing partner where necessary, within one week of the incident.
4. The Environmental Specialist, in close cooperation with the implementing partner, where applicable, will develop a Corrective Action Plan (CAP).
5. The Environmental Specialist makes follow up recommendations through the CAP, including a clear indication of who will be responsible for those.
6. The PIU Manager will formally provide the RCA and the CAP to the implementing partner, where applicable.
7. The Risk Management Team will monitor the proposed corrective actions.
8. The Risk Management Team will file all reports and documentation of the incident for monitoring and reporting purposes.



7.3.3. GRM Reporting

The Risk Management Team will compile synthesis reports of all feedback and complaints launched through the grievance redress mechanism (GRM). It will receive monthly synthesis reports from the VAP Unit, UNICEF and other implementing partners on the feedback and grievances filed through the partners' systems. The synthesis reports will indicate the type of feedback or grievance, the number of cases per type and the severity of the cases, as well as the process of grievance redress that has been undertaken in each case and information on whether a case has been closed.

The Social Officer, under the guidance of the Environmental Office, will file all synthesis reports in close cooperation with the M&E Unit. The Social Officer will prepare monthly summary reports on all synthesis reports received, and will feed those into biannual reports to the Bank.

Furthermore, during field visits, the Risk Management Team will undertake spot checks to monitor the implementation of the GRM.

The PIU will further present an appeals mechanism, where beneficiaries are unsatisfied with the responses received from the respective IP.

Appeals should be filed directly to the PIU, either the PIU Manager, the Environmental Officer or the Social Officer. The Risk Management Team will ensure that the filing of an appeal is acknowledged, and an investigation is undertaken within 5 working days. Feedback will be provided to the complainant within 6 working days. Following the investigation, the Risk Management Team, under the lead of the Environmental Officer, will recommend follow-on actions to the PIU Project Manager. Actions may involve the set-up of mediation meetings between the aggrieved party and the respective implementing partner and its contractor.

The Social Officer will file all documentation of appeals cases.

Reporting of GBV/SEA or Child Protection Cases

If a case is reported to the PIU, the Social Officer will ensure that incident reporting procedures are followed. If a case is reported to the UNICEF or other implementing partners, the partner will file an incident report to UNOPS. The Risk Management Team will then follow incident reporting procedures.

Most importantly, in all cases, the Social Officer will monitor that the survivor has received all necessary services under the GBV referral pathways, which were set up by the GBV sub-cluster.

The Social Officer will further monitor that, where applicable, UN Prevention of Sexual Exploitation and Abuse (PSEA) procedures are followed (for example, where workers of implementing partners, contractors or sub-contractors have violated a Code of Conduct). The Risk Management Team will be requesting reports on internal PSEA measures undertaken by the implementing partner.

The Social Officer will file all reports, including information on the services received by the survivor, the measures undertaken by the contractor and the responsible implementing partner. Reports will be included in general bi-annual reports to the Bank.

8.0 Outline of Proposed Mitigation Measures

Type of Activity	E&S Risks & Impacts	Mitigation Measures	Responsibility
Component 1: Building Resilience in Urban Communities			
Strengthening Community Infrastructure			
Rehabilitation of urban municipal water supply and sewage systems	Interfering with operational existing water and sewage infrastructure	<ul style="list-style-type: none"> Liaise with the municipality before undertaking any works. 	Municipality and UNOPS
	Construction Runoff and drainage	<ul style="list-style-type: none"> Control site runoff and drainage water Collect construction phase discharge by the temporary drainage system installed by the Contractor and then treat or desilt on-site before discharge to the licensed point. 	UNOPS
	Poor workmanship	<ul style="list-style-type: none"> Agree with Municipality and Contractor on scope, design and standard of rehabilitation works. 	Municipality and UNOPS
	Land degradation	<ul style="list-style-type: none"> rehabilitate all worked out areas 	EMA and UNOPS
	Community safety from trenching	<ul style="list-style-type: none"> Barricade and backfill all trenched areas. 	Municipality and UNOPS
	Occupational Health Safety and Environmental	<ul style="list-style-type: none"> Safe work environment, procedures and PPE Install Camp Hygiene 	NSSA and UNOPS
	Noise pollution	<ul style="list-style-type: none"> Induct workforce to be calm Avoid night time construction when noise is loudest. Avoid night-time construction using heavy machinery, from 22:00 to 6:00 near residential areas Good maintenance and proper operation of construction machinery to minimize noise generation 	Community and UNOPS
	Trespassing by workforce	<ul style="list-style-type: none"> Induct the workforce to stick to work areas 	Community and UNOPS
	Open defecation and sewage effluent from workforce	<ul style="list-style-type: none"> Supply mobile toilets for workforce 	Ministry of Health, City Health and UNOPS
	Construction waste impacts	<ul style="list-style-type: none"> Develop and implement waste management plan 	EMA, City Health and UNOPS

	Poor Working Conditions and Child Labour	<ul style="list-style-type: none"> Construction company to develop Labour Management Procedures including workers GRM 	Ministry of Labour and UNOPS
	GBV/SEA and HIV risks through labour influx	<ul style="list-style-type: none"> Workers to sign Code of Conduct Training for work force and community on GBV/HIV 	UNOPS and related Ministries
	Discrimination of beneficiaries	<ul style="list-style-type: none"> Inclusive targeting 	Community, Related Organizations and UNOPS
	Impacts on Fauna and Flora	<ul style="list-style-type: none"> Re-plant vegetation as much as possible once work is completed. Spare the vegetation that must not necessarily be removed such as or replace the trees. Minimize the amount of destruction caused by machinery by promoting non-mechanized methods of construction 	UNOPS
	Odour from Communal WASH facilities	<ul style="list-style-type: none"> Ensure proper siting of septic tanks and pit latrines in accordance with the Zimbabwe's MOH guidelines for siting and construction of pit latrines Ensure proper maintenance of sanitation facilities including cleaning and hygiene training Provide hand washing facilities and water in all the sanitation infrastructures 	UNOPS
Rehabilitation of community watershed and water courses	Interruption of sensitive ecosystems	<ul style="list-style-type: none"> Devise a conservation plan before implementation Consult ZINWA on anticipated works 	ZINWA, EMA and UNOPS
	GBV/SEA and HIV risks through labour influx	<ul style="list-style-type: none"> Workers to sign Code of Conduct Training for work force and community on GBV/HIV 	UNOPS and related Ministries
Rehabilitation of community markets	Disrupting operational existing market infrastructure	<ul style="list-style-type: none"> Liaise with the municipality and market operators before undertaking any works. 	Municipality, Market operators and UNOPS
		<ul style="list-style-type: none"> Consult the market operators on optimum design specifications 	Stakeholders, Municipality and UNOPS
Rehabilitation of community roads	Interfering with operational existing road infrastructure	<ul style="list-style-type: none"> Liaise with the municipality before undertaking any works. Conduct a traffic assessment and implement a traffic management plan in selected roads. 	Municipality, Traffic Police and UNOPS

	GBV/SEA and HIV risks through labour influx	<ul style="list-style-type: none"> Workers to sign Code of Conduct Training for work force and community on GBV/HIV 	UNOPS and related Ministries
	Impacts on Fauna and Flora	<ul style="list-style-type: none"> Re-plant vegetation as much as possible once work is completed. Spare the vegetation that must not necessarily be removed such as or replace the trees. Minimize the amount of destruction caused by machinery by promoting non-mechanized methods of construction 	
	Poor workmanship	<ul style="list-style-type: none"> Agree with Municipality and Contractor on scope and standard of road rehabilitation works. 	Municipality and UNOPS
	Land degradation of materials source	<ul style="list-style-type: none"> Rehabilitate all worked out areas 	EMA and UNOPS
	Community safety from trenching	<ul style="list-style-type: none"> Barricade and backfill all trenched areas. 	Municipality and UNOPS
	Occupational Health Safety and Environmental	<ul style="list-style-type: none"> Safe work environment, procedures and PPE Install Camp Hygiene 	NSSA and UNOPS
	Noise from mobbing workforce	<ul style="list-style-type: none"> Induct workforce to be calm 	Community and UNOPS
	Air pollution from road works	<ul style="list-style-type: none"> Ground wetting, speed control around sites, tarring of road surface 	Community and UNOPS
	Trespassing by workforce	<ul style="list-style-type: none"> Induct the workforce to stick to work areas 	Community and UNOPS
	Open defecation	<ul style="list-style-type: none"> Supply mobile toilets for workforce 	Ministry of Health, City Health and UNOPS
	Littering	<ul style="list-style-type: none"> Supply waste receptacle for work site 	EMA, City Health and UNOPS
	Construction waste materials	<ul style="list-style-type: none"> Clear all construction waste 	EMA, Local Authority and UNOPS
	Drainage of road runoff	<ul style="list-style-type: none"> Direct all runoff from residential areas 	Local authority and UNOPS
	Discrimination at recruiting	<ul style="list-style-type: none"> Inclusive employment targeting 	Community, Related Organizations and UNOPS

	Poor Working Conditions and Child Labour	<ul style="list-style-type: none"> Construction company to develop Labour Management Procedures including workers GRM 	Ministry of Labour and UNOPS
Rehabilitation of community sports ground	Interfering with operational existing sports infrastructure	<ul style="list-style-type: none"> Liaise with the municipality before undertaking any works. Consult community about scheduling of the rehabilitation works. 	Municipality, Community and UNOPS
	Poor workmanship	<ul style="list-style-type: none"> Agree with Municipality on scope and standard of grounds rehabilitation works. Consult community on intended facility functionality. 	Municipality, Community and UNOPS
	Land degradation of materials source	<ul style="list-style-type: none"> Rehabilitate all worked out areas 	EMA and UNOPS
	Community safety from trenching	<ul style="list-style-type: none"> Barricade and backfill all trenched areas. 	Municipality and UNOPS
	Occupational Health Safety and Environmental	<ul style="list-style-type: none"> Safe work environment, procedures and PPE Install Camp Hygiene 	NSSA and UNOPS
	Noise from mobbing workforce	<ul style="list-style-type: none"> Induct workforce to be calm 	Community and UNOPS
	Trespassing by workforce	<ul style="list-style-type: none"> Induct the workforce to stick to work areas 	Community and UNOPS
	Poor Working Conditions and Child Labour	<ul style="list-style-type: none"> Construction company to develop Labour Management Procedures including workers GRM 	Ministry of Labour and UNOPS
	Discrimination at recruiting	<ul style="list-style-type: none"> Inclusive employment targeting 	Community, Related Organizations and UNOPS
	GBV/SEA and HIV risks through labour influx	<ul style="list-style-type: none"> Workers to sign Code of Conduct Training for work force and community on GBV/HIV 	UNOPS and related Ministries
Rehabilitation of arts and recreational facilities	Interfering with operational existing recreational facilities	<ul style="list-style-type: none"> Liaise with the municipality before undertaking any works. Consult community about scheduling of the rehabilitation works. 	Municipality, Community and UNOPS
	Poor workmanship	<ul style="list-style-type: none"> Agree with Municipality on scope and standard of facility rehabilitation works. Consult community on intended facility functionality. 	Municipality, Community and UNOPS

	Land degradation of materials source	<ul style="list-style-type: none"> Rehabilitate all worked out areas 	EMA and UNOPS
	Community safety from trenching	<ul style="list-style-type: none"> Barricade and backfill all trenched areas. 	Municipality and UNOPS
	Occupational Health Safety and Environmental	<ul style="list-style-type: none"> Safe work environment, procedures and PPE Install Camp Hygiene 	NSSA and UNOPS
	Noise from mobbing workforce	<ul style="list-style-type: none"> Induct workforce to be calm 	Community and UNOPS
	Trespassing by workforce	<ul style="list-style-type: none"> Induct the workforce to stick to work areas 	Community and UNOPS
	Poor Working Conditions and Child Labour	<ul style="list-style-type: none"> Construction company to develop Labour Management Procedures including workers GRM 	Ministry of Labour and UNOPS
	Discrimination at recruiting	<ul style="list-style-type: none"> Inclusive employment targeting 	Community, Related Organizations and UNOPS
Provision of training and information related to business development opportunities	Discrimination at recruiting for training	<ul style="list-style-type: none"> Inclusive training targeting 	Community, Related Organizations and UNOPS
Provision of education and training at Vocation Training Centres	Discrimination at recruiting for training	<ul style="list-style-type: none"> Inclusive training targeting 	Community, Related Organizations and UNOPS
Supporting Economic Livelihoods in Communities			
Leveraging water and sanitation	Cross contamination of water supply with sanitation facilities	<ul style="list-style-type: none"> locate the sanitation facility away from water sources. 	Ministry of Health, EMA, Municipality, ZINWA and UNOPS

	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Leveraging irrigated agriculture (fruits and vegetables);	Land use conflict	<ul style="list-style-type: none"> Consult all stakeholders on intended irrigation location. 	Local Authority, community and UNOPS
	Product safe handling	<ul style="list-style-type: none"> Training on hygienic conditions of product 	Municipality Health.
	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Leveraging light manufacturing and trading	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Leveraging solid waste management	Occupational Health Safety and Environmental	<ul style="list-style-type: none"> Safe work environment, procedures and PPE Install Camp Hygiene 	NSSA and UNOPS
Supporting Innovative Enterprises			
Support solid waste management enterprises	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Support health and sanitation enterprises	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Support food and nutrition enterprises	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Support light manufacturing enterprises	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS

Support green / renewable energy enterprises	Discrimination at beneficiary targeting	<ul style="list-style-type: none"> Inclusive beneficiary targeting 	Community, Related Organizations and UNOPS
Component 2: Institutional Capacity Strengthening			
Capacity Building in Social Protection			
Training for institutions delivering basic services to communities	Potential occupational hazards to the service providers in extending services to communities	<ul style="list-style-type: none"> Train service providers on sector specific occupational health and safety i.e. in construction, vocational training etc 	UNOPS PIU and IPs
	Community Health and Safety e.g. spread of diseases, including SGBV in service provision in communities	<ul style="list-style-type: none"> Training of service providers on PSEA/GBV 	UNOPS PIU and IPs
Training of women and youth in various areas	Grievances over Selection of Beneficiaries	<ul style="list-style-type: none"> Audit on the database of all beneficiaries to be carried out Continuous Stakeholder Engagement Information dissemination according to stakeholder engagement plan 	UNOPS PIU and IPs
Strengthening the capacity of the Ministry of Finance	Movement of personnel from Ministry Lack of political will	<ul style="list-style-type: none"> Selection and training of dedicated staff Continuous engagement with Ministry Finance on areas of need and challenges 	UNOPS PIU and IPs
Strengthening Management Information Systems			
Establishment of an integrated MIS to serve as single beneficiary registry	Grievance over beneficiary selection	<ul style="list-style-type: none"> Stakeholder engagement on how beneficiaries are included in registry Audit of database of all beneficiaries to be carried out 	UNOPS PIU and IPs

9.0 Requirements for training and capacity building to enable ESMF implementation:

This schedule will be updated once site-specific ESMPs have been developed.

Capacity Building and Training Plan						
Objectives	Issues for engagement	Method of engagement	Stakeholders/Target population and area	Responsible person	Time frame	Costs
ESMF	Training of all Implementers in the ESMF	Training	UNOPS project staff.	UNOPS PIU	Prior to commencement of activities	5,000
Project GRM	Training of all GRM implementers (including hotline operator)	Training	UNOPS project staff, hotline implementers	UNOPS PIU	Prior to commencement of activities	5,000
Mitigate impact of workers on local communities (LMP)	Implement training of contracted Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities and on their rights	Training	Contracted workers and community workers in Project locations	UNOPS VAP Unit / UNICEF	Prior to deployment	10,000
H&S standards	H&S Standards for workers	Training	Contracted workers and community workers in Project locations	UNOPS VAP Unit / UNICEF	Prior to deployment	10,000
Community Health & Safety	Road Safety Awareness	Training	Communities in Project areas, with particular focus on vulnerable communities	VAP Unit	Prior to commencement of activities	20,000
Community Health & Safety	Sensitization on preventing common diseases (planning) like cholera	Training, information disclosure	All Communities in Project areas	VAP Unit / UNICEF	Prior to commencement of activities	Included in above

Community Health & Safety	Communicable diseases/HIV-AIDS/STI awareness and prevention, and GBV	Training	Communities in Project areas	VAP Unit / UNICEF	Prior to commencement of activities	Included in above
GRM	Project GRM	Information disclosure and training	Communities in Project areas, with particular focus on vulnerable communities	VAP Unit / UNICEF	Prior to commencement of activities	Included in above
GBV	Response to domestic issues in a non-gender biased manner	Training	Local leaders (as detailed	VAP Unit / UNICEF	Prior to commencement of activities	10,000

10.0 Conclusion

This ESMF is based on a Rapid Environmental and Social Assessment in the project areas, as well as in-depth desk reviews and stakeholder consultations. The project category is confirmed as category 2 according to the African Development Bank Integrated Safeguards System (ISS) because it is expected that some of the activities will cause detrimental environmental and social impacts limited to the site and that can be minimized by applying appropriate management and mitigation measures or incorporating internationally recognized design criteria and standards. However, risks occur under all areas of the AfDB Operational Safeguard areas.

The major risks and impacts are related to labour related risks, and in particular, health and safety in the context of the rehabilitation works that will be carried out in the water and sanitation, and waste management sectors. Adequate mitigation measures will be identified and further defined during the inception phase, in ensuring all related environmental and social risks of the operation are duly addressed. Based on initial scoping activities, the potential environmental risks and impacts of the Project are anticipated to be moderate, given that most of the interventions are rehabilitation of existing community infrastructure. No new habitats or new ecosystems will be covered by community infrastructure rehabilitation.

The results show that the beneficial impacts of the project outweigh and adverse impacts. The Project is anticipated to have a series of strong beneficial impacts on the lives of urban communities. These include improved water supply and sewage systems for urban communities; economic improvements for youth and women through their inclusion in public works schemes; improved water schemes and water courses; rehabilitated markets, community roads, sports grounds and recreational facilities for communities; business development for community members. Furthermore, benefits include the development of economic livelihoods, including through irrigated agriculture, light manufacturing and trading, and solid waste management. Skills will be improved through training for youth and women in environmental management. Structural improvements will be undertaken through strengthening of the capacity of the Ministry of Finance in service deliveries and improving management information systems.

A series of adverse impacts are anticipated during the project implementation, comprising environmental and social issues. Environmental impacts include untreated waste water from households that can contaminate drinking water; construction run-off and drainage causing adverse water quality impacts; sewage created through construction workers; waste pile-up from construction activities as well as households; as well as noise and air pollution during construction activities; and impacts on fauna and flora through excavation works. Potential social impacts include community health and safety impacts through construction work; odour and water contamination through WASH facilities; grievances through beneficiary selection, HIV/AIDs and GBV impacts through labour influx; but also, GBV risks through project interventions; as well as concerns over the use of child labour in project activities.

These adverse risks and impacts can be mitigated through the proposed risk mitigation measures in order to fully comply with the AfDB Operational Safeguards. Water pollution risks, for example, will be mitigated through control measures on site runoff and drainage from the works areas to minimize construction runoff, and on-site treatment of site runoff and drainage prior to discharge. Risks of sewage effluent will be mitigated through containing and minimizing potential water quality impacts during the construction activities. Potential waste impacts will be subject to waste management procedures. Impacts on fauna

and flora will be contained through measures, such as sparing vegetation that must not be removed, and replanting of vegetation.

Community as well as worker health and safety risks will be mitigated through an Occupational Health and Safety Management Plan, Labour Management Procedures, and other measures embedded in C-ESMPs. Risks specifically related to WASH facilities will be mitigated through measures including proper siting of septic tanks, ensuring proper maintenance of sanitary installations, provision of hand washing facilities and more. Labour influx can cause HIV or other STIs, as well as increase GBV cases in a community. These risks will be mitigated through an LMP, which includes workers' Code of Conduct, as well as through community training and awareness raising. LMP will further ensure that there is no child labour deployed in construction activities. Risks of communal disharmony through the selection of project beneficiaries will be mitigated through rigorous beneficiary database as well as the implementation of a strong GRM.

Annex 1: Literature Sources

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Annex 2: List of Persons Contacted / List of Consulted Stakeholders

NAME	ORGANIZATION	POSITION	LOCATION	CONTACT DETAILS
RUWA				
Mr. Nyowa	Ruwa Town Council	Environmental Health	Ruwa Town Council Offices	0273-13-3205,2597 0773836676 benamnyawo@gmail.com
Brendon Mukondwa	Ruwa Dumpsite (Ruwa Local Board)	Dumpsite guard/officer	36K 0299709 8044392	
Mrs Kwashira	Ruwa Council Clinic	Nurse (Mid-wife)	36K 0313687 8020379	02732132638 -5 0772944960
CHITUNGWIZA				
Chief Superintendent Kudyiwa	Zimbabwe Republic Police	DESPO	Makoni/Chitungwiza	0712831430
Mr Samunda	Ministry of Local Government, Chitungwiza D. A's Office	District Attorney	Seke/Chitungwiza	21997
Ruzive Henry	Ministry of Primary and Secondary Education	DLLC	Seke Education District Office - Chitungwiza	0773794544 0712780801
Utaumire Tendai	Ministry of Women Affairs, Community, Small and Medium Enterprise Development	Administrative Officer	Seke/Chitungwiza	23184/23940

Pamela Mukosa Osinita Muzanhenhamo	Ministry of Youths, Sports, Arts and Recreation		Seke/Chitungwiza	
Peter Gwisa	Chitungwiza Arts Centre	Member	Chitungwiza 36K 0296027 8007385	0773728479
Mr Katsande	Chitungwiza Municipality Clinic	Senior Health Promotion Officer	Makoni Shopping Centre	0772811762
Mr Mayor	Chitungwiza Municipality Head Office	Human Resources	Zengeza 4	0783248042 obedmuk@gmail.com 0772634359
Musaringo Tendai	Revelation of Hope Adventist Primary School	Teacher in Charge	Zengeza 4	
Caroline Mutimbanyoka Irene Shamu Mary Juawo	Sprout Women Empowerment Trust (SWET)	Founding Director	Chitungwiza 36k 0293639 8007504	0778558261
	Chitungwiza Vocational Training Centre	The Principal's Office	Chitungwiza	0270-25888
Mr Mudii	Environmental Management Agency District Office	District Officer	Chitungwiza	0773464745
Mr Negomo	ZIMSTATS	Enumerator	Seke District	0773236504
A.T. Mhundwa	Furniture Youth Enterprise		Zengeza 4 Pagomba	0715312315
Andromedah Naringo	Young Aspire Development Trust	Livelihoods Officer	Chitungwiza, Unit J	0775794471

	Laina’s Kitchen		Chitungwiza, Zengeza 4 Pagomba	
Faith Ncube	Young Africa		Chitungwiza, Unit M	00263 242 492855
Felix Chihora	Chitungwiza Residents Association (CHIRRA)	Chairman	Chitungwiza (Zengeza 4 Pagomba)	0772628660
Masimba Mundora				0776055819
Chitungwiza Youths FGD Willard Gweshe, Munetsi, Robson Shani, Marlon Mahere, Masimba, M. Furamera, A Chiunze, K Mafuta, E, Mutonga, M. Kutyauripo	Youths	Youths	Chitungwiza (Zengeza 4 Pagomba)	0772539657
HATCLIFFE				
David	Heaven Cares Orphanage and Trust	Chairman	Hatcliffe	
Elvis Ruzani	Local Councilor	Councilor	Hatcliffe	0718492002 0778439986
Felix	Safe and Inclusive Cities (SAIC)	Programmes Officer	Hatcliffe	0777933248
Desmond Sixpence	Ramangwana Centre	Vice Chairperson	Hatcliffe	0773973177
J. Chigome	Living Hope Care for the Disabled	Chairman	Hatcliffe	0772491224

Mr Dozora	Hatcliffe Local Authority	Admin Officer	Hatcliffe	2860146
M. Chawafambira	Ministry of Local Government, Public Works and National Housing	PAO	Harare North (Cecil House)	0772713241
Hatcliffe Youths FGD Mancebo C. Sibitso N. Murandu S. Mumbijo E. Tinago F. Sithole	Youths	Youths	Hatcliffe Community Hall	07844350718 0771295281 0786343121 0773365959 0777935726 0788579467 (refer to register for more contact numbers)
OTHERS				
Blessing Mutede Chiedza Mgumi	Population Services International (PSI)	Technical Director HW Lab Services Manager	Block E, Emerald Hill, Harare	334631/2 339580/83/97
T. Mutambatuwisi	Ministry of Youth, Sports, Arts and Recreation	Admin Officer	Old Quality International Hotel (Corner Nelson Mandela and Fourth St)	
Mapani Midre	Ministry of Labour and Social Welfare	Chief Policy Analyst	9 th Floor Kaguvi Building	702466

Annex 3: Costs for ESMF


#	Item ²⁵	Unit	Unit Cost		Total		Source of financing
			Local	US\$	Local	US\$	
1	Preparation of specific ESMP <ul style="list-style-type: none"> Roads ESMP Water and Sewage ESMP Waste Management ESMP 	3		9,000.00		27,000.00	
2	Capacity Building	1		5,000.00		6,000.00	
	<ul style="list-style-type: none"> GIS External Training GIS equipment 	1		1,000.00			
	<ul style="list-style-type: none"> GBV/PSEA (Internal) LMP (Internal) 	2		3,000.00		6,000.00	
3	Implementation of specific ESMP <ul style="list-style-type: none"> Field visits Water Quality Monitoring and Equipment Stakeholder engagement 	36		2,000.00		72,000.00	
4	GRM <ul style="list-style-type: none"> Hotline Promotional materials Disclosure Training 	36		3,000.00		108,000.00	
4	Mid-term audit of ES performance <ul style="list-style-type: none"> ES Audit 	3		3,000.00		9,000.00	
5	Completion audit of ES performance	1		4,500.00		4,500.00	
6.	Monitoring and supervision of mitigation measures					60,000	
Total						330,000.00	

²⁵ Excluding staff costs

Annex 4: Environmental and Social Screening Tool

SOCIAL AND ENVIRONMENTAL SCREENING REPORT

SECTION A: GENERAL INFORMATION

 UNOPS	Social and Environmental Screening Report - ZIRP <i>based on © UNOPS 2017, v 2.0</i>	
<p>Projects are screened for their inherent social and environmental risks regardless of planned mitigation and management measures. It is necessary to identify potential inherent risks in the event that mitigation measures are not implemented or fail. This means that risks should be identified as if no mitigation or management measures were to be put in place.</p>		
SECTION A: General Information		
Date of screening		
Project/Sub project title		
Project/Sub project component		
Implementing TA		
Proposed project budget		
Proposed project duration		
ES Screening Team Leader and Contact Details		
ES Screening Team Members		
Program/Site/Activity location		
New/Rehabilitation project		
Project Description. Briefly describe project activities, activities that interact with the ES		
Categorize Project Activities into List A or List B or List C. Refer to Project Description and Project Categories in Appendix A		

SECTION B: ONLY APPLICABLE IF THERE HAS BEEN AN EARLIER ESIA/ESMP CONDUCTED FOR THE PROJECT/SUBPROJECT

Section B: Does the Environmental and/or Social Assessment completed earlier meet UNOPS requirements substantively?		
<i>What to look for?</i>	<i>Yes</i>	<i>No</i>
Description of the project.		
Description of the existing site/environment/communities – baseline for assessment.		
Description of the aspects of the environment likely to be affected.		
Description of the social aspects likely to be affected.		

Description of the likely impacts of the proposed project.		
Summary of the relevant local laws and legislations.		
Outline of the main alternatives.		
Description of the measures to prevent, reduce and where possible offset any adverse impacts on the environment and on societies.		
Limitations of the report.		
ACTION		

SECTION C: POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS OF THE PROJECT. FOR PROJECTS WITH A SITE OR ACTIVITY

SECTION C1: Potential Environmental/Social Impacts of the project – FOR PROJECTS WITH A PHYSICAL SITE OR ACTIVITIES					
<i>(Please check each line appropriately. At this stage, questions are answered without considering magnitude of impact – only yes, no or I don't know are applicable answers)</i>	Yes	No	I don't know	If these risks are present, refer to:	Comments:
BIODIVERSITY					
Will the project require the acquisition or conversion of significant areas of land?				Biodiversity Requirements & Guidance	
Is the project located in proximity of protected areas or other areas classified as vulnerable?					
Will the project affect fragile, protected or endangered ecosystems or species? (e.g. natural forests, wetlands, estuarine, coral reefs, mangroves, endemic species, endangered species etc)					
Can the project cause disruption of wild life migratory routes?					
Can the project introduce alien species or GMOs?					
Can the project impact ecosystems upon which communities rely for food, water, fibres or other basic needs, including cultural and spiritual needs?					
Will the project involve natural forest harvesting or plantation development without an independent forest certification system for sustainable forest management?					
Does the project involve harvesting or depletion of natural resources (e.g. forest, fisheries, etc)?					
Are the needs of the project likely to exceed the capacity of existing water supply, sanitation systems, transport or other infrastructure?					
Will the project involve extraction, diversion or containment of surface groundwater?					
LAND DEGRADATION					

Is the project likely to cause soil erosion, siltation or degradation?				Biodiversity Requirements & Guidance	
Is the project located directly on river embankments?					
Will construction, operation or decommissioning of the project involve physical changes, such as topography or land use (e.g. construction camps, housing, etc.)?					
Will the project require accommodation or services for the workforce?				ref. to the Health and Safety Management System	
Is the project located in area prone to recurrent natural disasters? (e.g. floods, cyclones, etc.)				Disaster risk analysis Requirements & Guidance	
NATURAL RESOURCES					
Will the project require (during execution or after completion) significant amounts of water, energy, materials or other natural resources?				Resource efficiency Requirements & Guidance	
POLLUTION (from routine, non-routine or accidental sources)					
Will the project result in the production of solid waste? (directly by the project or by workforce)				Waste Management Requirements & Guidance	
Will the project result in the production of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceuticals, industrial chemicals, ozone depleting substances)					
Will the project produce effluents (waste water)?				Pollution prevention Requirements & Guidance	
Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)					
Can the project affect the surface or groundwater in quantity or quality? (e.g. discharges, leaking, leaching, boreholes, etc.)					
Will the project require use of chemicals? (e.g. fertilizers, pesticides, paints, etc.)					

Is there any risk of accidental spill or leakage of material?					
Is there a significant risk of fire, explosion or other emergency situations?				ref. to the Health and Safety Management System	
Will the project produce significant noise pollution, disturbing nearest settlement?				Community health, safety, security Requirements & Guidance	
SOCIAL					
Will the project lead to the displacement of a population? (e.g. forceful relocation, relocation of the local community or in-migration to the area)				Displacement and resettlement Requirements & Guidance	
Will the project lead to significant population density increase (short and long-term), affecting environmental sustainability and social infrastructure?				- Community health, safety, security Requirements & Guidance - Resource efficiency Requirements & Guidance	
Will the project lead to an increase in population movement and (interregional) traffic?					
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (e.g. a new road providing unequal access to a disputed land)?				Conflict Sensitivity Requirements & Guidance	
Will the project be located in or close to a site of natural or cultural value?				Cultural heritage Requirements & Guidance	
Is the project site known to have the potential for the presence of cultural and natural heritage remains?					
Does this project have the potential for discriminatory impact on particular groups of individuals? (e.g. products or services are inaccessible to certain disadvantaged or vulnerable groups - women)				Human Rights Requirements & Guidance	

and girls; persons with disabilities; racial, ethnic, national or religious groups; indigenous groups; particular age groups, etc.)					
Would the project potentially discriminate against women and girls based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?				Gender Equality Requirements & Guidance	
Can the project have adverse impacts on human rights (e.g. civil, political, economic, social or cultural) of people who interact with it and especially marginalised groups?				Human Rights Requirements & Guidance	
Does the project involve support for employment that may fail to comply with national and international labour standards (i.e. ILO fundamental conventions)?				Labour and working conditions Requirements & Guidance	
Will the project be located in a densely populated area?				Community health, safety, security Requirements & Guidance	
Does the project have health, safety and/or security consequences for local communities? (e.g. increased spread of disease or violence by influx of workers in the area)					
Is there a risk that the project fails to comply with UNOPS health and safety policies?				ref. to the Health and Safety Management System	
GENERAL					
Is an Environmental and/or Social Assessment required by the law of Zimbabwe where project is undertaken?					
Is there a risk that the project cannot be partially or fully maintained after handover, thus impacting the delivery of the planned outcomes?					
Is there a risk that the project fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?					

SECTION C2: POTENTIAL ENVIRONMENTAL/SOCIAL IMPACTS OF THE PROJECT – FOR ADVISORY PROJECTS AND PROJECTS WITHOUT A PHYSICAL SITE

SECTION C2: Potential Environmental/Social Impacts of the project – FOR ADVISORY PROJECTS AND PROJECTS WITHOUT A PHYSICAL SITE					
(Please check each line appropriately. At this stage, questions are answered without considering magnitude of impact – only yes, no or I don't know are applicable answers)	Yes	No	I don't know	If these risks are present, refer to:	Comments
BIODIVERSITY					
Will the project through its activities, advice provided or indirect influence potentially affect biodiversity or habitats? For example, can the project:					
... influence the management of protected areas or other areas classified as vulnerable?				Biodiversity Requirements & Guidance	
... have indirect impacts on fragile, protected or endangered ecosystems or species? (e.g. natural forests, wetlands, estuarine, coral reefs, mangroves, endemic species, endangered species etc)					
... be indirect cause of disruption of wild life migratory routes?					
... deal with or potentially influence the introduction of alien species or GMOs?					
... indirectly cause adverse impacts on priority ecosystem services?					
... deal with access to and sharing of genetic resources?					
... deal with or influence management and/or conservation of living natural resources, for example through forest harvesting, plantation development, fisheries, etc?					
... deal with extraction, diversion or containment of surface groundwater?					
... result in changes in the capacity of existing water supplies, sanitation systems, transport or other infrastructure?					

LAND DEGRADATION					
Will the project through its activities, advice provided or indirect influence potentially affect soil quality or coastal or river embankments? For example, can the project:					
... influence physical changes, such as topography or land use (e.g. land assessments, agriculture studies, etc.)?				Biodiversity Requirements & Guidance	
... deal with areas prone to recurrent natural disasters? (e.g. floods, cyclones, etc.)				Disaster risk analysis Requirements & Guidance	
WASTE and POLLUTION (from routine, non-routine or accidental sources)					
Will the project through its activities, advice provided or indirect influence potentially influence waste generation or pollution? For example, can the project:					
... result in changes in the type and quantities of waste generated in the project area?				Waste Management Requirements & Guidance	
... implement activities that indirectly result in the production of toxic or hazardous waste? (e.g. used oils, inflammable or explosive products, pesticides, solvents, pharmaceuticals, industrial chemicals, ozone depleting substances)					
... implement activities that indirectly result in air pollution? (e.g. significant greenhouse gas emissions, tailpipe emissions or other sources)				Pollution prevention Requirements & Guidance	
... require use of chemicals? (e.g. fertilizers, chemical reagents, biological agents, etc.)					
... produce significant noise pollution, disturbing nearest settlement?				Community health, safety, security Requirements & Guidance	
SOCIAL					
Will the project through its activities, advice provided or indirect influence potentially affect people and communities rights and well-being? For example, can the project:					

... lead to significant population density increase (short and long-term), affecting environmental sustainability and social infrastructure?				- Community health, safety, security	
... lead to an increase in population movement and (interregional) traffic?				Requirements & Guidance - Resource efficiency Requirements & Guidance	
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (e.g. providing unequal benefits to communities in conflict)?				Conflict Sensitivity Requirements & Guidance	
... deal with elements of natural or cultural value, including intangible cultural heritage?				Cultural heritage Requirements & Guidance	
... potentially have a discriminatory impact on particular groups of individuals? (e.g. products or services are inaccessible to certain disadvantaged or vulnerable groups - women and girls; persons with disabilities; racial, ethnic, national or religious groups; indigenous groups; particular age groups, etc.)				Human Rights Requirements & Guidance	
... potentially discriminate against women and girls based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?				Gender Equality Requirements & Guidance	
... Potentially have adverse impacts on human rights (e.g. civil, political, economic, social or cultural) of people who interact with it and especially marginalised groups?				Human Rights Requirements & Guidance	
... involve support for employment that may fail to comply with national and international labour standards (i.e. ILO fundamental conventions)?				Labour and working conditions	

				Requirements & Guidance	
... the project has health, safety and/or security consequences for local communities? (e.g. risk of increased spread of disease or violence)				Community health, safety, security Requirements & Guidance	
GENERAL					
Is there a risk that the project cannot be partially or fully maintained after handover, thus impacting the delivery of the planned outcomes?					
Is there a risk that the project fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?					

SECTION D: SUMMARY OF THE SCREENING PROCESS

E&S Screening	Results and Recommendation		
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Individual Risk/ Impact Rating	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (Appendix C)
	E.g. Land Degradation	Low	Rehabilitation of worked out areas.
	Screening Result		Summary of Screening Result Justification
	1. No1. No further ES Assessment required.		

Is Additional Assessment Necessary?	2. No 2. No further ES Assessment required but requires simple ESMP.	
Evaluate the Risks/Impacts and reflect on options in Appendix B.	3. Yes 1. Detailed ESMP. Done internally.	
	4. Yes 2. Detailed ESMP. Contracted to Consultancy.	
	5. YES 2. ESIA required. Contracted to consultancy.	

ES Screening Conducted by (Names and Signatures)

Recommended by Project Manager

Approved by PIU

PROJECT CATEGORIZATION

SECTION B: Is the level of Social/Environmental risk already known?		
<p>To which list does the project belong?</p> <p>Please select the relevant List; if the project type is not listed, please specify. The lists are indicative and provide examples of projects that are normally falling into list A, B or C.</p>		
List A: Minimal or no adverse environmental or social risks and/or impacts	List B: Moderate or unknown adverse environmental or social risks and/or impacts	List C: High adverse environmental or social risks and/or impacts

<ul style="list-style-type: none"> - Communication and translations - Small training and workshops - Management of funds and grants - Management of social protection activities 	<ul style="list-style-type: none"> - All projects which are not included in lists A or C. <p><i>Typical examples are small and medium scaled infrastructure (e.g. rural roads, schools, hospitals, housing, buildings, etc.), energy for small-scale development, water supply and sanitation, waste management, agriculture and irrigation, support and advice, etc.</i></p>	<ul style="list-style-type: none"> - Activities leading to involuntary resettlement, land acquisition and restrictions to land use - Large infrastructure projects - Long distance roads, rail, transmission lines (water, power) - Waste treatment and disposal installations - Large water and wastewater treatment plants - Large-scale irrigation - Projects involving significant quantities of hazardous substances
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POSSIBLE SCREENING OUTCOMES AND REQUIRED ACTIONS

E&S Screening	Results and Recommendation	
Screening Results: Summary of Critical Risks and Impacts Identified	Risk/Impact	Mitigation
	E.g. Land Degradation	Rehabilitation of worked out areas.
	E.g. Occupational Safety and Health	Use of appropriate PPE.
	E.g. Destruction of crops during trenching	Engage the Project Affected Persons. Trench off cropping season. Compensate fully where you cannot avoid.
Is Additional Assessment Necessary?	Screening Result	Summary of Screening Result Justification
	6. No1. No further ES Assessment required.	
	7. No 2. No further ES Assessment required but requires simple ESMP.	
	8. Yes 1. Detailed ESMP. Done internally.	
	9. Yes 2. Detailed ESMP. Contracted to Consultancy.	

	10. YES 2. ESIA required. Contracted to consultancy.	
Next Steps	Screening Result	Action. Select applicable action consistent with the Summary of Risks. All end results of the screening and follow up tools should be disclosed at the appropriate level.
	1. No1. No further ES Assessment required.	a. Proceed to project implementation in compliance with E&S instruments
	2. No 2. No further ES Assessment required but requires simple ESMP.	b. Produce the ESMP and submit it with Screening Form for review and approval by PIU. c. Proceed to project implementation in compliance with E&S instruments
	3. Yes 1. Detailed ESMP. Done internally.	a. Submit the Screening form with the TORs for the ESMP for review and approval by PIU. b. Produce the ESMP and submit to PIU for review and approval by PIU. c. Ensure the detailed ESMP mainstreams the E&S instruments. d. Do not implement works until approval of the ESMP by PIU, Bank and EMA.
	4. Yes 2. Detailed ESMP. Contracted to Consultancy	a. Submit the Screening form with the TORs for the ESMP for review and approval by PIU. b. Engage a Registered ESIA Consultant to produce ESMP and submit to PIU first for initial review, then to Bank and EMA for review and approval. c. Ensure the ESMP mainstreams the E&S instruments. d. Do not implement works until approval of the ESMP by PIU, Bank and EMA.
	5. YES 2. ESIA required. Contracted to Registered Consultancy.	a. Submit the Screening form with the TORs for the ESIA for review and approval by PIU. b. Engage a Registered ESIA Consultant to produce ESMP and submit to PIU first for initial review, then to Bank and EMA for review and approval. c. Ensure the detailed ESMP mainstreams the E&S instruments. d. Do not implement works until approval of the detailed ESMP by PIU, Bank and EMA.

FORMAT FOR ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLAN

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
Gravel Borrow area for road rehabilitation	Land degradation	Rehabilitate all borrow areas	Contractor	Project implementation	Borrow areas rehabilitated	Contractor's Bid	TA-UNOPS PIU	TA-On going. PIU-Works Completion

Annex 5: Chance Find Procedures

This procedure is included as a standard provision in the implementation of VAP Public Works contracts to ensure the protection of cultural heritage (Archaeological and Historical Sites). All Technical Agencies and contractors will be required to observe this procedure as documented hereafter.

Where historical remains, antiquity or any other object of cultural or archaeological importance are unexpectedly discovered during construction in an area not previously known for its archaeological interest, the following procedures should be applied:

- Stop construction activities;
- Delineate the discovered site area;
- Secure the site to prevent any damage or loss of removable objects. In case of removable antiquities or sensitive remains, a full-time guard should be present until the responsible authority takes over;
- Notify the responsible foreman/archaeologist, who in turn should notify the responsible authorities, the concerned;
- Responsible authorities will be in charge of protecting and preserving the site before deciding on the proper procedures to be carried out;
- An evaluation of the finding will be performed by the concerned officers. The significance and importance of the findings will be assessed according to various criteria relevant to cultural heritage including aesthetic, historic, scientific or research, social and economic values;
- Decision on how to handle the finding will be reached based on the above assessment and could include changes in the project layout (in case of finding an irrevocable remain of cultural or archaeological importance), conservation, preservation, restoration or salvage;
- Implementation of the authority decision concerning the management of the finding;
- Construction work could resume only when permission is given from the concerned officers from the National Museums and Monuments of Zimbabwe (NMMZ) after the decision concerning management of environmental and social risks and impacts related to heritage are fully executed;
- In case of delay incurred in direct relation to archaeological findings not stipulated in the contract (and affecting the overall schedule of works), the contractor may apply for an extension of time. However, the contractor will not be entitled for any kind of compensation or claim other than what is directly related to the execution of the archaeological findings works and protections.

Annex 6: Incident Report Form



Vulnerability Alleviation Project (VAP)

Incident Report Form

Adapted from UNOPS Form HSE09 Incident Report Health Safety, Society and Environment

Please report any incident within 48 hours to UNOPS

Implementing Partner	
Subproject / Activity	
Report Date	
Reported By (Name and Title)	

i. **Details of Incident**

Incident Date	
Incident Time	
Incident Place	

ii. **Identification of Type of Incident and Immediate Cause²⁶**

1. Select the type of the incident from the list below. An incident can be classified at the same time as H&S/environmental/social.

Type of Incident: (and incident can cover more than one type):

²⁶ * note that incidents related to terrorism, civil unrest, armed conflict and crime; as well as fire, aviation safety and road transport, are under the responsibility of the UN Security Management System, and should be reported to UN Security using the security incident form. Incidents at contractor operated project sites should be reported through this incident report form.

Type of Incident –Health & Safety		Type of Incident – Social	Type of Incident - Environmental
Moving Machinery/vehicles at project site	Dust, Fumes, Vapours	Misuse of UNOPS property	Chemical/Oil Spill
Powered Hand tools	Noise	Damage to Cultural Heritage	Improper Disposal Waste
Hand Tools	Temperature or heat	Occurrence of infringement of labour rights	Disasters (Earthquake, Flood, etc)
Animals or insects	Overexertion	Occurrence of infringement of human rights	Water Pollution/ Sedimentation
Fire or Explosion at project site	Structural Failure	Stakeholder/community complaint	Damage to ecosystems (e.g. damage to flora/fauna)
Trips & smaller falls	Chemical/biological	Strike, demonstration	Odour air Emissions
Drowning	Stress	Other (please specify)	Dust, Fumes, Vapours, Air pollution
Borrow-pit Management	Other (please specify)		Other (please specify)

2. For each type of incident, select the relevant descriptor(s) from the list. You can select up to 5 descriptors for each type of incident. If a descriptor is not listed below, please type in short descriptor in "Other". Add more rows as necessary.

Provide a description of the immediate cause of the incident:

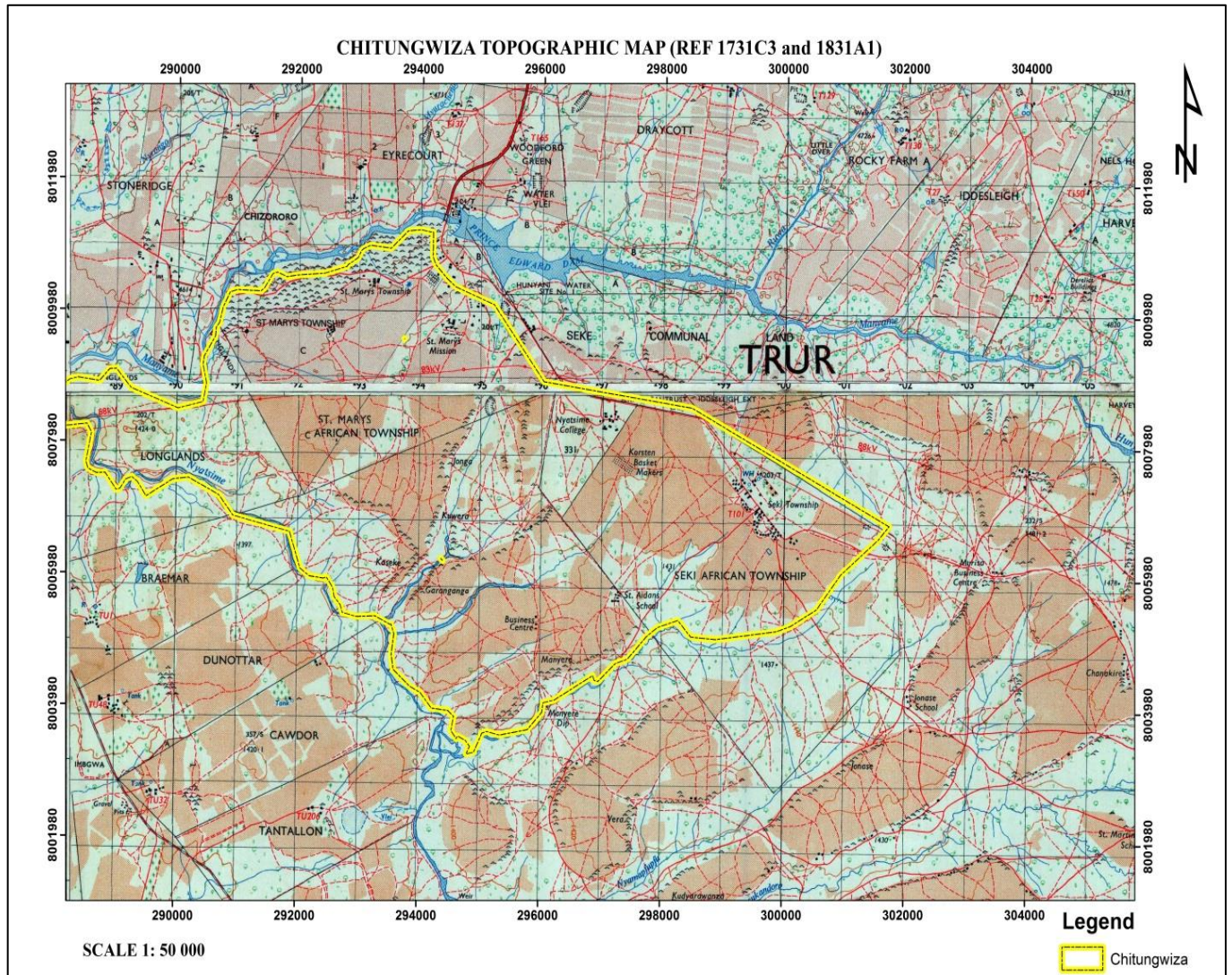
iii. Description of the Incident

Record all facts prior to and including the incident, if it was a planned activity, describe/list material, ecosystem and property damaged, etc:

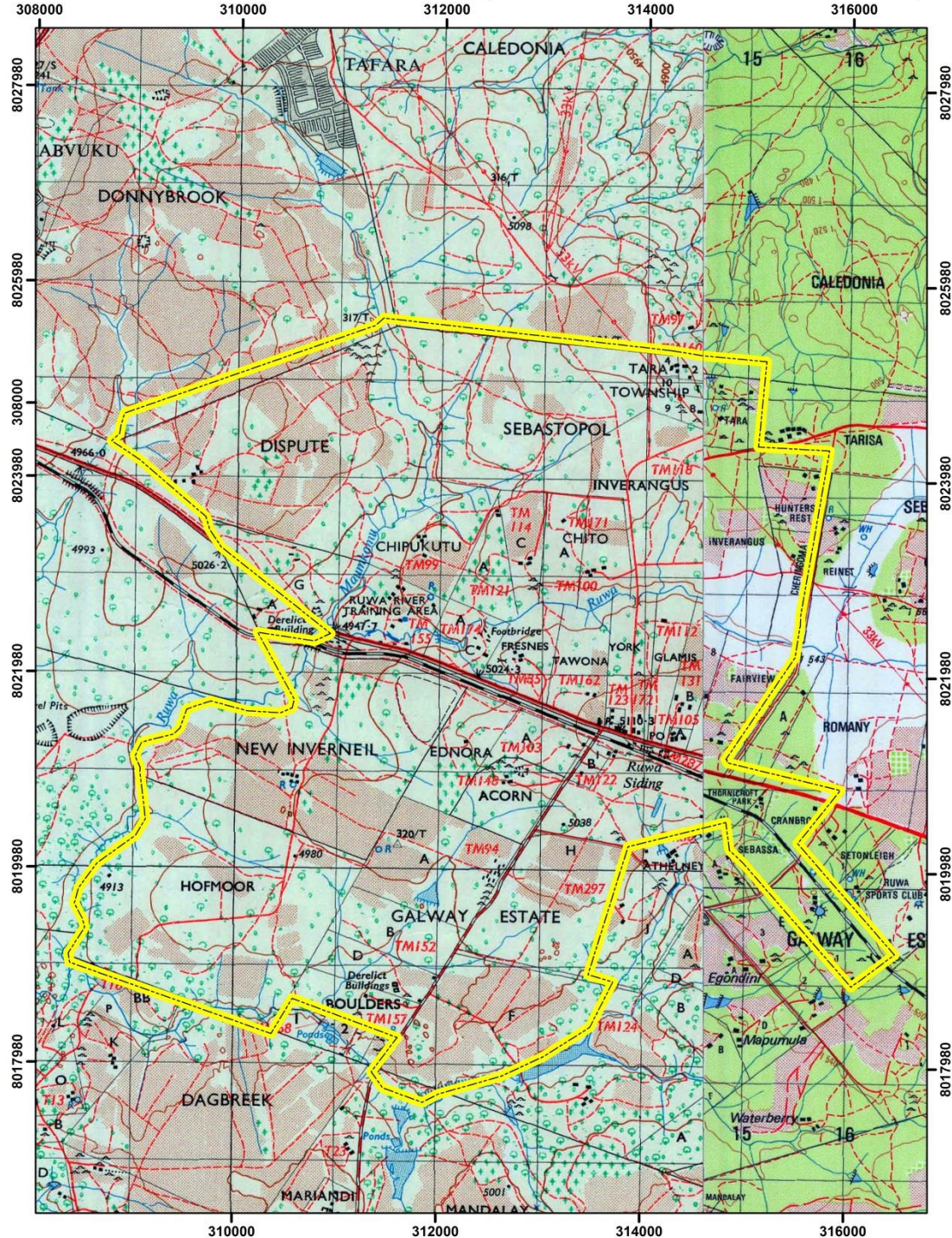
iv. Root Cause Analysis

Select the root cause(s) of the incident from the list below. If 'Other', please specify:

Annex 7: Maps and Drawings



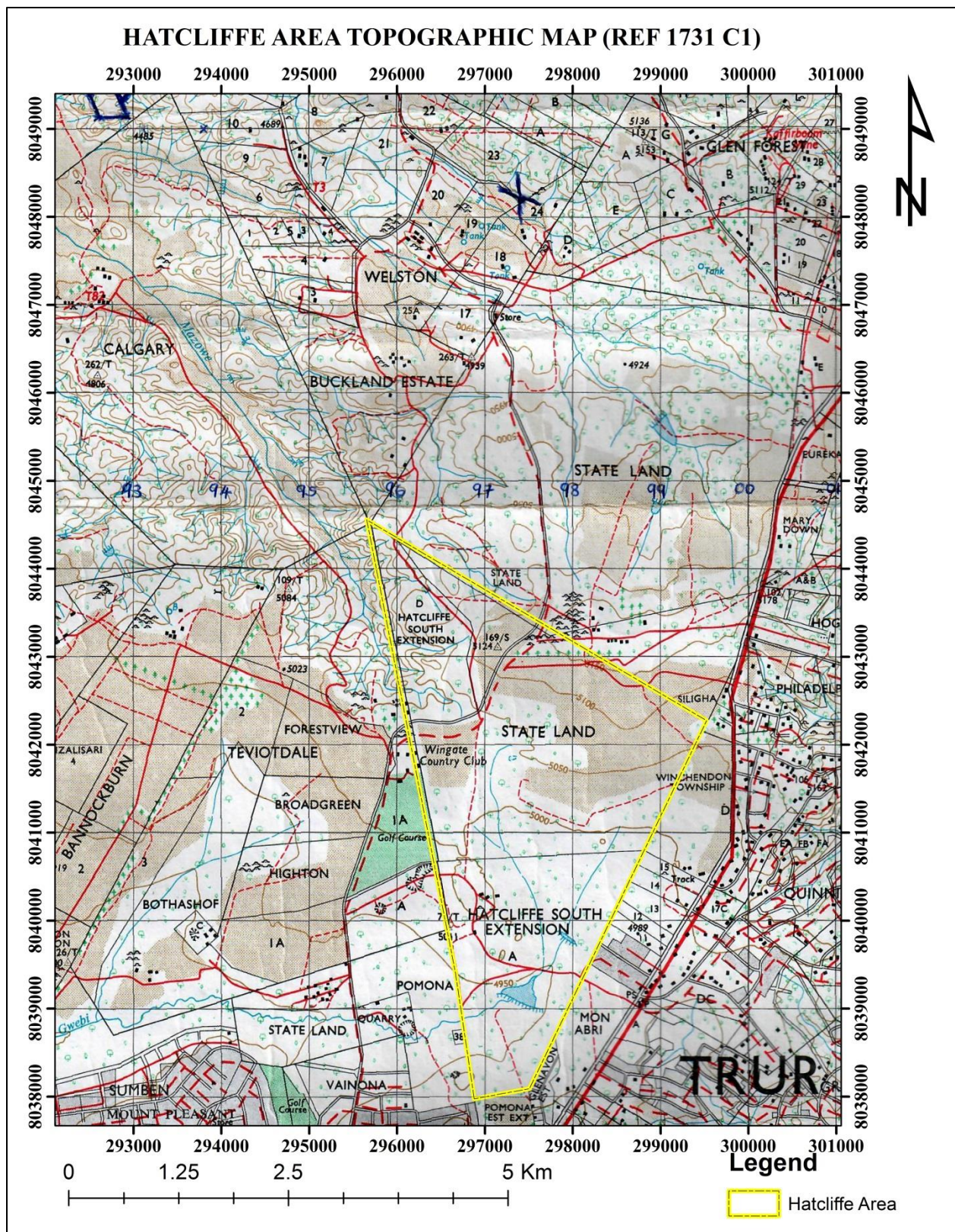
RUWA TOPOGRAPHIC MAP (MAP REF 1731 C3 and 1731 C4)



SCALE 1:50 000

Legend

 Ruwa



Annex 8: Stakeholder Consultations

Selected Minutes from Stakeholder Consultations

**RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT
VULNERABILITY ASSESSMENT PROJECT
STAKEHOLDER CONSULTATION MINUTES**

VENUE: Cecy House DA's office DATE: 22/11/19 TIME: 11:57

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Water and Sanitation	- Water testing, chlorine tablets, extend piped water to dry areas.
Schools	- Extending and building new school, supplying water & furniture.
Drought relief	- food distribution in times of natural disaster, equip women & children with sustainable projects
Road & service delivery unemployed (grade) ones	- Road maintenance and refuse collection. - refuse collecting & recycling - promote youth education - employment project

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
M. Chawafumbi	PAO	M. Chawafumbi	22/11/19

0772713241

MINISTRY OF LOCAL GOVT. PUBLIC WORKS AND NATIONAL HOUSING
D.A. HARARE NORTH
- 2 NOV 2019
P.O. BOX 7710, HARARE
2028/01/19

**RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT
VULNERABILITY ASSESSMENT PROJECT
STAKEHOLDER CONSULTATION MINUTES**

STAKEHOLDER NAME: RUWA TOWN COUNCIL

VENUE: RUWA LOCAL BOARD DATE: 25/11/2019 TIME: 0900HRS

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
<ul style="list-style-type: none"> Youth Time use 	<ul style="list-style-type: none"> Alcohol consumption high Success stories (learned use) and council gives them attachments We should as council follow them up
<ul style="list-style-type: none"> Vulnerable Groups - Child Headed families - Families run by the elderly - Disabled - Economic situation (Urban Poverty) - Informal sector - Malnutrition - Scarce food security 	<ul style="list-style-type: none"> Conduct a survey and correlate findings to ZIMSTATS Implement programmes for the youths and aged Government social services should work with the Council in planning these programmes.

**RUWA LOCAL BOARD
REGISTRY**

25 NOV 2019

P.O. BOX 153, RUWA

TEL: 0273-33-2638, 3205, 2997

mail: ruwacouncil@gmail.com

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
<u>B. Moyo</u>	<u>ETD</u>	<u>[Signature]</u>	<u>25/11/19</u>

[Handwritten signature]
benamnyawo@gmail.com
0773836676

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT

VULNERABILITY ASSESSMENT PROJECT

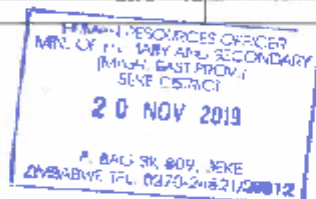
STAKEHOLDER CONSULTATION MINUTES

VENUE: SEKE Education District Office DATE: 01/11/19 TIME: 9:00

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Classroom space against new curriculum which has increased number of teachers	An addition of teachers houses and accommodation re classrooms to accommodate teachers
Absence of Specialist Room e.g. ICT computer room, Agricultural equipment	Provision of ICT and agricultural equipment to meet the new demands in curriculum
Lack of facilities for intense education which is the demand	Provision of services which make disaffected children accommodated
Water challenges some Elverts like Simbas Primary who is water of all.	Provision of boreholes to schools to cater for these schools

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
RUXIVE HENRY	D L L C		21/11/19



RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT

VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

VENUE: Makani Chitungwiza DATE: 21/11/2019 TIME: 0900hrs.

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
<ul style="list-style-type: none"> - Shoe making Project - Mushroom production - Horticulture - Poultry 	<ul style="list-style-type: none"> - Market access - Electricity challenge for poultry - Pigment method - Insects
<ul style="list-style-type: none"> - Training available from (POSCO) (Agriculture) - Level 1 - no Secondary schools 	<ul style="list-style-type: none"> - Youth Advocate Zim - SWH (Girls & women Empowerment Network Trust) - Shamwari Veterinary Services
<ul style="list-style-type: none"> - Young Africa Vocational training - No facilities for disabled & vulnerable groups - Youth rely on fast cash, no formal employment - Unwillingness to participate in long term projects 	<ul style="list-style-type: none"> - High tuition fees - Building of schools in SLE, Vocational training facilities - Provide facilities for disadvantaged children - Provide Capital

Youth Group

- Social welfare (Orphans - SLE, Muzira)
- H. O. S.S (Orphaned)
- (Hunger 0-18 years)

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
Pamela Muzasa	Ministry of Youth	Muzasa	21-11-19
Osinda Muzanhera	Ministry of Youth	Muzasa	21-11-19

Recommendations

- Talent Identification & Support
- Capital Initiatives
- Education Support
- Construction of Technical Institutions (currently zero)
- Vocational training Centre.

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT


VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

VENUE: Ministry of Women Affairs, Community, Small & Medium Enterprise Development DATE: 21-11-2019 TIME: 09:30HRS

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Population of women	- refer to ZIMSTATS
Economic activities	- 75% of women mostly into agriculture - of the 60% are into horticulture which is done throughout the year (vegetables, tomatoes, cabbages)
	- 25% mostly into informal trading (mostly buying and selling), flea markets - formal employment (5%) e.g. government work

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
Utaumire Tendai	Administrative Officer		21/11/2019

THE DISTRICT DEVELOPMENT OFFICER
MINISTRY OF WOMEN AFFAIRS
COMMUNITY AND COMMUNITY DEVELOPMENT
P.O. BOX 837 SEWT
TEL: 077 230411/23184
DATE 21/11/2019

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT

VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

VENUE: Hatung SFC District Office DATE: 22/11/19 TIME: 14:00

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Water (no running water) Sewage (blocking) water bags sold at per bucket	Rehabilitate water and sewage. - rehabilitation or empty purchase directly a new one.
Road	The rehabilitation of Road retention work at here are not started and bad slope.
Recreation centre	put ground for recreation. - improve transport system.
Bad Social vices, Prostitution drugs, theft	- Projects for youth and young girls. eg basket weaving, dancing, gardening, Game playing urban gardening.

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
<u>KEULAS MARIJA</u>	<u>RESIDENT</u>	<u>[Signature]</u>	<u>22/11/19</u>
<u>Alexilia</u>	<u>RESIDENT</u>	<u>[Signature]</u>	<u>22/11/19</u>

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT

VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

VENUE: Chikanga-Dzira DAB OFFICE DATE: 21/11/19 TIME: 08:24

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Power outage Water and Sanitation	no work in charging growth points. A water line to feed Tiko. May Hake Dam can feed. Kwe chun a situation. small work on
No Road network wheel is substandard	- Chikanga - Hakeke - Hake - Masungu - Hake - The rest are not substandard. - Tiko road
No Standard community health centre	- upgrade one of DAB bases, Chikanga
No capital for women to start project. No laundry centre	provide women groups and develop a laundry room centre.

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
<u>Sammuel</u>	<u>ADA</u>	<u>[Signature]</u>	<u>21/11/19</u>



RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT

VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

STAKEHOLDER NAME: LOCAL BOARD

VENUE: BUSA DUMP SITE DATE: 25/11/2019 TIME: 12:00HRS

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Dumpsite not lined	<ul style="list-style-type: none"> - Source of livelihoods - Scavengers on site - National Waste Collectors buys from scavengers mainly boxes
Illegal dumping of waste at night	<ul style="list-style-type: none"> - Boreholes to test underground water pollution needed.
Wind blowing waste all over and no proper dumpsite boundaries	
Compactor	<ul style="list-style-type: none"> - Frequency to be increased from once in six (6) months

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
Brandon Mubondwa	Kuma local board		25/11/19

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT


VULNERABILITY ASSESSMENT PROJECT

STAKEHOLDER CONSULTATION MINUTES

VENUE: MATCLIFFE COMMUNITY CENTRE HALL DATE: 22/11/19 TIME: 1300HRS

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
Youth Time Use	Boys into drug use but girls rarely into prostitution. Drug abuse, crime Illegal gold mining Will actually participate if given opportunities participating in solar street lights
SCHOOLS - State lands has no school and has been allocated by the Council - 2 Secondary Schools - 2 Primary School (3rd one in bad condition)	Capacity to build schools required. All have benches
Recreational Facilities Community Hall Football pitch near police station	no facilities televised state
Roads - Areas within Council's jurisdiction has roads through with potholes - State land has no road network at all - 65% of Matcliffe has no roads and this area not under the City of Harare	- Design a new road network for consortium (state land) but Matcliffe extension has designs already - For major roads

SIGNATORIES:

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
ELVIS PERAZZI	LOCAL COUNCILLOR		22/11/19

0518492007

RAPID ENVIRONMENTAL AND SOCIAL ASSESSMENT
VULNERABILITY ASSESSMENT PROJECT
STAKEHOLDER CONSULTATION MINUTES

VENUE: HEAVEN CARES ORPHANS DATE: 22/11/19 TIME:
HATCLIFF

STAKEHOLDER CONCERNS	RECOMMENDATIONS/SOLUTIONS
<ul style="list-style-type: none"> 40 orphans comprise of 24 males and 16 females → Shortages of food → Shortage of reading material 	<ul style="list-style-type: none"> Need for other organisations who offer humanitarian services to intervene in food, clothes and proper accommodation.
<ul style="list-style-type: none"> → Skilful Challenges → No proper accommodation → Some are in need of school fees, clothes and other necessities → Need for health practitioners to assist orphans → Need for medication which is a challenge. → Need for small projects which can be used to sustain diet and used also for commercial purposes. → Universal church sometimes assist the orphans. 	<ul style="list-style-type: none"> → Need solar powered kerosenes and storage tanks.

SIGNATORIES

STAKEHOLDER NAME	DESIGNATION	SIGNATURE	DATE
DAVID ALBERT	CHAIRMAN	<i>[Signature]</i>	22/11/19



Focus Group Discussion in Hatcliffe, November 2019