

**Republic of Zambia  
Girls' Education and Women's Empowerment  
and Livelihoods for Human Capital Project  
(P181391)**

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

**February 21, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (“Recipient”) will implement the Girls’ Education and Women’s Empowerment and Livelihoods for Human Capital Development Project (“Project”), with the involvement of the Gender Division under the Office of the President (“Gender Division”), Ministry of Education (“MoE”), Ministry of Community Development and Social Services (“MCDSS”), and Ministry of Health (“MoH”), as set out in the Financing Agreement. The International Development Association (“Association”) has agreed to provide 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 Gender Division 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 Gender Division. The Republic of Zambia shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	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).	Submit quarterly reports to the Bank every 3 months throughout the Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each calendar quarter.	Gender Division
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 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>	Notify the Bank no later than 48 hours after learning of the incident or accident. A preliminary report on action taken will be provided within 7 days. Subsequently, a detailed report will be provided within 30 days after learning of the incident or accident.	MCDSS, Gender Division, MoH, and MoE.
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising consultants 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>	Submit the monthly reports to the Association as annexes to the quarterly reports to be submitted under action A above.	MoH
<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) with qualified staff and resources to support management of ESHS risks and impacts of the project including a qualified Environmental and Social Specialist and resources to support the management of ESHS risks and impacts of the Project at the provincial and local levels.</p>	Maintain existing PIUs established under the Girls’ Education and Women’s Empowerment and Livelihoods (GEWEL) project and establish and maintain additional PIUs (MoH and Gender Division) under GEWEL 2 as set out in the Financing Agreement. The existing PIUs will maintain current E&S specialists. The MoH shall assign an Environmental and	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Social Specialist no later than ninety (90) days after Project Effectiveness and thereafter maintain these positions throughout Project implementation.	
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. 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 the relevant ESSs. Without limitation to the foregoing, include the requirements of the general EHSs on waste management and OHS in the ESMP and Labour Management Procedures.</p> <p>2. Adopt and implement the subproject site-specific ESMPs for WASH rehabilitation activities.</p> <p>3. Adopt and Implement updated Gender Based Violence, Sexual Exploitation and Abuse, and Sexual Harassment (GBV/SEA/SH) action plan.</p>	<p>1. Adopt the ESMP no later than ninety (90) days after Project Effectiveness, and thereafter implement the ESMP throughout Project implementation.</p> <p>2. Adopt the site specific ESMPs before launching the bidding process for the WASH rehabilitation activities and any other Project activity that requires the adoption of such ESMPs. Once adopted, implement the respective ESMPs throughout Project implementation.</p> <p>3. Adopt the GBV/SEA/SH action plan no later than ninety (90) days after Project Effectiveness and thereafter implement the action plan throughout Project implementation.</p>	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures (LMP), and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. The contracts shall include penalties for noncompliance of ESHS requirements and specifications.</p>	<p>During the preparation of procurement documents and before the start of activities by contractors</p> <p>Supervise contractors throughout Project implementation.</p>	MoH
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 including the development of the project ESMP are carried out in accordance with terms</p>	Throughout Project implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Adopt and implement the LMP for the Project, 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.	Adopt the LMP no later than ninety (90) days after Project Effectiveness and thereafter implement it throughout Project implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Maintain Grievance Mechanism established under GEWEL throughout Project implementation	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Include in the ESMP all measures required to ensure the project compliance with ESS3 and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Same timeframe as for the adoption and implementation of the ESMP and thereafter implement the WMP throughout Project Implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 3.1 above.	Same timeframe as for the adoption and implementation of the ESMP and thereafter implement throughout Project implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
3.3	<b>INTERGRATED PEST MANAGEMENT PLAN</b> Adopt and implement an Integrated Pesticide Management Plan as part of the ESMP to manage pesticides consistent with ESS 3, ESHGs and GIIP.	Same timeframe as for the adoption and implementation of the ESMP and thereafter implement the IPMP throughout Project Implementation.	MCDSS
<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.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>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, risk of exposure by the community to dust and noise during minor rehabilitation works and include mitigation measures in the ESMP.</p>	Same timeframe as for the adoption and implementation of the ESMP.	MoH
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.</p>	Adopt the SEA/SH Action Plan no later than ninety (90) days after Project Effectiveness and thereafter implement the SEA/SH Action Plan throughout Project implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>ESS 5 is not currently relevant as activities resulting in land acquisition and involuntary resettlement are not eligible for Project financing.</p>		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>ESS 6 is not currently relevant.</p>		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	ESS 7 is not currently relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>ESS 8 is not currently relevant.</p>		
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
9.1	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b></p> <p>ESS 9 is not currently relevant.</p>		
<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 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>	The draft Stakeholder Engagement Plan (SEP) was disclosed on January 9, 2024 in country and was finalized and redisclosed on February 14, 2024 and will be implemented throughout Project implementation.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 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>	Maintain the existing GBV-responsive grievance mechanism developed under the GEWEL project that will apply to all project locations, except in the two districts for nutrition-specific activities implemented by MoH, in the event that MoH specific grievance mechanism is already present, and thereafter maintain and operate the mechanism throughout Project implementation	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training shall be required and provided to staff at MOE, MOH, MCDSS, and Gender Division:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Capacity enhancement support including training for PIU and assigned 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> <li>• Identification and management of GBV/SEA/SH risks.</li> </ul>	<p>ESS-related training shall be delivered at the beginning of the first year following Project Effectiveness 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 quarterly reports.</p>	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point
CS2	The Grievance Redress Mechanism (GRM) Officers shall organize regular trainings for all direct Project workers to make them aware of the potential GBV/SEA risks in relation to their roles and responsibilities in the assessing and managing these risks and impacts.	Same as CS1, above.	MCDSS, MoH, MoE, and Gender Division as the E&S Focal Point