

REPUBLIC OF ZAMBIA



ROAD DEVELOPMENT AGENCY

**Transport Corridors for Economic Resilience
Project (TRACER)
(P180801)**

Draft

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

December 6, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (GRZ) (the Recipient) through the Ministry of Infrastructure, Housing and Urban Development (MIHUD) will implement the Transport Corridors for Economic Resilience Project (TRACER) (the Project), with the involvement of the Road Development Agency (RDA) and the Ministry of Transport and Logistics (MoTL), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the financing for the Project, as set out in the referred agreement.
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.
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 Recipient through the MIHUD, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the MIHUD. The Recipient shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p> | <p>Submit Quarterly Progress & Monitoring reports to the Association throughout Project implementation, commencing after the Project Effective Date. Submit each report to the Association no later than 10 days after the end of each reporting period.</p> | <p>MIHUD and RDA</p> |
| B | <p>INCIDENTS AND ACCIDENTS</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/s to the Association within a timeframe acceptable to the Association.</p> | <p>MIHUD and RDA</p> |
| C | <p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p> | <p>Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.</p> | <p>MIHUD and RDA</p> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> | | |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <ul style="list-style-type: none"> a. Establish and maintain a Project Implementation Unit (PIU) within the MIHUD led by a full-time Project coordinator and staffed with two Environmental Specialist, one Health and Safety Specialist, and two Social Specialists from RDA. The provision of project implementation services consultants will also be considered. b. Contractors will be required to have an Environmental and Social Development Specialist and a Health & Safety Specialist on site. | <ul style="list-style-type: none"> a. Establish and maintain a PIU as set out in the Financing Agreement. Hire or appoint the Environmental Specialists, Health and Safety Specialist, and the Social Specialists before the Project Effectiveness Date, and thereafter maintain these positions throughout Project implementation. b. During the tendering process but onboarding no later than 30 days after contract signing. | <p>MIHUD and RDA</p> |
| <p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ul style="list-style-type: none"> a. Update, adopt, and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the rehabilitation, improvement, and maintenance works of the Serenje-Mpika road planned under Component 1 of the Project, consistent with relevant ESSs. b. Subproject entities to adopt and implement the subproject or site-specific Environmental and Social Impact Assessment (ESIAs), Environmental and Social Management Plans (ESMPs) as set out in the ESIAs. The proposed activities described in the exclusion list set out in the Project Operations Manual (POM) shall be ineligible to receive financing under the Project. | <ul style="list-style-type: none"> a. The ESIA and ESMPs shall be prepared, disclosed, consulted, and submitted to the Bank for review and clearance before the commencement of the procurement process for the respective subproject. b. Adopt the ESMP before launching the bidding process for the respective subproject that requires the adoption of such ESMP throughout subproject or project activity implementation. | <p>MIHUD and RDA</p> |
| <p>1.3 MANAGEMENT OF CONTRACTORS</p> | | |

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| <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S and Occupational Health and Safety (OHS) instruments, Contractors Environmental Social Management Plans (C-ESMPs), the Labor Management Procedures, and code of conduct with SEA/SH provisions, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> | <p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p> | <p>MIHUD and RDA</p> |
| <p>1.4 OPERATION AND MANAGEMENT PLAN Develop and implement E&S Operations & Management Plan to guide projects implementation during the Operation Phase.</p> | <p>Before completion of the construction phase and/or handover of respective sub-projects to Operating Entities.</p> | <p>MIHUD and RDA</p> |
| <p>1.5 TECHNICAL ASSISTANCE (TA) Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, ESIAAs, BMPs, CHMPs are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs and include downstream impacts, in accordance with the Association’s guidance on TA. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> | <p>Throughout Project implementation.</p> | <p>MIHUD and RDA</p> |
| <p>1.6 SUPERVISION CONSULTANT Hire a supervision consultant to carry out the supervision of project implementation, including adherence to all aspects of the Project Operations Manual and the capacity to supervise adherence to the ESCP and other ESF instruments, with a particular focus on SEA/SH and OSH aspects</p> | <p>-Hire the Supervision consultant no later than 120 days after the Project Effective Date. -Supervision consultant prepares and submits monthly reports throughout Project implementation</p> | <p>MIHUD and RDA</p> |
| <p>1.7 CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING a) Ensure that the CERC Manual as specified the legal agreement includes a description of the ESHS assessment and management arrangements for the implementation of CERC Part, in accordance with the ESSs. b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC Part of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF and the ESSs, and thereafter implement the measures and actions</p> | <p>a) The adoption of the CERC Manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section III of Schedule 2 of the Financing agreement for the Project.</p> | <p>MIHUD and RDA</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | required under said E&S instruments, within the timeframes specified in said E&S instruments. | b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation. | |
| 1.6 | PERMITS, CONSENTS, AUTHORISATION Secure relevant permits, consent and authorizations applicable to subproject activities from relevant national authorities and agencies. Comply or cause to comply, as appropriately with conditions, established in these permits, consents and authorizations throughout project implementation. | Throughout Project Implementation | MIHUD and RDA |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, OHS (including personal protective equipment and emergency preparedness and response), code of conduct, including provisions relating to Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), forced labor, child labor, and grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. | Adopt the LMP prior to Project Appraisal and thereafter Implement the LMP throughout Project implementation. | MIHUD and RDA |
| 2.2 | GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers as described in the LMP and consistent with ESS2. | Establish worker grievance mechanisms prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. | MIHUD and RDA |
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | WASTE MANAGEMENT PLAN Where applicable, adopt and implement a Waste Management Plan (WMP) as part of site-specific subproject ESIA/ESMP, to manage hazardous and non-hazardous wastes including sanitation waste, consistent with ESS3. | Adopt the WMP before commencement of Project activities and thereafter implement the WMP throughout Project implementation. | MIHUD and RDA |

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| 3.2 | <p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures including water management, raw material extraction, hazardous materials management plans, energy management plans, borrow pit management plans if applicable, in the project ESIA and/or ESMPs/CESMPs to be prepared under actions 1.2 and 1.3 above.</p> | Adopt the measures prior to the commencement of the project or project activities or contracts, and thereafter implement the measures throughout Project implementation. | MIHUD and RDA |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | <p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks, as required, in the ESIA – ESMPs, CESMPs and in the POM to be prepared under action 1.2 above.</p> <p>Ensure that contractor’s include in their proposals, bidding documents and CESMPs the costs and effective measures for the management of road traffic and road safety including traffic management plans with new signage, cones or similar safe traffic/worksite demarcating methods, flaggers, traffic calming measures, safe traffic separation for both cyclists and pedestrians to avoid accidents due to the use of machinery, road section closure, encroachment by the local community and fast moving traffic.</p> | Same timeframe as for the adoption and implementation of the ESIA – ESMPs and CESMPs as per action 1.2. above | MIHUD and RDA |
| 4.2 | <p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, risks of labor influx, GBV/SEA/SH, exposure to transmission of disease outbreaks such as COVID-19, exposure to contaminants and pollution from hazardous materials, construction hazards including traffic and road safety, infrastructure and equipment design and safety, safety of services, ecosystem services, and include mitigation measures in the ESMPs to be prepared in accordance with the ESIA.</p> | Same timeframe as for the adoption and implementation of the ESMPs | MIHUD and RDA |
| 4.3 | <p>SEA AND SH RISKS</p> <p>a. Adopt and implement a SEA/SH Action Plan prepared as part of the ESIA, to assess and manage the Project’s risks of SEA and SH.</p> <p>b. Hire a service provider for SEA/SH to implement measures as per the GBV Action Plan. The service provider shall also be responsible for conducting SEA/SH awareness-raising campaigns to local communities, including vulnerable groups, as well as workers, and for receiving and handling SEA/SH complaints.</p> | <p>a. Adopt the SEA/SH Action Plan no later than the Project Effective Date, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p> <p>b. Hire the service provide no later than 120 days after the Project Effective Date.</p> | MIHUD and RDA |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | | -Service provider prepares and submits monthly reports throughout Project implementation | |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT | | | |
| 5.1 | <p>RESETTLEMENT PLANS</p> <p>a. Prepare, adopt and implement a resettlement action plan (RAP) for each activity under the Project related to involuntary resettlement, including physical and/or economic displacement, and restrictions on land use that requires such RAP, consistent with ESS5.</p> <p>b. Hire technical expertise for RAP preparation for sub-projects.</p> <p>c. Hire an independent entity to conduct audit of RAP/RAPs</p> | <p>a. Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.</p> <p>b. After sub-project screening.</p> <p>c. After RAP completion</p> | MIHUD and RDA |
| 5.2 | <p>GRIEVANCE MECHANISM</p> <p>Establish and operate a grievance mechanism, as described in the SEP and in the RAP and consistent with ESSs.</p> | Adopt and implement GRM in the same timeframe as the adoption and implementation of the RAP in 5.1 and the SEP in 10.2. | MIHUD and RDA |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| 6.1 | <p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Where significant risk and adverse impacts on biodiversity have been identified, adopt, and implement a BMP as part of an ESIA or ESMP consistent with ESS6.</p> | Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above | MIHUD and RDA |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| ESS 8: CULTURAL HERITAGE | | | |
| 8.1 | <p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMP, in accordance with the guidelines of the ESIA prepared for the Project and, consistent with ESS8.</p> | Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above | MIHUD and RDA |
| 8.2 | <p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures as part of the ESIA of the Project,</p> | Same timeframe as for the adoption and implementation of the ESMPs as per action 1.2. above | MIHUD and RDA |
| ESS 9: FINANCIAL INTERMEDIARIES | | | |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, 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> | Adopt and disclose the SEP prior to appraisal, and thereafter implement the SEP throughout Project implementation | MIHUD and RDA |
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM</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 and interested parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</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> | Establish the grievance mechanism prior to Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation. | MIHUD and RDA |
| CAPACITY SUPPORT | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| CS1 | <p>Training that may be required for PIU staff, communities and relevant stakeholders on:</p> <ul style="list-style-type: none"> • stakeholder mapping and engagement • specific aspects of environmental and social assessment • community health and safety. • Environmental and Social Framework • ESIA and ESMP development, clearance, and implementation • BMP and CHMP development, clearance, and implementation • Training on the Health & Safety Management Plan for the project areas and its effective implementation • Mitigation of SEA/SH risks • Project specific LMP and codes of conduct • Root Cause Analysis • ESHS management related to Comp 1.3 matching grant program • Grievance management and resolution process • Resettlement and livelihoods restoration. | <p>Within 3 months after Project Effective Date and thereafter undertake refresher trainings on a quarterly basis.</p> | <p>MIHUD and RDA</p> |
| CS2 | <p>Project worker OHS training on:</p> <ul style="list-style-type: none"> • Health Safety Management Plan • Emergency Response Plans • Road Safety • Root Cause Analysis • Construction site induction training • Code of Conduct for Workers • OHS risk assessment • SEA/SH awareness, prevention, and response • Labor and working conditions, including employer compliance with national labor laws, and combatting of child labor and forced/trafficked labor and • Specific training for specific OHS risks • Functioning of the grievance mechanisms | <p>During the Contractors' mobilization phase and thereafter undertake refresher trainings on a monthly basis throughout project implementation.</p> | <p>MIHUD and RDA</p> |