



## Republic of Zambia

### Scaling up Shock Responsive Social Protection in Zambia (P179095)

#### FINAL ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

June 3, 2022

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Shock Responsive Social Protection Project (the Project), with the involvement of the Gender Division, Ministry of Community Development and Social Services (MCDSS) and Ministry of Education (MOE), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Republic of Zambia, through MCDSS and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Permanent Secretary of MCDSS. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the Environmental and Social commitment Plan (ESCP), status of preparation and implementation of environmental &amp; social instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit six-monthly reports to the Association throughout Project implementation, commencing from Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p>Ministry of Community Development and Social Services (MCDSS)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>MCDSS</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) that is staffed with qualified staff and resources to support management of environmental and social risks and impacts of the Project including environment and social focal points in each of the Social Cash Transfer (SCT) at district level.</p>	<p>Maintain existing PIUs established under the Girls Education and Women Empowerment and Livelihood (GEWEL) project. Expand roles of current Grievance Redress Mechanism (GRM) Officer to include Gender Based Violence (GBV) and Stakeholder Engagement.</p> <p><i>The position shall be maintained throughout Project implementation.</i></p>	<p>MCDSS</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Develop, adopt, and implement an Environmental and Social Management Plan (ESMP) for the Project to assess and manage the environmental and social risks and impacts of the Project consistent with Environmental and Social Standard (ESS) 1, 2, 3 and 4. Without limitation upon the foregoing, include (i) an updated Occupational Health and Safety (OHS) risk mitigation measures to address Payment Point Managers (PPM) security risks, (ii) Covid-19 prevention management plan, (iii) waste management, (iv) Labour Management Procedure (LMP) and (v) updated Gender Based Violence, Sexual Exploitation and Abuse, and Sexual Harassment (GBV/SEA/SH) action plan</p>	The Project Environmental and Social Management Plan (ESMP) shall be developed and submitted to the Association for its No Objection one month after Project Effective Date and thereafter implemented throughout Project implementation. Adoption of the instruments shall precede tendering/contracting any activities to which such instruments will apply.	MCDSS
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project on environmental and social are carried out in accordance with terms of reference acceptable to the Association that are consistent with the Environment and Social Standards (ESSs). Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation	MCDSS
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedure (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including Covid-19 transmission prevention measures, Covid-19 personal protective equipment,), code of conduct (including relating to Sexual Exploitation and Abuse and Sexual Harassment ), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for community workers.</p>	Adopt Labor Management Procedure (LMP) no later than one month after the Project Effective Date and, and thereafter implement it throughout Project implementation.	MCDSS
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the Labor Management Procedure (LMP) and consistent with Environment and Social Standard (ESS) 2.</p>	The Grievance Mechanism established for the GEWEL project shall be maintained for this Project throughout Project implementation.	Implementation of the harmonized Grievance Mechanism for Project workers is responsibility of MCDSS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			Reporting to the Association is the responsibility of the MCDSS
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Include in the Environmental and Social Management Plan (ESMP) all measures necessary to ensure Project compliance with Environmental and Social Standard (ESS) 3, including but not limited to Covid 19 PPE waste management measures.	On timeframe specified in 1.2.	MCDSS
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, World Bank Group Environmental Health and Safety Guidelines (EHSs) regarding wellbeing of communities, the transmission of Covid-19 and include mitigation measures in a COVID Prevention Management Plan, which shall be prepared in accordance with the ESMP.	Adopt and implement necessary measures as part of ESMP on timeframe specified in 1.2.	MCDSS
4.3	<b>SEA AND SH RISKS</b> Update and implement the Gender Based Violence, Sexual Exploitation and Abuse and Sexual Harassment (GBVSEA/SH) Action Plan developed for the GEWEL project to assess and manage the risks of Gender Based Violence, Sexual Exploitation and Abuse and Sexual Harassment (GBV/SEA and SH) under this Project.	The Gender Based Violence, Sexual Exploitation and Abuse and Sexual Harassment (GBVSEA/SH) Action Plan developed for the GEWEL project shall apply to this Project and shall be implemented throughout Project implementation.	MCDSS
4.4	<b>SECURITY MANAGEMENT</b> Review current security measures to manage the security risks of the Project, including the risks to the Payment Point Managers (PPM) from violence and theft and include updated measures in the project ESMP.	On timeframe specified in 1.2.	MCDSS
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	ESS 5 is not currently relevant as activities resulting in land acquisition and involuntary resettlement are not eligible for Project financing.		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	ESS 6 is not currently relevant.	Currently not relevant.	Currently not relevant.
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	ESS 7 is not currently relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 8: CULTURAL HERITAGE</b>			
	ESS 8 is not currently relevant.		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	ESS 9 is not currently relevant.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with Environmental and Social Standard (ESS) 10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	The draft Stakeholder Engagement Plan (SEP) disclosed on 20 May 2022 will be finalized prior to project Effective Date. Thereafter, implement the Stakeholder Engagement Plan (SEP) throughout Project implementation.	MCDSS
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with Environmental and Social Standard (ESS) 10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Maintain the existing Gender Based Violence (GBV)-responsive grievance mechanism developed under the GEWEL project and thereafter maintain and operate the mechanism throughout Project implementation.	MCDSS
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training shall be required and provided to staff at MCDSS:</p> <ul style="list-style-type: none"> <li>- Capacity enhancement support including training for PIU staff based on the identified need to support project risk, World Bank Environmental and Social Framework (ESF) requirements and E&amp;S impact management and monitoring requirements.</li> <li>- Grievance mechanism</li> </ul>	ESS-related training shall be delivered at the beginning of the first year following the Effective Date and during the first quarter of each year thereafter at all levels as required, including front-line implementers.	<p>Responsibility for ensuring that the necessary training is provided at all levels lies with the national office concerned.</p> <p>MCDSS</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>- Identification and management of Gender Based Violence, Sexual Exploitation and Abuse and Sexual Harassment (GBVSEA/SH) risks.</li> <li>- COVID-19 and other public health prevention measures relevant to the Project.</li> </ul>	Reporting on training shall be included in the bi- annual Project reports.	
CS2 The Grievance Redress Mechanism (GRM) Officer shall organize regular trainings for all direct Project workers to make them aware of the potential Gender Based Violence and Sexual Exploitation and Abuse (GBV/SEA) risks in relation to their roles and responsibilities in the assessing and managing these risks and impacts.	As CS1, above.	As CS1, above.