



**Ministry of Agriculture**

**Zambia Growth Opportunities (ZAMGRO)  
Program for Results**

**(IPF component)**

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

**May 20, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of the Republic of Zambia (the Recipient) through Ministry of Agriculture will implement the Zambia Growth Opportunities (the Project), as set out in the Financing Agreement. The International Development Association (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 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, Ministry of Agriculture. 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, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	Submit semi-annually reports to the Association throughout the implementation of the IPF component of the PforR, commencing after the Effective Date. Submit each report to the Association no later than 10 days after the end of each reporting period.	Ministry of Agriculture
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>	Ministry of Agriculture
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish capacity under the Policy and Planning Department with qualified staff and resources to support management of ESHS risks and impacts of the IPF component of the PforR, including an environmental specialist and a social specialist.</p>	Hire and appoint the environmental specialist and social specialist by no later than 3 months after the Operation effectiveness, and thereafter maintain these positions throughout the Operation implementation.	Ministry of Agriculture
1.2	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that terms of reference for consultancies, studies (including feasibility studies, if applicable), capacity building, training, and outputs of any other technical assistance activities which will include Environmental and Social Impact Assessments (ESIAs), Resettlement Action Plans (RAPs) and Stakeholder Engagement Plan (SEP) under the IPF</p>	ToRs to be ready prior to commencement of the activities which are related to these TORs.	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	component of the PforR are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESF requirements as a precautionary measure incase country systems are not adequate. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Ensure compliance with ESF requirements throughout Project implementation.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that engagement of workers to support implementation of the IPF Component is consistent with ESS2. To this end, ensure that the following measures are carried out:</p> <ul style="list-style-type: none"> <li>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</li> <li>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> <li>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases and</li> </ul>	<p>Carry out the measures throughout the implementation cycle of the IPF Component.</p> <p>Include in consultants' contracts all labor aspects in accordance with ESS2 and national legislation and implement them throughout the year.</p>	Ministry of Agriculture

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	e) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.		
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for workers recruited under the IPF component of the PforR, as described in section 2.1 above and consistent with ESS2.	Establish grievance mechanism prior to engaging workers to be recruited under the IPF component of the PforR, and thereafter maintain and operate it throughout Project implementation.	Ministry of Agriculture
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
ESS 3 is relevant to the IPF component of the PforR. Relevant aspects of this standard shall be considered in the ToRs of the technical assistance activities under action 1.2. above.			
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
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, and include mitigation measures. These will be included in the contract of consultants Relevant aspects of this standard shall be considered in the technical assistance activities under action 1.2. above.	Same timeframe as for the signing contracts.	Ministry of Agriculture
4.3	Adopt and implement preventive Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) actions as part of the labour requirements for the IPF Component. Ensure these measures are clearly stipulated in the consultants' contracts and all service providers engaged on the Program.	Adopt GBV/SEA/SH preventive actions and include in Consultant TORs 1 month after project effectiveness and implemented throughout the Project cycle.	Ministry of Agriculture
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
ESS 5 is relevant to the IPF component of the PforR. Relevant aspects of this standard shall be considered in the ToRs of the technical assistance activities under action 1.2. above.			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
ESS 6 is relevant to the IPF component of the PforR. Relevant aspects of this standard shall be considered in the ToRs of the technical assistance activities under action 1.2. above.			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
ESS7 is not considered relevant to the IPF component of the PforR, as there are no distinct social or cultural groups in the Project area that exhibit characteristics of indigenous or traditionally under-served communities as spelled out under this standard. Should a subsequent screening process indicate that a particular group meets the requirements of ESS7 and will be impacted by this project, a social development plan which accords with this standard will be developed.			
<b>ESS 8: CULTURAL HERITAGE</b>			
ESS 8 is relevant to the IPF component of the PforR. Relevant aspects of this standard shall be considered in the ToRs of the technical assistance activities under action 1.2. above.			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
ESS 9 is not currently relevant to the project			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Prepare and adopt 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.	Prepare and adopt the SEP no later than 1 month after effectiveness, and thereafter implement the SEP throughout Project implementation.	Ministry of Agriculture
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> 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.  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.	Establish the grievance mechanism prior to effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation, which may include transitional arrangements, satisfactory to the Bank, until recruitment of the qualified social development specialist.	Ministry of Agriculture
<b>CAPACITY SUPPORT</b>			
CS1	Training may be required for relevant Ministry of Agriculture staff, stakeholders, communities. Project staff on:	A full training plan will be prepared no	Ministry of Agriculture

	<b>MATERIAL MEASURES AND ACTIONS</b>	<b>TIMEFRAME</b>	<b>RESPONSIBLE ENTITY</b>
	<ul style="list-style-type: none"> <li>• ESF requirements relevant WBG EHS Guidelines</li> <li>• Capacity enhancement support including training for Ministry of Agriculture staff based on the identified need to support project risk and E&amp;S impact management.</li> <li>• Grievance redress mechanisms</li> <li>• COVID-19 Infection Prevention and Control Recommendations</li> <li>• Risk and prevention of gender-based violence, including the mechanism for submitting GBV/SEA-H complaints</li> <li>• Occupational Health and Safety</li> </ul>	<p>later than 4 months after project effectiveness. Conducted at least on an annual basis throughout project implementation.</p>	