



**ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLAN
(ESMMP) FOR DETAILED ESMMP INTERNALLY DONE**

JOPA WOMEN'S SAFE MARKET



CHIPINGE DISTRICT, MANICALAND, ZIMBABWE

Acronyms

Acronym	Meaning
CESMP	Contractor Environmental and Social Management Plan
CI	Community Infrastructure
EMA	Environmental Management Agency
ES	Environmental and Social
ESHG	Environmental Safety Health Guidelines
ESMP	Environmental Social Management Plan
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standards
GBV	Gender Based Violence
GRM	Grievance Redress Mechanism
HSSE	Health, Safety, Social and Environment
LMP	Labor Management Procedures
OMM	Operations and Maintenance Manual
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
RDC	Rural District Council
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
UNOPS	United Nations Office for Project Services

WB	World Bank
ZRP	Zimbabwe Republic Police

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1. Project Description

Project Location

Jopa Safe Market is located in Ward 6 under Chipinge Rural District Council, in Manicaland Province, Zimbabwe. The sketch map for the market is attached [here](#). The market is approximately 12 kilometres from Chipinge town. Coordinates for the market are -20.08768S and 32.6464. The market is along the Chipinge - Tanganda Highway. At the market, there is a junction to Chimanimani from Jopa and the distance to Chimanimani from this point is 52km. Chipinge district is the southernmost district in Manicaland province, bound on the north by Chimanimani district, Masvingo Province on the West and Mozambique on the east side. The Save river forms the western boundary of the district and drains the western and southern portions of the district. The North eastern portion of the district is drained by the Budzi River and its headwater tributaries. The project area lies within the Budzi catchment and the southern end of the Eastern Highlands reaches into the Northern portion of the district. Mount

Selinda lies about 30km from Chipinge town and it lies near the Mozambican border.

Project Aim

Construct a safe marketplace for use mainly by local traders in the surrounding smallholder farms and villages at the Jopa Junction. The market proposed will mainly benefit women and youths from the surrounding areas of Christina's Dairy, Sterkstroom, Rusitu Valley, Copa, Mutsvangwa, Samutsa and 69 villages from Chimanimani and Chipinge.

Project Objective

- The provision of a safe roadside marketplace for community smallholder farmers trader (mainly women and youths) at the Jopa Junction in Chipinge
- Develop a quality, reliable, sustainable and resilient marketplace, to support women's economic development and well-being, with a focus on safe, secure affordable and equitable access for all.

A. Planning

Jopa Woman's market is an informal market for farmers located in Chipinge District. The market serves as a meeting point for +/- 100 farmers mainly from Chipinge who come and sell their horticultural produce to customers mainly from Chipinge and Chimanimani and other parts of the country. The market has an average of 100 users per day. The objective of the project is to construct a safe marketplace for use mainly by 90% women and youths at the Jopa Junction

on the Chipinge RDC designated council land. The planning activities for the project are as follows:

- a) Geotechnical surveys
- b) Topographical surveys
- c) Stakeholder consultations (see attached)

The contractor will do a large proportion of the work. Due to the remote locations in which the work will be carried out, the contractor is going to establish a camp for their workers which will accommodate approximately 15 people for each lot. The camp is to be established in line with the [Contractor Camp Management Plan](#) in which issues like provision of worker welfare facilities (portable toilets, management of waste, fencing security, proper procedures for decommissioning of septic tanks) and material storage (including fuels and oils) are put in place. The equipment to be used at the camp site include electric generator, poker vibrator, concrete mixer, vibratory plate compactor, jumping jack compactor and a one tonne site truck. The camp is to be established in such a way that it provides security to the people and equipment on site and in consultation with local leadership as a means to ensure minimised social conflict. At the end of the project, all the temporary structures will be demolished and existing fencing removed. The waste management facilities established will be cleared according to HSSE standards. The areas that would have been compacted during the period will be ripped to maintain the original state of the ground.

All unskilled labour will come from the community and this was highlighted during stakeholder consultation in response to the stakeholder concerns. Part of the discussion also details that unskilled labour should also provide equal opportunities for males and females and where possible persons with disability. This is a stipulation in the terms of reference for the contractors during the tender bidding process.

B. Construction

The work, which is divided into lot A and lot B, includes the supply of labour, materials, equipment and any other elements for the Completion of the Construction of Jopa Safe Woman's Market, in accordance with the Technical Specifications (Annex 3), Bill of Quantities (Annex 2), Drawings (Annex 1) as follows:

Table 1: Lot A - Buildings 1, 2, 3, 7, 8, 9, 10, 11 and 12

Building	Total Area	Scope
1	144m ³	Vending stall Ablution facility for Female & Male
2	144m ³	Vending stall Storage
3	144m ³	Vending stall Child care Storage
7	113.4m ³	Ablution facility for Female &

		Male Storeroom
8	16.35m ³	Trader stalls
9	16.35m ³	Trader stalls
10	7.5m ³	Kitchen hut
11	7.5m ³	Kitchen hut
12		Solid waste building

Table 2 : Lot B - Buildings 4, 5, 6

Building	Total area	Scope
4	144m ³	Vending stall Kitchen Storage
5	144m ³	Vending stall Office Utilities Storage
6	144m ³	Vending stall Storage Storage

B1. General Description of Works

The works comprise the construction of Vending Stalls and ancillary facilities (Ablutions facility, Kitchen dining area, septic tank, water storage tanks, plumbing and electrical works, pavement and drainage works, road, retaining and fence works, all as shown in the Technical Drawings (Annex

2), Bill of Quantities (Annex 3), Technical Specifications (Annex 4) and in line with the GC of the contract.. The services to be furnished by the bidder shall include the supply of labour, materials and equipment for the construction of vending stalls and ancillary facilities.

- Preliminary work
- Earthworks
- Foundations, reinforced concrete works, and masonry, timber frames
- Waterproofing & Roof coverings
- Electrical & Plumbing and drainage
- Ironmongery & Metalwork
- Plastering, Tiling, Painting, Glazing
- Paving and external work
- Defect Notification Period and Final Handover

- Vending stalls with office rooms, storage, kitchen, ablution facilities and associated infrastructure.
- Ablution block.
- Solid waste block, 2 cooking huts, and 2 separate trader stalls.
- External works include but are not limited to, water tower, borehole equipment, internal road works, rainwater harvesting, fencing etc.

The main tasks under the above activities include:

- Clearing and grubbing
- Earthworks (excavation and backfilling).
- Substructure, foundations, columns, and ground slab.
- Superstructure brickwork, beams.
- Windows, Doors.

- Roofing.
- Finishes & Fittings i.e. (Tiling, Metalwork, Glazing, Carpentry, Metalwork, etc.)
- Electrical works.
- Plumbing and Mechanical installations
- Fencing
- External works
 - Accessible paving and walkways.
 - Landscaping around buildings.

B2. Sand Abstraction Arrangements

Sand abstraction will be done according to the provisions of the ZIRP Raw Material and Resources Abstraction guidance. UNOPS will ensure that the contractor acquires all necessary licences from Chipinge RDC and from EMA prior to abstraction.

B3. Traffic Management in the Construction Phase

The actual construction site is off the main road and the site will be closed off with a hoarding all around. The design of the site has an internal drive through at the front of the site and this will be the location for the main activities of the contractor within the site. During the movement of heavy vehicles and machinery during construction spotters will be placed at the times when machinery is either entering or exiting the site.

C. Operational Phase

The Operations and Maintenance Manual (OMM) for this market is being developed and will be shared during the construction phase.

C1. Waste Management in the Operational Phase

A waste management plan has been developed. The following issues were included in the plan;

- amount of waste generated
- waste analysis
- waste segregation
- waste storage on site
- responsibility for waste disposal
- sustainability of waste disposal options
- engagement of stakeholders in waste management

D. Demobilisation phase

During the demobilisation of the temporary construction works:

- Construction camp will be removed from site including all temporary accommodation, ablution and storage facilities
- Making good the areas which were used during construction
- The septic tanks will be decommissioned by use of sludge eater and then backfilling the pits

E. Decommissioning phase

If the safe market is to be decommissioned when it has completed its design life, the local authority will handle this, the works will include the following:

- The septic tanks will be decommissioned by use of sludge eater and then backfilling the pits

2. Legal and Policy review

This section outlines the key Legal and Policy requirements that are applicable to the project. The tables below may be used to illustrate the ESS requirements and compliance initiatives

2.1 National Legislation

Table 3: National Legislation

S/N	Legal Instrument	Relevance	Compliance Requirements
1	Factories and works Act Chapter 14:08	Stipulates the need for First Aid services	Jopa Safe Market contractor
2	National Monuments and Museums Act 25:01	This Act provides for the protection of archaeological and cultural resources. It defines a monument as any ancient monument or area of land which is of historical, Archaeological, Paleontological or other Scientific value or interest; or has a distinctive geological formation; or waterfall, cave, grotto, avenue of	Chance finds procedure will be administered if any chance finds are encountered during the construction phase.

		trees, old tree or old building or remaining portion of an old building; or other objects, whether natural or constructed by man, of historical, archaeological or other scientific value or interest	
3	Water Act Chapter 20:24	Sub-catchment Councils' functions include regulating and supervising the exercise of permits for the use of water including groundwater within the area for which they were established. UNOPS shall ensure that all permits relating to raw water abstraction are issued by the Sub-Catchment Council.	Contractor will engage Save Catchment Council for water abstraction permission for Jopa Road construction purposes.
4	Labour Act, Chapter 28:01	The rights of employees and employers enshrined in the labour	UNOPS shall ensure that the contractor adheres to the Child Protection Action

		<p>act are derived from the constitution of Zimbabwe. In accordance to Part II of the labour act employees have the right to a safe and favourable work environment with no gender or political discrimination. The act also prohibits child labour for persons under the age of 15 as they are considered minors and no employee is bound to be obstructed from forming or conducting any workers committee for the purpose of airing any grievance, negotiating any matter or advancing or protecting their rights or interests.</p>	<p>Plan , Labour Management Procedures and a GRM that must be set up on site and will be monitored if well functional. The requirements of the Labor Act are achieved through the provisions mentioned. Contractor workers shall sign contracts and the provisions of the contract shall be explained to the workers.</p>
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		<p>The following are the fundamental rights of employees as defined in the Act;</p> <ul style="list-style-type: none"> -prohibition of forced labour -protection of employees against discrimination and -protection of employees' rights to fair labour standards 	
5	Factories and Works (Machinery) Regulations – RGN 302 of 1976	<p>The set standards and regulations regarding factory and works RGN 302 on machinery prescribe to general machinery protection, cleaning, repairing, adjusting and oiling of machinery. Applicable regulation to this project is Part II regarding siting of machinery, clear</p>	<p>Competence certificates for personnel operating machinery shall be shared with UNOPS before they start any work on site.</p> <p>Compliance with the WB EHS-G-Occupational Health and Safety</p>

		space around the machine, conditions of floor space around machinery, underground rooms and dangerous places.	
6	Factories and Works (Building, Structural and Excavation Work) Regulations – RGN 264 of 1976	These regulations were set by the responsible minister to set standards for use in building and construction activities. Part II section 11 of the regulation also addresses the issue of dust suppression at work places and excavations. The RGN 264 of 1976 Section 13, 14, 16 and 19 indicates the need for safety check on, avoidance of falling objects and collapsing structures.	<p>Risk assessments</p> <p>Trainings</p> <p>Competency register</p> <p>Compliance with the UNOPS Health and Safety golden rules : Competence and excavations</p> <p>This legislation shall also be achieved through the Labor Management Procedures and Mandatory weekly inspections</p> <p>Compliance with the WB EHSO-Occupational Health and Safety</p>

			UNOPS has an HSSE system that ensures monitoring and supervision of all HSSE issues.
7	Pneumoconiosis Act Chapter 15:08	The Pneumoconiosis Act provides for the control and administration of persons employed in dusty occupations; and to provide for matters incidental to or connected with the foregoing. According to the act, there are health related benefits which are granted to workers suffering with pneumoconiosis. Dust masks are a requirement for personnel working under dusty conditions and any exposure may require employees to undergo pneumoconiosis tests.	Contractor shall administer adequate PPE for the workers, and a PPE register shall be retained.

		UNOPS will ensure that the contractors provide dust masks for people working onsite and ensure that they are being utilized.	
9	Environmental Management (Effluent and Solid Waste Disposal) Regulations (S.I. 6 of 2007)	The instrument regulates the disposal of effluent into water bodies and drainage systems. It also regulates the management of solid waste. The project may result in solid waste generation in the form of litter, food waste & construction waste. The Contractor for equipment and machinery shall also ensure that there come up with a contractor ESMP and adhere to its specifications UNOPS is provision of mobile toilets during	Contractor shall provide temporary toilets on site and these shall most likely be mobile toilets for workers on site and the septic tanks shall be decommissioned after use.

		construction stages to ensure that there will be no open defecation	
10	Environmental Management (Environmental Impact Assessment & Ecosystems Protection) Regulations (SI 7 of 2007)	<p>This instrument provides for the protection of ecosystems from human activities and their consequences. It also includes for the protection of wetlands and public streams and the prevention of veld fires. UNOPS and the Contractor are required to protect the environment against noise by taking necessary measures in order to comply with the seventh schedule.</p> <p>This instrument also stipulates the need to conduct full stakeholder consultation</p>	<p>This is a community development project and is exempt from EMA review. The detailed internal ESMP is currently being developed and approval will be sought from PIU and the World Bank. Contractor shall comply with the requirements of the ESMP and shall also submit a Contractor ESMP (CESMP).</p>

11	National Social Security Authority (Accident Prevention and Workers' Compensation Scheme) Notice, 1990.	According to the Act, accident means an unlooked-for mishap or untoward event arising out of and in the course of a worker's employment, which was not expected or designed by the worker and which results in injury to him. The Act serves to provide workers with compensation in respect of injury arising from their employment as specified and for the promotion of occupational health and safety at every organisation.	Contractor shall have good standing with NSSA that is up to date registration of employees that engaged for the project for the compensation scheme
12	Public Health Act (CAP 15:09)	This is the law which governs public health protection. It prohibits activities which can pose a threat	Procedures on public health Compliance with the Contractor camp management requirements on:

		<p>to public health. The Act regulates any activity that is most likely to pollute fresh water systems, which in turn become a nuisance or danger to human health. The Contractor will adhere to the requirements of the Public Health Act.</p>	<ul style="list-style-type: none"> • sanitary and cooking facilities • Toilets • Accomodation • Waste management facilities
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2.2 World Bank Environmental and Social Standards

Table 4: World Bank Environmental and Social Standards

ESS	Relevant (Y/N)	Relevance	Compliance Requirements
ESS1 -Assessment and Management of Environmental and Social risks and impacts	Y	UNOPS conducted screening for the Jopa Safe Market project and when the screening report was given no objection, UNOPS CI is now developing an ESMP for the project. The screening and Detailed Internally done ESMP proposed ensures that this project is environmentally and	UNOPS carried out screening for the project in question and is developing an ESMP to adhere to the requirements of ESS 1. Contractor shall develop and implement the Contractor Environmental & Social Management

		<p>socially sound and sustainable. UNOPS will manage environmental and social risks and impacts of the project throughout the project life cycle in a systematic manner, proportionate to the nature and scale of the project and the potential risks and impacts.</p> <p>Objectives of the standard are;</p> <ul style="list-style-type: none"> -To identify, evaluate, and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. -To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development 	<p>plan (CESMP) in line with the ESMP & ESMF</p>
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		<p>benefits and opportunities resulting from the project.</p> <p>-To utilize national environmental and social institutions, systems, laws, regulations, and procedures in the assessment, development, and implementation of projects, whenever appropriate.</p> <p>-To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity.</p>	
ESS2 -Labour and working conditions	Y	<p>This standard ensures the provision of safe and healthy working conditions. Grievance Redress mechanism for the contractor and the community is put in</p>	<p>Labour Management Procedures to be adhered with and the provisions include, adequate PPE for all workers</p>

		<p>place as part of labor management. Occupational health and safety measures shall be put in place on site and included in contractor TORs. Measures on Emergency Preparedness and Response shall be implemented on site. Workers and the contractors shall be trained to implement the emergency response plan. A competent contractor will be engaged with specific instruction to safeguard the safety and health of the workers and the community.</p> <p>Objectives of the standard are;</p> <ul style="list-style-type: none"> -To promote safety and health at work. -To promote the fair treatment, non-discrimination, and equal opportunity of project workers. 	<p>on site, Mandatory weekly inspections, risk assessments</p> <p>GRM that includes a Toll Free number (08080430), suggestion box and grievance redress mechanism</p> <p>Trainings and awareness campaigns</p> <p>Contractor to develop have a functional emergency response in place (first aid box, first aider, emergency contact numbers displayed on site)</p> <p>50% women shall be recruited on site</p>
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		<p>-To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers, and primary supply workers, as appropriate.</p> <p>-To prevent the use of all forms of forced labor and child labor.</p> <p>-To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.</p> <p>-To provide project workers with accessible means to raise workplace concerns.</p>	
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<p>ESS3- Resource efficiency and pollution prevention and management</p>	<p>Y</p>	<p>This ESS sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle consistent with Global International Industry Practice (GIIP). The objectives of the standard are;</p> <ul style="list-style-type: none"> -To promote the sustainable use of resources, including energy, water and raw materials -To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities -To avoid or minimize generation of hazardous and non-hazardous waste 	<p>Compliance with the ESMP especially on issues regarding prevention of erosion to prevent siltation of water sources and depletion of underground water sources. Mitigation measures shall also be put in place to ensure minimal production of greenhouse gases by the project</p> <p>Dust suppression mechanisms that include, adequate PPE, watering dusty environments</p> <p>CESMP</p> <p>A septic tank shall be constructed for effluent generated from mobile toilets</p> <p>Effluent generated will be treated through the ABR</p>
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			<p>All waste generated by the project shall be handled according to the UNOPS ESMP and Contractor ESMP</p> <p>Resources (sand, gravel, water) shall be utilised efficiently and where necessary permission shall be sought to use the resources prior to use. Sand Abstraction Framework shall be adhered with.</p> <p>Compliance with the WB GIIP standard</p>
ESS4- Community health and safety	Y	This ESS addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such	<p>Risk assessments</p> <p>Implementation of the HS plan</p> <p>Stakeholder consultation</p> <p>Trainings and awareness campaigns</p> <p>ESMP Disclosure meetings</p>

		<p>risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. The standard aims to anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both routine and nonroutine circumstances. The objectives are;</p> <ul style="list-style-type: none"> -To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials -To have in place effective measures to address emergency events -To ensure that the safeguarding of personnel and property is carried out in a 	<p>Adhere to ESS 3 to ensure that the community is not harmed by pollution from the two road projects.</p>
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		manner that avoids or minimizes risks to the project-affected communities	
ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	N		
ESS6- Biodiversity Conservation and Sustainable Management of Living Natural Resources	Y	<p>This standard recognizes that protecting and conserving biodiversity and sustainably Managing living natural resources is fundamental to sustainable development.</p> <p>The objectives of the standard are :</p> <p>To protect and conserve biodiversity and habitats.</p> <ul style="list-style-type: none"> • To apply the mitigation hierarchy 	<p>Implementation of the Environmental and social management plan as socio-economic activities can also result in depletion of natural resources.</p> <p>Indegenous Knowledge Systems that protect the environment should also be harvested by the project.</p> <p>Avoid cutting down trees and vegetation</p> <p>Efficient use of resources (water, sand etc)</p>

		<p>and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity.</p> <ul style="list-style-type: none"> • To promote the sustainable management of living natural resources. • To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities 	Contractor awareness of biodiversity conservation strategies. Ensure habitats for biodiversity are not disturbed.
ESS7- Indigenous Peoples/ Sub-Saharan African Historically	N		

ESS8- Cultural Heritage	Y	The standards sets out measures designed to protect cultural heritage throughout the project life-cycle and recognises that cultural heritage provides continuity in tangible and forms between past, present and future.	Application of the Chance Finds Procedure where relevant, ES screening to identify possible cultural heritage impacts and ensure that mitigation measures are adhered with
ESS9- Financial Intermediaries	N		
ESS 10- Stakeholder Engagement and Information Disclosure	Y	<p>Amongst other things, the standard requires participation of the key stakeholders in project design, planning (incl. ES screening), implementation and monitoring as well as an accessible and effective grievance mechanism.</p> <p>Objectives of the standard are;</p> <p>-To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and</p>	<p>Robust stakeholder consultation in accordance with the SEP</p> <p>GRM</p> <p>Contractor trainings</p> <p>ESMP disclosure</p>

		<p>build and maintain a constructive relationship with them, in particular project affected parties.</p> <p>-To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project design and environmental and social performance.</p> <p>-To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them.</p> <p>-To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable,</p>	
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		accessible, and appropriate manner and format.	
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2.3 International Legislation and Standards

2.3.1 Paris Agreement

Principle 3 of the Paris Agreement states that Parties should take precautionary measures to anticipate, prevent or minimize the causes of climate change and mitigate its adverse effects. The road rehabilitation projects will therefore play their role in ensuring that adverse effects of climate change are mitigated. This will be achieved through ensuring minimal cutting down of trees, minimising emissions of greenhouse gases and mitigating soil erosion impacts to ensure that water sources are protected.

2.3.2 Convention on Biological Diversity

The convention targets the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of benefits arising from genetic resources. The project will therefore comply with this convention through ensuring that screening is done and impacts on biodiversity are identified and mitigated. Thereafter, provisions of World Bank ESS 6 (Biodiversity Conservation and Sustainable Management of Living Natural Resources) will be complied with.

2.3.3 The Basel Convention

The Basel Convention's major goal was to protect human health and the environment against the adverse effects that may result from the generation, transboundary movements and management of hazardous and other wastes. DDF Turnoff - Chikonwe and Checheche Rimai will not produce any hazardous waste on site.

2.3.4 Convention on the Rights of Persons with Disabilities

This Convention promotes, protects and ensures the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity. Therefore the project will employ persons with disabilities from the community so that they are not discriminated against when it comes to being employed.

2.3.5 Occupational Safety and Health Convention, 1981

Part II, Principles of National Policy Article 4.2, indicates that the National Policy shall aim at preventing accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment. UNOPS will therefore ensure compliance with Government of Zimbabwe Occupational Safety and Health Policy by ensuring compliance with the site specific ESMP requirements including carrying out pre task risk assessments, providing adequate PPE for all the worker

2.3.6 ILO Convention 161

The conventions guides on Occupational health services and the Jopa contractor must detect and assess risks from health hazards at the workplace and ensure maintenance of working equipment. Article 7 of the Convention ensures that occupational health services can be organised and they shall be organised by public authorities, social security institutions, authorised bodies and companies themselves. Article 8 states that employers and workers shall cooperate and participate equally in the implementation of occupational services. UNOPS will ensure that all workers on site are inducted and informed on their responsibilities to participate in the implementation of occupational services. The contractor shall have the responsibility to avail occupational health services to their workers

2.3.7 Convention of the Elimination of All forms of Discrimination against Women

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) established an international bill of rights for women. Article 1 of the CEDAW Convention prohibits any distinction, exclusion or restriction made on the basis of sex, which has the effect or purpose of impairing or nullifying the enjoyment and exercise of rights by women on an equal basis with men. Jopa market will not discriminate based on gender and sex. UNOPS will ensure that women fully participate and contribute to the market design, construction and market governance. The market will be a contribution to the machinery on the advancement of women's rights.

2.4 UNOPS Health and Safety Policies

2.4.1 Executive Office Instruction: REF. EOI.SSC.2021.02 :

Reporting and Management of Health and Safety and Social and Environmental Incidents

All HSSE incidents that are at UNOPS workplaces or are as a result of UNOPS activities shall be reported as indicated in this instruction. The incidents will be classified as Class 1 and Class 2 incidents. UNOPS will ensure that the contractor is inducted on incident reporting procedure and that the contractor will adhere to the requirements of this instruction.

2.4.2 Executive Office Directive: ref. EOD.ED.2021.01 :

Occupational Health and Safety and Environmental Management

Under this instruction, UNOPS shall put measures in place to ensure the occupational health, safety and welfare of all individuals involved in its activities and facilities. This shall include UNOPS personnel, partners, service providers, contractors, visitors, communities and any other parties affected by or participating in UNOPS activities or visiting a UNOPS facility. UNOPS shall also adopt a people-centred approach, upholding rights, promoting active participation, including disadvantaged groups and individuals and leaving no one behind. UNOPS shall promote environmental sustainability and resilience in its activities and facilities, systematically preventing and addressing negative impacts on the environment.

3. Stakeholder consultation

This section aims to outline the key Legal and Policy requirements that are applicable to the project and these include;

- Applicable national legislation
- Applicable World Bank ESS, WB ESHG and Good International Industry Practice
- Applicable sections in the ESMF
- All measures implemented as part of activity as set out in LMP, GBV, ESMF

Relevant Stakeholders for the construction of Jopa Market are;

- Chipinge Rural District Council
- Ministry of Women Affairs, Community, Small and Medium Enterprises
- Telone
- District Development Committee (DDC)
- Zimbabwe Republic Police (ZRP)
- Jopa Market vendors representatives

Table 5: Stakeholder Consultation at Screening Stage

Stakeholder concern/recommendation	Suggested mitigation/resolution
Works on the existing borehole UNOPS indicated that the existing water from the borehole had been reported to be of low quality and being rusty.	<ul style="list-style-type: none">- Water quality will be tested and a decision made- Upon authorisation by the Local authority, UNOPS is then to remove the bush pump and install the submersible pump.

	<ul style="list-style-type: none"> - UNOPS to carry out the capacity test of the existing borehole to determine if there is a need to drill another borehole.
<p>General lighting of the market</p> <p>Is it possible to connect electricity from the powerline across the road to the market and avoid using the solar system? This is because of future challenges expected from the solar system e.g. repair works, lack of expertise. Is there back-up energy for solar since the weather in Chinginge can be cloudy for a long time without the sun?</p>	<ul style="list-style-type: none"> - Modern solar systems are hybrid i.e. consist of the solar or with the mains powerline. The RDC could see the future works by UNOPS at St Peter's Mission Hospital where the system will be installed. - The hybrid system will ensure lighting throughout and minimize the electricity bill. - The replacement time for Lithium Battery for the solar is 10 years. That replacement can be planned for in time. - Solar can still pump in full cloud cover depending on a number of factors e.g. number of panels. UNOPS has the expertise to install solar systems that work in all weather conditions.
<p>Future maintenance of the infrastructure</p> <p>How will UNOPS maintain the building after construction has been completed?</p>	<ul style="list-style-type: none"> - UNOPS has a 1 year defect liability period and hand-over the project to the cooperative/ council who will have a plan for the maintenance and operations to ensure continuity. UNOPS will ensure minimum maintenance will be required on the building e.g. toilet maintenance in the case of a breakdown will have to be planned for by the cooperative.
<p>Delay of the project</p> <p>Why has it taken 2 years for UNOPS to only be in the design stage? What is the cause of the delay of the project? The representatives expressed how the delay has been affecting them since they do not have answers to the very forums that the council reports to, who are constantly asking for the progress of the Jopa Women's Market project.</p>	<ul style="list-style-type: none"> - UNOPS explained the internal processes that may have been a contributing factor to the delay. Other issues included the land issues to be given to the cooperative, the tendering process took long because of the overpricing of the bidders. - UNOPS indicated that after approval of the draft design by the council, the processes may be speeded up and other processes may start (e.g. borehole, road works). - UNOPS is also working on a tight schedule to finish the designs by December and construction to begin by February 2022, the earliest. .
<p>Disability inclusion in the design</p>	<ul style="list-style-type: none"> - UNOPS ensures all designs have provision

Does the design of the building have a disability facility?	for the disabled.
Road surfacing Will the new road to the market be a gravelled road or will have a surfacing	-The road will be surfaced. The mode of surfacing is up to the designer.
Other vendors at the market place who do not sell vegetable produce	- A shed area for carpenters, tailors and small workshops that are already a part of the market currently. These assist the sellers with easy access to required services
Security at the market	- Fence and gate for controlled access into the marketplace.
Expensive maintenance rates to be paid by vendors such that an alternative market will be created right next to the newly constructed safe market thereby beating the purpose of the safe	-The local cooperative to ensure there are no other sellers within an agreed distance from the market.
Waste Management	- the designer recommends and the UNOPS HSSE gives procedures to the council for how to manage the waste through the operations and maintenance manual.
Management of the Jopa Market	- Committee to document their plan and recommendations for operations on the market.

Table 6: Zimbabwe Republic Police ESMP Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
Fear of increases in road traffic accidents unless there are measures to	To include humps along the road Increased barricades to restrict movement on the road Speed traps Introduce rules to restrict movement of vendors along the highway

Table 7: Chipinge RDC ESMP Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
There is a need for toilets for clients and customers	Establishment of public toilets Establishment of Office for maintenance issues
Need for fenced spaces	Fencing of separate areas such as wholesale and retail sections
Family disintegration	Provision of separate sleeping facilities for males and females
Waste management	Designated dumping sites Provision of waste management equipment
Child labour, sexual abuse	Gender awareness and education Support for children to go to school

Muggings, crime	Street Lighting
Disease outbreak	upgrading of nearest Health Centre by responsible stakeholders

Table 8: District Development Committee Office ESMP Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
High Rates of school dropouts	Stakeholders to offer financial assistance to the children who are unable to afford school fees and other school utilities
Early marriages	Guidance and counselling, educate youths about entrepreneurship
Road Traffic Accidents	Educate both children and adults on the dangers of running on the roads Chipinge RDC to provide clear road signs posts on the area
High rates of unemployment leading to high crime rates	Establish a formal market square like Jopa market for the local people Stakeholders to educate youths to have small businesses to sustain them

Table 9: TelOne ESMP Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
The network passing through the area is not active	TelOne to remove the network for safe keeping

Table 10: Jopa Cooperative Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
Social problems if there is accommodation that is private	There should be common rooms, that is one for males and the other one for females
Theft of vendor's farm produce for sell	Fence should be installed Market should be guarded Jopa market cooperative to organise a security team during the operational phase
Vendors avoiding maintenance costs hence creating smaller markets outside Jopa Safe Market	Jopa cooperative to ensure their by-laws are complied with
High maintenance costs	
Waste production	Market to dedicate a day in a month to clean up the market The market cooperative is hesitant to involve the Council because as they also anticipate higher costs if the RDC charges for removal and transportation of waste from the site
Employment	Contractor to recruit for non-technical labour from the locals, including vendors at the market
Temporal disturbance of vending since the site will now be a construction site and will have controlled access	Liaise with Mr Kanyenze who is the owner of the stand next to Jopa Safe Market site
Safety of children at the play centre	Play centre must be fenced and UNOPS confirmed that centre will be fenced and will have a gate A register will be maintained whilst someone will be allocated a role to ensure
Electricity supply, day and night supply	Tower lights, plugs and lighting for the whole market is anticipated



Insert 1: Jopa Cooperative Members

Table 11: Ministry of Women Affairs, Gender and Community Development Stakeholder Consultation

Stakeholder Concerns	Stakeholder Recommendations
Displacement during construction period leading to low household income	The local authority should find alternative place for them to sell whilst construction is going on
Decrease in daily earnings/income because of the temporary change	They should be given a busy temporary place to sell produce
Sexual exploitation and abuse Spread of STIs	Workers to camp in town Distribution of IEC material to raise awareness on PSEA
Road Traffic Accidents	Construct speed humps Children and mothers must not be left to run randomly
Failure to hire women as casual labourers when the contractor wants to hire local people	Hire 70% women if the contractor wants to hire local people
Increase in prostitution with	Sensitization on HIV/AIDS

construction workers especially if they are not locals	
Resistance from some vendors to use the safe market after construction	The local authority should educate them on their health and safety regulations
Increase in theft if market is not very secure	Need of a proper storage area with security that secures vendor stock

4. Environmental and social baseline

4.1 Location

Jopa Safe Market is located in Ward 6 under Chipinge Rural District Council, in Manicaland Province, Zimbabwe. The sketch map for the market is attached [here](#). The market is approximately 12 kilometres from Chipinge town. Coordinates for the market are -20.08768S and 32.64641E. Jopa market is along the Chipinge - Tanganda Highway. At the market, there is a junction to Chimanimani from Jopa and the distance to Chimanimani from this point is 52km. Chipinge district is the southernmost district in Manicaland province,

bound on the north by Chimanimani district, Masvingo Province on the West and Mozambique on the east side. The Save river forms the western boundary of the district and drains the western and southern portions of the district. The North eastern portion of the district is drained by the Budzi River and its headwater tributaries. The project area lies within the Budzi catchment and the southern end of the Eastern Highlands reaches into the Northern portion of the district. Mount Selinda lies about 30km from Chipinge town and it lies near the Mozambican border.

4.2 Climate

The project area falls under agro-ecological region I, with rainfall averaging about 1200mm annually that lasts from four to six months between September/October – March/April. The driest month is July, with 19mm of rain. Most precipitation falls in December, with an average of 237 mm. Generally the year is divided into three main seasons;

- Main rainy season from November – March/April
- Cool, dry season from May - August
- Hot, dry season September/October

In terms of temperature; January is the warmest month of the year. The temperature in January averages 18.5 °C. In July, the average temperature is 11.6 °C. It is the lowest average temperature of the whole year. Figure 4.1 shows the precipitation graph for Chipinge District where the project is located.

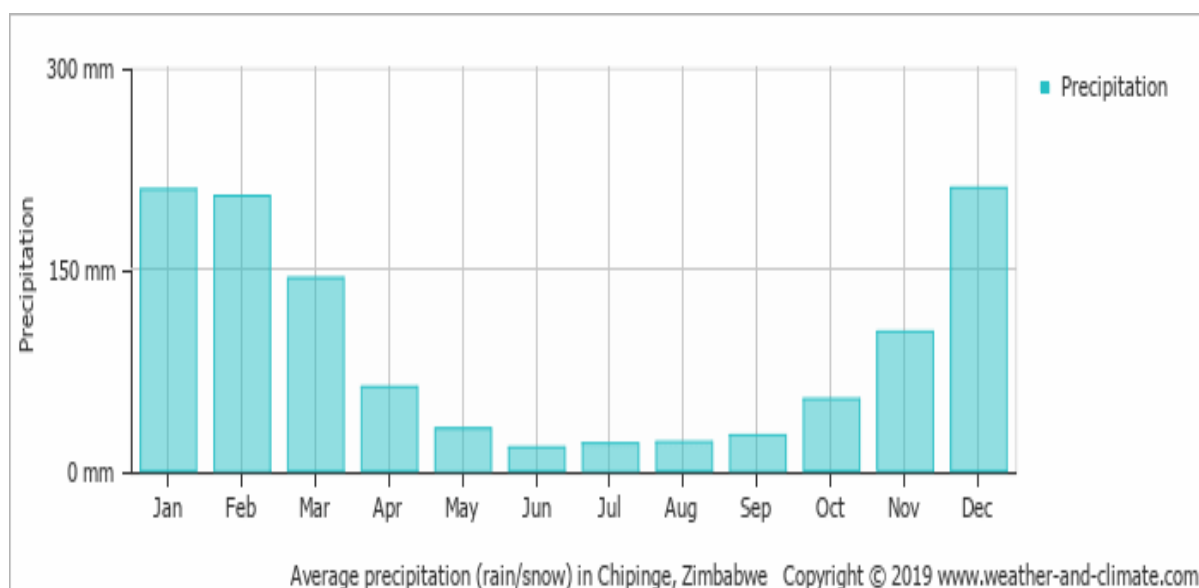


Fig 4.1: Showing the Average Monthly Precipitation for Chipinge District where the project is located

4.3 Hydrology

Generally, Zimbabwe has 7 hydrological boundaries called catchments which are then subdivided into 47 sub-catchments. These catchments and sub-catchments were created after the enactment of the Water Act of 1998 and the catchments and sub-catchments are managed by councils with the Zimbabwe National Water Authority (ZINWA) being the secretariat. The proposed project falls within the Save Catchment Catchment. Save catchment lies in the eastern region of Zimbabwe about 18 to 21.5 South and 31 to 33 degrees East. Its catchment area is 48 564km². The main river systems in the catchment are Save, Odzi, Macheke, Budzi, Devure and Pungwe rivers. The catchment is divided into eight sub-catchments according to the main river systems namely Macheke, Budzi, Devure, Lower Save East, Lower Save West, Odzi, Pungwe and Upper Save as shown on Figure 4.2 below.

Save Catchment

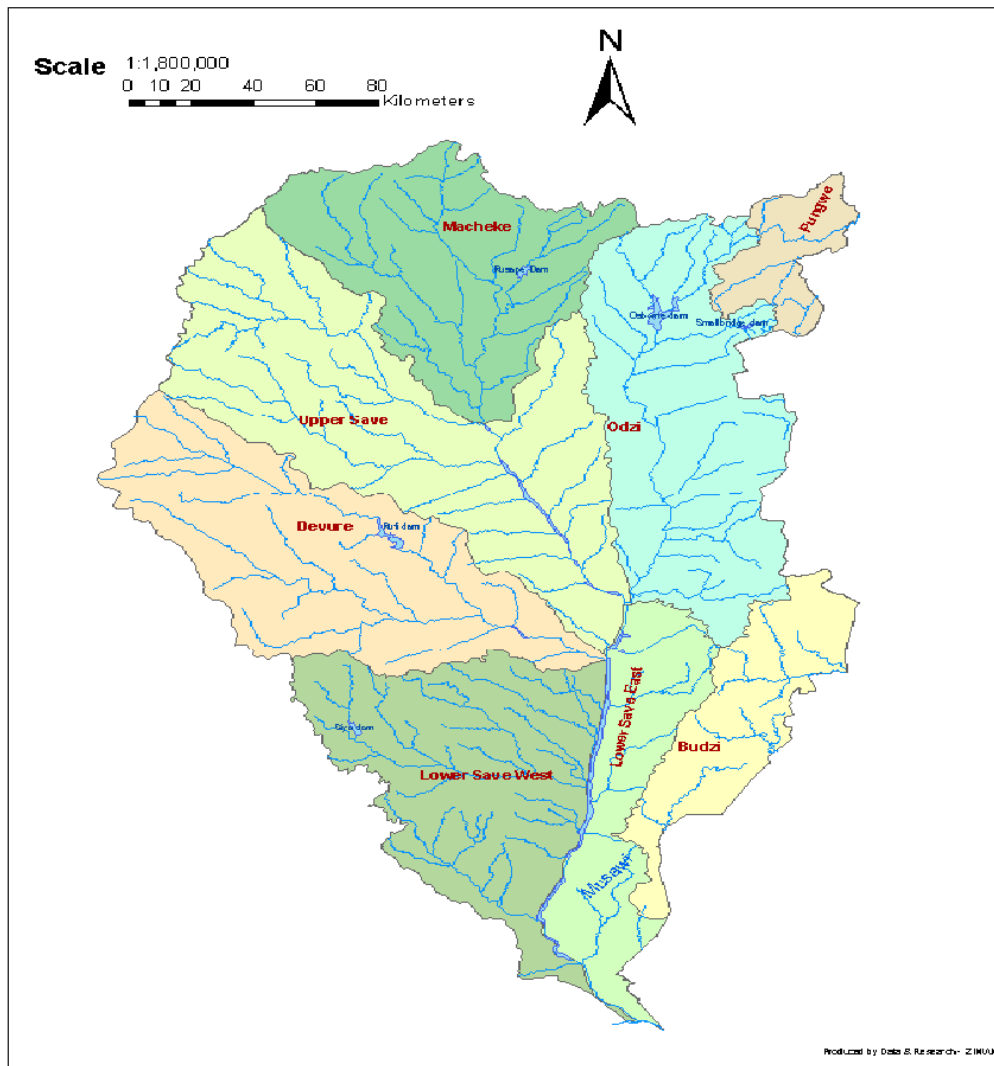


Fig 4.2 : Showing Save Catchment and its sub-catchments (Source- ZINWA)

The project site is located within the Budzi Sub-catchment. Generally the area is drained by Noukari, Nyamahumba and Mwara Rivers which feed into Budzi River. Drainage in the area is generally dendritic in nature. Figure 4.3 shows the hydrological map for Budzi Subcatchment where the project is located.

4.3.1 Water

There is a borehole currently located at Jopa Safe Market. Capacity and quality of the borehole will be tested by the contractor who will be engaged by UNOPS.

Tanganda River tributary is the nearest river to Joppa market and is at New Year's Gift Estate. Mutakura Dam is about 10 kilometres from Joppa market

4.4 Ecology

A site visit was conducted at Joppa to conduct an ecological assessment and establish baseline data for flora and fauna. The baseline study was conducted to establish;

- i) the available ecological components including sensitive habitats
- ii) Presence of endangered and specially protected species and
- iii) Patterns of biodiversity utilization within the project site by vulnerable groups surrounding the project area.

A combination of onsite field investigations and informal interviews with communities surrounding the proposed project area was used. The assessment involved identifying all species available and the presence of sensitive habitats of which none of sensitive habitats were noted in the project area. Presence and absence data was used to establish site utilisation by various wildlife species.

It was observed from the assessment that the project site is surrounded by land disturbed by agriculture activities such as macademia and banana plantations. There is only a small Miombo forest close to the project site which is characterised by the dominance of *Brachystegia spiciformis*, *Brachystegia tamarinodoide* and *Uapaca kirkiana*. The small forest only exists as an island in a sea of land modified by agriculture. However, there are no wood species within the proposed development area, only grass species dominate the site. The grass species present on site are short tufted grasses including *Loudetia simplex*, *Trachypogon spicatus*, *Exotheca abyssinica*, and *Monocymbium ceresiiforme* which

also favour high elevation areas. A picture of the grass species is shown below;



Insert 2: Vegetation at Jopa proposed site

Isolated occurrences of *Themeda triandra* and *Loudetia simplex* could also be observed within the site. The affected species have a wider geographical range and distribution and project implementation will not affect the species survival in the wild. No threatened species were identified along the project area according to the *Plant Red Data List of Zimbabwe* or endemic or near endemic species were recorded according to Endemic species of Zimbabwe.

4.5 Soils

Red clay loam soils were observed at Jopa Safe market. The clay fractions contain certain small amounts of gibbsites because the area receives rainfall of about 1200 mm/year. The soils are formed on sandstones and quartzites of Umkondo system.

4.6 Existing Infrastructure

Vendors at the market use makeshift stalls made from gum poles and plastics. These materials were also used to construct makeshift shelter for vendors to sleep as this is a 24-hour market. The makeshift sheds and stalls were pulled down in the clean ups that occurred during the Covid19 Lockdown period, however these have since been revived with the ease of COVID-19 regulations. There are no ablution facilities at Jopa market. The market also houses an incomplete ablution block structure. The incomplete ablution facility is shown on the insert below;



Insert 3 : Incomplete ablution block

Vendors draw water from a borehole at the market, when it is functional. The borehole is shown on the insert below;



Insert 4: Existing borehole at Jopa Safe Market

4.7 Social Baseline

Jopa market is an informal market for farmers located in Ward 6 of Chipinge Rural District Council. The market serves as a meeting point for +/- 300 farmers mainly from Rusitu valley who come and sell their horticultural produce to customers mainly from Chipinge, Mutare, Masvingo, Matabeleland and other parts of the country. The market is about 15km from Chipinge along the Chipinge – Mutare highway at the turn-off to Chimanimani Village and is located 15 km just before Chipinge town centre. The market is situated along the Chipinge road highway and the Jopa-Kopa road.

Jopa market is a major lifeline to households mainly to villages around Jopa itself, Christine, Ndiadzo and as far as Mutsvangwa in Chimanimani who buy and sell agricultural commodities from surrounding communal farmers or produce the agricultural commodities themselves for reselling. Majority of the traders are beneficiaries of the Zimbabwe Land Reform Program done from 2000 to date (resettlers) with some traders originally from Chipinge and Chimanimani. Members, who were frequent vendors of bananas, pineapples, sweet potatoes,

roasted macadamia nuts, sugar cane, yams, avocados, mangoes, oranges, lemons and other seasonal fruits that grow within the district and neighboring Chimanimani, formed the market in 2016. Traders are above the age of 18 years and are not formally employed but base their livelihoods on agricultural commodity vending as a form of self-employment. Statistics provided by Chipinge RDC and the Ministry of Women Affairs district office show that most of the vendors working at Jopa market, like any other marketplace, are women. Women working at the Jopa market are not a homogenous group, ranging from adolescent girls, young mothers, middle aged and elderly women and with varied needs. Informal trading and street vending are a readily accessible means of livelihood for many women because of the low cost of entry and flexible work schedules.

Issues of GBV are mostly around security issues. Since most of the vendors sell the same produce, there is fierce competition amongst the traders, sometimes to the point of quite aggressive behaviour especially towards elderly women. Due to the general lack of regulation in the marketplace, vendors who are physically stronger, younger and have been trading at the market for years intimidate new vendors. Vendors who are from further places such as Chimanimani and wards 9 of Chipinge also expressed concerns over security issues as they have to stay overnight when their produce is not sold out. The market has clear social divisions between local vendors, and 'outsiders' (usually vendors from Chimanimani and wards 9 which are further away from the marketplace) and this contributes to conflicts between vendors. It is in the evening where the vendors feel more insecure as touts and rowdy drunkards from nearby villages sometimes threaten them with violence at times stealing their produce such as potatoes or simply make them stay overnight and they do so in fear of being violated.

Women's domestic roles like childcare follow them to the market and in the absence of appropriate infrastructure this is a drawback to their participation in the local economy. Unlike their female counterparts, men do not have similar issues. Sometimes women traders bring their children to the market who are often left to play behind the market stalls. The marketplace does not have any ablution facilities and this affects women mostly. Women must manage menstruation, frequent urination in pregnancy, disposal or changing of nappies and accompany small children to the toilet. Men have often been seen urinating in public whilst the same behaviour is not expected from women. Currently vendors use nearby bushy areas to relieve themselves. Women complained that sometimes children wander into the bushy areas and this presents a health and hygiene hazard for the children. There is no dedicated play centre for children at the market and in the past, there have been incidents where children have been run over by passing cars.

Trade at the market has not been spared by the economic meltdown and the ever changing monetary policies in Zimbabwe. Traders at the market trade in South African Rands and USD. This is to protect their profits from inflation.

The market was completely destroyed by Cyclone Idai in 2019 and traders whose crops had somehow survived had to restart building their shacks. The Covid-19 pandemic lock-downs forced temporary closure of the markets and traders illegally moved across the road till the restrictions by the government eased. The traders remain exposed to natural disasters and pandemics if no formal structure is set up.

4.8 Land Ownership

The increasing demand for agricultural products at the market thus prompted the members to come up with a collective initiative to seek for formalization and also influenced by the central location of the market. In 2020, as the government of Zimbabwe increased efforts to curb the spread of COVID-19 a directive was issued to restructure and re-allocate workspaces for Small and Medium Enterprises (SMEs). Jopa traders were not spared and had to leave the vending site they had been operating at for years because it was situated on private property and did not meet COVID 19 requirements to continue trading. The site was closed, and traders approached the Chipinge Rural District Council to release land earmarked for fruit vending in the council's plans. The association reached an agreement with the council to allocate the land adjacent to the old vending site where the market is now situated. The transfer of land was facilitated by the Ministry of Women Affairs, Community, Small and Medium Enterprise Development in 2021 and the Chipinge Rural District Council handed over the land to Jopa Market Co-Operative. [Land Transfer Document](#)

4.9 Governance of Jopa Market


The market is governed by an association of vendors composed of people drawn from the area around Jopa, mainly people who were the first traders to trade at the market since its inception. Poor marketplace, or rather, the non-existence of management was noted by UNOPS in a Gender Assessment of the market that was done in 2020 (UNOPS). The market vendors at Jopa Market have a limited awareness of their rights as traders under the law, vendors are unaware of how, and in what manner they must coordinate with other vendors when exercising their rights. As some of the vendors explained, there are always differing

opinions between local government authorities, the police and the vendors, which creates confusion for the vendors on how the market is governed. While there is an existing market committee, there is no functional designated official or department responsible for marketplace management at the market. Most of the vendors do not know the role of the committee and think that the role of the committee is simply to stop them from rushing to motorists on the road.

The local authority has since encouraged the informal traders to formalize their common business into a retail cooperative. The idea was welcomed by the vendors association in 2020-2021 who already had the vision to grow and be formally identified as a Cooperative to enable better coordination of members and execution of growth plans. The Ministry of Women's Affairs, Community, Small and Medium Enterprises Development welcomed the move and assisted the vendors by providing business Development services in form of training on various business development concepts starting with pre-cooperative education. The Ministry assisted with the registration of the Jopa Market Cooperative, the market is now operating as a Co-Operative and is governed by a constitution (Jopa Market). UN Women under the Spotlight initiative is training the traders on governance and livelihoods additions.

5. Impact Identification and analysis

Table 12: Potential environmental/social impacts at screening stage

SECTION C1: Potential Environmental/Social Impacts of the project – FOR PROJECTS WITH A PHYSICAL SITE OR ACTIVITIES					
(Please check each line appropriately. At this stage, questions are answered without considering magnitude of impact – only yes, no or I don't know are applicable answers)	Yes	No	I don't know	If these risks are present, refer to:	Comments:
BIODIVERSITY					
Will the project require the acquisition or conversion of significant areas of land?		X		Biodiversity Requirements & Guidance	The land is owned by the cooperative of vendors as evidenced in the minutes of the council resolution. https://drive.google.com/file/d/1GwjO2MUSJNUY6UVCoRoKiCwatfmQgPuV/view?usp=sharing
Is the project located in proximity of protected areas or other areas classified as vulnerable?		X			No protected areas have been identified in proximity to the project site.
Will the project affect fragile, protected or endangered ecosystems or species? (e.g. natural forests, wetlands, estuarine, coral reefs, mangroves, endemic species, endangered species etc)		X			There is no natural forest, coral reef or endangered species at the project site 

Can the project cause disruption of wildlife migratory routes?			x		There is going to be minimal disturbance of vegetation since there is no significant vegetation currently. Therefore one cannot confirm if there will be migration of wildlife species that will be affected.
Can the project introduce alien species or GMOs?			x		Jopa Safe Market will not bring in alien plant species as locally produced produce is mainly sold. During rehabilitation of the site after construction, the indigenous species will be used hence there will be no risk of the project introducing alien species.
Can the project impact ecosystems upon which communities rely for food, water, fibres or other basic needs, including cultural and spiritual needs?			x		The project is not affecting the existing ecosystem as the site is just a place where people gather to sell their products and no food/crops is grown in the site. No cultural and spiritual needs were identified during the screening but these can come up if there is a chance finds during the construction phase.
Will the project involve natural forest harvesting or plantation development without an independent forest certification system for sustainable forest management?			x		Project does not include any activity under natural forest harvesting or plantation development
Does the project involve harvesting or depletion of natural resources (e.g. forest, fisheries, etc)?	x				Gravel and sand extraction from borrow pits for construction purposes.

Are the needs of the project likely to exceed the capacity of existing water supply, sanitation systems, transport or other infrastructure?		x			The toilet on site is currently uncompleted and the vendors are currently using the bush system. The project will therefore not impact on any current sanitation as there is no sanitation system at Jopa market currently. The contractor will provide mobile toilets for workers that will be on site so as to ensure there are adequate sanitation systems Water supplies for construction purposes will exceed existing borehole supplies. The contractor must seek permission from ZINWA to extract water from the nearby River or Mutakura Dam for construction purposes. Contractor will however confirm if the water source above is the one they will extract water from. No, as the contractor will have own water and sanitation supply.
Will the project involve extraction, diversion or containment of surface or groundwater?	x				Extraction of groundwater for the operation phase will be done through the existing borehole sited at Jopa market.
LAND DEGRADATION					
Is the project likely to cause soil erosion, siltation or degradation?	x				The project will result in degradation at borrow pits and sand abstraction points.
Is the project located directly on river embankments?		x		Biodiversity Requirements & Guidance	There is no river in proximity to the project site.

Will construction, operation or decommissioning of the project involve physical changes, such as topography or land use (e.g. construction camps, housing, etc.)?	x			Standard designs for drains and culverts	The nature of the construction needs extensive excavations, which eventually will be sorted by rehabilitation and aesthetics efforts of the projects. So the project involves physical changes to the existing topography. Landscaping will be done for site rehabilitation and aesthetics. Construction camp will be set up..
Will the project require accommodation or services for the workforce?	x			ref. to the Health and Safety Management System	Contractors will require a temporary camp on-site. Contractor Camp Management Plan will be shared with the contractor.
Is the project located in an area prone to recurrent natural disasters? (e.g. floods, cyclones, etc.)	x			Disaster risk analysis Requirement s & Guidance	Area is prone to recurrent cyclones, storms and earth tremors. The recent storm was Storm Anna that occurred between 24 to 27 December 2022.
NATURAL RESOURCES					
Will the project require (during execution or after completion) significant amounts of water, energy, materials or other natural resources?	x			Resource efficiency Requirement s & Guidance	The project requires significant water, gravel, sand and loose rocks for construction purposes. The quantity will be determined when the contractor for the construction will be engaged. Contractor will identify the source of water for construction and camp purposes

					Extraction is for the construction phase. Operation phase will just be for selling produce.
POLLUTION (from routine, non-routine or accidental sources)					
Will the project result in the production of solid waste? (directly by the project or by workforce)	x			Waste Management Requirements & Guidance	The market will mainly be selling farm produce hence a significant amount of solid organic waste is expected from this project. Chipinge Rural District Council shall submit a Solid Waste Management Plan to share with the cooperative and this will be included as part of the ESMP TOR.
Will the project result in the production, transportation, storage or use of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceuticals, industrial chemicals, ozone depleting substances)		x			Project does not involve production of toxic or hazardous waste. No activities under the project scope involve such.
Will the project produce effluents (waste water)?	x			Pollution prevention Requirements & Guidance	Effluent water will be the result of cleaning site tools and equipment and equipment. Bathing and toilet facilities included in the design will produce effluent in the implementation phase.
Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)	x				No significant dust emissions are expected from the project. The site is not a big site. However dust is an expected result of excavation and concrete mixing. Dust suppression measures will still need

					to be applied on site for the dust that will be produced.
Can the project affect the surface or groundwater in quantity or quality? (e.g. discharges, leaking, leaching, boreholes, etc.)	x				If human traffic increases because of the improved market, there will be more use of underground water through boreholes hence quantity of groundwater could be affected.
Will the project require use of chemicals? (e.g. fertilizers, pesticides, paints, etc.)	x				Paint will be used but only during the construction period of 16 weeks. The rest of the life of the building will require the use of heavy chemicals. The only ones could be detergents for cleaning floors, toilets etc.
Is there any risk of accidental spillage or leakage of material?	x				Yes, oil leakage from plant and equipment.
Is there a significant risk of fire, explosion or other emergency situations?		x		ref. to the Health and Safety Management System	Injury , fire or emergency situations risk is moderate.
Will the project produce significant noise pollution, disturbing the nearest settlement?		x		Community health, safety, security Requirements & Guidance	Noise is expected from the use of plant and equipment during construction but the levels of noise would be low such that they will not be considered as significant. Significant noise levels would be above 90 decibels per an 8 hour shift as per Zimbabwean law.

SOCIAL					
Will the project lead to the displacement of a population? (e.g. forceful relocation, relocation of the local community or in-migration to the area)		x		Displacement and resettlement Requirements & Guidance	The site is currently being used as a market. There are cabins on site and these vendors are part of the cooperative that
Will the project lead to significant population density increase (short and long-term), affecting environmental sustainability and social infrastructure?	x			- Community health, safety, security Requirements & Guidance - Resource efficiency Requirements & Guidance	The improved market could create a market around it. Some people could also come to the market for fun and fellowship because of the economic activity and facilities created by the market. There could be an increase in customers at the market as the standards would have improved. There is also a wholesale section on the plan hence more customers/traders are expected. Population of vendors will also increase because of the improved market and because the market provides security.
Will the project lead to an increase in population movement and (interregional) traffic?	x				
Is the project located in a conflict area, or has the potential to cause social problems and exacerbate conflicts, for instance, related to land tenure and access to resources (e.g. a new road providing unequal access to a disputed land)?	x	x		Conflict Sensitivity Requirements & Guidance	If beneficiary selection of community workers is not done well, the project has the potential to cause conflict within the community.

Will the project be located in or close to a site of natural or cultural value?			x	Cultural heritage	Chance Finds Procedure will be applied in areas where excavations will take place and if the project comes across any chance finds.
Is the project site known to have the potential for the presence of cultural and natural heritage remains?			x	Requirement s & Guidance	
Are there Indigenous People in the project area? Can they be negatively affected in their livelihoods (e.g. land ownership issues, access to resources, loss of downstream beneficial uses such as water supply or fisheries) or belief systems?		x		Indigenous people	There are no indegenous peoples operating at Jopa Safe Market
Does this project have the potential for discriminatory impact on particular groups of individuals? (e.g. products or services are inaccessible to certain disadvantaged or vulnerable groups - women and girls; persons with disabilities; racial, ethnic, national or religious groups; indigenous groups; particular age groups, etc.)	x			Human Rights	The project has the potential to discriminate against disadvantaged and vulnerable groups if exorbitant monthly maintenance charges are required from the vendors so that they can sell their produce.
Would the project potentially discriminate against women and girls based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?			x	Gender Equality	The cooperative's management committee consists of 90% women and this safeguards them from the risk of having their opinions and views disregarded in project design yet the market is being constructed with women in mind.
Can the project have adverse impacts on human rights (e.g. civil, political, economic, social or cultural) of people who interact with it and especially marginalised groups?		x		Human Rights	Project design took into consideration vulnerable groups like people living with disabilities, women and minority groups. The design will consider the governance

					issues of the market to ensure inclusion of all groups in design and implementation.
Does the project involve support for employment that may fail to comply with national and international labour standards (i.e. ILO fundamental conventions)?		x		Labour and working conditions Requirements & Guidance	National and international work norms will be applied throughout the project duration.
Will the project be located in a densely populated area?		x			Project is located in a sparsely populated rural area. The site has an average of 100 vendors selling their farm produce at the market.
Does the project have health, safety and/or security consequences for local communities? (e.g. increased spread of disease or violence by influx of workers in the area)	x			Community health, safety, security Requirements & Guidance	Health and safety concerns associated with improper handling of waste, dust pollution and potential accidents . Risk of exposure to HIV/AIDS, Covid-19, SEA and GBV because of the temporary workforce.
Is there a risk that the project fails to comply with UNOPS health and safety policies?		x		ref. to the Health and Safety Management System	UNOPS, World Bank and GoZ,H & S policies will be adhered to.
GENERAL					
Is an Environmental and/or Social Assessment required by the law of Zimbabwe where the project is undertaken?		x			No. EMA cleared the project though liaison with EMA and the RDC. Permit for abstracting sand must be sought from the RDC and the transportation license sought

					from EMA. Sand and gravel abstraction shall be done according to the ESMF guidelines.
Is there a risk that the project cannot be partially or fully maintained after handover, thus impacting the delivery of the planned outcomes?	x				Traders might fail to pay maintenance/subscription fees for the safe market.
Is there a risk that the project fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		x			Stakeholder Engagement Plan to be followed.
Is there a recent legacy of human rights violations in the project area (inclusive of sexual exploitation and abuse by previous organisations/contractors)?	x			Human rights and Community Health and Security requirements and guidelines	The area has been previously dominated by male market barons deeming it unsafe for women, however the market as of 2021 now has a registered cooperative with 90% women sitting on the committee.
Is the project implementing arrangements that foresee the use of security arrangements and security personnel?		x			The project will not have any arrangements that foresee the use of security arrangements and security personnel.
Is the project being implemented in communities that are vulnerable to sexual harassment, gender-based violence and/or sexual exploitation and abuse of women, men, girls and boys?		x			The project is a women's safe market with 90% participation of women to ensure that there is ownership by women to curb GBV, and SEAH
Has the risk of human rights violation been raised by any stakeholders (including affected communities and minority groups within) during	x				Traders have raised issues of discrimination due to geographic location of the trader. The registration of the committee has ensured that all traders

the project consultations, design, development and implementation?					from the surrounding wards are represented in the market committee.
Is there a risk that the project fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?		x			The project will follow and adapt the stakeholder engagement plan

6. Impact Analysis

Table 13: Impact Analysis Table

Nature of the Risk/ Impact	Magnitude and Extent	Timing and Duration	Permanence	Likelihood and Significance
Covid-19 infection	Directly affects the employees, families and extends to the community.	During work engagements and long-term	Temporary	High probability and high significance
Contractor engagement Related Risks such as social risks, GBV/SEA, occupational health and safety risks	Directly affects the contractor worker, families and extend to the community	During construction phase and temporary	Temporary	High probability and high significance
Demolition of existing incomplete toilet resulting in potential occupational injuries	Directly affects the worker	During construction phase	Temporary	Moderate probability and high significance

Waste management; uncollected waste piling up at the market	Directly affects the vendors, customers, families , Chipinge RDC and extends to the community	During operational phase	Temporary	High probability and high significance
Effluent from flush toilets constructed	Directly affects the vendors, customers and extends to the community	During construction and operational phase	Permanent	High probability and high significance
Injuries to children playing at the Centre	Directly affects the vendors, families and extends to the community	During operational phase	Permanent	Moderate probability and high significance
Traffic Incidents/Accidents	Directly affects the vendors, the customers, families and extends to the community	During construction and operational phase	Permanent	High probability and high significance
Occupational health and safety risks	Directly affects the contracted workers and extends to families and the community	During construction phase	Temporary	Moderate probability and high significance

GBV/SEA	Directly affects the vendors, customers, contracted workers and extends to the family and the community	During planning, construction and operational phases	Permanent	High probability and high significance
Unregistered pit/river sand suppliers	Directly affects the environment	during construction phase	Temporary	Low probability and high significance
Malaria if waste is not well managed	Directly affects the vendors and extends to the community	During operational phase	Permanent	Low probability and high significance
HIV/AIDS spread as stakeholders were concerned that the accommodation on site could promote prostitution at Jopa Safe market once construction is completed.	Directly affects the vendors, contracted workers, families and extends to the community	Guring construction and operational phase	Permanent	Moderate probability and high significance

Increase in population movement to sell and buy produce after completion of project	Directly affects the vendors and extends to the community	During operational phase	Permanent	High probability and moderate significance
Maintenance cost that vendors cannot afford resulting in poor maintenance of the market	Directly affects the infrastructure and extends to the vendors and the community	During operational phase	Temporary	High probability and moderate significance
Security risks and theft of vendor's produce	Directly affects the vendors, the family and extends to the community	During operational phase	Permanent	Moderate probability and moderate significance
Temporal disturbance to access Jopa Safe Market hence temporal disturbance to livelihoods as vendors cannot	Directly affects the vendors, the family and extends to the community	During construction phase	Temporary	High probability and high significance

sell their produce during construction				
Disruption of wildlife migratory routes (note the response in the screening stage was we do not know if this would happen)	Directly affects the wildlife	During construction phase and operational phase	Temporary	Low probability and low significance
Project impacting on ecosystems upon which communities rely for food and water	Directly affects the vendor, the customer and extends to the community	During construction phase	Temporary	Moderate probability and moderate significance
Soil erosion, siltation or degradation	Directly affects the environment and extends to the community	During construction phase	Temporary	Low probability and low significance

Project likely to exceed the capacity of existing water supply, sanitation systems	Directly affects the environment, the worker, the vendor, family and extends to the community	During construction phase	Temporary	Moderate probability and moderate significance
Project involves extraction of groundwater	Directly affects the environment and the vendors	During construction phase	Temporary	Moderate probability and moderate significance
Effect on groundwater quantity	Directly affects the environment and the vendors	During construction phase	Temporary	Moderate probability and moderate significance
Use of paint	Directly affects the environment and the worker	During construction phase	Temporary	High probability and low significance

7. Impact Evaluation

This section follows through every risk/impact and evaluates the extent to which the proposed mitigation measures will eradicate the risk or impact and endeavor to estimate the residual risk or impact that may remain after mitigation. You will use this residual impact to prioritize mitigation measures in the ESMP.

Table 14 : Impact Evaluation

Risk/Impact	Probability of Occurrence (0-4)	Severity of Occurrence (0-4)	Impact Rating (0 -16)	Mitigation At the end of the screen process, tabulate the mitigation measures in an ESMP Format (Appendix C)	Residual risk
Contractor engagement Related Risks	2	3	6	Contractor Camp Management with a waste management plan, Driver Risk Assessment , Camp Selection Criteria and a Monitoring Plan	$1 \times 2 = 2$
Demolition of existing incomplete toilet resulting in occupational risks	3	3	9	Health and Safety Plan (Pre-task risk assessment, risk assessment, mandatory weekly inspections, mandatory adequate PPE, Contractor Environmental and Social Management Plan)	$1 \times 1 = 2$
Waste management	3	2	6	Draw up and implement an on-site waste management plan. Construction rubble from demolished toilet can be reused for backfilling or landfill. Train vendors on correct waste management strategies and construction workforce on safe waste disposal. Chipinge RDC to draw a	$1 \times 1 = 1$

				waste management plan for Jopa Safe market and share with the Vendor Management Committee, UNOPS and the World Bank.	
Effluent from flush toilets constructed	3	3	9	Installation of septic tanks Maintenance of septic tanks so that they do not get overfilled	$1 \times 2 = 2$
Injuries to children playing at the Centre	3	3	9	Vendors to ensure that there is a childminder at any time when there are children playing at the play centre.	$2 \times 2 = 4$
Traffic Incidents/Accidents	4	4	16	Design that reduces risks of incidents by ensuring vendors will not sell their produce along the road, there will be designated parking for vehicles buying and selling market produce	$2 \times 2 = 4$
Occupational health and safety risks	2	4	8	Implement occupational health and safety management plan, with appropriate emergency response and first aid facilities at the project site . In order to reduce public health and environmental risks of excessive, HIV/AIDS and Covid-19 awareness training for workforce and community	$1 \times 3 = 3$

GBV/SEA	2	4	8	Security at Jopa Safe Market. Education and awareness on GBV/SEA	$1 \times 2 = 2$
Unregistered pit/river sand suppliers	2	2	4	Liaise with RDC for supplier list	$1 \times 1 = 1$
Covid 19 Spread	3	4	12	Rules at the marketplace that ensure social distancing, sanitizing and washing of hands. Compliance with GoZ, WHO, World Bank and UNOPS standards	$2 \times 2 = 4$
Malaria if waste is not well managed	3	3	9	Waste Management Plan from Chipinge RDC, Training of vendors on waste ,management strategies	$2 \times 2 = 4$
HIV/AIDS spread as stakeholders were concerned that the accommodation on site could promote prostitution at Jopa Safe market	3	4	12	Accommodation will be restricted to common rooms; that is, a male room and a female room	$1 \times 1 = 1$

once construction is completed.					
Increase in population movement to sell and buy produce after completion of project	2	1	2	Operations and Maintenance Manual	$1 \times 1 = 1$
Maintenance cost that vendors cannot afford resulting in poor maintenance of the market	4	4	16	Vendor committee to draft a constitution on management of market place, Regular meetings to be held with the vendors so that they agree on an affordable market	$2 \times 3 = 6$
Security risks and theft of vendor's produce	3	4	12	Fence to control site access	$2 \times 2 = 4$
Temporal disturbance to access Jopa Safe Market hence temporal disturbance to livelihoods as vendors cannot sell their produce	4	4	16	RDC to provide a temporary selling point whilst construction is ongoing	$2 \times 2 = 4$

during construction					
Project impact ecosystems upon which communities rely for food and water	3	3	9	RDC to provide a temporary selling point whilst construction is ongoing	$2 \times 1 = 2$
soil erosion and siltation	3	3	9	Backfiling within 48hours	$2 \times 1 = 2$
Needs of the project likely to exceed the capacity of existing water supply and sanitation systems (the current sanitation system is not functional because existing ablution block is incomplete)	3	2	6	If the capacity of the borehole will not be able to supply the contractor for construction purposes, water for construction should be sourced at the nearby dam , with approval from the Budzi Subcatchment	$2 \times 1 = 2$

Extraction of groundwater	3	3	9	Contractor to test capacity of existing borehole and look for alternative source if capacity cannot support the construction requirements	$2 \times 2 = 4$
Project involves extraction of groundwater	3	2	6	Contractor to test capacity of existing borehole and look for alternative source if capacity cannot support the construction requirements	$2 \times 1 = 2$
Effect on groundwater quantity	3	2	6	Contractor to test capacity of existing borehole and look for alternative source if capacity cannot support the construction requirements	$2 \times 1 = 2$
Use of paint, Inhalation risks, working at heights, slip trip and falls, skin contact, eye contact, ingestion, carcinogenicity	3	2	6	Use of correct PPE, Following MSDS guidance, correct storage of paint, risk and hazard awareness of paint products,	$2 \times 1 = 2$

8. Environmental and Social Management and Monitoring Plan Table.

The table below follows through all the risks and impacts identified and gives corresponding details as indicated in the table.

Table 15 : Environmental and Social Management and Monitoring Plan

Associated Project Activity	E&S Risks and Impact	Mitigation Measures	Responsibility for implementation	Timing for mitigation	Monitoring Indicators	Mitigation Budget	Monitoring Responsibility	Monitoring Frequency
Gravel and sand abstraction	Land degradation	Contractor to follow Sand Abstraction Framework requirements	Contractor	Project Construction Phase	Chipinge RDC sand abstraction permit, EMA sand abstraction permit	Contractor	UNOPS CI HSSE Associate, UNOPS Site Engineer, UNOPS Project Manager, PIU, IVA	Continuous during construction phase

Water abstraction during construction	Reduction in groundwater quality	Contractor to get permission for water abstraction from Budzi subcatchment Council	Contractor	Project construction phase	Abstraction Permit from Budzi Subcatchment Council	Contractor	UNOPS CI HSSE Associate, UNOPS Site Engineer, UNOPS Project Manager, PIU, IVA	Continuous during construction phase
Recruitment of workers	Child labor	Procurement documents to ensure that Child Protection guidelines are highlighted in the procurement documents, Compliance with the provisions of the CPAC	UNOPS CI, Contractor	Planning and construction phase	signed contract, Copies of National Identity documents for all workers	Contractor, UNOPS CI	UNOPS CI Community Mobiliser	Continuous during construction phase
	Over looking women in employment	Quota system to guide the contractor	UNOPS CI, Contractor	Planning and	Number of female	Contractor, UNOPS CI	UNOPS CI Community Mobiliser	Continuous during

		during procurement process, contractor to ensure that up to 50% of workers are women		construction phase	workers recruited			construction phase
	Overlooking locals for non technical jobs	Contractor contract documents to have a provision that makes it mandatory for contractor to employ non technical labour from local communities, contractor to comply with provisions of the contract	UNOPS CI, Contractor	Planning and construction phase	% of non technical labor that will be recruited from the community locally as compared to those recruited from outside	Contractor, UNOPS CI	UNOPS CI Community Mobiliser	Continuous during construction phase


Installation of roof	OHS injuries and accidents	Adequate PPE Toolbox talks Provision of worker welfare facilities Risk Management	Contractor	Construction Phase	Lost Time Injury Frequency Rate Welfare facilities on site	Contractor	UNOPS CI Site Engineer, PIU	Daily Weekly inspections
	Working at heights	Using scaffolds installed by competent personnel Fall protection	Contractor	Construction phase	Permits for Work at height. Scaffold inspector qualifications	Contractor	Contractor, UNOPS CI Site Engineer, PIU	Daily Weekly inspections PIU monthly
	Fall from heights	Compliance with WB EHSO-Occupational Health and Safety (Working at heights): Risk assessment Toolbox talks	Contractor	Construction phase	Permit to work Competency documents Risk registers Toolbox talk records and registers	Contractor	UNOPS CI Site Engineer, HSSE Analyst, PIU	Continuous during construction phase

		<p>Competent personnel to erect, dismantle and inspect the scaffolding</p> <p>Implement the scaffolding safety tagging system</p> <p>Fall protection PPE to be used</p> <p>Use of correct PPE</p>			Competency of scaffold erectors & inspector			
Glazing	OHS injuries and accidents such as cuts	<p>Adequate PPE</p> <p>Toolbox talks</p> <p>Labour Management Procedures</p> <p>Risk Management</p>	Contractor	Construction Phase	Risk Register PPE register	Contractor	UNOPS CI Site Engineer, PIU	Ongoing, Weekly HSSE inspections
Finishes and fittings (tiling,	Cuts, slip trip and falls, dust,	<p>Adequate PPE</p> <p>Toolbox talks</p>	Contractor	Construction Phase	Induction register,	Contractor	UNOPS CI Site Engineer,	Continuous during the

metal work, carpentry)		Labour Management Procedures Risk Management, Hiring competent personnel			Competency documents, pre task risk assessment,		HSSE Associate,PIU	construction phase
	Manual handling, ergonomic risk	Training Toolbox Talks Demonstration of correct manual handling Risk Assessment	Contractor	Constructi on Phase	Toolbox Talks register Training register	Contracto r	UNOPS CI, PIU	Continuous during construction phase
Trenching for toilet foundation	Injuries Soil erosion Dust pollution	Backfilling of trenches within 48 hours. Erect hazard tapes on trenched areas Controlled site access	Contractor	Trenching phase	Hazard tapes erected, Immediate backfilling of dugout trenches within 48 hours	UNOPS CI	UNOPS CI Site Engineer, HSSE Associate,PIU	Daily

Construction of superstructure	OHS Incidents Working at heights	The use of proper scaffolding and appropriate PPE	Contractor	Work at heights	Competency of scaffold inspector	UNOPS CI	UNOPS CI Site Engineer, HSSE Associate, PIU	Daily
	Dust pollution	Dust masks dust suppression mechanism	Contractor	Construction phase	PPE register GRM	UNOPS CI	UNOPS CI Site Engineer, HSSE Associate, PIU	Daily
	GBV/SEA	Implement GBV/SEA Action Plan Induction of workers	Contractor, UNOPS CI	Planning, project start up, construction phases	GRM GBV/SEA reported incidents	UNOPS CI	UNOPS CI Site Engineer, Community Mobiliser, PIU	Weekly
	Extraction of groundwater	Existing borehole capacity test	UNOPS CI, Contractor	Construction phase	Capacity test results	UNOPS CI, Contractor	UNOPS CI Site Engineer, Construction Supervisor	Continuous during construction phase
Plumping	OHS injuries and accidents	Risk Assessment and risk briefing to the worker.	Contractor	Construction phase	Lost Time Injury Frequency Rate	UNOPS CI	UNOPS CI Site Engineer, PIU	Weekly

Transportation of project inputs	Road accidents involving livestock and vulnerable members of the community including hospital patients	Contract reputable and registered transport providers	UNOPS CI, Contractor	Project start up	Contract with supplier. Supplier work permit.	UNOPS CI	UNOPS CI Site Engineer, HSSE Associate, PIU	During project start up Weekly inspections
Storage of construction materials	Theft of materials	Increase security on site to guard materials, Construction site to have controlled access	UNOPS CI, Contractor	Planning, Project start-up, Construction phase	Controlled access Worker contract	UNOPS CI, Contractor	UNOPS CI Site Engineer, Community Mobiliser UNOPS PIU	Daily Weekly HSSE inspections
	Occupational injuries during stacking, loading and unloading	Training workers on manual handling techniques	Contractor, UNOPS CI HSSE associate					

Fencing	Cuts	Provision of adequate PPE,	Contractor	Construction Phase	PPE Register, Induction Register, Pretask risk assessment documents	Contractor	UNOPS CI Site Engineer, HSSE Associate, PIU	Continuous during fencing stage
Landscaping	Occupational injuries	Provision of adequate PPE	Contractor	Construction phase	PPE Register, Induction Register, Pretask risk assessment documents	Contractor	UNOPS CI Site Engineer, HSSE Associate, PIU	Continuous during landscaping stage
Demolition of existing incomplete ablution facility 	Trips, slips and falls	Provision of adequate PPE, Pretask Risk Assessment	Contractor	Construction Phase	PPE Register, Induction Register, Pretask risk assessment documents	Contractor	UNOPS CI Site Engineer, HSSE Associate, PIU	Continuous during demolition stage

Contractor Engagement	Failure to meet UNOPS, World Bank and Goz ES standards	Contract with relevant provisions	UNOPS CI	Planning phase Project start-up phase	General site management	Contractor	UNOPS CI, UNOPS PIU	Weekly HSSE inspections
	Gender parity of community workers i.e 50% females and 50% male	Contractor Induction, inclusion of this clause in Procurement documents	UNOPS CI	Recruitment phase	Worker register/Time sheets	Contractor	UNOPS CI, PIU	Weekly HSSE Inspections, continuous
	Contractor Labour Management	Contractor Induction including LMP, GBV/SEA and Child Protection Action Plan	UNOPS CI	Project start-up phase	Signed contract	UNOPS CI	UNOPS CI Site Engineer, HSSE Associate, UNOPS PIU	Continuous during planning and construction phase
	Contractor social life; drunk contractors, interaction community members	Contractor Induction including LMP, GBV/SEA and Child Protection Action Plan	UNOPS CI Community Mobilisers	Project start-up phase, construction phase	Contractor Induction Register	UNOPS CI	UNOPS CI Community Mobilisers, UNOPS PIU	Ongoing

Construction Camp	Gender Based Viloence, Sexual Exploitation and Abuse	contractor workers to sign code of conduct and adhere to its provisions. Compliance wit contractor camp management plan	Contractor, UNOPS Site Engineer	Constructi on Phase	Signed Code of Conduct, Training registers, Toolbox talks minutes	Contracto r	UNOPS CI Community Mobilisers, UNOPS PIU	Continuous during the construction phase
	Spread of HIV/AIDS	Contractor workers to sign code of conduct, compliance with	Contractor, UNOPS Site Engineer	Constructi on Phase		Contracto r	UNOPS CI Community Mobilisers, UNOPS PIU	Continuous during the construction phase
	Poor welfare facilities for workers	Camp Establishment Checklist to developed and monitored, compliance with contractor camp	Contractor, UNOPS Site Engineer	Constructi on Phase			UNOPS CI HSSE Associate	Continuous during the construction phase

		management plan						
Project Operational phase activities	Increased HIV/AIDS cases	No accommodation will be offered at the safe market. Condos will be available in ablution facilities	UNOPS CI Site Engineer and design Engineers	Project planning, design and construction stage	HIV/AIDS awareness Training registers	GoZ, Chipinge RDC	Ministry of Health, Ministry of Women Affairs, Community, Small and Medium Enterprises, Village Health Workers, Jopa Cooperative Management Committee	Continuous during the operational phase
	Increased traffic accidents/incidents	Design that reduces risks of incidents by ensuring vendors will not sell their produce along the road, there will be designated	UNOPS CI Site Engineer	Project Planning, design, construction operational phase	Installed humps, awareness training registers	UNOPS CI, GoZ	Zimbabwe Republic Police, Chipinge Rural District Council	Continuous during all phase of the project especially the construction and operational phase

		<p>parking for vehicles buying and selling market</p> <p>produce, speed humps to be installed before the market from both ends, vendor education and awareness on traffic safety</p>						
	Piling up of waste at Jopa safe market	<p>Liaison with Chipinge RDC, Ministry of Women Affairs and Jopa Cooperative was done and a Jopa Market Waste Management Plan was developed.</p>	Chipinge RDC	Planning and construction phase	Condition of waste centre, Frequency of waste collection	Chipinge RDC	Chipinge RDC, Ministry of women Affairs, Gender and Community Development	Continuous during implementation phase

	Injuries to children playing at the play centre	Vendors to ensure that there is a childminder at any time when there are children playing at the play centre.	Jopa Cooperative Management Committee	Implementation phase	Number of incidents recorded at the play centre,	Jopa Market Cooperative	Jopa Market Cooperative, Ministry of Women Affairs, Gender and Community Development	Continuous during implementation phase
	Abstraction of groundwater affecting groundwater quantity	Use water sustainably and test capacity of existing borehole,	Contractor Site Engineer	Construction Phase	Existing borehole capacity test results	Contractor	UNOPS CI HSSE Associate	Continuous during
	Effluent from flush toilets	Installation of septic tanks Maintenance of septic tanks so that they do not overflow and cause health hazards	UNOPS CI Site Engineer, Contractor Engineer	Construction and implementation phase	General Hygiene at the Safe Market, Constructed septic tanks on site, condition of septic tanks	Contractor, Jopa Safe Market Management Committee	Jopa Safe Market Management Committee, Chipinge RDC	Continuously during construction and implementation phase

	Children failing to go to school as parents send them to sell farm produce at Jopa Safe Market	Ministry of Women Affairs to monitor if there are any children selling at the market during school time, penalties must be communicated to the parents who delegate selling produce to children, Jopa Cooperative to be actively involved in developing market rules	Jopa Cooperative Management Committee	Project operational phase	Copy of Jopa rules to the vendors, copy of penalties, training registers from the ministry of Women Affairs	Jopa Cooperative, GoZ	Jopa Safe Market Management Committee, Chipinge RDC, ZRP, Ministry of Women Affairs	Continuously during the operational phase
Legal compliance	Failure to comply with GoZ, National Legislation, International	Legal Register Compliance documentation	UNOPS CI Site Engineer, Contractor Site Engineer	Planning, construction, implementation and	Legal Register, Compliance documents	Contractor, UNOPS CI	UNOPS CI HSSE Associate, UNOPS CI	Continuously during planning, construction and

	and World Bank requirements			operation al phase			Project Manager,	implementat ion phase
ESMP Disclosure	Failure to disclose the ESMP to project stakeholders	ESMP disclosure meeting and invite relevant stakeholders	UNOPS HSSE Associate	Planning and project start up phase	Meeting registers and photos	UNOPS CI	UNOPS CI HSSE Associate, Project Manager, PIU, IVA	Before project start up
All planning and project activities	Covid-19 contagion and spread on sites	Covid-19 posters, meetings, toolbox talks on site. Provision of adequate PPE Management of the site according to the MoHCC, GoZ and World Bank and UNOPS standards. Risk Assessment	Contractor	Planning, constructi on and implement ation phases	Evidence of posters on site, Meeting registers, Site hygiene standards	UNOPS CI, Contracto r	UNOPS CI Site Engineer, Lead Engineer, HSSE Associate, UNOPS PIU,	Weekly Monthly

		and risk communication						
Workers' Nutrition	workers' expectation for employer to provide food during 8 hour working hours	Contractor to provide lunch/food for workers on site	UNOPS CI	Constructi on phase	ES Reports and any grievances reported	UNOPS CI	UNOPS CI, PIU	Continuous during construction
Management of grievances and workers' issues	Worker grievances could escalate into conflicts on site	The community has been informed on the availability of different platforms for use in the channelling of grievances to different stakeholders. Suggestion boxes, Toll Free number and a help desk shall be the	UNOPS CI	Planning and implement ation phases	Monthly and quarterly reports. IVA reports. Third-Party Agents	UNOPS CI	UNOPS CI, PIU	Continuously during implementat ion phase

		Grievance Redress Mechanism to be used on site						
Electrical installations	Electrical shock/ electrocution	<p>Mandatory induction for all workers on site, Compliance with WB EHS- Occupational Health and Safety (Electrical) requirements:</p> <p>LOTOTO (Lock out tag out)</p> <p>Safe work permits</p> <p>Insulation of live parts</p>	Contractor	Construction Phase	<p>LOTOTO forms</p> <p>safe work permit records</p> <p>Risk Register</p>	UNOPS CI	UNOPS CI Site Engineer, PIU HSSE Associate	Ongoing, Weekly HSSE inspections

		Only competent personnel to do the installations						
	Electrical fire	Risk assessment Induction Provision of protective covering Risk registers Avoid overloading circuits	Contractor	Construction Phase	Risk Register	UNOPS CI	UNOPS CI Site Engineer, PIU HSSE Analyst	Ongoing, Weekly HSSE inspections

9. Appendices

- A. [Annex 1: Technical Drawings.](#)
- B. [Annex 2: Bill of Quantities.](#)
- C. [Annex 3: Technical Specifications.](#)
- D. [Map](#)
- E. Stakeholder Consultation and Attendance Registers
 - [Ministry of Women Affairs](#)
 - [Zimbabwe Republic Police Minutes](#)
 - [Jopa Cooperative Minutes](#)
 - [Chipinge RDC Minutes](#)
 - [Chipinge DDC Office Minutes](#)
 - [Chipinge TelOne minutes](#)
- F. Clearances from regulatory authorities - ongoing
- G. [ES Screening report](#)
- H. [Land ownership document](#)
- I. [Contractor Camp Management Plan](#)
- J. Jopa Safe Market Photos

<https://drive.google.com/drive/folders/1FN7OeyFAURUeICdpwJlanXwaBhtlH5XV?usp=sharing>
- K. [Jopa Waste Management Plan](#)