



MINISTRY OF FINANCE AND ECONOMIC DEVELOPMENT

**ENVIRONMENTAL AND SOCIAL MANAGEMENT
PLAN (ESMP) FOR THE PROPOSED WOMEN AND
YOUTH EMPOWERMENT PROJECT**

DETAILS OF PROPONENT

Name of Company	Ministry of Finance and Economic Development Programme Management Unit
Name of contact person	Programme Manager- Mr. Gift Madzonga
Physical Address	2nd Floor Block E, Mgandane Dlodlo Building, Corner Samora Machel Avenue and Simon V. Muzenda, Harare, Zimbabwe.
Contact details (Postal address. Telephone, Fax and e-mail)	2nd Floor Block E, Mgandane Dlodlo Building, Corner Samora Machel Avenue and Simon V. Muzenda, Harare, Zimbabwe. Mobile: 0712214230 Email: giftmadz@gmail.com

Executive Summary

The Ministry of Finance and Economic and Development intends to implement a Sustainable Enterprise Development for Women and Youth Project in the Districts of Mutasa Bulawayo, Masvingo, Umguza and Mutoko in Zimbabwe. The development objective of the project is to improve incomes of Women and Youth through enhanced productivity, market access and reduced post-harvest losses for local Women and Youth producers in the agro and small-scale mining sector. Targeted communities are predominantly economically disadvantaged rural communities (Mutoko and Hauna) and drylands prone to drought (Masvingo, Umguza and Bulawayo).

This Environmental and Social Management Plan (ESMP) was developed as a requirement of the Environmental Management Agency (EMA) and the project financier Africa Development Bank (AFDB) to mitigate adverse effects and enhance beneficial impacts of the project to the environment and society. The ESMP is a result of Environmental and Social Assessment that considered gender, climate change vulnerability, labour, health and safety, preservation of biodiversity, pollution prevention and control, greenhouse gases and resource efficiency issues.

The project is at feasibility and planning stage with the main activities currently related to project design. The management of this phase will be in accordance with the African Development Bank Environment and Social Assessment Procedures. Projected costs for the Hauna related project activities are \$380,000.00, which will include the construction of the fruit and vegetable processing plant (including drilling of borehole) and the procurement of fruit and vegetable processing equipment.

Although the proposed project is a development project with numerous positive impacts, it also has potential negative environmental and socio-economic impacts. These include issues of wastewater and solid waste management, air and noise pollution at specific phases of the project cycle. Mitigation measures for the identified potential impacts are proposed. Furthermore, the implementation of the Environment and Social Management Plan (ESMP) and compliance to the Environmental Management Act [Chapter 20:27] and its accompanying regulations during construction and operation phases will minimise the negative impacts on the environment.

Table of Contents

Executive Summary.....	3
List of Acronyms.....	5
1: INTRODUCTION.....	6
1.2 PROJECT PROPONENT (S).....	7
1.3: STATUS OF PROJECTS IN THE PROJECT CYCLE	7
1.4 OBJECTIVES OF THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)	7
1.5 SCOPE OF THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN	8
2: IMPACT ANALYSIS	8
2.1 PROJECT DESCRIPTION.....	8
2.1.1: Project Costs	9
2.2 POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK.....	10
2.3. BENEFICIAL AND ADVERSE IMPACTS	12
2.3.2 Positive Social-economic Impacts.....	14
2.3.2 Negative Environmental Impacts.....	15
2.3.4 Negative Socio-economic Impacts.....	16
3. ENVIRONMENT AND SOCIAL MANAGEMENT PLAN	19
3.2 ENVIRONMENTAL AND SOCIAL MONITORING PROGRAMME	22
4. Public Consultations and Public Disclosure	22
5.0 ESTIMATED COST	25
6. CONCLUSION.....	25

List of Acronyms

AfDB	African Development Bank
EMA	Environmental Management Agency
ESMP	Environmental and Social Management Plan
MMMD	Ministry of Mines and Mining Development
MWCSMED	Ministry of Women Affairs, Community, Small and Medium Enterprises Development
MYSAR	Ministry of Youth, Sports, Arts and Recreation
SEDWY	Sustainable Enterprise Development for Women and Youth

1: INTRODUCTION

The proposed Sustainable Enterprise Development for Women and Youth Project is a project at the appraisal stage and is to be funded by the African Development Fund (ADF) and the Government of Zimbabwe. The Sustainable Enterprise Development for Women and Youth Project will build on the ongoing Women and Youth Empowerment Project whose developmental objective is to improve incomes for Women and Youth, in Zimbabwe through enhanced productivity, market access and reduced post-harvest losses for local women and youth producers in the agriculture and small -scale mining sector. The project has three components:

Component 1 Strengthening Entrepreneurship Ecosystem, Infrastructure and Business Development Services.

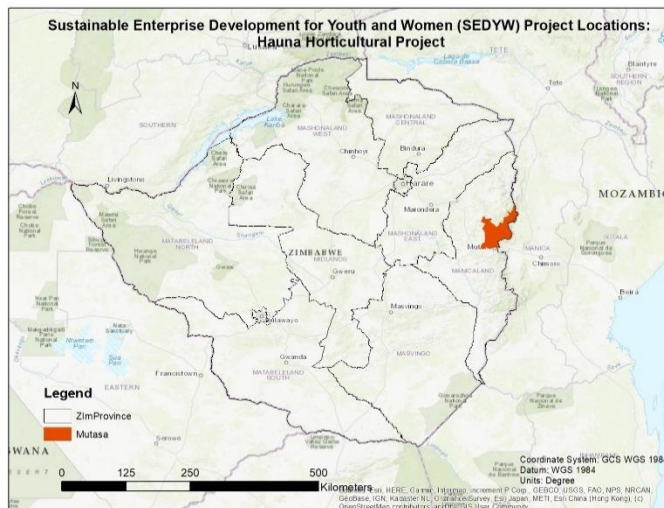
Component 2 is Institutional support, enabling frameworks and access to markets

Component 3 of the project is project management and coordination

The proposed project aims to economically empower Women and Youth (especially in agriculture and small-scale mining sectors) from situations of economic vulnerability. The project objectives will be achieved through the development of technical and business skills, as well as the promotion of entrepreneurship and sustainable enterprises development in the horticulture (including safe markets), dairy and small-scale mining value chains. The aim is to stimulate value addition and beneficiation alongside strategic value chains and stimulate the creation of skilled and unskilled jobs for women and youth. The Government of Zimbabwe has prioritized availing and increasing economic opportunities for women and youth and moving the economy up the value chain and structural transformation through promoting new enterprise development, employment and job creation and skills development under the National Development Strategy 1: 2021-2025 (NDS1)¹, the National Youth Policy, the National Employment Policy Framework and the Broad-Based Women Economic Empowerment Framework. The new project would support efforts towards the job creation and rural development targets in the NDS1.

Women and Youths are specifically targeted as they are the worst affected by high levels of poverty. The women Labour Force Participation Rates (LFPR) remain low at 34%, while the unemployment rate is 16%² with many women and youth in risky employment in the rural and informal economies. Gender inequality has limited women and youth's access and ownership of productive system (including ownership of land and access to finance) and decreases average human capital.

The Sustainable Enterprise Development for Women and Youth Project (SEDWY) project will be implemented throughout the country, however, specific districts of Mutasa, Motoko, Masvingo, Bulawayo and Umguza will receive specific support for enterprises development. Project components include horticulture, safe markets, dairy and sustainable mining. Two horticultural anchor enterprises will be established and operated in Motoko and Mutasa districts while safe markets will be constructed in Masvingo and Bulawayo districts with a dairy enterprise in Umguza district.



Project activities are brownfield developments that will take place in already designated existing areas, no new spaces will be acquired. A fruit and vegetable plant will be constructed in Hauna.

Figure 1: Proposed Project Area

1.2 PROJECT PROPONENT (S)

The project proponent is the Government of Zimbabwe represented by Ministry of Finance and Economic Development (MoFED) whose mandate is to formulate, coordinate and monitor the implementation of national development plans, macro-economic policies, to effectively mobilise, allocate, manage and account for public resources. The Ministry also mobilizes domestic and international financial resources through the negotiation and conclusion of grant and loan agreements with private, bilateral and multilateral financial partners. The proposed project is a result of the mobilization function and contributes to the implementation of the National Development Strategy 1 (NDS1) through the promotion of new enterprise development, employment, job creation and the strengthening of social infrastructure and social safety nets.

The Project Management Unit within the MoFED plays the implementing role in collaboration with agency institutions that include Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWCSMED), Ministry of Youth, Sports, Arts and Recreation and the Ministry of Mines and Mining Development who will oversee day-to-day project implementation, and coordinate portfolio management.

1.3: STATUS OF PROJECTS IN THE PROJECT CYCLE

The project is currently at the feasibility and planning stage which involves assessment of technical, financial, and economic feasibility of implementing the project and consistency with national and mainstreaming crosscutting issues such as gender, climate change, and environmental and social safeguards. The project is still to be approved

1.4 OBJECTIVES OF THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

An Environmental and Social Management Plan (ESMP) is a risk management plan outlining actions to be taken by a project developer to enhance positive impacts and to avoid, minimize, mitigate, compensate, or offset negative impacts. It provides a way to improve a project environmentally, socially and in relation to climate change, thereby enhancing its benefits. This ESMP will be used to monitor identified environmental and social impacts of the Sustainable Enterprise Development for Women and Youth Project (SEDWY). The document will outline the mitigation and management

measures, clarify responsibilities for implementation, provide an implementation plan with the necessary time schedule and costs including the monitoring measures to be implemented.

The Environment and Social Management Plan (ESMP) was developed in compliance with the Environmental Management Act (Chapter 20:27) of Zimbabwe and Statutory Instrument (SI) 7 of the Environmental Management Regulation of 2007 that requires an Environmental Impact Assessment (EIA) be carried out for all prescribed developmental projects and screening be conducted on proposed new developments. The document is also a requirement of the project financier's safeguards policies and procedures. It is a follow up of the project brief/ prospectus that was submitted to the Environmental Management Agency.

The objective of the Environment and Social Management Plan is to identify, assess, plan and monitor the mitigation of adverse environmental and social impacts to be triggered by the Sustainable Enterprise Development for Women and Youth Project (SEDWY). Adherence and Implementation of the ESMP will enhance the project impacts and promote sustainability of the project.

1.5 SCOPE OF THE ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

The scope of application of the Environmental and Social Management Plan is the Sustainable Enterprise Development for Women and Youth Project (SEDYW), a small to medium sized project classified as category 2 under the African Development Bank Integrated Safeguards System. Category 2 projects are bank operations likely to cause less adverse environmental and social impacts that can be minimized by applying appropriate management and mitigation measures. The proposed project requires an Environmental and Social Assessment for the development of an adequate ESMP. Issues considered during the Environmental and Social Assessment included environmental and social impacts (including gender) and climate change vulnerability, labour conditions, health and safety, preservation of biodiversity, pollution prevention and control, greenhouse gases and resource efficiency and the avoidance of involuntary resettlement.

2: IMPACT ANALYSIS

2.1 PROJECT DESCRIPTION

The Hauna enterprise is a small-sized Women and Youth empowerment project to be implemented over a four-year period from October 2021 – October 2025. The proposed project aims to address gender inequality, youth unemployment; regional development imbalances; and skills shortages through the promotion of value chain anchor enterprises and capacity building of women and youth in enterprises. The initiative will create green jobs and scale up the development of climate-resilient and low carbon agriculture value chains. The Hauna project involves the initial establishment of a fruits and vegetables processing enterprise with a capacity to process 300-400kg Fruits/vegetables per hour. This specific Project subcomponent of enterprise support, skills outreach and value addition will directly benefit an estimated 500 households and indirectly benefit approximately 2000 people from Honde Valley and other Districts. A total of 300 farmers in the Honde Valley area will be organized into an association. Construction of the factory shell. Some of the activities of the project will include Procurement of equipment, Company Registration and operationalization, including provision of start-up working capital, Installation of Power infrastructure and Drilling of a borehole.

2.1.1: Project Costs

The proposed Sustainable Enterprise Development for Women and Youth Project will be funded by an ADF grant of UA 2.5 million and Government of Zimbabwe (GoZ) contribution of UA 0.25 million in kind. Projected costs for the Hauna related project activities is \$380,000.00 broken down as shown in Table 1 below.

Table 1: Project activities and cost

Activity	Component	Cost US\$
Construction of Hauna fruit and vegetable processing plant (including drilling of borehole)	1	\$200,000
Procurement of fruit and vegetable processing equipment	1	\$180,000
Total		\$380,000.00

2.1.2 Location

The Hauna horticulture project will be in the Honde Valley about 100km northeast of Mutare in Mutasa district. The project is under the locality of Mutasa Rural District Council in Manicaland Province.

2.1.3 Baseline Information

Hauna is part of the eastern highlands which is the coldest region in the country that experiences average high temperatures of only 25°C. Annual average low temperature is 13.9 °C with annual precipitation usually around 1098 mm. With a population of 64 507 people, the Honde Valley accounts for about 38% of the district population and falls with agroecological region III. Water supply for Hauna within the Honde Valley comprises small piped systems and motorised pumps serving small towns, growth points, commercial plantations, service centres and some villages, as well as direct abstractions from the rivers by riparian village communities not connected to developed installations. The area is part of about seven small to medium-sized metered piped water systems located within the Honde valley. Soils in Hauna are broadly classified as Acrisols and Ferralsols with patches of Lixisols and Arenosols.

The proposed project area is the main centre for commercial and agricultural marketing activities in the fertile Honde Valley. It is also home to many small scale and subsistence farmers and its strategic location in a productive agricultural region is conducive to the establishment of agro-based industries. Hauna's favourable soils and climate results in most smallholder farmers being contracted by various private companies to grow cash crops such as banana (*Musa acuminata* Colla) and chilli pepper (*Capsicum annuum* L.) for export. Specialized and diversified farming of plantation crops such as tea (*Camellia sinensis* L.), coffee (*Coffea arabica* L.), and macadamia nut (*Macadamia integrifolia* Maiden) is also done by surrounding large-scale farmers.

2.1.4 Environment and Social Issues

The main environmental issues experienced in Hauna include deforestation and veld fires. Deforestation is well manifested in the loss of bamboo grass that is used in the weaving industry and as a result of veld fires. Mutasa district loses approximately 2000ha of vegetation to veld fires annually.

2.2 POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

The Hauna horticulture project will have to abide with the provisions of the Environmental Management Act (Cap 20:27), Urban Councils Act (29:15), Rural District Councils Act (CAP 29:13), Food and Food Standards Act (15:04) and the National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) (Prescribed Matters) (Amendment) Notice, 2020 (No. 20) among others. Compliance with national laws enables projects to be socially acceptable and sustainable.

Environmental Management Act (CAP 20:27),

The Environmental Management Act (CAP 20:27), and its associated regulations, in particular Statutory Instrument 6 of 2007, on Effluent and Solid Waste Disposal, Statutory Instrument 4 of 2011 on solid waste including agricultural waste, Statutory instrument 7 of 2007 on Environmental Impact Assessment and Statutory Instrument 72 of 2009 on Atmospheric Pollution Control are aimed at preventing environmental pollution and ensuring sustainable development. Sections 58 and 59 of the Environmental Management Act (CAP 20:27) require project operators to possess discharge licences, discharge into the sewage system and disclose information on effluent quality to relevant authorities. The Environmental Management Agency is also responsible for prescribing standards for waste, their classification, and analyses, and advise on standards of disposal methods. Section 70 of the Act prohibits against discharge of wastes and urges every person whose activities generate waste to employ measures essential to minimise wastes through treatment, reclamation, and recycling.

National Agriculture Policy Framework (2018-2030)

The policy addresses issues concerning crop and livestock production, marketing and trade. The overall objective of the National Agriculture Policy Framework is to provide policy guidance and direction on how to promote and support the sustainable flow of investments to transform the agricultural sector through increased and sustained agricultural production, productivity and competitiveness. The proposed project promotes sustainable transformation in the agricultural sector.

Urban Councils Act (29:15) and Rural District Councils Act (CAP 29:13)

Urban Councils Act and Rural District Councils Act are managed by the Ministry of Local Government, Public Works, and Urban Development. The two Acts empower the local authorities to charge a fee for refuse removal service where this service has been provided (ILO, 2007). In terms of Section 180(1) (c), (d), and (e) of the Urban Councils Act 1995 (Chapter 29:15) councils regulate the discharges into public sewers. The proposed project will comply with the above laws through the payment of council rates in order to access sanitation services.

Public Health Act (CAP 15:05)

The Public Health Act is administered by the Ministry of Health and Child Welfare. The Act prohibits nuisances, which are defined as "any accumulation or deposit of refuse, offal, manure, or other matter whatsoever which is injurious or dangerous to health". Public Health (Effluent) Regulations, 1972, published in RGN 638 of 1972, controls the microbiological quality of wastewater intended for re-use. The proposed project will avoid nuisances that have potential to cause health risks.

Model by-laws

Local authorities that generate significant volumes of waste and are highly populated such as Harare, Bulawayo, Gweru, Masvingo, Mutare, Kwekwe and Rusape have by-laws on waste management. Others such as Chitungwiza address waste management issues in their Public Health by-laws, while others such as Mutoko and Mutasa have no bylaws at all. Local authority by-laws on waste management assist in the attainment of clean, safe and healthy cities.

Food and Food Standards Act (15:04)

The Food and Food Standards Act (15:04) and the Food and Food Standards (Inspection and Certification) Regulations, 2015 (S.I. No. 5 of 2015) are implemented by the Ministry of Health and Child Care through local authorities. The Act addresses issues of inspection and certification of food business premises, sanitary certification for food and water quality monitoring. Water used in food processing should be tested and of known quality. The proposed project will be subject to inspections and certifications.

National Social Security Authority (Accident Prevention and Workers' Compensation Scheme)

The regulation is aimed at cushioning workers and their dependants in the event of injuries in work-related accidents. The statutory instrument provides financial relief to employees and their families when an employee is injured or killed in a work-related accident or suffers from a work-related disease or dies thereof. The SI also creates an awareness of and promotes health and safety at all places of work.

Zimbabwe National Water Authority (Chapter 20:25)

The act commissioned the Zimbabwe National Water Authority and provides for its functions that include securing equitable accessibility, efficient allocation, and distribution, use of water resources and collection of water levies for water permit holders, among others.

Legislation	Compliance strategy by the proponent	Permits / License / Certificate / Reporting required	Monitoring agent
National Environmental Policy and Strategies (NEPS) of 2009	Proponent will engage the public before commencing the project to fulfil the Public Consultation recommendations especially in addressing the needs of the local and their communities	Stakeholder consultation section or chapter in the EIA report with proofs of consultation record	EMA
EM Act Chapter 20:27 of 2003	Project proponent to produce a full ESMP before commencing any developments on the project site	ESMP approval Waste Management Plan	EMA
Rural District Councils Act (CAP 29:13)	The proponent will be operating in a designated vending site	Vending licence	Mutasa Rural District Council
Food and Food Standards Act (15:04)	The proponent will be subject to regular health checks	Sanitary certification Water quality	Ministry of Health and Child Care
National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) (Prescribed Matters) (Amendment) Notice, 2020	Workers will be registered and they employer will pay NSSA contributions	NSSA contributions	NSSA

Zimbabwe has finalised the preparation of the Nationally Determined Contribution for the selected sectors of Energy, Waste, Agriculture, Forest and other Landuses (AFOLU) and the Industrial Processes and Product Use (IPPU). Alongside this process, the country developed a National Gender Action Plan

for these sectors. The project will therefore make reference to the mitigation and adaptation measures set in these documents.

2.3. IMPACT IDENTIFICATION AND ANALYSIS

Methodology

Impact analysis was based on the evaluation of African Development Bank's five operational safeguards of environment and social assessment, involuntary resettlement, biodiversity, pollution prevention and labour conditions. The impacts were categorised based on significance, vulnerability and gravity. Gravity referred to negative impacts with GR1 being the severe negative impacts that may result in death or adverse health effects that could lead significant reduction in quality of life and/or longevity as adopted by in Esteves, A.M., Factor, G., Vanclay, F. and Götzmann, N. (2016). Significant scores depict the level of benefit with M1 yielding major benefits and M3 insignificant benefits (Community Insights group). The project is likely to trigger more social impacts as such a social impact assessment was done. The Social Impact Assessment involved analysing the intended and unintended social consequences, both positive and negative, of planned interventions and any social change processes invoked by those interventions.

Table 2.1: Impact Description and level of Importance

Impact	Description of Impact & Activity	Social Group Affected	Direction Positive (+)/ negative (-)	Gravity Classification	Significance score
CONSTRUCTION PHASE					
Employment creation	Casual labourers will be employed during construction of the vegetable processing plant.		+	low	
Social Cohesion	The project will address the marginalisation and exclusion of women and bring development that will improve standards of living.	ALL	+	Low	
Cultural Practices	Contractors and construction workers will bring in new practices and norms in project areas	ALL	-	Medium	
Labour Practices	Temporary workers are usually prone to exploitation. Fair labour practices will be required	Children	-	Medium	
Income for service providers	Procurement of fruit and vegetable processing equipment will provide income to service providers	Youth Males Females	+	Medium	
Air pollution	Exhaust emissions from vehicles, equipment and other haulage activities and dust from construction activity.	Children Elderly	-	Medium	
Noise pollution	Noise generation from the heavy vehicles, drill rigs and equipment	Children Elderly	-	Medium	
Increased STI/STD risk	Influx of people seeking construction employment or to prey on those who employed by the contractors.	Youth Males Females	-	High	
Occupational safety and health risk	People and surrounding communities can get injured during construction activities due to failure to observe health and safety regulations.	Youth Males Females	-	Medium	
OPERATIONAL PHASE					
Participation of young women	Social Inclusion and women empowerment for situations of economic	Young women	-	Medium	

Impact	Description of Impact & Activity	Social Group Affected	Direction Positive (+)/negative (-)	Gravity Classification	Significance score
	disadvantage is the main objective of the project				
Water efficiency	Food processing is a water intensive venture that requires water to be efficiently managed	Youth Males Females	-	Medium	
Employment creation	Youth will be engaged in the operation of established anchor enterprises. There will be need to look out for minors and avoid child labour.	Youth Males Females	+	Low	
Covid infections	Social interactions without observing covid protocols during operation will contribute to the increase in covid infections.	All	-	High	
Increase in income and improved local livelihoods	Women and youth will benefit from value added production that will result from their commodities fetching more prices on the market.	Youth Males Females	+	Low	
Waste generation	Organic and general waste will be generated	Youth Males Females	-	Medium	
Occupational Health and Safety risk	Poor sanitation and disposal of chemical containers resulting in domestic use, working in confined or poor air quality spaces	Youth Males Females	-	Medium	
Local development	Increase in income causing an increase in spending which in turn increases economic growth.	ALL	+	Low	
Decommissioning phase					
Disposal of obsolete equipment	With time the project may lose viability or shut down or even grow and need modern equipment. The current equipment will become obsolete or will be repurposed.	All	-	Medium	
Rehabilitation of degraded land	Project site may become idle land on decommissioning and there maybe need for clean-up, composting, landfilling tree planting.	All	+	Low	
KEY					

Severe	G1	
	E1 (and V1)	
	R1 (and V1)	
	G2 and V1 and R1/R2	
	E1 and R1/R2	
Major	G2 and V1 and R3, or	
	G2 and V2 and E1/E2 and R1/R2	
Moderate	G2 and V2 and E3	
	G3 and V1, or	
	G3 and E1/E2 and R1/R2	
Minor	G3 and E1/E2 and V2 and R3	
Insignificant	G3 and E3 and V2 and R3	
Major	M1 and I2/I3 (regardless of extent or vulnerability)	
	M2 and E1/V1 and I2/I3	
Moderate	M2 and E2/E3/V2 and I2/I3	
Minor	M3 and V1 and I2/I3	

2.3.1 Positive Environmental Impacts

Climate resilient and low carbon agriculture chains

The initiative will create green jobs and scale up the development of climate-resilient and low carbon agriculture value chains through sustainably using existing resources and integration of skills and business developed on the adoption of climate-smart agricultural technologies such as solar irrigation system, solar powered food processing system and conservation agricultural practices. This creates a provision for better performance in building the agricultural resilience, enhancing agricultural productivity and food security, and creating green jobs opportunity for SMEs aligned with the Zimbabwe climate-smart agricultural strategy and investment plan.

Use of other alternative eco-friendly energy sources.

Using alternative energy such as solar and biomass will not only reduce energy costs but will also contribute towards saving the environment. This also helps in diversifying energy supply such that there is less dependence on one source or more expensive sources of energy such as imported fuels.

2.3.2 Positive Social-economic Impacts

Gender Equality and Social Inclusion

Women constitute 52% of the population whilst 67% of Zimbabweans are below the age of 35 years. A third of households are women-headed (including female youth), who are disproportionately affected by all types of fragility drivers in the country. The Constitution of Zimbabwe promotes gender equality and prohibits sex or gender-based discrimination and related behaviour. The project seeks to address gender inequality and youth unemployment which have long been issues in many parts of the country as there has been significant differences in women's and men's access and opportunities to utilize control over economic structures in their societies.

Regional Development Balances

Regional development imbalances are characterised by a marked difference between capita income, literacy rates and levels of industrialization between regions. The proposed interventions will strengthen existing hard and soft infrastructure which is beneficial in bringing about fast economic growth and poverty alleviation whilst directing the economics of the affected area toward

consumption, services, and environmentally friendly growth, such that the project areas can better adapt to the challenges of a constantly shifting world.

Improve on skills shortages

The project seeks to address skills shortages through the promotion of value chain anchor enterprises and capacity building of women and youth in enterprises by training participants whilst encouraging adaptability whereby encouraging participant to workforce skills in different ways. It will seek to capacitate women (young and old) with different entrepreneurship skills to enhance their productivity, enable market access and reduce post-harvest losses for women producers involved in agro-sector.

Employment Creation

Building on the concept of empowerment the project seeks to empower the Women and Youth through job creation. This means that with employment comes with increased income which for poor families and subsequently an increase in spending which revives domestic demand for goods and services. Displaced residents from the project areas can return home because of availability of jobs within the area. Amongst the youth, job creation means they have something to keep them occupied and in so doing reducing crime rate from robberies and burglaries carried out to support drug habits which is very prevalent in a significant number of unemployed youths. The outcome is social healing that comes from working together and attainment of a better income.

Local Development

A positive multiplier effect is created due an increase in income causing an increase in spending which in turn increases economic growth. More people who are not directly involved in the project will be employed as small businesses will need to hire more workers. Consequently, as more people who are employed, poverty rates decrease since more families will be able to afford more goods.

Improved food access and affordability

Deprived families usually consume a significantly less varied diet and hence these projects will improve families' ability to afford varied and healthy diets. The various agro-based projects not only serve to improve lives of individuals through an increase in income but also serves to improve community food security.

Social Cohesion

As a better standard of living will be created by the various aspects the project will provide resulting in the overall wellbeing of the affected community is likely going to be improved. Social cohesion is likely going to occur as the project seeks to address the marginalisation and exclusion of women rectifying cultural and traditional norms that still dictate women's inferior position in the Zimbabwe's patriarchal society, where their decision-making capacity is limited. With the introduction of safe markets, producers and consumers are brought together fostering an environment that promotes trust and creates for its members and sense of belonging and an opportunity of upward progression.

2.3.2 Negative Environmental Impacts

Pollution

a) Dust Emissions

There is likely going to be dust and emissions from unpaved roads during site preparation and construction phase of the project.

b) Air Quality and Noise

Significant amount of smoke and fumes will likely be emitted from engines and oil spills mostly of excavation and transportation of construction materials. This will lead to a reduction in the quality of air in the project area as well as pollution of water and other environmental resources. A huge amount of noise will also be generated by vehicles and equipment during the construction phase of the project e.g. from drill rigs during drilling of boreholes.

Waste Generation

Throughout the entire project, a lot of different wastes will be generated, Ensuring the safe disposal of the various types of waste generated by the project to prevent health and environmental hazards will be a priority.

Food and Water Waste

During food production, wastes can occur at every stage of the supply chain, this is a cause for concern as there is likely to be a significant amount of food disposed rather than consumed as some of the projects involve perishable food.

2.3.4 Negative Socio-economic Impacts

Increased Risk of STI/STD transmission

With the prospect of new opportunities, an influx of people seeking construction employment or to prey on those who employed by the contractors is to be expected resulting in increased human interactions because of increased activities and improved incomes. Consequently, this will result in an escalation of sexually transmitted infections and Human Immuno-deficiency Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS) prompting a need to place control and preventative measures.

Occupational Health and Safety Risk

All work environments have the potential for safety risks. In the implementation of these projects various stages of the project cycle possess a variety of safety risks. The construction phase, for example has risk associated with the various types of machines, materials and equipment with many vehicles passing by. This also earthworks, loading and unloading materials and operation of excavators, cranes, welders, all of which have accident or pollution risks if no appropriate control measures are implemented. During the implementation phase the storage of pesticides, cleaning material, storage, and usage of fuels, all contain accident risks related to leakages, pollution, fires, and explosion all of which will affect the health and safety of workers. People and surrounding communities can also get be affected by the projects' activities due to failure to observe health and safety regulations.

COVID-19 Infections

With the onset of the covid global pandemic a lot of changes have come about. Social interactions without observing covid protocols during operation will contribute to the increase in covid infections.

Table 2.2: Enhancement/Mitigation Measures and Complementary Initiatives

Issue	Objective	Mitigation Measures
Air Pollution	Reduce exhaust emissions from vehicles equipment and other haulage activities. Reduce dust and emissions from unpaved roads and site preparation during construction phase of the project	• Maintaining vehicle and machines on a regular basis • Monitoring dust levels and implementing measures like spraying water on unpaved roads. • Designing and implementing an air quality monitoring plan.

Issue	Objective	Mitigation Measures
Labour Practices	Avoid use of child labour and modern slavery practices	- Corporate social responsibility in the education sector to keep children in schools - Promote platforms for dialogue between employers and employees.
Cultural Practices	Reduce conflict with local norms	Awareness meetings on local values and enforcement of local bylaws
Noise Pollution	Reduce the impact of noise produced by vehicles and equipment during the construction phase of the project e.g. from drill rigs during drilling of boreholes.	- Ensure that vehicles and machinery are switched off when not in use. - Continuous checking and maintaining of noise reduction equipment fitted on vehicle and machinery to ensure that it is in good working order.
Increased STI/STD risk	Lower the risk of STI/STD transmissions	- Emphasis on Health Education such that the community, contractors, and farmers be made aware and educated on the risk of STD/STIs and water related diseases (such as malaria), how they are contracted and how one can protect themselves. - Health packs containing essentials such as condoms, family planning pills made readily available and accessible to everyone in the vicinity of the project area. - Provision of drugs and medicine such as ARVs (Anti-retroviral drugs) - Ensuring the presence of health workers or peer educators to aid on health-related issues within the scope of their job description to community, contractors, and farmers
Occupational Health and Safety Risk	Avoid injuries of people and surrounding communities during construction activities due to failure to observe health and safety regulations	- Provide training in first-aid skill and first-aid kit to workers and site engineer. - Regularly examine worker's health to ensure occupational health. - Provide workers with PPE such as masks, gloves, helmets, shoes/boots, goggles, safety belt, etc. and enforce wearing during working especially working at heights and in dangerous areas.
Food and Safety Management	Ensure Good Manufacturing Practices and sanitary certification and guarantee good food hygiene and standards	- Provision to the project area of sufficient supplies of clean water, power, and sanitary facilities. - Ensuring cleanliness in and around kitchens, baths, and toilets within the project area - Conduct health inspections and enforce local by-laws more frequently.
Water Efficiency	To ensure the sustainable use and conservation of water during the various stages of project implementation.	Implement targeted irrigation techniques to improve on water use efficiency
Covid Infection	To reduce the risk of covid infections and transmission.	- Enforce a Mask Up policy. - Maintain and Enforce Social Distancing - Design and implement a disinfection protocol in and around the project area that should be routinely implemented. - Sanitize regularly and keep good sanitation.
Obsolete equipment	-impact on ecstastic resulting from inappropriate disposal of obsolete equipment	All infrastructure that becomes obsolete shall be re-purposed for various activities that benefit the whole

Issue	Objective	Mitigation Measures
	-To reduce community conflict, criminal activities associated with the inhabited structure	community. The project will be handed over to the village/ward development committee. • Having procedurally disposed of obsolete equipment, and in the case of closure, land/project factory can be assigned for other purposes such as training center, vocational community hall or even a health facility
Rehabilitation of degraded sites	To enhance ecstatic of the area and rehabilitate the project site	• Pollution assessments conducted, and decontamination conducted where necessary. • Clean ups and waste management strategies such a composting and landfilling implemented to restore the land to its near natural state. Tree planting done to green the area

3. ENVIRONMENT AND SOCIAL MANAGEMENT PLAN

Issue	Mitigation Measures	Means of Verification	Responsibility	Monitoring Procedure	Estimated Costs (USD per month)
Air Pollution	- Regular maintenance of vehicles and machines - Monitoring dust levels. - Designing and implementing an air quality monitoring plan.	- Roads in good conditions and regular watering of roads conducted. - Imposed speed limits with visible speed limit signs	Contractor	Random project area inspections	Contractor's cost
Noise Pollution	- Switching off vehicle and machinery when not in use. - Continuous checking and maintaining of noise reduction equipment fitted on vehicle and machinery to ensure that it is in good working order.	- Engines switched off. - Protective hearing equipment used. - Imposed speed limits with visible speed limit signs.	Contractor	Random project area inspection	Contractor's cost
Increased STI/STD risk	- Community, contractors, and farmers be made aware and educated on the risk of STD/STIs and water related diseases (such as malaria), how they are contracted and how one can protect themselves. - Provision of drugs and medicine such as ARVs (Anti-retroviral drugs) - Ensuring the presence of health workers or peer educators to aid on health-related issues within the scope of their job description to community, contractors, and farmers	- Health Education given and sessions recorded. - Health packs containing essentials such as condoms, family planning pills made readily available and accessible to everyone in the vicinity of the project area. - Pamphlets and informative material routinely and randomly distributed	MWCSMED Community Health Workers	Check training and session records. Random interviews for workers, project participators and community members	1 000
Occupational Health and Safety Risk	Provision of training in first-aid skill and first-aid kits to workers and project participants.	- Training conducted and recorded. - Good organisation on project area site	MWCSMED	Regular project area Inspection	1 000

	- Regularly exam of workers' health to ensure occupational health. - Provision of PPE to workers such as masks, gloves, helmets, shoes/boots, goggles, safety belt, etc. and enforce wearing during construction phase especially working at heights and in dangerous areas.				
Food and Safety Management	- Provision to the project area of sufficient supplies of clean water, power, and sanitary facilities. - Ensuring cleanliness in and around kitchens, baths, and toilets within the project area - Conduct health inspections and enforce local by-laws more frequently.	- Availability of a food Safety Program - Documentation showing routine re-validation and re-verification processes to ensure compliance with international food safety standards	MWCSMED	Regular project area Inspection	5 000
Water Efficiency	Implement targeted irrigation techniques to improve on water use efficiency	- Water reused when plausible. - Water harvesting conducted. - Water usage data tracked and recorded	MWCSMED	Regular project area Inspection	1 000
Covid Infection	- Enforce a Mask Up policy - Maintain and Enforce Social Distancing - Design and implement a disinfection protocol in and around the project area that should be routinely implemented. - Sanitize regularly and keep good sanitation.	- Good housekeeping - Presence of Sanitization stations and sanitizers	MWCSMED	Random Site Inspection Check for a Covid Safety Plan Regular project area Inspection	1 000
Waste Management	- Implementation of an effective Waste Management System considering the various kinds of waste to be generated during different phase of the projects. - Waste Separation - Ablution facilities should be constructed and maintained to manage human waste around the project sites. - Clear drainage ditches around the project area periodically.	Presence of dustbins and clearly maintained designated refuse areas where solid wastes are appropriately disposed	MWCSMED	Regular Project area Inspection	5 000

	Provision dustbins and routine collection of wastes from the project area.				
Consumption of Energy	- Adopting other eco-friendly sources of energy such as solar power. - Switching off all equipment and appliances when not in use. - Using high energy consuming equipment and appliances less intensively.	- Availability of solar power and other alternative energy sources. - Regular maintenance of equipment	MWCSMED	Regular project area Inspection	5 000
Contamination of Surface and Groundwater sources	- Implement regular water sampling for laboratory testing to monitor possible contamination from project activities. - Water level monitoring of surface and groundwater	- Excess water discharge prevented. - Separation of clean and dirty water	MWCSMED	Regular project area Inspection	5 000
Total					US\$24 000,00

3.2 ENVIRONMENTAL AND SOCIAL MONITORING PROGRAMME:

Monitoring of the proposed mitigation and enhancement measures will be conducted to ensure the achievement of environmental and social outcomes. Environmental and social considerations will be monitored throughout the project cycle with emphasis during the construction and operation phase. The monitoring programme therefore defines the indicators to be used for monitoring.

Table 3: Environment and Social Monitoring Programme

Issue	Project stage	Frequency of Monitoring	Parameters to be monitored	Standard
Air quality	Construction	Monthly	Ambient air SO ₂ , CO, NO ₂ ,	WHO emission Standards
Water Quality	All	Quarterly	Heavy metals Coliforms, pH, DO, COD, BOD5, TSS, NO ₂ , NO ₃ , Total N,	EMA water quality standards
Noise	Construction	Monthly	Noise (Decibels)	
Waste Management	All	Monthly	Illegal dumps Frequency of waste collection Number of waste receptacles	Local authority by-law
Safety and Health		Monthly	PPEs, Safety signs, Number of accidents	NSSA
Covid Infections	All	Daily	Number of infections	WHO standards
Labour Practices	All	Monthly	Labour practices	Labour Act, ILO
Hygiene	All	Monthly	Number of infectious and contamination cases	Ministry of Health

4. Public Consultations and Public Disclosure

The proposed project values public/ stakeholder engagement as an important part of the environment and social safeguards framework. The project recognizes the importance of open and transparent engagement between the project and project stakeholders as an essential element of good governance. Effective stakeholder engagement improves the environmental and social sustainability of projects, enhance project acceptance, and makes a significant contribution to successful project design and implementation.

4.1 Purpose of consultations

Consultations were conducted during the planning stage as an integral part of early project assessment for the management and monitoring of environmental and social risks and impacts. The process was aimed at supporting the development of solid, constructive, and responsive relationships that are important for the successful management of the project's environmental and social risks.

The project is therefore committed to meaningful engagement with potentially affected stakeholders and local communities throughout the environment and social impact assessment process and for the

life of the Project. The consultation approach is built on the values of inclusivity, transparency, and Free, Prior and Informed Consent (FPIC).

4.2 Areas requiring consultations

Implementation and monitoring of some mitigation or enhancement measures requires the use of consultative mechanisms. Consultations will be organized with all key stakeholders. Some events will be intended for all stakeholders while other events will focus on specific topics that would represent interest for selected stakeholder groups. Areas requiring consultations will include legal provisions affecting the project, market assessments, project citing and implementation modalities.

4.3 Target groups consulted

Stakeholders consulted during development of the Environmental and Social Management Plan included statutory entities, local stakeholders, and communities adjacent to proposed project areas. Statutory entities were identified based on sectors affected by the project. These sectors included Agriculture - horticulture. Specific departments included the Ministry of Lands, Agriculture, Fisheries, Water and Rural Resettlement, Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWCSMED), Ministry of Youth, Sports, Arts and Recreation, Ministry of Local Government, Public Works and National Housing and Ministry of Environment, Climate, Tourism and Hospitality Industry. Local stakeholders included women and youth groups, farmers, non-governmental organizations, and traditional leadership. Communities adjacent to the proposed projects will be directly or indirectly affected hence their consultation.

4.4 Responsibilities of stakeholders

Table 4: Stakeholders

Stakeholder	Responsibility
Government Departments	Government Departments will offer technical assistance and some will be implementing partners e.g. Ministry of Women Affairs, Community, Small and Medium Enterprises Development (MWCSMED), Ministry of Youth, Sports, Arts and Recreation
Nongovernmental Organisations	Non-Governmental Organisations will offer financial and technical support. NGOs usually complement government efforts by filling gaps that would have been identified within the project.
Local Leadership	Local leaders are the local governors of communities as well as custodians of local resources including traditional and cultural norms. They are usually consulted during project programming because they live with the beneficiaries and are also responsible for land distribution. Engaging local leadership will increase project by in and sustainability.
Contractors	Contractors will provide the required services for the project to be a success. They will be responsible for infrastructure development.
Local Community	Apart from being the project beneficiaries and providing the market, communities may be negatively affected by a project. Local communities should be involved to avoid conflict and promote project success.
Women groups	These are targeted beneficiaries
Youths	These are targeted beneficiaries

4.5 Consultative process and frequency

Consultations will be done through community meetings, workshops and meetings aiming to help articulate a vision of the desired future, expert meetings, and roundtable meetings. Stakeholder

engagement is a continuous effort with performance monitoring and analysis. Frequency of consultations will depend on stakeholder group. Strategic stakeholders such as the project board will meet quarterly while other consultation will be done, when necessary, others biannual and annually depending on issues of concern.

4.6 Grievance Mechanism

The implementation of the proposed project may potentially lead to disagreements, disputes, or conflicts. To prevent and/or resolve them in a timely and effective manner, the project will require establishing and maintaining a permanent mechanism for receiving and handling stakeholders' grievances and concerns. The proposed mechanism will have stakeholder claims sent to the project manager/ coordinator. The complaints will be recorded in a logbook and both signed and anonymous grievances will be accepted and if the person filing a grievance wants to receive the written reply, they will provide reliable contact details. A maximum period of grievance handling will be given, and a response will be approved by the Project management and sent to the grievance originator. The grievance redress mechanism will have various escalation levels that will start at community level, following the project level then the Ministry and national courts as shown in the graphic below.

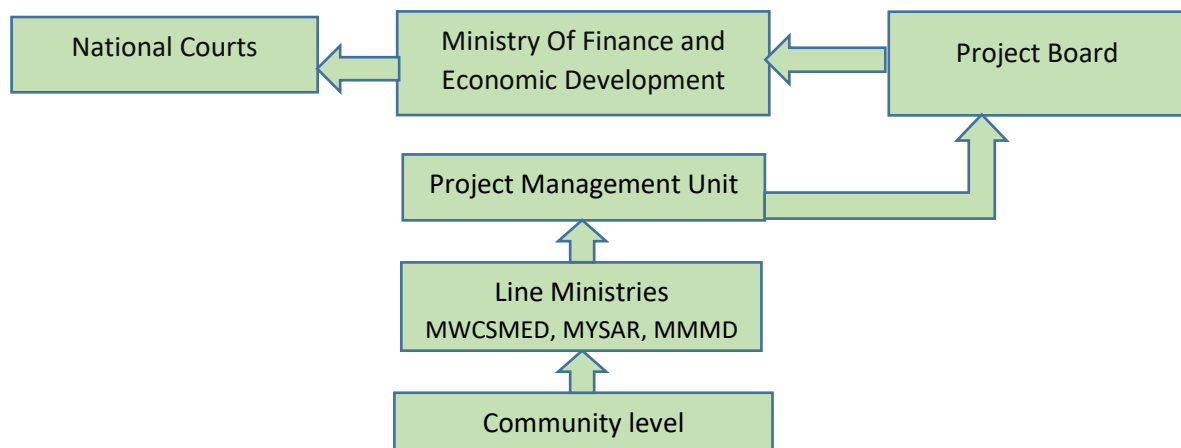


Figure 3: Grievance Redress Mechanism

4.7 Reporting

The Ministry of Finance and Economic Development as the project proponent and borrower will be responsible for monitoring and reporting on ESMP implementation but will be assisted by the project monitoring and evaluation team within the project management unit. Project beneficiaries and contractors will implement the provisions of the plan and overall supervision will be done by the project management unit with technical assistance from relevant authorities. Initial indicators will be used for monitoring and improving stakeholder engagement performance in support of project implementation. These will include.

- Number of public consultation participants
- Number of stakeholders' comments and suggestions received by the proponent through various feedback channels.
- Number of stakeholders' grievances and claims regarding the project.
- Number of publications on the Project implementation process in local, regional, and national media.
- Number of grievances resolved within the maximum established timeline.
- Number of grievances remaining unresolved.

Table 5: Reporting mechanism

Type of Report	Responsibility	Frequency of Reporting	Submitted to
Environment and Social Management	Contractor	Quarterly	Project Management Unit
Grievance	Community	When there is complaint about the subproject safeguards implementation	Project Management Unit
Environment and Social Management	Environment and Social Safeguards Officer	Monthly	Project Management Unit
Project Progress Report	Project management Unit	Annual	African Development Bank

4.8 Information disclosure

Stakeholders will be provided access to reliable and complete project information presented in a manner that takes account of specific local conditions, cultural and language preferences of local communities. To effectively communicate relevant information to diverse stakeholder groups, the following documents will be disclosed:

1. Environmental and Social Assessment documents
2. Stakeholder Engagement Plan
3. Project posters and brochures

5.0 ESTIMATED COST

Table 6: ESMP Implementation Estimated Cost

Activity	Estimated Cost	Responsibility
Mitigation during construction as enshrined in the contract.	As in the contract	Contractor
Monitoring safety policies during construction	As in the contract	Contractor's Safety and Health Officer
Environmental quality monitoring	24 000.00	MWCSMED and PMU
Capacity building programs on safeguard policies	5 000.00	MWCSMED and PMU
Total	29 000.00	

6. CONCLUSION

The Environment and Social Management Plan identified key issues and stakeholders that need special attention early before project implementation to maximise on project benefits while protecting people and the environment. Pertinent issues arising from the proposed activities include food handling, solid waste management and effluent discharge. Mitigation measures were also identified and if implemented will outweigh adverse impacts and even create more opportunities across the value chains.

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