



Republic of Zambia
Ministry of Home Affairs and Internal Security
Zambia Refugee and Host Communities Project
P503941

Environmental and Social Commitment Plan
(ESCP)
Negotiated

August 15, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (hereinafter the Recipient) will implement the Zambia Refugee and Host Communities Project (P503941) (the Project) with the involvement of the Ministry of Home Affairs and Internal Security (MoHAIS), as set out in the Financing Agreement. The International Development Association (hereinafter the 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 Ministry of Home Affairs and Internal Security (MoHAIS) 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 in the Ministry of Finance and National Planning. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 Project activities, recruitment of implementation and the functioning of the grievance mechanism with the status of any complaints received.</p>	Submit bi-annual reports to the Association throughout Project implementation. Submission of each report to be no later than 15 days after the end of each reporting period.	Ministry of Home Affairs and Internal Security
B	<p>INCIDENTS AND ACCIDENTS</p> <p>1. 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 and host community uprising. 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. Ensure confidentiality for the survivor and the alleged perpetrator for the cases of SEA and SH.</p> <p>2. The Recipient will 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>	<ol style="list-style-type: none"> 1. Notify the Association no later than 48 hours after learning of the incident or accident. 2. Provide subsequent report to the Association within a 10-working day 	Ministry of Home Affairs and Internal Security
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 Satellite PMU for consolidation and submission to the Association.</p>	Submit monthly reports from the contractor as bi-annual reports to the Association and as annexes to the reports to be submitted under action A above.	Ministry of Home Affairs and Internal Security, and Satellite PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a National Project Management Unit (PMU) within Ministry of Home Affairs and Internal Security and a satellite PMU Unit housed within the Kalumbila District Council with qualified staff and resources to support management of ESHS risks and impacts of the Project including a qualified Environmental Specialist and Social Specialist whose TORs will include GBV experience.</p>	<p>Establish and maintain a National PMU and a Satellite PMU as set out in the Financing Agreement. Establishment of Satellite PMU to include the Environmental Specialist and Social Specialist no later than two months after the Effective Date, and thereafter maintain these positions throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL AND INSTRUMENTS</p> <p>a) Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs and applicable EHSGs.</p> <p>b) Adopt and implement an Environmental and Social Impact Assessment (ESIA) for the road rehabilitation activities, and corresponding site specific Environmental and Social Management Plans (ESMPs) for other subproject activities involving solar energy off-grid electrification, expansion of boarding school accommodation, rehabilitation of markets, health centers, WASH facilities and other subprojects consistent with the relevant ESSs.</p> <p>c) Ensure that construction contractors prepare their own C-ESMP as set out in the ESMF. PPP entities doing energy works to prepare their own construction plan and O&M plan as set out in the ESMF. Entities receiving grants may need to prepare their own simple ESMP.</p>	<p>a) Adopt the final ESMF prior to the Effective Date of the Project and thereafter implement the ESMF throughout Project implementation.</p> <p>b) Adopt the ESIA and site specific ESMPs before launching the bidding process for the respective sub-project activity prior to the carrying out of the subproject and thereafter implement the ESIA and ESMPs throughout Project implementation.</p> <p>c) Adopt and implement CESMP and Construction Plan, Operations and Maintenance Manual and simple ESMPs prior to carrying out of the subproject and thereafter implement them throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, 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 before signing agreements. Supervise contractors throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>
1.4	<p>TECHNICAL ASSISTANCE</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 the ESIA and ESMPs are carried out in accordance with terms of reference (TORs) acceptable to the Association and that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>ToRs developed for TA activities shall account for, among other environmental and social risks and impacts, the social risks related to data privacy and security, exclusion and discrimination of vulnerable individuals and groups, understanding of access barriers and design of measures to avoid discrimination and provide equal or at least improved access to all Disadvantaged or Vulnerable Individuals and Groups as defined in the SEP.</p>	<p>Throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (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. Additionally, ensure that signing of all contracts, including the code of conduct with all direct workers, contracted workers and primary supplier workers consistent with the LMP.</p>	<p>Adopt the LMP prior to Project effectiveness and thereafter implement the LMP throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, which also includes cases of SEA/SH consistent with ESS2.</p>	<p>Establish worker grievance mechanism prior to engaging Project workers and thereafter maintain and operate throughout Project implementation.</p>	<p>Ministry of Home Affairs and Internal Security</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP) as part of ESMF and specific ESMPs, to manage hazardous including electronic waste and asbestos containing materials, and non-hazardous wastes, consistent with ESS3.</p>	Same timeframe as per 1.2 above and thereafter implement the WMP throughout Project Implementation.	Ministry of Home Affairs and Internal Security
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>a) 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, ESIA and sub project ESMPs/CESMPs to be prepared under action 1.2 above.</p> <p>b) 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 Practices (GIIPs) if applicable, in the ESMF and sub project ESMPs to be prepared under action 1.2 above.</p> <p>c) Adopt and implement the Asbestos Management Plan 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.</p> <p>d) Adopt and implement the borrow pit management plan in compliance with ESS3, Environmental Health and Safety Guidelines (EHSGs) and Good International Industry Practices (GIIPs) if applicable, in the ESMF and sub project ESMPs to be prepared under action 1.2 above.</p>	Same timeframe as per 1.2 above and thereafter implement throughout Project implementation.	Ministry of Home Affairs and Internal Security
3.3	<p>INTERGRATED PEST MANAGEMENT PLAN</p> <p>Adopt and implement an Integrated Pesticide Management Plan as part of the ESMF, ESIA and site specific ESMP to manage pesticides consistent with ESS 3, ESHGs and GIIP.</p>	Same timeframe as per 1.2 above and thereafter implement the IPMP throughout Project Implementation.	Ministry of Home Affairs and Internal Security
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESIA and site specific ESMP to be prepared under action 1.2 above.	Same timeframe as per 1.2 (b) above.	Ministry of Home Affairs and Internal Security
4.2	COMMUNITY HEALTH AND SAFETY 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 construction and operation and maintenance hazards and include mitigation measures in the ESIA and site-specific ESMPs for the relevant identified sub-projects (infrastructure and equipment design and safety, safety of services for schools, and health facilities.) and use of Association’s Life and Fire Safety Requirements for Schools and health facilities to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESIA and site specific ESMPs in 1.2 (b) above	Ministry of Home Affairs and Internal Security
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH in the Project and to be included in procurement documents (TORs), bidding documents and workers contracts.	Same timeframe as the adoption and implementation of ESMF in 1.2 above.	Ministry of Home Affairs and Internal Security
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Relevant aspects of this standard shall be considered, as needed, under action 1.2b above. Adopt and implement A Resettlement Action Plan (RAP) or corresponding Livelihood Restoration Plan in compliance with ESS 5.	Adopt RAPs or corresponding Livelihood Restoration Plans prior to commencement of construction activities, including ensuring that before taking possession of the land and related assets, full compensation is provided, affected persons are resettled and moving allowances provided.	Ministry of Home Affairs and Internal Security
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Adopt and implement the exclusion criteria and mitigation measures as required as part of the ESMF, ESIA and ESMP prepared for the Project, and consistent with ESS6.	Same timeframe as the adoption and implementation of ESMF, ESIA and site specific ESMPs in 1.2 above.	Ministry of Home Affairs and Internal Security
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
Not Applicable			
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Adopt and implement the Chance Find Procedure as part of the ESMF, ESIA and ESMP prepared for the Project, and consistent with ESS8.	Same timeframe as the adoption and implementation of ESMF, ESIA and site specific ESMPs in 1.2 above.	Ministry of Home Affairs and Internal Security
ESS 9: FINANCIAL INTERMEDIARIES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
No Applicable			
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>	The SEP was disclosed on August 1, 2024, and thereafter will be implemented throughout the Project.	Ministry of Home Affairs and Internal Security
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 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 one month after Project effectiveness and thereafter maintain and operate the mechanism throughout Project implementation.	Ministry of Home Affairs and Internal Security
CAPACITY SUPPORT			
CS1	<p>Develop and submit a Capacity Building Plan for the PIU staff, stakeholders, communities, Project workers on:</p> <ul style="list-style-type: none"> • stakeholder mapping and engagement. • specific aspects of environmental and social assessment. • Waste Management, including asbestos wastes and e-wastes. • Emergency preparedness and response. • Community health and safety including safety and emergency procedures for schools and use of Bank’s Life and Fire Safety Requirements for Schools. 	Prepare a training plan before the commencement of all Project activities and implement it throughout the Project implementation	Ministry of Home Affairs and Internal Security

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Specific aspects of environmental and social assessment in accordance with the World Bank Environmental and Social Framework, particularly ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS8 and ESS10. • Incident reporting. • GBV/SEA/SH and child labour risk mitigation. • Inclusion of vulnerable and disadvantaged groups in the consultation process • Grievance Management Awareness and prevention on sexually transmitted infections: HIV/AIDS, etc. • Occupational Health and Safety. <ul style="list-style-type: none"> ○ Labor and working conditions. ○ OHS risk assessment. ○ GRM. ○ Code of Conduct for Workers. ○ Construction site induction training. 		