

THE UNITED REPUBLIC OF TANZANIA



LAND TENURE IMPROVEMENT PROJECT (LTIP)

**ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN FOR URBAN
CERTIFICATION PROCESS IN KIBAHA TOWN COUNCIL**



Prepared by:

KIBAHA TOWN COUNCIL

APRIL 2024

ACKNOWLEDGEMENT

The Environmental and Social Safeguard team for the Mvomero District is indebted to all those who met and devoted their time to have discussions or meetings with them to support this ESMP document's development. The team is specifically thankful to the Land Tenure Improvement Project (LTIP) Management and Environmental Social Management Team for their guidance, criticism, and directives, significantly improving this ESMP. The Mvomero District Council Environmental and Social Team also wishes to recognize the technical assistance provided by the World Bank Consultants team of the government of Tanzania for their input and support in developing this ESMP report. Since the number of people who participated in this ESMP is large, it will be difficult to mention all of them.

We sincerely dedicate our appreciation to all of them and say thank you very much.

ESMP PREPARATION TEAM

	NAME	PROFESSION/POSITION	ORGANIZATION
1	John Imani Ilomo	Town planner	Ubungo Municipal council
2	Evelyine Hilary Mangweha	Community Development Officer	Ubungo Municipal council
3	Jescal Stanley Katiyuhagira	Environmental and Social Management Coordinator, Land Tenure Improvement Project (LTIP)	Ubungo Municipal council
4	Alpha Mangula	Environmental and social management coordinator land Tenure improvement project (LTIP)	Ministry of Lands, Housing and Human Settlement Development (MLHHSO)
	Tumaini Setumbi	Social Development Officer, Land Tenure Improvement Project (LTIP)	Ministry of Lands, Housing and Human Settlement Development (MLHHSO)
5	Regina Kabwogi	Environmental Specialist, Land Tenure Improvement Project (LTIP)	Ministry of Lands, Housing and Human Settlement Development (MLHHSO)
6	Robert Kishiki	Social Development Specialist, Land Tenure Improvement Project (LTIP)	Ministry of Lands, Housing and Human Settlement Development (MLHHSO)

Contents

ACKNOWLEDGEMENT.....	i
ESMP PREPARATION TEAM.....	ii
LIST OF TABLES	v
LIST OF ABBREVIATIONS AND ACRONYMS	vii
CHAPTER ONE.....	1
INTRODUCTION.....	1
1.1 Background Information.....	1
1.2 LTIP Project Scope in Kibaha Town council	1
1.2.1 General Objectives of ESMP.....	2
1.2.2 Methodology for Preparation of ESMP.....	3
CHAPTER TWO.....	4
BASELINE ENVIRONMENTAL AND SOCIAL CONDITION OF THE PROJECT AREA	4
2.1 Introduction.....	4
2.2 Climate.....	4
2.3 Population and demographic issues	4
CHAPTER THREE.....	12
LEGAL AND INSTITUTIONAL FRAMEWORK.....	12
3.1 Introduction.....	12
3.2 Country’s Legal Framework	12
3.3 World Bank Environmental and Social Framework	14
CHAPTER FOUR	16
ENVIRONMENTAL AND SOCIAL IMPACTS, RISKS AND MITIGATION MEASURES.....	16
4.1 Introduction.....	16
4.2 Project Social Benefits.....	16
4.3 Negative Social Risks and Impacts.....	17

4.4 Positive Environmental Impacts of Land Certification.....	18
4.5 Negative Environmental Impacts of Land Certification	18
4.6 Mitigation Measures of the Identified Impact	19
CHAPTER FIVE	24
ENVIRONMENTAL AND SOCIAL MONITORING PLAN	24
5.1 Introduction.....	24
CHAPTER SIX	27
INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION OF ESMP IN KIBAHA	27
6.1 Introduction.....	27
6.2 ESMP Implementing Institutions.....	27
6.3 Supervision and Monitoring Roles	28
6.4 Capacity Development and Training	28
CHAPTER SEVEN	30
CONCLUSIONS AND RECOMMENDATIONS.....	30
7.1 Conclusions.....	30
7.2 Recommendations.....	30

LIST OF TABLES

Table 1: Mitigation Measures of Identified Impacts.....20

Table 2: Environmental and Social Monitoring Plan for Implementation of Mitigation Measures during Land Certification and Registration Process in Kibaha Town Council25

Table 3: Training Activities28

LIST OF FIGURES

Figures 1: A map showing the Proposed Regularization Mitaa for LTIP Project in Kibaha Town Council.....	11
---	----

LIST OF ABBREVIATIONS AND ACRONYMS

CBO	-	Community Based Organization
CCRO	-	Certificate of Customary Right of Occupancy
CoC	-	Code of Conduct
CRO	-	Certificate of Right of Occupancy
MD	-	Municipal Director
MEMO	-	Municipal Environmental Management Officer
E&S	-	Environmental and Social
EA	-	Environmental Assessment
EIA	-	Environmental Impact Assessment
EMA	-	Environmental Management Act 2004
EMO	-	Environmental Management Officer
ES	-	Environmental Screening
ESCP	-	Environmental and Social Commitment Plan
ESMT	-	Environmental and Social Management Team
ESMF	-	Environmental and Social Management Framework
ESMP	-	Environmental and Social Management Plan
ESF	-	Environmental and Social Framework
ESS	-	Environmental and Social Standard
GBV	-	Gender Based Violence
GoT	-	Government of Tanzania
GRM	-	Grievance Redress Mechanism
HIV/AIDS	-	Human Immunodeficiency Virus/Acquired Immuno- Deficiency Syndrome
ILMIS	-	Integrated Land Management Information System
LGAs	-	Local Government Authorities
LTIP	-	Land Tenure Improvement Project
MLHSD	-	Ministry of Land, Housing and Human Settlement Development
NEMC	-	National Environment Management Council
NGO	-	Non-Governmental Organisation
OHS	-	Occupational Health and Safety
PO-RALG	-	President's Office Regional Administration and Local Government
RPF	-	Resettlement Policy Framework
SEA	-	Sexual Exploitation and Abuse
SEP	-	Stakeholder Engagement Plan
TOR	-	Terms of Reference
URT	-	United Republic of Tanzania
VG	-	Vulnerable Groups
VGPF	-	Vulnerable Groups Planning Framework
WB	-	World Bank
WEO	-	Ward Executive Officer

CHAPTER ONE

INTRODUCTION

1.1 Background Information

The Government of Tanzania (GoT) through the Ministry for Lands, Housing and Human Settlements Development (MLHSD) is implementing Land Tenure Improvement Project (LTIP). The Project aims at increasing security of land rights and efficiency in land administration. It promotes land-based investments and ensures inclusion for social economic development in both urban and rural areas. The key project results indicators would be: number of Certificates of Rights of Occupancy (CROs), Certificates of Customary Rights of Occupancy (CCROs) and Residential Licenses issued and registered (gender disaggregated); increased number of land and property transactions; reduced number of land conflicts; increased tenure security, and gender disaggregated (survey data).

1.2 LTIP Project Scope in Kibaha Town council

Kibaha Town council has long been engaged in the formalization of informal settlements in collaboration with private firms prior to the commencement of the LTIP. The initiative is aligned with the objectives outlined by the Honorable Minister of Lands, Housing, and Housing Development on July 13, 2018.

Following the Minister's announcement, the Council embarked on authorizing Surveying and Planning Companies that fulfilled the stipulated criteria to undertake the formalization process within Kibaha Town Council administrative boundaries.

The LTIP scope in Kibaha Town council involves four key objectives:

- a) Conducting screening which aims at ascertaining environmental and social risk levels with subsequent devising mitigation measures to be adopted during project implementation
- b) Addressing the challenges of ongoing regularization projects
- c) Facilitating the title registration process through Ardhi Clinic
- d) Completing cadastral surveying for stalled regularization projects
- e) Community sensitization about the project

For the case of Kibaha Town Council, urban certification is targeting to achieve 44,408 CROs of which ESMT is expected to contribute in community sensitization and engagement of all groups of people with focus to marginalised groups, women, youth and vulnerable urban dwellers.

The process of issuance of CROs is detailed in the LTIP CRO Manual and shall involve five (5) major activities namely:

- i. Public awareness and engagement of marginalized groups (people with disabilities and old people);
- ii. Employing and Training of Para- surveyors;
- iii. Parcels adjudication;
- iv. Preparation of DSP (regularization layout);
- v. Block Planning and Negotiation of Road Accessibility
- vi. Printing and issuing CROs.

The aforementioned activities have potential to cause environmental and social (E&S) risks and impacts. To address the potential E&S risks and impacts the Project has prepared this Environmental and Social Management Plan (ESMP) which will guide all the project implementers.

1.2.1 General Objectives of ESMP

This ESMP is an important tool for managing and monitoring the E&S impacts associated with the proposed project activities. Specifically, it depicts how the organizational capacity and resources will be utilized to implement the mitigation measures proposed. Therefore, the Government Project implementation team, as well as Private Firms, will implement the project in accordance with this ESMP. The district E&S teams were responsible for preparing the ESMP under the supervision of the Council Urban Certification Office (CUCO) and the Environmental and Social Management Team (ESMT) of the project at the Ministry level.

The preparation of this ESMP is consistent with the Project's Environmental and Social Management Framework (ESMF) and aims at attaining the following objectives:

- i. Identification of potential E&S impacts associated with urban certification activities support by LTIP;

- ii. To develop mitigation/enhancement measures to minimize E&S risks and impacts;
- iii. To define implementation arrangement and organizational structure of ESMP;
- iv. To assess the capacity of the implementation agencies and develop plans for training and other capacity building activities;
- v. To identify the parameters to be monitored and the respective tools that are used in monitoring and reporting.

1.2.2 Methodology for Preparation of ESMP

The preparation of this ESMP is consistent with the Project's Environmental and Social Management Framework (ESMF). It was prepared by the Kibaha Town council in collaboration with Project's Environmental and Social Management Team (ESMT) through undertaking the following activities:

- i. Undertaking environmental and social screening to determine risks and impacts associated with certification process using: (i) Annex 4 of ESMF on Screening Checklists for environmental and social issues; (ii) Annex 6: Environmental and Social Safeguards Criteria for selecting project specific areas; and (iii) Annex 5: Terms of Reference for the preparation of ESMP.
- ii. Undertaking literature review;
- iii. Identification of mitigation, enhancement and monitoring measures for the identified impacts;
- iv. Validation of mitigation, enhancement and monitoring measures through stakeholders' engagement; and
- v. Finalization of ESMP report and sharing with wider stakeholders.

1.3 Screening Results

This section presents the results of the Environmental and Social Screening conducted for the Land Tenure Improvement Project (LTIP) in Kibaha Town Council, Tanzania. The screening was conducted using the screening form attached in Annex 6, which assessed the potential environmental and social impacts of the project implemented by the LTIP.

CHAPTER TWO

BASELINE ENVIRONMENTAL AND SOCIAL CONDITION OF THE PROJECT AREA

2.1 Introduction

Kibaha Town Council comprises eight wards, namely Msangani, Visiga, Mbwawa, Misugusugu, Kongowe, Picha ya ndege, Kibaha, Mkuza, and Tumbi. Geographically, the Town Council has a total area of 750 square kilometers, and Kibaha town is located about 40km away from Dar es Salaam (DSM) City along the Dar es Salaam - Morogoro Road. Its establishment was gazetted on 17/09/2004 under the GN number 352. The Kibaha planning area was declared on May 8th, 2015, under GN number 182. The Council, as Planning Authority under the Urban Planning Act No. 8 of 2007. Based on this Act, the Council has resolved to prepare the Land Use Master Plan. Kibaha Town Council has historically focused on land-use policy as the primary instrument to guide urban development. Other potential instruments include economic development, infrastructure, location policy, industrial and employment, and investment policies. These instruments, in conjunction with responses from government, businesses, and residents, can shape the future of Kibaha town.

2.2 Climate

The area experiences hot and sunny weather almost throughout the year, with the maximum temperature reaching 300C in October while the minimum temperature falling to about 250C in July. There are four pronounced seasons: two dry seasons, from July to October and January to March, and two rainy seasons, from November to December and from March to June. The mean annual rainfall is about 800 mm. Kibaha is in the trade winds zone, with the North – East Trade winds affecting the area between December and March. Humidity in the area is high, with the annual maximum relative humidity being about 90 percent, while the minimum is around 35 percent.

2.3 Population and demographic issues

According to the National Population and Housing Census of 2022, Kibaha Town has a population size of 265360, of which 127155 are males and 138205 are females, and this is approximately 92 percent of the total Pwani Region population. It is third in terms of the absolute number of people in the town council in the Pwani region.

2.4 Social aspect

The main inhabitant of Kibaha Town council is Matumbi, Wazalamo, Gweno, Pare, Bondei, Wasambaa and people among other small immigrant groups. The Matumbi and Zalamo are longest residing groups in the Kibaha Town. Wasambaa, Bondei, Pare and other minority groups arrived more recently.

Kibaha Town Council is the head quarter of Pwani Region selected for urban certification under LTIP. Urban Certification process are entitled to abide with safeguards requirements, ESMF provides the screening criteria to check for environmental and social issues on particular Mitaa before developing the ESMP to the entire LGA. To be able to establish the ESMP for the Kibaha Town Council urban certification process, the team of safeguard officers from the LGA, Mtaa and ward leaders plus the ESMT set together so as to have analyses environment and social issues as guided by screening checklist as provided by ESMF. For this project, Kibaha will be seized in 8 wards and 23 Mitaa.

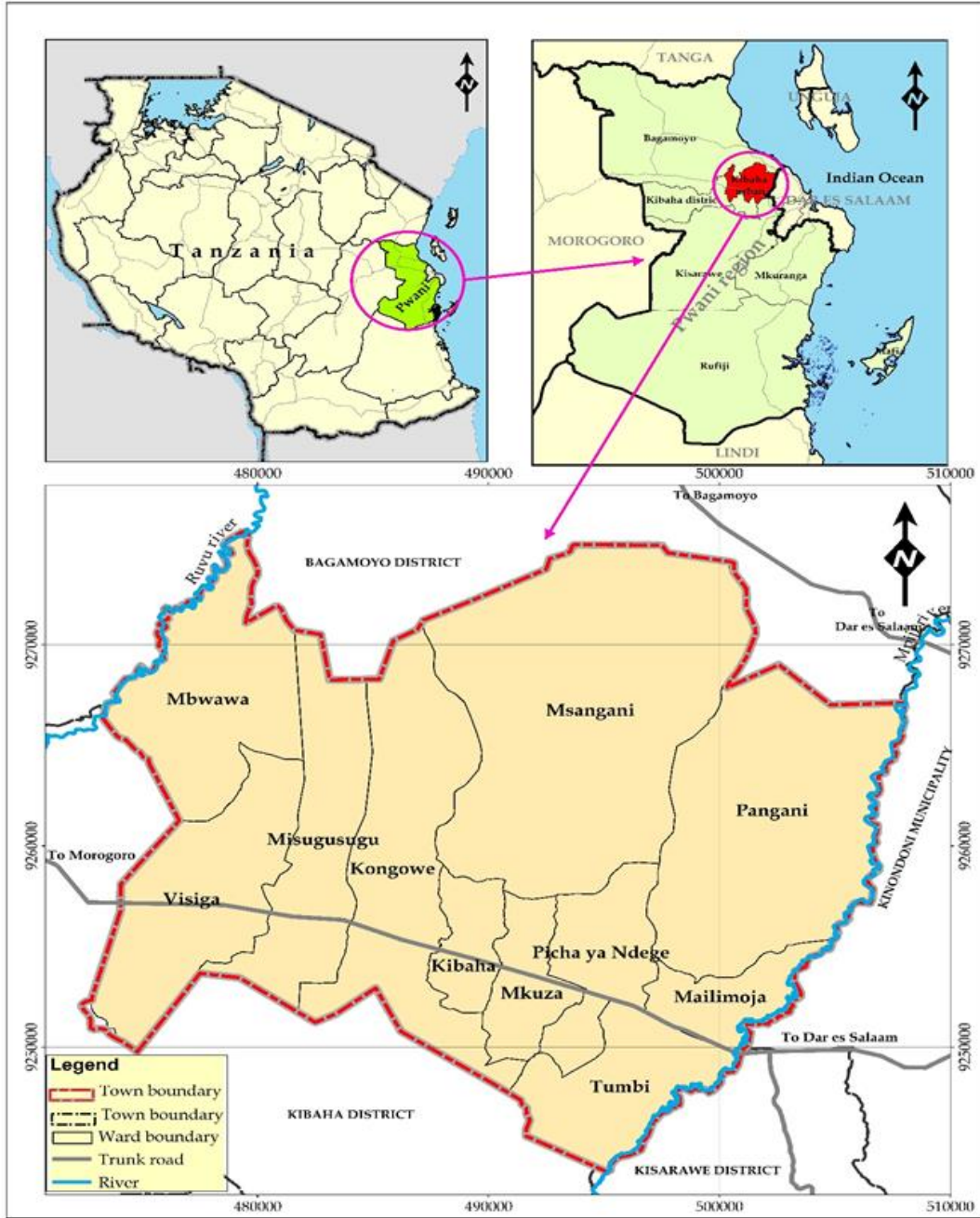


Figure 1: A map showing the Proposed Regularization Mitaa for LTIP Project in Kibaha Town Council.

ESMT HQ supported screening for selected Mitaa in Kibaha Town Council. The session included the NGOs/CBOs, Ward Leaders, Mtaa Leaders, CUCO and ESMT HQ where each member had key responsibility of validating the information conducted by the safeguard officers at LGA level.

Table1: Environmental and Social impacts relating CRO/RL issuance

Environmental and Social Impacts	Root Cause Observed– Stakeholders Engagement	Root cause Observed - Planning/ Adjudication	Root cause Observed – CRO Issuance
Grievances Related to a. Plot boundary b. Plot ownership c. Family d. Encroachment e. Illegals quarreling of Sands Mining	<ul style="list-style-type: none"> - Not involving conflicting parties on proper grievance handling procedure - Land owners do not attend the community meeting - Involvement of Root leaders engaged in illegal selling of land 	<ul style="list-style-type: none"> - Absence of Land owners during land planning may lead to disagreement with boundaries/ land use proposed - Existing settlements might be within existing surveys/TP 	<ul style="list-style-type: none"> - Existence of conflicting parties due to several reasons on who has right to own the land i.e., seller and buyer, members of family, Divorced
Few attendees on project activities	<ul style="list-style-type: none"> - Mode of sensitization - Land owners residing outside project area - Land owners working outside project area - Timing of particular stakeholder engagement activity 	<ul style="list-style-type: none"> - It's hard to predict exact time to which team will be on particular plot, this leads some people to give up waiting - Project activities conducted on weak day where land owners are also at their other economic activities 	<ul style="list-style-type: none"> - Perceptual Cost for collection of CRO - Awareness on to why they need to have CRO (People own the land years without CRO, why now?)
Conflicting land use	<ul style="list-style-type: none"> - Stakeholders claiming the right to reside of the land which is against Master plan 	<ul style="list-style-type: none"> - Existence of settlements on restricted zone i.e. Industrial Area, Public Land hazardous areas 	<ul style="list-style-type: none"> - Existence of CROs in the same area where others are restricted - Residing in the area for many years without Notice
Inequalities Facing Women and Other Marginalized Groups	<ul style="list-style-type: none"> - Not being seen as important group to be involved - Attending but not being able to contribute - Norms and Tradition 	<ul style="list-style-type: none"> - Women Not being able to influence the planning / Adjudication process - People with difficulties to see/hear/talk/walk not being able to engage to process fully 	<ul style="list-style-type: none"> - The design of CRO document does not accommodate blind language - Perception that Men should own the land
Wrong Perception on urban certification	<ul style="list-style-type: none"> - Land office is popular for bureaucratic procedure 	<ul style="list-style-type: none"> - Land donation perception (community perceive their land to be taken by government) 	<ul style="list-style-type: none"> - Time spent to access CRO from previous experience -

Environmental and Social Impacts	Root Cause Observed– Stakeholders Engagement	Root cause Observed - Planning/ Adjudication	Root cause Observed – CRO Issuance
	<ul style="list-style-type: none"> - Key stakeholders not showing up on meetings and end up with wrong information 	<ul style="list-style-type: none"> - Perception on the size of plots, some might need a bigger size or smaller size than the guidelines 	
Double Allocation	<ul style="list-style-type: none"> - Landowners not attending the community meeting or getting information of the ongoing activities - Informal land transactions which does not involve key informants 	<ul style="list-style-type: none"> - Conducting first registration during adjudication/planning without involvement of key informants of land owners - Subdivision of plots without considering existing (informal) land owners 	<ul style="list-style-type: none"> - Corruption - Not using ILMIS
Loss (lobed) of ownership of plots	<ul style="list-style-type: none"> - Not being available during community meetings and public display 	<ul style="list-style-type: none"> - Being absence during adjudication 	<ul style="list-style-type: none"> - Not being registered for CRO
Political Interference	<ul style="list-style-type: none"> - Political race (Influence people not to attend meetings for personal interest) 	<ul style="list-style-type: none"> - Political influence (Most Mtaa leaders have been involved on illegal land sells) 	
Diverse level of understanding	<ul style="list-style-type: none"> - Misconception of information 	<ul style="list-style-type: none"> - Difficult for land owner to understand all project process 	<ul style="list-style-type: none"> - Deceived of land owner
Vandalism of survey points	<ul style="list-style-type: none"> - Not informing the community on the essence of the points 	<ul style="list-style-type: none"> - Adjudication without involvement of community members 	<ul style="list-style-type: none"> - Delay of producing expected number of CRO
Sexual Transmitted Diseases (STDs, HIV)	<ul style="list-style-type: none"> - Unprotected sex done by People involved in project and indigenous 	<ul style="list-style-type: none"> - Unprotected sex done by People involved in project and indigenous 	<ul style="list-style-type: none"> - Undermine expected outcome of project - Unplanned children who will lack Parental care and they might have infected.,
Child labour	<ul style="list-style-type: none"> - Little kids used in site clearance, caring beacons, selling food product such as fruits. 	<ul style="list-style-type: none"> - Lack of Awareness on child Labour restrictions to be involved in project activities as labors 	

Environmental and Social Impacts	Root Cause Observed– Stakeholders Engagement	Root cause Observed - Planning/ Adjudication	Root cause Observed – CRO Issuance
	<ul style="list-style-type: none"> - Little kids engaged in sexual intercourse 		
Gender Based Violence (GBV)	<ul style="list-style-type: none"> - Little is available on violence based on gender in relation to project activities 	<ul style="list-style-type: none"> - Perceptions that men should decide on adjudication/planning process 	<ul style="list-style-type: none"> - Perception on women involvement in some of culture and tradition
Accident/ Sickness	<ul style="list-style-type: none"> - Not observing safeguards requirement for conducting public meetings 	<ul style="list-style-type: none"> - Few cars to facilitate site transportations leading exceed to required number of passengers - Deployment project workers into project area 	
Flooding	<ul style="list-style-type: none"> - Fail to engage or direct the community on the ways to avoid floods 	<ul style="list-style-type: none"> - Blocking of water ways - Design/planning without consideration of water patterns 	<ul style="list-style-type: none"> - Issuance of CRO on flood prone zone
High Population Density	<ul style="list-style-type: none"> - Great number of people migrate to town area to seek basic needs 	<ul style="list-style-type: none"> - Plot subdivision (from big farms to small plots for residential) 	<ul style="list-style-type: none"> - Some can't get CROs due to plot size
Not Collecting CRO	<ul style="list-style-type: none"> - Little understanding to the community on why the needs the CRO 	<ul style="list-style-type: none"> - People not seen the potential of CROs 	<ul style="list-style-type: none"> - Perception cost for obtaining CRO (People perceive that CRO are cost full and time consuming)

Name of sub wards under project						
N A	SUB WARD	WARD	NUMBER OF RESIDENT S	NUMBE R OF HOUSE HOLDS	NUMBE R OF HOUSES	ESTIMATE D NUMBER OF PLOTS
1	Maili moja A	MAILI MOJA	5823	3402	2820	3102
2	Uyaoni		5401	3124	2120	2332
3	Mailimoja shule		5540	2833	1834	2017
4	Muheza		4850	2412	1834	2017
5	Miembe saba A	KONG O WE	4103	2324	1500	1650
6	Miembe saba B		4046	2645	1846	2030
7	Bamba		3867	1824	1634	1797
8	Picha ya ndege	PICHA YA NDEGE	6230		2351	2586
9	Lulanzi		5998	3124	2018	2219
10	Muharakan i		5766	2712	1756	1931
11	Bungo	MKUZ A	3120	1932	2032	2235
12	Kibondeni		3060	1676	2023	2225
13	Mkuza		4111	2522	1856	2041
14	Mwenda pole A	KIBA HA	3012	2568	1623	1785
15	Mwenda pole B		3306	1620	1486	1634
16	Mkoani A	TUMBI	2434	1034	2034	22237
17	Mkoani B		2568	2006	1867	2053
18	Visiga kati		1712	896	613	674
19	Madafu		2150	1902	1589	1746

20	Visiga B		2432	1046	1006	1106
21	Kidimu		2250	1856	1600	1760
22	Lumumba		2025	1789	1250	1375
23	Mkombozi		2654	1700	1679	1846
			86558	50493	40371	44408

The onset of LTIP in Twenty three Sub wards will increase interaction between project workers and local community which are likely to trigger social issues such as GBV/SEA and spread of HIV/AIDS. Also the sub wards practice different livelihood activities.

The six sub wards have been developed informally therefore they lack proper road planning. Existing access roads range from 4m to 8m in width, while informal foot paths range between 1m to 3m. They are dominant in the project area and prevent access to plots and trigger conflicts. The six selected sub wards have basic social services such schools, health centers, religious sites, markets and communication towers which will be identified and provided with CROs where required. In all project areas there is a need for designating land for community use, such as road corridors/access, cemeteries, open spaces and recreational parks.

CHAPTER THREE

LEGAL AND INSTITUTIONAL FRAMEWORK

3.1 Introduction

This chapter describe relevant legal and institutional framework governing this ESMP. The focus has been made on legislations as they provide environmental to social requirements relevant for the Project.

3.2 Country's Legal Framework

The Occupational Health and Safety Act, No. 5 of 2003: The law requires employers to provide a good working environment to workers in order to safeguard their health. The LTIP will ensure implementation of this act through training to drivers to eradicate incidences and accidents, provide appropriate Personal Protective Equipment (PPE) and welfare facilities such as tents, drinking water and toilet to the direct and indirect implementing teams.

The Employment and Labour Relations Act, No. 6 of 2004: The Act provides labour rights and protections particularly on Child labour, forced labour and discrimination in the working place and freedom of association. The act prohibits child labour it provides that no child under the age of 14 shall be employed. LTIP will ensure equality in employment, forbid child labour and provide valid employment contracts to direct and indirect workers. The employment contracts for direct and indirect teams will ensure compliance to basic employment standards which include: i) Wage determination that stipulates a minimum term and condition of employment (ii) An employment standard constitutes a term of a contract with an employee unless -a term of the contract contains a term that is more favorable to the employee; and a provision of an agreement alters the employment standard to the extent permitted by the provisions and iii) a provision of any collective agreement, a written law regulating employment, wage determination or exemption granted under section 100. The law also requires provision for health insurance and joining to National compensation funds for labour on employment beyond six months.

The Environmental Management Act (EMA) 2004: The Act provides guidance for regulation process in sensitive areas such as rivers, lakes, wetlands, forest areas, and wildlife resource among others. The Act provides a legal framework for coordinating

harmonious and conflicting activities by integrating those activities into overall sustainable environmental management system by providing key technical support to Sectoral Ministries. Specifically, LTIP project in Kibaha will adhere to 60m buffer zone requirement when issuing CROs along the rivers and streams in six project sites.

The National Land Act, No. 4 and 5 of 1999: The Land Act (1999) recognize that all land in Tanzania belongs to the public, and the President acts as the trustee of the land for the benefit of the people (Land Act, § 1(1)(a)). The Land Act classifies all land in Tanzania into three categories: (1) Reserved Land, (2) General Land, and (3) Village Land (§ 4(4)). The first two categories are governed under the provisions of the Land Act and its regulations. About 68% of all land is Village Land; 30% is Reserved Land and only 2% is General Land in the Country.

These Acts among other things outlines, procedure for land administration, allocation, acquisition, schemes of regularization, land registration and certification, compensation and resource management in both urban and rural areas. The Land Acts contain provisions of critical environmental importance and modalities for stakeholders' engagement through meeting and public hearing. Both Acts translates the fundamental principles of land policy into the body of the law. One of these fundamental principles is to ensure that land is used productively and that any such use complies with the principles of sustainable development. In issuing CROs, LTIP project in Kibaha will comply with the specified provisions in land acts.

The Urban Planning Act of 2007: This is the principal legislation which governs urban planning. The LTIP will prepare detailed planning schemes; undertake public and other stakeholder's engagement; and subsequent facilitate approval of scheme of regularization as stipulated in this Act. The project will also spearhead preparation of environmental and social assessment of the proposed scheme of regularization.

Public Health Act of 2012: The act among other stipulate need to consolidate public health through prevention of disease, promotion, safeguard, maintain and protect the health of humans and animals. The presence of LTIP workers may result in the risk of disease transmission will be addressed through conducting HIV/Aids campaign, provision of handwashing facilities, condoms and dustbins.

Water Resources Management Act No. 11 of 2009: Water Resource Management Act No. 11 of 2009 is the principle legislation governing the utilization and pollution control

of the water resources. Specifically, the objective of this Act is to ensure that, water resources are protected, used, developed, conserved, managed and controlled for sustainable development. The LTIP will identify streams, rivers and other water sources areas in Kibaha will not issue CRO in such areas to enhance management of water resources.

3.3 World Bank Environmental and Social Framework

The ESMF has identified ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS7, ESS8 and ESS10 to be applicable to the LTIP. However, for the project activities in Kibaha Town council the following ESSs are applicable and this ESMP describe how specific ESSs is will be complied with during issuance of CROs:

ESS1 Assessment and Management of Environmental and Social Risks and Impacts:

- Screening and of environmental and social risks and impact to determine level and magnitude of risks and impacts;
- Prepared ESMP for Kibaha for mitigating identified risk and impacts; monitoring effectiveness of proposed mitigation measures as well as enhancing project benefits.

ESS2 Labour and Working Conditions;

- Provision of Valid Employment Contractors to workers for both direct and indirect teams
- Provide Occupational Health and Safety (OHS) measures to workers, including PPE and welfare facilities to workers;
- Training HIV/Aids to project workers of direct and indirect team;

ESS4 Community Health and Safety

- Sensitization of community about the project and associated health risks and impacts; and
- Training HIV/Aids to project workers of direct and indirect team;
- Avoid accidents and provide community safety measures

ESS5 Land acquisition, Restriction on Land use and Involuntary Resettlement

- Sensitization of community about the project and land requirements for access roads, community facilities such as schools, health facilities, markets, cemetery; reactional and open areas; and
- Land donation requirements and procedures as stipulated in Resettlement Policy Framework (RPF);

ESS10 Stakeholders Engagement and Information Disclosure

- Sensitization of community about the project
- Formulation and operationalization of Grievance Redress Mechanism (GRM)
- Implementation of District Stakeholders Engagement Forum (DSEF) and National Stakeholders Engagement Forum (NSEF).

CHAPTER FOUR

ENVIRONMENTAL AND SOCIAL IMPACTS, RISKS AND MITIGATION MEASURES

4.1 Introduction

Based on environment and social baseline conditions of the project area, the environmental and social assessment has identified the following likely project benefits, risks and impacts:

4.2 Project Social Benefits

In Kibaha Town council the LTIP will bring the following benefits:

Security of Tenure: Issuance of CROs will enhance security of tenure to the individual, community member and institutions such as grape farms owners and religious institutions.

Capital Creation: Individuals and communities will use CROs as collateral to access capital from financial institutions which will be reinvested in other productive activities. This also will stimulate land-based investments.

Effective Land Control and Management: During urban certification processes different land uses will be identified and prescribed their uses. This will reduce conflicts over land and provide land for road infrastructures, social services, residential, and commercial uses. Also the plan will identify the hazardous areas which will not be suitable for human activities.

Reduction of Cost Associated with Informal Land Transaction: The provision of CRO to Kibaha Town council community members will enhance reliability in land transaction. CROs serve as evidence of ownership of land with clear size and boundaries. Equally, it will discourage the practice of multiple sales of the same land to different buyers thus reducing land related conflicts.

Employments Opportunities: Urban Certification activities in Kibaha Town council will require workforce to perform different activities. In total, the project will employ approximately 368 people: 56 skilled, 60 semi-skilled and 252 unskilled. Duties and responsibilities of each category of workers are detailed in CRO's Manual.

4.3 Negative Social Risks and Impacts

The following are identified negative social risks and impacts associated with LTIP regulization activities in Kibaha.

a) Conflict over land use and land rights

In the project area people live without proper identification of their areas, land size and boundaries with neighbors. During adjudication process the chances of not agreeing to the boundaries might lead to conflict over land. Similarly, rearrangement of access roads might require neighbors to negotiate for road access and it might require voluntary land donations, which might lead to misunderstanding among residents. In addition, some conflicts might involve resolving on who are the legal owners of the land parcels especially in the extended families, polygamous and where there are inheritance cases.

b) Ineligibility to CROs

Based on Annex 6 of the ESMF and the CRO Manual, communities residing within a road reserve, gullies and seasonal streams in Kibaha will not be eligible for CROs, as such areas are protected by Road Act of 2007 and EMA of 2004. The affected individuals of communities may feel they have been excluded from project benefits.

c) Exclusion of Women and Other Marginalized Group

Traditional practice among the dominant ethnic groups stipulates that women have less access to the rights to own land. In addition, marginalized groups such as elders, long time patients, and the youth have less chances to get CROs due lack of project information, and this could formalize inequalities between men and women regarding access to CROs.

d) Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH)

In twenty three sub wards, community members with access to project resources such employment, income and power over others might subject subordinates, children, spouses, and people from low-income status to GBV/SEA/SH.

e) Influx of Laborers

Mass urban land certification will involve large number of workers from within and outside the project areas. Interactions of project workers among themselves and local community are likely to accelerate further spread of STI, crimes as well as over tasking available social services.

f) Physical and Economic Displacement

The certification and registration process may require land. This land may already be used by the community or households for a range of uses (housing, economic activities, grazing land, businesses etc). Where land is acquired or donated this may result in the economic resettlement of households with associated impacts to livelihood activities and household incomes. Physical resettlement for land regularisation will not be undertaken.

4.4 Positive Environmental Impacts of Land Certification

The following are positive environmental impacts of this project in Kibaha:

- a) *Enhancement of protection of sensitive areas:* The project areas have gullies, river streams and road reserves, which will be identified. The provision of CROs in such areas will be restricted in accordance to EMA (2004) and Road Act (2007).
- b) *Livable Settlements:* The regularization process in Kibaha will create safe and conducive environment through provisions of green structures and enhancement of mobility.

4.5 Negative Environmental Impacts of Land Certification

The major negative environmental impacts of regularization process in Kibaha Town Council are:

- a) Soil Erosion and Dust

Installation of the beacons may result to localized soil erosion and dust due to the presence of loose soil around the beacons. However, these impacts are considered to be minor.

Additionally, the fabrication of beacons activities will involve sourcing materials from quarries and borrow pits such as gravel, sand, which may result in land degradation and soil erosion and dust. This includes OHS risks of workers of primary suppliers. However, this impact will be minor if the project will leverage on the use of iron pins to earmark plot boundaries.

b) Waste management

During certification process project workers will generate solid and liquid wastes such as plastic, food and human waste leading to the possibility of land and water pollution.

c) Health and Safety Hazards

Fabrication, transportation and subsequent installation of beacons might lead to incidences and accidents causing injuries and fatalities.

4.6 Mitigation Measures of the Identified Impact

This sub-section contains a description of mitigation measures for adverse impacts, measures for enhancing the beneficial effects, and the cost of mitigation against the impacts. Kibaha Town Council and Ministry of Land will implement an Environmental and Social Management Plan (ESMP), which has been developed for LTIP project. The ESMP will also ensure compliance with applicable environmental standards during both on the land use and certification process.

Table 1 is a Risks and Impacts and Mitigation Matrix for Land Certification for Kibaha Town Council. It detailed the proposed impacts, mitigation measures, responsible party, timeframe and costs that will be overseen and managed by LTIP project implementation team. The total costs for the mitigation measures are estimated at: 112,500,000TZS.

Table 1: Mitigation Measures of Identified Impacts

S/N	Potential Social Impacts	Mitigation Measures	Cost Estimates (TZS)	Responsible		Implementation Time Framework		
				Implementation	Supervision			
Negative Social Risks and Impacts								
1	Conflict over land use	<ul style="list-style-type: none"> - Formulation and operationalization of GRM - Capacity building and awareness creation to local leaders on conflict resolution. - Operationalization of Land Donation Procedures (following the exact process described in the Project Resettlement Policy Framework) - Sensitization on the importance of joint land titling. - Educate men on the importance of including their wives on CROs. 	23,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council E&S Team - Ward Executive Officer (WEO), - Ward Community Development Officer (CDO) - Mtaa Leaders - NGOs? 	ESMT	During Urban Certification Process.		
	Conflicts of Land Rights	<ul style="list-style-type: none"> - Formulation and operationalization of GRM - Sensitization on the importance of joint land titling. 		<ul style="list-style-type: none"> - Ward Executive Officer (WEO), - Ward Community Development Officer (CDO) - Mtaa Leaders - CSO 			ESMT	During Urban Certification Process.
	Conflicts of Plot Boundaries	<ul style="list-style-type: none"> - Engagement of land owners during land adjudication - Involvement of the Mtaa Committee in resolution of neighbors' conflicts 		<ul style="list-style-type: none"> - Ward Executive Officer (WEO), - Ward Community Development Officer (CDO) - Mtaa Leaders - CBO 				
2	Ineligibility to CROs	<ul style="list-style-type: none"> - Identification of Households residing along road reserves, gullies, and river streams. - Awareness of ineligibility for CROs - Compensation is paid to those along the road reserve by TARURA/TANROADS as per country laws. 	3,500,000/=	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Council E&S Team - Participatory Land Use Management Team (PLUM) - National Environmental Management Council (NEMC) 	ESMT	During the identification of Parcels.		

S/N	Potential Social Impacts	Mitigation Measures	Cost Estimates (TZS)	Responsible		Implementation Time Framework
				Implementation	Supervision	
		<ul style="list-style-type: none"> - Liaise with NEMC and Central Water Basin Authority for further guidance. - Signage informing potential new settlers that those areas cannot be titled and should not be occupied - to avoid further occupation, including by those who would like to be compensated. 		<ul style="list-style-type: none"> - Tanzania Rural and Urban Road Agency (TARURA) - Tanzania Road Agency (TANROADS) & - Central Water Basin Authorities. 		
3	Inequalities for Women and Other Marginalized Group	<ul style="list-style-type: none"> - Identification of marginalized groups such as women, elders, chronically ill persons and youth - Sensitization on importance of CROs and other project benefits. 	18,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council E&S Team - Ward Executive Officer (WEO), - Ward Community Development Officer (CDO) - Mtaa Leaders - Community based organization (CBOs). 	ESMT	During Project Sensitization and identification
4	GBV/SEA/SH	<ul style="list-style-type: none"> - Engage Police Gender Desk to train Project staff on GBV/SEA/SH. - All LTIP staff to sign a code of conduct (CoC) which include GBV/SEA issues. - To develop a GBV Action Plan for the District. - To identify relevant government agencies and/or NGOs in the district who can provide survivors of GBV and SEA assistance for example medical care, psychosocial support, legal redress, safety, etc. as and when necessary. 	17,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council E&S Team - Ward Executive Officer (WEO), - Ward Community Development Officer (CDO) - Mtaa Leaders - Private Companies involved in certification activities. 	ESMT	Before placement of employees and During Urban Certification Process.
5	Influx of Laborers	<ul style="list-style-type: none"> - Community awareness on STIs transmission and basic hygiene practice and crimes - Give priority to unskilled laborers from within project areas. - Provision of welfare facilities such as water, toilets and food vending to project workers. 	15,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Town Council E&S Team - Mtaa Leaders 	ESMT	During Urban Certification Process.

S/N	Potential Social Impacts	Mitigation Measures	Cost Estimates (TZS)	Responsible		Implementation Time Framework
				Implementation	Supervision	
				- Private Companies involved in certification activities.		
6	Physical and Economic Impacts	<ul style="list-style-type: none"> - The project will address all physical and economic displacement in line with the requirements of the Resettlement Policy Framework (RPF) and the Vulnerable Groups Planning Framework (VGPF) where relevant. - Adjudication to try to minimise land take and loss of assets from any given household through negotiated agreements. - Surveying will ensure that all the plots are viable and of acceptable sizes, enabling their continued use after the land is taken. - Reconstruction and restoration for minimal losses of structures by the community. 	5,000,000	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Town Council E&S Team - Mtaa Leaders 	ESMT	Prior to Urban Certification Process.
Negative Environmental Risk and Impacts						
1	Soil Erosion and Dust	<ul style="list-style-type: none"> - Tree and grass planting - Dust suppression using water - Provide workers PPEs (Masks, Boots, Gloves, and Helmet). 	3,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Town Council E&S Team - Private Companies involved in certification activities. - Mtaa Leaders 	ESMT	During Urban Certification Process.
2	Waste management	<ul style="list-style-type: none"> - Provision of dustbins in all project areas - Use of welfare facilities such as toilets and water. 	3,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Town Council E&S Team - Private Companies involved in certification activities. - Mtaa Leader 	ESMT	During Urban Certification Process.

S/N	Potential Social Impacts	Mitigation Measures	Cost Estimates (TZS)	Responsible		Implementation Time Framework
				Implementation	Supervision	
3.	Health and Safety Hazards	<ul style="list-style-type: none"> - Provision of PPEs (Mask, Boots, Gloves and Helmet) to workers. - Training drivers of direct and indirect teams on road safety - Provide Health and safety Training to project workers 	25,000,000/=	<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Kibaha Town Council E&S Team - Private Companies involved in certification activities. - Mtaa Leaders 	ESMT	During Urban Certification Process.
4	OHS risks for primary supplier workers	<ul style="list-style-type: none"> - Contractor to conduct OHS due diligence assessment of primary supplier 		<ul style="list-style-type: none"> - Kibaha Town Council Urban Certification Office (CUCO) - Private Companies involved in certification activities. 	ESMT	
		- TOTAL	112,500,000	-		

CHAPTER FIVE

ENVIRONMENTAL AND SOCIAL MONITORING PLAN

5.1 Introduction

This ESMP establishes benchmarks which will be used to assess the level of compliance with this ESMP. Monitoring will be continuously and will be periodically reviewed to determine effectiveness of implementation different mitigation measures. Therefore, monitoring plan specifies the institution arrangement for execution of ESMP. In particular, it clarifies type of monitoring; who will carry out monitoring and what other inputs such as training are necessary.

The objectives of Environmental and Social monitoring plan are:

- To monitor the effectiveness and implementation of ESMP during planning and CROs issuance phases of proposed mitigation measures;
- To confirm compliance with environmental, social and safety legislation/regulations during certification as well as safeguards tools and instrument in pace;
- To control the risks and ecological/social impacts;
- To ensure best practices management as a commitment for continuous improvement in environmental and social performance;
- To provide environmental information to community/stakeholders;
- To provide early warning signals on potential environmental degradation for appropriate actions to be taken so as to prevent or minimize environmental consequences;

Table 2: summarizes monitoring plan for urban certification in Kibaha Town Council.

Table 2: Environmental and Social Monitoring Plan for Implementation of Mitigation Measures during Land Certification and Registration Process in Kibaha Town Council

S/N	Environmental/ Social Impacts	Monitoring Parameters	Targets/Legal Standards	Monitoring Methods	Frequency /Duration	Responsibility Host institution Supervising institutions	Monitoring Budget
Enhancement of Social Benefits							
1.	Security of Tenure	No. of CROs issued in each Mtaa	4,900	ILMIS data	Quarterly	ESMT & PIT	1,200,000/=
2.	Capital Creation	No. of Beneficiaries using CROs to secure capital.	20	Project report	Quarterly	ESMT & PIT	2,000,000/=
3.	Effective Land Control and Management.	Percentage decrease of land-related conflict cases in three Sub wards.	50%	Project Report	Quarterly	ESMT & PIT	2,000,000/=
4.	Reduction of Cost Associated with Informal Land Transaction	Percentage decrease of cost associated with access to land to three Sub ward.	100%	Project Report	Annually	ESMT & PIT	2,000,000/=
5.	Employments Opportunities	No. of people employed	368	Report	Quarterly	ESMT & PIT	0
Enhancement of Environmental Benefits							
6.	Enhancement of protection of sensitive areas	Number of land development within sensitive areas (Gullies & river stream).	0	Report	Quarterly	ESMT & PIT	4,000,000/=
7.	Livable Settlements	Percentage of green structures and enhanced mobility in six Sub ward	10% green structures & 15% mobility	Scheme of regularization	Annually	ESMT & PIT	2,000,000/
Social Negative Impacts							
1.	Conflict over land use and land rights	Percentage decrease of land related conflict cases in three Sub ward. # of resolved land disputes	50% Tbd	Report	Annually	ESMT & PIT	2,000,000/=
2.	Ineligibility to CROs	No of identified ineligible parcels in three Mtaa	N/A	Report	Quarterly	ESMT & PIT	2,000,000/=

S/N	Environmental/ Social Impacts	Monitoring Parameters	Targets/Legal Standards	Monitoring Methods	Frequency /Duration	Responsibility Host institution Supervising institutions	Monitoring Budget
Enhancement of Social Benefits							
3.	Inequalities for Women and Other Marginalized Group	Percentage of Women and other Marginalized Group with CROs.	30%	Report	Quarterly	ESMT & PIT	2,000,000/=
4.	Gender Based Violence	% of grievances that have been successfully resolved	100%	Report	Quarterly	ESMT & PIT	2,000,000/=
5.	Influx of Laborers	Percentage of laborers employed from within the project areas.	40%	Report	Quarterly	ESMT & PIT	2,000,000/=
Environmental Negative Impacts							
6.	Soil Erosion and Dust	No. of trees planted	300 trees @ 50 Mtaa	Report	Quarterly	ESMT & PIT	2,000,000/=
7.	Waste Management	No. of dustbins provided in three Mtaa	30 dustbins @ 5 Mtaa	Report and observation	Quarterly	ESMT & PIT	2,000,000/=
8.	Health and Safety Hazards	No. of incidence and accidents reported.	0	Report	Quarterly	ESMT & PIT	2,000,000/=
9.	OHS risks for primary supplier workers	% of primary suppliers that have undergone an OHS due diligence assessment by contractors	100%	report	Quarterly	ESMT&PIT	2,000,000
TOTAL							29,400,000/=

CHAPTER SIX

INSTITUTIONAL ARRANGEMENTS FOR IMPLEMENTATION OF ESMP IN KIBAHA

6.1 Introduction

The implementation of ESMP will follow the plan stipulated in ESMP. For Kibaha Town Council the following will be involved in the implementation of this ESMP.

6.2 ESMP Implementing Institutions

Kibaha Town Council Urban Certification Office (CUCO): This will be responsible for daily certification activities which will involve support to Kibaha Town Council E&S Team

Kibaha Town Council E&S Team: This will be responsible for implementation of the E&S activities including the proposed mitigation and enhancement measures with the support from CUCO.

Participatory Land Use Management Team (PLUM): This will be responsible for identification of households residing along road reserve, gullies and river streams.

National Environmental Management Council (NEMC) and Central Water Basin Authorities: Will provide further guidance on households residing along, gullies and river streams.

Tanzania Rural and Urban Road Agency (TARURA) and Tanzania Road Agency (TANROADS): Will provide further guidance on households residing along the roads including payment of compensation where applicable.

Ward and Mtaa Leaders: These will be involved in conflict resolutions through operationalization of project GRM, identification of marginalized groups such as women, elders, chronically ill persons and youth, and sensitization on importance of CROs, waste management, GBV/SEA matters, health and safety and other project related benefits.

Civil Society Organisation (CSOs): They will be responsible for ensuring this entire project. Sensitization on importance of CROs and other project benefits, importance of joint titling and GBV/SEA matters.

Private Firms: Private firms will be responsible for provision of PPEs (mask, boots, gloves and helmet) to workers; training drivers of direct and indirect teams on road safety; provide health and safety training to project workers; provision of dustbins in all project areas; provision of welfare facilities such as toilets and water; tree and grass planting; dust suppression

6.3 Supervision and Monitoring Roles

Project Environment and Social Management Team (ESMT): shall be responsible for ensuring compliance with ESMPs. In particular, the team will conduct regular audits and prepare the reports that demonstrate the ESMP is being implemented accordingly. The team will be required to submit monthly reports to MLHHS. The MLHHS through PCU then will be required to submit quarterly reports on ESMP implementation to the World Bank.

6.4 Capacity Development and Training

Capacity development training for LTIP is stipulated in ESMF. For Kibaha Town council the following training has been provide to E&S Team at LGAs levels and Mtaa leaders to enhance their capacity to implementation of environmental and social risk management issues during certification process (Table 3).

Table 3: Training Activities

S/N	Name of Training	Training Institution	Date
1.	Environmental and Social Framework Training to LGAs E&S Teams	World Bank	13 th – 14 th December 2022
2.	Preparation and Implementation of ESMP to CUCOs members.	ESMT	21 st - 23 rd December 2022
3.	Training on Safeguards Compliance to Mtaa and ward Leaders	ESMT	3 rd – 4 th March 2023

Other E&S trainings planned for Kibaha Town Council to enhance their capacity to implement ESMP are:

- a) Health and safety Training to project drivers and field teams to be conducted in March 2024.
- b) Training on implementation of ESMP to private firms to be conducted prior to certification process;
- c) Training of code of conducts for GBV/SEA and ethics practice to ESMT and Kibaha Town Council E&S Team to be conducted on June 2024;

CHAPTER SEVEN

CONCLUSIONS AND RECOMMENDATIONS

7.1 Conclusions

This ESMP is specifically for Kibaha Town Council LTIP activities. It proposes mitigation measures to minimize the adverse impacts, while enhancing the positive ones. The assessment and evaluation process of the proposed project activities indicates that the project will bring net social benefits within the project area. Negative implications of this project have been identified, and need to be mitigated, in order to make this project environmental and socially sound.

The social benefits of this project to include enhanced security of tenure, capital creation, effective land control and management, reduction of cost associated with informal land transaction, and employments opportunities.

Apart from the positive impacts, this ESMP also identified some negative implications associated with the proposed interventions, which need to be mitigated in order to ensure project acceptability and sustainability. Among the negative impacts are: Conflict over land use and land rights, ineligibility for some people to obtain CROs, inequalities for women and other marginalized group, likely of emergence of gender-based violation, influx of laborers, soil erosion and dust, generation of waste, and health and safety hazards.

To address the aforementioned risks and impacts, the ESMP include a comprehensive Environmental and Social Management Plan (ESMP) and a Monitoring Plan for proper implementation of the project and reduction of the negative effects from the project. The MLHHD is committed to affect this ESMP through ensuring that enough budget, human resources and logistics are available.

7.2 Recommendations

- All twenty three Mitaa / Wards where the project is implemented should have the copy of this ESMP,
- Private firms to be hired to conduct certification process in Kibaha should be given this ESMP as part of the contract to ensure its implementation,

- Adequate budget should be allocated to facilitate implementation of the mitigation measures to avoid project impacts to the environment and the community and enhance project benefits.
- Training to all stakeholders on E&S issues is key for achieving the objectives of this ESMP. All key stakeholders identified in this ESMP must be trained to facilitate smooth implementation of the E&S issues during project implementation.

Appendix 1: Council Parcel Distribution

Location			Number of CRO/CCRO/Percls			Readiness ESF		Implementation mechanism
Region	District	Mtaa/Village	Estimated	Actual	Women	Screening	ESMP	
Pwani	Kibaha	Maili moja A	3102	Not yet		NO	YES	Direct Implementation
Pwani	Kibaha	Uyaoni	2332	Not yet		NO	YES	Direct Implementation
Pwani	Kibaha	Mailimoja shule	2017	Not yet		NO	YES	Direct Implementation
Pwani	Kibaha	Muheza	2017	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Miembe saba A	1650	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Miembe saba B	2030	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Bamba	1797	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Picha ya ndege	2586	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Lulanzi	2219	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Muharakani	1931	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Bungo	2235	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Kibondeni	2225	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mkuza	2041	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mwenda pole A	1785	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mwenda pole B	1634	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mkoani A	22237	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mkoani B	2053	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Visiga kati	674	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Madafu	1746	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Visiga B	1106	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Kidimu	1760	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Lumumba	1375	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Mkombozi	1846	Not yet		NO	YES	Indirect Implementation
Pwani	Kibaha	Total	44408					

- **Appendix 2: Screening form**
- Ministry of Lands Housing and Human Settlement Development
- Land Tenure Improvement Project
- ESMP
- Rural Certification – CCRO Issuance
- KIBAHA TOWN COUNCIL
- ENVIRONMENT, SOCIAL, HEALTH AND SAFETY (ESHS) MONTHLY CHECKLIST
- (This checklist is intended to be used by LTIP- ESHS Safe guards for Monthly Monitoring and Self-Assessment respectively.
- **(Put (√) for YES, (X) for No, and (NA) for Not Applicable)**

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
	GENERAL ENVIRONMENTAL MANAGEMENT OF THE PROJECT				
	❖ Employment and gender Approach				
1	The local communities enjoy priority to the jobs. The PIT. was invited to submit list of proposed workers?				
2	Before starting recruitment, realistic description of the labor needs and the payment for each type of work was presented?				
3	Women are guaranteed equal opportunities in access of the jobs and CCRO? Invitation should include Statement “woman are highly encouraged to apply for par surveyor” and the interview panelist should include both men and women.				
	❖ Environmental awareness rising during construction of office, Inception, Adjudication and Inception.				
4	All personnel involved in the project activities are informed of				

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
	the need to preserve natural and sensitive habitats in the project's area of influence.				
	❖ Prevention of HIV/AIDS and Malaria				
5	Awareness campaigns conducted on HIV/AIDS at work place?				
6	Pamphlets on HIV/AIDS are available at relevant places?			Only awareness provided	
	❖ Increase in crime				
7	Cooperation with the local Gov. police about any crime noted at work places and camps?				
	❖ protection of fauna and flora during Adjudication				
8	Wild animal mentioned in ESMP which needs to be rescued were identified, rescued and transferred to a safe place?			Only small wild animals were found	
9	Tree falling, adjudication to the wetland, forest reserve, river banks and water sources bush? <i>Check filled daily authorization permits.</i>			Encroachment	
10	Waste management (good state?)				NA

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
11	Garbage and all solid waste				NA
	❖ Physical alterations of the environment outside the limits of				
12	Was there any destruction, displaced of private property and noted?				
13	Destruction of natural vegetation?				
14	Was there any interference with sites of cultural and social interest? (<i>Grave, warship heritage areas, springs, etc.</i>),				
15	Proper clearing of vegetation?				NA
	❖ Social conflicts due to the presence of workers from outside the community				
16	Adequate code of conduct distributed among the workers providing sanctions for violations of the code				
17	Regular meetings with the Liaison Committee inform them of the status of pipe/road rehabilitation and any potential				

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
	impacts/disturbance on their lifestyles?				
18	Occupational health and safety training and inspections held for new employees on a regular basis?				
19	First Aid (and CPR) trained individuals available for medical emergencies?				
20	HIV/AIDS awareness training? Does it include local community outreach?				
21	Documentation available for all training?				
	EMERGENCY/FIRST AID (ALL SITES)				
22	Emergency phone numbers posted and known by all?				
23	Emergency eyewash and/or shower units available and accessible as needed?				
24	First Aid kit available at work site? Adequately stocked?				
25	Emergency exists marked?				

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
26	Accident reporting procedure established?			No any accident occurred	
27	Injury records being kept?			No injury occurred	
28	Injury-free days posted and updated?			No injury occurred	
29	Emergency telephone numbers posted?				
30	Traffic routes identified?				
31	First aiders telephone numbers and locations available?				
32	Records of occupational injuries, illness, treatment and supplies dispensed?			Only illness	
	LABOUR/WORKING CONDITIONS				
33	Any children employed on work sites? Is child labor exploitative/harmful?				
34	Are employment conditions equivalent to forced labor?				
35	Is there a human resources policy and is it accessible to employees?				
36	Does the policy supply information to employment and labor laws?				

SCORE	ITEM	YES	NO	DESCRIPTION	REMARKS
37	Do employees have written documenting employment terms and conditions				
38	Do the terms of the contract comply with existing legislation				
	<p>TOTAL No. of scores 39</p> <p>Achieved scores Y =22</p> <p>Not achieved scores X =16</p> <p>Percentage achieved (%) =</p> <p>72.72%</p> <p style="text-align: center;">16</p> <hr style="width: 10%; margin-left: auto; margin-right: auto;"/> <p style="text-align: center;">(38</p> <p style="text-align: center;">-</p> <p style="text-align: center;">16)</p>				