



**Republic of Zambia**

**Scaling up Shock Responsive Social Protection Project-  
Original Financing (P179095) and Additional Financing  
(P181651)**

**Updated**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)**

**April, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Scaling Up Shock Responsive Social Protection (SSRSP) 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 original financing (P179095) and additional financing (P181651) for the Project, as set out in the referred agreement(s). This Environmental and Social Commitment Plan (ESCP) supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
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 the 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 ESCP, status of preparation and implementation of E&amp;S 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 45 days after the end of each reporting period.</p>	MCDSS
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>	MCDSS
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain a Project Implementation Unit (PIU) that is staffed with qualified staff and resources to support management of E&amp;S risks and impacts of the Project including E&amp;S focal points in each of the Social Cash Transfer (SCT) at district level.</p>	<p>Maintain the expanded 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>	MCDSS
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p>	<p>Throughout Project implementation. Adoption of the instruments shall precede tendering/contracting any activities to which such instruments will apply.</p>	MCDSS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement an Environmental and Social Management Plan (ESMP) for the parent Project to assess and manage the E&S risks and impacts of the Project consistent with 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 (PPMs) security risks, (ii) Covid-19 prevention management plan, (iii) waste management, (iv) Labor Management Procedure (LMP) and (v) updated GBV/SEA/SH action plan.		
1.3	<b>TECHNICAL ASSISTANCE</b>  Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project on E&S are carried out in accordance with terms of reference acceptable to the Association that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation	MCDSS
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  Adopt and Implement the LMP for the parent Project, including, inter alia, provisions on working conditions, management of workers relationships, OHS (including Covid-19 transmission prevention measures, Covid-19 personal protective equipment (PPE)), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for community workers.	Throughout Project implementation.	MCDSS
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Maintain and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS 2.	The Grievance Mechanism established for the GEWEL project shall be maintained for this Project throughout Project implementation.	MCDSS  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 PLA</b>  Implement all measures in the ESMP necessary to ensure Project compliance with ESS 3, including but not limited to Covid-19 PPE waste management measures.	Throughout Project implementation	MCDSS
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>COMMUNITY HEALTH AND SAFETY</b>	On timeframe specified in 1.2.	MCDSS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
4.2	<b>SEA AND SH RISKS</b> Implement the updated GBV/SEA/SH Action Plan developed for the GEWEL project to assess and manage the risks of GBV/SEA /SH under this Project.	The GBV/SEA/SH Action Plan developed for the GEWEL project shall apply to this Project and shall be implemented throughout Project implementation.	MCDSS
4.3	<b>SECURITY MANAGEMENT</b> Review current security measures to manage the security risks of the Project, including the risks to the PPMs from violence and theft and include updated measures in the 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.		
<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	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Update and implement a Stakeholder Engagement Plan (SEP) for the parent Project, consistent with 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.	The SEP will be updated and re-disclosed prior to negotiations and implemented throughout Project implementation.	MCDSS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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 ESS 10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of GBV/SEA/SH complaints, including through the referral of survivors to relevant GBV service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Maintain the existing GBV-responsive grievance mechanism developed under the GEWEL and parent SSRSP projects and thereafter maintain and operate the mechanism throughout Project implementation.</p>	MCDSS
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training shall be required and provided to staff at MCDSS:</p> <p>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.</p> <ul style="list-style-type: none"> <li>- Grievance mechanism</li> <li>- Identification and management of GBVSEA/SH risks.</li> <li>- Covid-19 and other public health prevention measures relevant to the Project.</li> </ul>	<p>ESS-related training shall be delivered at the beginning of the first year following the Effective Date of the AF, and during the first quarter of each year thereafter at all levels as required, including front-line implementers.</p> <p>Reporting on training shall be included in the bi-annual Project reports.</p>	MCDSS
CS2	<p>The GRM Officer shall organize regular trainings for all direct Project workers to make them aware of the potential GBV/SEA/SH risks in relation to their roles and responsibilities in the assessing and managing these risks and impacts.</p>	<p>As CS1, above.</p>	<p>As CS1, above.</p>