**Piloting social protection and WASH interventions to keep adolescent girls in school in Zimbabwe (P177168)**

**ENVIRONMENTAL and SOCIAL**

**COMMITMENT PLAN (ESCP)**

October 21

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Zimbabwe (hereinafter the Recipient) shall implement the Piloting social protection and WASH interventions to keep adolescent girls in school in Zimbabwe Project (the **Project**), with the involvement of the Ministry of Finance (MOF), and CARE International Zimbabwe (hereinafter CIZ). The International Development Association, acting as administrator of the Multi-Donor Trust Fund for the Zimbabwe Reconstruction Fund (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Recipient will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Recipient will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Recipient. The Recipient will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, The Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

| **MATERIAL MEASURES AND ACTIONS** | | **TIMEFRAME** | **RESPONSIBLE ENTITY/AUTHORITY** |
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| **MONITORING AND REPORTING** | | | |
| A | **REGULAR REPORTING**: Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to,: i) the implementation of the ESCP; (ii) preparation and implementation of stakeholder engagement activities, (iii) implementation of the Labor Management Procedures (LMP); (iv) implementation of the Environmental and Social Management Plan (ESMP); (iv) and the functioning of the Grievance Mechanism (GM). | *Starting from the Effective Date, bi-annual reports shall be submitted with the general project progress report. In case no general progress report is drafted, the ESHS progress report is to be submitted no later than 20 days after the end of each reporting period, throughout Project implementation.* | MOF and CIZ |
| B | **INCIDENTS AND ACCIDENTS**: Promptly notify the Bank of any incident or accident related to the Project that has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, *inter alia*, any COVID outbreak in the Project workforce and any allegation of gender-based violence and/or sexual exploitation, abuse and harassment (GBV/SEA/SH), project-related work accidents or fatalities, worker strikes and social unrest.  Provide sufficient detail regarding the incident or accident, while ensuring confidentiality especially for GBV/SEA/SH related incidents indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. | *Notify the Bank within 48 hours after learning of the incident or accident. A detailed report and/or subsequent reports on such incidents or accidents shall be provided within a timeframe acceptable to the Bank, as requested.*  *Incidents shall be reflected in the biannual progress report to the Bank.* | MOF and CIZ |
| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** | | | |
| 1.1 | **ORGANIZATIONAL STRUCTURE**: The Recipient, in accordance with the Grant Agreement, shall maintain a Project Implementation Entity (PIE) with qualified staff and resources to support management of ESHS risks and impacts of the Project including designated environmental and social focal point. Where necessary, the PIE capacity to manage environmental and social risk will be strengthened by hiring a consultant (with expertise in the development and implementation of ESMPs, health care waste management plans and security management plans) to work alongside the designated environment and social focal point. | *PIE staff shall be appointed before the initiation of relevant Project activities and maintained throughout Project implementation.* | MOF and CIZ |
| 1.2 | **ENVIRONMENTAL AND SOCIAL ASSESSMENT**  Assess the environmental and social risks and impacts of proposed Project activities, in accordance with the ESSs, the *ESMP* to be prepared, consulted upon, adopted and disclosed for the Project, the Environmental Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP), including relevantWHO guidelines*.* | *The ESMP shall be prepared, consulted upon, adopted and disclosed*, *within 45 days after the Effectiveness Date. Assessment shall be conducted before initiating relevant Project activities.* | MOF and CIZ |
| 1.3 | **MANAGEMENT TOOLS AND INSTRUMENTS**  Prepare, consult upon, adopt, disclose and implement any environmental and social management plans (e.g. a Security Management Plan (SMP), menstrual waste material management guidelines and guidelines on the use of water purification tablets and other , procedures, protocols and/or other measures to ensure that indigenous peoples have access to Project benefits in a fair, equitable, inclusive and culturally appropriate manner, among others), instruments or other measures required for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMP, the EHSGs, and other relevant GIIP, including relevant WHO guidelines to, inter alia, ensure access to and allocation of Project benefits in a fair, equitable and inclusive manner, taking into account the needs of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, and appropriate personal data, personally identifiable information and sensitive data collection and processing. | *Plans/instruments shall be prepared, consulted upon, adopted and disclosed before initiating relevant Project activities, and thereafter implemented throughout the carrying out of such activities.* | MOF and CIZ |
| 1.4 | **MANAGEMENT OF CONTRACTORS**   1. Incorporate the relevant aspects of this ESCP, including, inter alia, the ESMP, any environmental and social management plans or other instruments, ESS2 requirements, GBV/SEA/SH prevention , codes of conduct and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts. 2. Contractors and one project implementing entity (CIZ) to implement and adhere to requirements of the ESMP, applicable EHSGs, the ICWMP and all environmental and social plans and instruments. | 1. Before launching the procurement process for the relevant Project activities, and thereafter ensure compliance with requirements throughout the carrying out of such activities, as set out in the ESMP 2. Throughout Project implementation | MOF and CIZ, contractors, other project implementers |
| 1.5 | **EXCLUSIONS:** Exclude as ineligible for financing under the Project activities that represent high environmental and/or social risks as further described in the ESMP, including, among others:   * Require acquisition of land and physical or economic displacement of people. * Block the access to or use of land, water points and other livelihood resources used by others. * Encroach onto fragile ecosystems, marginal lands or important natural habitats (e.g., ecologically sensitive ecosystems; protected areas; natural habitat areas, forests and forest reserves, wetlands, national parks or game reserve; any other environmentally sensitive areas). * Impact on physical cultural resources of national or international importance and conservation value. * Have risks assessed as requiring biosafety levels BSL-3 and BSL-4 containment. * Activities that may cause long term, permanent and/or irreversible (e.g. loss of natural habitat) adverse impacts such as dam construction and other greenfield construction among others. * Activities that have high probability of causing serious adverse effects to human health and/or the environment. * Activities that may have adverse social impacts and may give rise to significant social conflict. * Activities that may affect lands or rights of indigenous people or other vulnerable minorities. * All other excluded activities set out in the ESMP of the project. | *During the screening/assessment process conducted under the ESMP per action 1.2.a. above.* | MOF and CIZ |
| ***ESS 2: LABOR AND WORKING CONDITIONS*** | | | |
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| 2.1 | **LABOR MANAGEMENT:**   1. Prepare, adopt, and implement the Labor Management Procedures (LMP) as part of the ESMP. 2. The Project shall be carried out in accordance with the applicable requirements of ESS2 including through, inter alia, implementing adequate occupational health and safety measures (including personal protective equipment, and emergency preparedness and response measures, prohibition of child labor and forced labor, drafting codes of conducts including clauses and sanctions against SEA/SH behaviors, setting out grievance mechanisms for Project workers sensitive to SEA/SH risks, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. All staff shall be trained on SEA/SH risks and codes of conduct expectations before starting work through project implementation. | 1. The LMP (as part of the ESMP) shall be prepared, disclosed, consulted upon and adopted within 45 days after the Effectiveness Date and before initiating any relevant Project activities. 2. Throughout Project implementation. | MOF and CIZ, contractors, other project implementers |
| 2.2 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS:**  Maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. | *Grievance mechanism operational prior engaging Project workers and maintained throughout Project implementation].* | MOF and CIZ, contractors, other project implementers |
| 2.3 | **OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:**  Prepare, adopt and implement a Security Management Plan to protect Pay Point Managers (PPMs) or their equivalents from acts of violence and theft. Risk mitigation measures should include (i) security awareness training (ii) security situation monitoring and support (iii) and specific actions that PPM or their equivalents are required to implement. The SMP is to be included in the ESMP. | *The SMP (as part of the ESMP) shall be prepared, disclosed, consulted and adopted within 45 days after the Effectiveness Date and before initiating any relevant Project activities.*  *Throughout Project implementation.* | MOF and CIZ |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** | | | |
| 3.1 | **WASTE MANAGEMENT PLAN**   1. Waste Management Guidelines: Prepare, adopt, and implement Waste management guidelines for the school and home environment following the protocol of reduce and reuse to adopt a sustainable and pollution prevention approach to the selection and use of menstrual materials and products. The guidelines are to include measures to dispose of waste menstrual material using an acceptable method that conforms to ESS 3 and where appropriate ESHG and Good International Industry Practice (GIIP). 2. Water Quality Management: Prepare, adopt, and implement a set of training guidelines for the use of water purification tablets to support menstrual management. The training is to include the use of water purification tablets, education on their effectiveness and the use of safe water for infection prevention. | *The guidelines (as part of the ESMP) shall be prepared, consulted upon, disclosed and adopted within 45 days after the Effectiveness Date and before initiating any relevant Project activities.*  *Throughout Project implementation.*  *The guidelines (as part of the ESMP) shall be prepared, consulted, disclosed upon and adopted within 45 days after the Effectiveness Date and before initiating any relevant Project activities.*  *Throughout Project implementation.* | MOF and CIZ |
| **ESS 4: COMMUNITY HEALTH AND SAFETY** | | | |
| 4.1 | **COMMUNITY HEALTH AND SAFETY:**  Relevant aspects of this standard shall be considered, as required, under action 1.2 above, including, *inter alia*, measures to: minimize the potential for community exposure to communicable diseases; establish and implement appropriate quality management systems to manage the risks and the impacts that services provided and activities carried out under the Project may have on community health and safety; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment . | *Throughout Project implementation.* | MOF and CIZ |
| 4.3 | **GBV/SEA/SH RISKS DURING PROJECT IMPLEMENTATION**   1. Prepare, adopt, and implement a GBV/SEA/SH Action Plan (as part of the ESMP), to assess and manage the risks of GBV/SEA/SH 2. Ensure that the Codes of Conduct and GBV/SEA/SH prevention provisions are integrated into all contractual and contracting documents (ToRs, Tender Documents, and workers’ contracts). | 1. GBV/SEA/SH Action Plan (as part of the ESMP) shall be prepared, disclosed, consulted upon, and adopted no later than 45 days after the Effective Date and prior to the implementation of relevant Project activities 2. Throughout Project implementation*.* | MOF and CIZ |
| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT** | | | |
| 5.1 | ESS 5 is not currently relevant to the project, as no land acquisition, restriction on land use and involuntary resettlement is anticipated and will be excluded per action 1.3 above. However, should the need arise for the project to acquire land, or cause land use changes that cause physical or economic displacement, the Recipient shall seek the necessary amendments to this ESCP to authorize and set out the conditions applicable to such acquisition. | *Throughout Project implementation.* | MOF and CIZ |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES.** | | | |
| The project will not impact on biodiversity conservation and sustainable management of living natural resources and, therefore, ESS 6 is not relevant at this time. | | | |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES** | | | |
| 7.1 | **MEASURES FOR INDIGENOUS PEOPLES:** ESS7 is not relevant as preliminary assessment indicates that there are no distinct social and cultural groups exhibiting characteristics of indigenous or historically underserved traditional local communities present in the project areas. Screening for presence of indigenous peoples or underserved communities will be undertaken as part of the project’s environmental and social assessment during preparation of the ESMP. If necessary, an Indigenous Peoples Plan (IPP) will be developed. | Throughout Project implementation. | MOF and CIZ |
| **ESS 8: CULTURAL HERITAGE** | | | |
| 8.1 | This standard is not currently relevant to the project as activities that would impact cultural heritage are not envisioned and would be excluded per action 1.3 above. |  |  |
| **ESS 9: FINANCIAL INTERMEDIARIES** | | | |
| 9.1 | This standard is not currently relevant to the project |  |  |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** | | | |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN:** Prepare, consult upon, disclose, adopt and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, which shall include measures to, *inter alia*, (i) 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 has been prepared and shall be disclosed prior to Appraisal/Approval. The SEP shall be consulted upon, and adopted within 45 days of the Effectiveness date. The SEP shall be implemented throughout Project implementation.* | MOF and CIZ |
| 10.2 | **GRIEVANCE MECHANISM (GM):** The project will harness the existing CIZ grievance mechanism. The grievance mechanism shall be, publicized, maintained and operated 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 also receive, register and address concerns and grievances related to GBV/SEA/SH in a safe and confidential manner, and shall include the referral of survivors to GBV/SEA/SH service providers.  The grievance mechanism shall also receive, register, and address concerns arising from unintended health consequences after vaccination especially those resulting in serious adverse effects, and, as appropriate, requests for compensation. | *Throughout Project implementation.* | MOF and CIZ |
| **CAPACITY SUPPORT (TRAINING)** | | | |
| CS1 | Causing the PIE and other relevant implementing support staff involved in Project implementation to receive training on the Project’s ESHS plans and instruments, fair, equitable and inclusive access and allocation of Project benefits and the roles and responsibilities of different key agencies in the ESF implementation.  Training topics for project implementation and CIZ staff to include among others:   * Project monitoring and reporting requirements, including incident reporting and GRM protocols * Risk and prevention of gender-based violence, including the mechanism for submitting GBV/SEA/SH complaints * Non-discrimination and fair and equitable access to all particular minorities and vulnerable groups. * Security risk control measures when conducting cash payment duties. * Water quality management * Menstrual material management | *A full training plan will be prepared no later than 30 days after project effectiveness. Conducted at least on an annual basis throughout project implementation.* | MOF and CIZ |