

**Republic of Zambia**



**Ministry of Health**

**Zambia Health Emergency Preparedness,  
Response and Resilience Project Using The  
Multiphase Programmatic Approach (P505188)**

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

**May 03, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Zambia Health Emergency Preparedness Response and Resilience Project Using The Multiphase Programmatic Approach (the Project), with the involvement of the Ministry of Health, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the financing (P505188) 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 Ministry of Health and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Permanent Secretary of the Ministry of Health. 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, including but not limited to the Environmental Social Management Framework (ESMF) and any site specific Environmental Social Management Plans (ESMPs) (and associated management plans), stakeholder engagement activities, and functioning of the grievance mechanisms.</p>	<p>Submit bi-annual reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 10 days after the end of each reporting period.</p>	<p>Ministry of Health (MoH)</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>MoH</p>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></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 as annexes to the reports to be submitted under action A above.</p>	<p>MoH</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) within the Ministry of Health with qualified staff and resources to support management of ESHS risks and impacts of the Project. This will include one Environmental Specialist and one Social Specialist.</p>	<p>Establish and maintain a PIU as set out in the Financing Agreement. Hire or assign the Environmental Specialist and Social Specialist before the Effective Date, and thereafter maintain these positions throughout Project implementation.</p>	<p>MoH</p>
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Develop, adopt and implement subproject site specific ESMPs or other plans set out in the ESMF and the ESCP. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Adopt the ESMF no later than 45 days after the Effective Date and thereafter implement the ESMF throughout Project implementation.</p> <p>2. Adopt the ESMP and any other subproject site specific ES instrument before launching the bidding process for the respective subproject or Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout subproject or project activity implementation.</p>	<p>MoH</p>
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S and Occupational Health and Safety (OHS) instruments, Contractors Environmental Social Management Plans (CESMPs), the Labor Management Procedures, and code of conduct, 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>MoH</p>
<p>1.4 <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, including, inter alia, water quality monitoring, hydrology studies, WASH and solar power technical assistance as stated within the ESMPs and guidelines, policies, and</p>	<p>Throughout Project implementation.</p>	<p>MoH</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	procedures for routine and emergency contexts at national and subnational level 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.		
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>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 component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</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>b) Adopt any required E&amp;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&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	MoH
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, as part of the ESMF, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Same timeframe as for the adoption and implementation of the ESMF.	MoH
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 LMP and consistent with ESS2.</p>	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoH
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement Waste Management Plan (WMP)s, to manage hazardous and non-hazardous wastes, consistent with ESS3 as part of the ESMPs to be prepared under action 1.2 (2) above.	Adopt the WMP as part of the ESMP before launching the bidding process for the respective subproject or Project activity that requires the adoption of such WMP.	MoH
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures including water conservation and management, sanitation waste management, water quality monitoring, raw material extraction (if applicable), in the ESMF and sub project ESMPs/CESMPs to be prepared under action 1.2 above.	Adopt the measures prior to the commencement of subprojects or project activities or contracts, and thereafter implement the measures throughout Project implementation.	MoH
3.2.1	Adopt and implement an E-Waste Management Plan (E-WMP), to avoid and minimize premature and inappropriate e-waste disposal into the environment, consistent with ESS3, Environmental Health and Safety Guidelines (EHSGs) and Good International Industry Practice (GIIP) if applicable, in the ESMF and sub project ESMPs to be prepared under action 1.2 above.	Adopt an E-WMP as part of the ESMP before launching the bidding process for the respective subproject or Project activity that requires the adoption of an E-WMP.	MoH
3.2.2	Adopt and implement an Asbestos Management Plan (AMP) to avoid and minimize exposure of asbestos into the environment and workers, consistent with ESS3, Environmental Health and Safety Guidelines (EHSGs) and Good International Industry Practice (GIIP) if applicable, in the ESMF and sub project ESMPs to be prepared under action 1.2 above.	Adopt an AMP as part of the ESMP before launching the bidding process for the respective subproject or Project activity that requires the adoption of an AMP.	MoH
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP	MoH
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations risks of labor influx, exposure to transmission of disease outbreaks such as COVID-19 and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESMPs	MoH
4.3	<b>SEA AND SH RISKS</b> Adopt and implement a SEA/SH Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.	Same timeframe as for the adoption and implementation of the ESMF	MoH
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b> ESS 5 is not currently relevant No land acquisition shall take place under the Project without prior notice and approval of the Association and the adoption of the required instruments under ESS5.			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> ESS 6 is not currently relevant. No activities shall take place under this project on or around critical or natural habitats or areas of modified land containing critical or natural habitats. All subproject sites will undergo screening in accordance with ESMF procedures and the exclusion criteria applied.			
<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>			
8.1	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures, to be prepared as part of the ESMPs under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMPs under action 1.2 above	MoH
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> [This standard is only relevant for Projects involving Financial Intermediaries (FIs).] ESS 9 is not relevant.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> 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.	A draft SEP was prepared and disclosed on May 2, 2024.  Adopt the updated SEP no later than 45 days after the Effective Date, and thereafter implement the SEP throughout Project implementation.	MoH
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> Maintain, and operate an accessible grievance mechanism, to receive and facilitate the resolution of concerns and grievances concerning 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 ESS10. The Project will utilize the GRM established for the Zambia COVID-19 Emergency Response and Health Systems Preparedness Project.  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.	Maintain and operate the mechanism throughout Project implementation.	MoH
<b>CAPACITY SUPPORT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS1	<p>Training may be required for PIU staff, stakeholders, communities, Project workers on:</p> <ul style="list-style-type: none"> <li>• stakeholder mapping and engagement</li> <li>• specific aspects of environmental and social assessment</li> <li>• emergency preparedness and response</li> <li>• community health and safety.</li> <li>• ESMF implementation, screening and ESMP development</li> <li>• Water quality monitoring</li> <li>• GRM</li> <li>• SEA/SH</li> </ul>	<p>Prepare a training plan before the beginning of all Project activities and implement it throughout the Project implementation</p>	MoH
CS2	<p>Project OHS training on:</p> <ul style="list-style-type: none"> <li>• Construction site induction training</li> <li>• OHS risk assessment</li> <li>• GBV/SEA/SH awareness, prevention, and response and specific training for specific OHS risks.</li> <li>• Code of Conduct for Workers</li> <li>• OHS risk assessment.</li> <li>• Labor and working conditions,</li> <li>• GRM</li> </ul>	<p>Prepare a training plan before the beginning of all Project activities and implement it throughout the Project implementation</p>	MoH