



Appraisal Environmental and Social Review Summary

Appraisal Stage

(ESRS Appraisal Stage)

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I. BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Zambia	EASTERN AND SOUTHERN AFRICA	P181391	
Project Name	Girls' Education And Women's Empowerment And Livelihoods For Human Capital Project		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Social Protection & Jobs	Investment Project Financing	1/29/2024	3/28/2024
Borrower(s)	Implementing Agency(ies)	Estimated Decision Review Date	Total Project Cost
		1/24/2024	157,000,000

Proposed Development Objective

To promote human capital development and productivity among poor and vulnerable girls and women, while strengthening adaptive social protection delivery systems.

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project Activities

The Girls' Education and Women's Empowerment and Livelihoods Project for Human Capital Project (GEWEL 2) will build on the results achieved and lessons learned from the design and implementation experience of the first phase of GEWEL to promote greater productivity and human capital growth using a life cycles approach, with a focus on girls' and women's empowerment. As such, support will be given to ensuring predictable and reliable delivery of the Social Cash Transfer (SCT) to the full caseload as a foundational social assistance program under a cash 'plus' approach, with gradual takeover of the full financing by the Government of the Republic of Zambia (GRZ). Layered upon the SCT will be complementary activities aimed at enhancing nutrition, educational attainment, and increased productivity in an effort to improve human capital development and productivity among girls and women. Specifically, the project will support efforts to improve nutrition outcomes in the first 1,000 days of a child's life by strengthening the Social Cash Transfer (SCT) program to become more nutrition sensitive and enable increased understanding of good nutrition practices among pregnant and lactating women within SCT households. Looking at the adolescent years, GEWEL 2 will aim to expand activities under the Keeping Girls in School (KGS) intervention and support graduating KGS girls to

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access employment and livelihoods opportunities through enhanced school to work transition. With the goal towards improving productivity and economic welfare in adulthood, the project will scale up the Supporting Women's Livelihoods (SWL) program, including to urban poor women. Moreover, eligible SWL beneficiaries will be linked to the Food Security Pack program to enable more in-depth support on agricultural production and climate resilience in a step and ladder approach to graduation out of poverty. Attention will also be given to enabling value chain linkages and access to markets by select SWL beneficiaries to be able to sustainably expand their businesses. Lasting, buttressing these activities, efforts will continue to be given to strengthening social protection institutions and systems to enable effective and accountable delivery of services, with a focus on ICT system for digitalization and shock response, as well as a Grievance Redress Mechanism in support of greater citizen engagement and prevention, mitigation, and response to gender based violence (GBV).

D. Environmental and Social Overview

D.1 Overview of Environmental and Social Project Settings

Project activities will be implemented nationwide in 10 provinces and 116 districts of the country across all components. The Program will support achievement of the PDO which is to support the Government of Republic of Zambia to improve human capital development and productivity among girls and women and strengthen adaptive social protection delivery systems through four components with activities tailored to country-contexts and priorities. These include (i) Foundational Social Cash Transfer and Nutrition (SCT) (ii) Keeping Girls in School and Beyond (KGS)(iii) Supporting Women's Livelihoods for Climate Smart Productive Inclusion (SWL) and (iv) Institutional Strengthening and Systems Building for Cash Plus Delivery (ISSB). Historically has had high levels of poverty as well as inequality, with the national poverty rate remaining stagnant at 54 percent between 2010 and 2015. Following the Coronavirus Disease-2019 (COVID-19) shocks in 2020, the national poverty rate has been estimated to have increased to 57.6 percent in 2020, or nearly 60 percent as per the international poverty line. The 2021 poverty rate is estimated at 62 percent, with the rural poverty rate three times that of urban areas. Eighty-two percent of the country's poor live in rural areas, stemming largely from low levels of economic growth and agricultural productivity, lack of value addition, and limited employment opportunities. Poverty incidence is three times as high in rural areas as urban, driven by an urban-rural divide as well as spatial divides in prosperity. However, urban poverty is still very high, with about 1 in 4 urban Zambians estimated to be poor in 2015. Further, women and girls experience unequal gender norms, child marriage, and gender-based violence (GBV), as well as poor maternal health, job opportunities, and profit earnings. For example, only a quarter of girls from poorer districts enroll and graduate from secondary school, compared to one third of boys from the same districts. Drop-out rates among secondary school girls are also higher nationally due to early pregnancy (47 percent), household economic constraints (18 percent) and early marriage(13 percent).

D.2 Overview of Borrower's Institutional Capacity for Managing Environmental and Social Risks and Impacts

The proposed project will utilize the already existing GEWEL Institutional arrangements with minor adjustments (based on learnings and needs due to proposed new activities). Project Steering Committee will continue to be the highest platform to strategic guidance and oversight. Implementing ministries have demonstrated their ability to deliver GEWEL components. Ministry of Community Development and Social Services DPI will support overall sectoral coordination & Gender Division will support Project specific governance and coordination arrangements & implement cross cutting thematic activities, such as GRM, GBV, communication etc. Ministry of Community Development and Social Services which houses an already existing PIU (will continue to implement the demand side of the Nutrition



Sensitive SCT) and Ministry of Health (MoH) a newly engaged implementing agency will be responsible for the supply side of the nutrition interventions under Component 1 while SWL continues with Component 3. Based on a SEA incident reported in 2019, management of social risks under this operation will be aligned with the already existing functional GRM and GBV Action plan. To manage environmental risks, past safeguards performance under the existing GEWEL has been Moderately Satisfactory where Component 1 Coordinator as the overall ES coordination. During the first GEWEL project a fatality occurred resulting in the death and robbery of a Payment Point Manager (PPM). Security mitigation measures were developed and implemented for GEWEL and should be enhanced and embedded within this project's activities under component 1. Under the first GEWEL, environmental safeguards were managed by the component coordinators. Future plans to increase ES capabilities would be to employ an ES specialist .

II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Moderate

A.1 Environmental Risk Rating

Moderate

The environmental risk rating is Moderate. The project will likely; (i) focus on strengthening Foundational Social Cash Transfer (SCT) and nutrition to include linkages to improved nutrition outcomes; (ii) expand the Keeping Girls in School (KGS) interventions by supporting graduating KGS girls to transition into employment and livelihoods opportunities; (iii) focus on value chain linkages and access to markets by SWL beneficiaries; (iv) strengthen social protection institutions and systems to improve delivery of services which may include digitalization of existing systems. The environmental risk rating includes consideration of; (i) no construction but minor rehabilitation activities of WASH facilities that may cause less adverse physical changes to the environment; (ii) the project will be implemented across all 10 provinces in schools and in domestic settings and not in sensitive or near sensitive areas or areas of threatened species/migratory species, their habitats or negative impacts to valuable ecosystem components; (iii) it may involve the generation of e-waste through improvement of service delivery; (iv) there may be some low level agricultural activities with very low risks. The project may generate biohazards waste from the use of menstrual hygiene kits and wastewater pollution from domestic and school sanitation; (v) the project will not involve risks and impacts to tangible or intangible cultural heritage. During the first GEWEL project a fatality occurred resulting in the death and robbery of a Payment Point Manager (PPM). Security mitigation measures were developed and implemented for GEWEL and should be enhanced and embedded within this project's activities under component 1. TA activities may generate downstream environmental impacts but will be managed using a Terms of Reference that considers the ESSs under the ESF. All negative environmental risks and impacts are expected to be temporary, site-specific, reversible, and mitigated through the ESF plans.

A.2 Social Risk Rating

Moderate

The social risk rating for the project is rated Moderate. Overall the project is aimed at improving the well-being of women and adolescent girls from the poorest households in Zambia. The proposed activities will result in a positive impact through the increase of women's and adolescent girls' empowerment. The project will adopt a life cycles approach to promote greater productivity and human capital growth for sustainable pathways out of poverty and will focus primarily on girls' and women's empowerment, in recognition of worsening gender inequality and their



potential to drive development transformations. While no major works are envisaged, the project is targeted at supporting women and adolescent girls that are prone to the risk of Sexual Exploitation and Abuse (SEA) and Gender Based Violence (GBV) largely attributed to unequal gender norms in project areas and changes in local power dynamics due to increased income, opportunities and mobility for women and girls. Adolescent girls are particularly at risk of SEA and GBV. It is assumed that the risks of SEA could also be attributed to the varied understanding of the issue among all stakeholders responsible for project implementation. Perpetrators of such violence against girls and women can be any individual associated with the project such as school guidance counsellors, firm contracted to provide independent monitoring and community members. Lack of meaningful consultations and limited participation with some stakeholders (such as people living with disabilities, marginalized women, the young and elderly) resulting in the risk of elite capture and existing social and cultural norms which may limit participation of women during community consultations contrary to ESS 10. The following measures have been proposed to mitigate this risk: (i) strengthen the GRM under GEWEL to ensure it is GBV sensitive and part of the grievance management system(ii) awareness raising on risks of SEA and GBV; (iii) develop and implement a Stakeholder Engagement Plan through out the project cycle

B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1 Relevance of Environmental and Social Standards

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Relevant

The ESS1 is regarded relevant for the project. Assessment and management of risks and impacts will be conducted. The project will develop an ESMP to guide all activities. The ESMP will contain a template ESMP to guide the development of site-specific ESMPs to manage site specific low to moderate level E&S risks, if required. The ESMP will also contain an E&S screening form for rehabilitation of WASH facilities. The requirements of the general EHSs on waste management and OHS will be included in the ESMP. Further, the ESMP will include the Labor Management Procedures (LMP). In order to promote the participation of women, girls and People Living with Disabilities, a Stakeholder Engagement Plan (SEP) has been prepared and disclosed while the GRM and the GBV/SEA/SH action plan under the first GEWEL will be adopted and updated to include activities under this project.

ESS2 Labor and Working Conditions

Relevant

ESS2 is considered relevant for this operation. A Labour Management Procedure (LMP) that includes preventive measures for GBV/SEA/SH, managing OHS risks, prevention of child labour, forced labour and PPM security management plan will be prepared and this will be included in the Environmental and Social commitment Plan (ESCP). The LMP will have requirements for OHS risk assessment and the process for conducting OHS risk assessments and developing safe systems of work that will be described in the ESMP. Measures contained in the LMP will be applicable to the following worker categories: (i) direct workers (PIU staff/specialists, pay masters, trainers) at national and provincial level and (ii) temporary workers contracted to provide services such as consultants and (iii) community workers (Community Welfare Assistant Committees (CWACs) and Community Health Volunteers (CHV's). Selection of CWAC and CHV members is conducted through a transparent and inclusive election process at community level.

ESS3 Resource Efficiency and Pollution Prevention and Management

Relevant

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The project may generate biohazards waste from the use of menstrual hygiene kits, rehabilitation waste debris from minor rehabilitation works of WASH facilities and wastewater pollution from domestic and school sanitation. Where waste from the use of menstrual hygiene kits cannot be avoided, then waste generation is minimized. If waste cannot be minimized, then waste disposal and/or treatment to be undertaken according to ESF requirements and in line with GIIP by the borrower. The minimization of waste menstrual material could be achieved using reusable and washable cloth pads or the use of biodegradable products. Waste from rehabilitation works will be managed in line with EHSGs. Project sites should ensure control of wastewater through site screening and appropriate wastewater management interventions. Other risks include the generation of e-waste from improvement of service delivery which will require management throughout project implementation using an e-waste management plan. The WASH rehabilitation activities will involve (a) Water Supply Improvement; (i) Repairing and equipping already drilled boreholes and water reticulation network (pumps, storage tanks with stands; (ii) installation of online chlorinators, equipping with sustainable energy sources e.g., solar); (iii) Promotion and introduction of water harvesting facilities at Health Facilities and (iv) Undertaking of trainings for capacity building on operation and maintenance of water sources (b) Sanitation; (i) Rehabilitation of defective sanitary facilities (septic tanks and upgrade pit latrines to water borne toilets) at health facilities; (ii) Provision of hand wash facilities at essential Community and health facility service delivery points; (iv) Printing and dissemination of waste management guidelines; (c) Water quality monitoring at community level; (i) Procurement of water quality monitoring portable laboratories (dual) chemical and biological analysis to be based at selected health facilities; (ii) Procurement of domestic chlorine and high testing hypochlorite chlorine and development of awareness and treatment protocol (iii) Hold trainings for community based volunteers on WASH infection, prevention and Control (IPC) guidelines for HF and food safety (Wash protocols); (iv) Provision of health facility and community based oral rehydration points at all essential service points (mobile safe drinking water points), and (v) Printing and dissemination of WASH monitoring tools. These activities will generate both liquid and solid waste. To mitigate the risks and impacts of waste generation, a Waste Management Plan will be prepared with mitigation measures in line with ESSs, the EHSGS and GIIPs.

ESS4 Community Health and Safety

Relevant

There is likely to be a risk of exposure by the community to dust and noise during minor rehabilitation works. To manage such risks, all rehabilitation facilities will be screened for risk identification and implementation of the ESMP will be ensured. There is a potential risk of GBV/SEA/SH on community safety. To manage this risk, the implementation of the LMP, SEP and the GRM will be promoted to ensure awareness raising among community members. In addition, focal persons will be identified to oversee prevention and management of GBV/SEA/SH risks at project and community level. A code of conduct will be adopted for all workers engaged by the project and will include provisions to address GBV/SEA, outlining the process of addressing such complaints with guidance from the World Bank Good Practice Note (GPN) on GBV.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Not Currently Relevant

ESS 5 is not relevant since the activities will not involve any land acquisition, restriction on land use or involuntary resettlement.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

Not Currently Relevant



ESS6 is not relevant as the project will not have an impact on biodiversity and natural resources. An exclusion criteria will be established to avoid adverse impacts to biodiversity.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities Not Currently Relevant

ESS 7 is not applicable as there are no distinct social and cultural groups in the project area that exhibit characteristics of indigenous or traditionally under-served communities as spelled out under this standard.

ESS8 Cultural Heritage Not Currently Relevant

ESS 8 is not relevant because the project will not effect tangible and non tangible cultural heritage. An exclusion criteria will be established to avoid adverse impacts to cultural heritage.

ESS9 Financial Intermediaries Not Currently Relevant

The project will not involve the use of financial intermediaries

ESS10 Stakeholder Engagement and Information Disclosure Relevant

A draft Stakeholder Engagement Plan (SEP) consistent with ESS10 that identifies the relevant project stakeholders that might be affected or interested in the activities of this operation has been prepared and disclosed. The draft SEP provides an overview of consultations undertaken before appraisal. Initial consultations took place with the office of the Vice-president, members of Parliament, Provinces, districts, various line ministries, Parents Teachers Association, Community Welfare Assistants, Girls and boys, between June and December 2023. The aim of the consultations was to discuss the proposed design principles and approaches for GEWEL 2 and receive feedback, accordingly. About 155 people were consulted at province, district, and community level. 44 people were from Eastern Province and 111 were officers from Copperbelt Province (Mpongwe and Masaiti Districts). 23 males, 21 females were consulted in Eastern Province, while 65 females 46 males were from Copperbelt Province. The main key feedback received included both positive and negative impacts of the project. The consultations revealed that there is need to strengthen coordination between Gender Division, Ministry of Community Development Social Services, Ministry of Education and Ministry Of Health. This also entails clear role specification for enhanced collaboration. The stakeholders also suggested that an increase in transfer value especially for the girls is cardinal. Additionally, payments of the education grant should be done before the beginning of every year. Consultations indicate general support to the project and questions were related to the location, layout, common areas and timeline of the project. For consultation purposes, Gender Division disclosed a draft version of the SEP prior to appraisal which includes contact information for stakeholders to provide feedback or request additional information. The draft SEP also describes stakeholder engagement to take place during implementation, how Gender Division will be reporting back to stakeholders, responsibilities, resources and monitoring and reporting. The SEP will be finalized during Appraisal. The project will benefit from the already existing GEWEL Grievance Redress Mechanism (GRM) which meets the requirements of the Bank, including provisions for GBV /SEA/SH grievances.

B.2 Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways No

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OP 7.60 Projects in Disputed Areas

No

B.3 Other Salient Features

Use of Borrower Framework

No

Borrower Framework will not apply for this operation.

Use of Common Approach

No

There are no other financing partners.

C. Overview of Required Environmental and Social Risk Management Activities

C.1 What Borrower environmental and social analyses, instruments, plans and/or frameworks are planned or required during implementation?

The following ESF instruments and timelines are expected for this project including; (i) A draft ESCP disclosed prior to appraisal; (ii) draft SEP disclosed prior to appraisal (iii) an ESMP no later than 90 days after project effectiveness to include GBV/SEA/SH Action, OHS measures for PPMs, LMP to guide labor working conditions, an e-waste management plan; guidelines for the management of menstrual hygiene waste and waste water at project locations.

III. CONTACT POINTS

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IV. FOR MORE INFORMATION CONTACT

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