



Zambia - Southern African Development Community (SADC) Regional Statistics Project P175731

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

March 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Government of the Republic of Zambia (hereinafter the Recipient) will implement the SADC Regional Statistics Project (P175731) (the Project) with the involvement of the Ministry of Finance, through the Zambia Statistics Agency (ZAMSTATS) 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, the 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 Finance, the ZamStats 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 Statistician General of ZamStats. The Recipient shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---------------------------------|--|---|--------------------------------------|
| 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 implementation of the ESCP, status of preparation of the E&S instruments prepared under the ESCP, stakeholder engagement Project activities, recruitment of Implementation unit “UGP-ZAMSTATS” staff, and on the functioning of the grievance mechanism with the status of any complaints received.</p> | <p>Every three months starting on the project Effectiveness Date and throughout the implementation of the project activities. Submit each report to the Bank no later than 15 days after the end of each reporting period.</p> | <p>Ministry of Finance /ZAMSTATS</p> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>a) Promptly notify the Association of any incident or accident related to the Project activities which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia: Any cases of sexual exploitation and abuse (SEA), sexual harassment (SH), accidents that result in death, serious or multiple injury, and social unrest. The Recipient shall provide sufficient details 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>For SEA/SH incidents, the Recipient shall ensure confidentiality for the survivor and the alleged perpetrator.</p> <p>b) The Recipient shall 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>c) For the purposes of the Project, any social, labor, health and safety, security or environmental incident, accident or circumstance directly related to the Project, including, but not limited to, explosions, spills and any work-related accident resulting in death or serious injury; any violent and exceptional incident or labor dispute involving the Beneficiary; any gender-based violence (e.g. exploitation, abuse or sexual harassment) suffered by persons associated with the project; or any other event that has or could reasonably be expected to have a material adverse effect on the implementation of the project shall be considered significant.</p> | <p>a) Notify the Association no later than 48 hours (24 hours’ notice for SEA/SH incidents) after learning of the incident or accident.</p> <p>b) An incident report shall be provided to the Association within 10 working days of learning of the incident, as requested.</p> <p>c) File a closure report within 30 days or an agreed time frame, as per the Association request.</p> | <p>Ministry of Finance /ZAMSTATS</p> |
| C | <p>CONTRACTORS’ MONTHLY REPORTS</p> | | |

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| | Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance to the ZAMSTATS in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association. | Submit the monthly reports to the Association upon request and as annexes to the reports to be submitted under action A above. | Ministry of Finance /ZAMSTATS and Contractors/Sub-Contractors |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | ORGANIZATIONAL STRUCTURE Establish and maintain a Project Implementation Unit (PIU) into ZAMSTATS with qualifications and experiences acceptable to the Association to support management of ESHS risks and impacts of the Project including one Environmental and Social Specialist. | The Environmental Social specialist to be hired no later than two months after effectiveness date. The organizational structure shall be maintained through Project implementation. | Ministry of Finance /ZAMSTATS |
| 1.2. | ENVIRONMENTAL AND SOCIAL INSTRUMENTS a) Adopt and implement the below E&S instruments consistent with the relevant ESSs: <ul style="list-style-type: none"> - A Check List Environmental and Social Management Plan (ESMP); - Code of Practice for Electronic and electrical waste management (eWaste CoP) - a Labor Management Procedures (LMP) including a workers' Grievance Mechanism (GM) to include Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks and a Covid-19 Contingency plan. - a Stakeholder Engagement Plan (SEP) including GM. b) Prepare, adopt, and implement subproject Environmental and Social Assessments consistent with the relevant ESSs. | a) The draft Check List ESMP, eWaste CoP, and SEP, shall be disclosed by appraisal. Final versions of all these instruments shall be disclosed no later than two months after effectiveness. The draft LMP shall be disclosed and thereafter finalized no later than two months after project effectiveness. Any subsequent updates to the documents shall be submitted to the Association for approval. b) Adopt the relevant subproject instruments prior to the bidding process and prior to carrying out the relevant subproject that requires such instruments, and thereafter implement throughout Project implementation. | Ministry of Finance /ZAMSTATS |
| 1.3 | MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures (LMP), and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors, consultants and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. | As part of the preparation of procurement documents and respective contracts, before signing agreements. Supervise contractors throughout Project implementation. | Ministry of Finance /ZAMSTATS |

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| 1.4 | <p>TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the project Activities are carried out in accordance with terms 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.</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, and include national and sectoral challenges to data access.</p> | Throughout implementation of the Activities. | Ministry of Finance /ZAMSTATS |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1. | <p>LABOR MANAGEMENT PROCEDURES a) Develop and adopt a 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, safe/defensive driving and road awareness practices, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, COVID-19 awareness and prevention, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>b) Ensure the signing of contracts, including the code of conduct, with all direct workers, contracted workers and primary supplier workers consistent with the LMP.</p> | <p>a) The draft LMP shall be disclosed and thereafter finalized no later than two months after project effectiveness. The LMP will be implemented throughout Project implementation. Any subsequent updates to the LMP shall be submitted to the Association for approval prior to implementation.</p> <p>b) Prior to engaging any Project workers. Before the start of Project staff service and thereafter maintain throughout the Project implementation.</p> | Ministry of Finance /ZAMSTATS |
| 2.2. | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism (GM) that also captures SEA/HS complaints for Project workers, as described in the LMP and consistent with ESS2 and the National law.</p> | The GM shall be operational prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. | Ministry of Finance/ ZAMSTATS |

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| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | CODE OF PRACTICE FOR MANAGEMENT OF E-WASTE Adopt and implement a Code of Practice for Electronic and Electrical Waste Management (CoP eWaste), as part of relevant subproject instruments, to manage hazardous and non-hazardous wastes, including e-wastes, consistent with ESS3. | Same timeframe as under Section 1.2 (a) above. | Ministry of Finance /ZAMSTATS |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | COMMUNITY HEALTH AND SAFETY a) Adopt a COVID-19 plan to manage specific risks and impacts to the community arising from interactions with project workers. b) Ensure that project workers receive the necessary training on health measures for the population | a) Same timeframe as under Section 1.2 (a) above. b) As planned under section CS1 | Ministry of Finance /ZAMSTATS |
| 4.2 | SEA AND SH RISKS Integrate Codes of conduct and SEA-SH prevention measures into contractual and procurement documents (ToRs, workers' contracts). | Same timeframe as the preparation of procurement documents (ToRs, Bidding documents, workers' contracts) | Ministry of Finance /ZAMSTATS |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT | | | |
| NOT RELEVANT | | | |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| NOT RELEVANT | | | |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |
| NOT RELEVANT | | | |
| ESS 8: CULTURAL HERITAGE | | | |
| NOT RELEVANT | | | |
| ESS 9: FINANCIAL INTERMEDIARIES | | | |
| NOT RELEVANT | | | |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Develop, disclose 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. | The draft SEP to be disclosed by appraisal and thereafter finalized and redisclosed two months after project effectiveness. The SEP will be implemented throughout Project implementation. | Ministry of Finance /ZAMSTATS |

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| | | Any subsequent updates to the SEP shall be submitted to the Association for approval. Once approved, the SEP shall be implemented throughout the implementation of the Project | |
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM</p> <p>Develop and adopt Grievance Mechanism (GM), 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> | Set up the GM no later than two months after the Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation. Any subsequent updates to the GM must be submitted to the Association for approval prior to implementation. Once approved, the GM shall be operationalized and monitored throughout Project implementation | Ministry of Finance /ZAMSTATS |
| CAPACITY SUPPORT | | | |
| CS1 | Develop and submit to the Association a Capacity Building Plan for PIU staff including: Stakeholder mapping and engagement | Adopt the PIU Capacity Building plan no later than 3 months after the Effective date and implement during the implementation of the Project. | Ministry of Finance /ZAMSTATS |

| | MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| | <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, ESS4, and ESS10 - Emergency preparedness and response - Community health and safety - Occupational Health and Safety - Waste management - Incident reporting - ESF, ESS and World Bank Group EHS Guidelines - Health and safety of workers and communities - GBV risk mitigation - Inclusion of vulnerable and disadvantaged groups in the consultation process - Project Grievance Mechanism to enable project-affected people to file complaints that could be quickly addressed should they have any grievance in relation to the project - Development, implementation, monitoring and reporting in accordance with the LMP - Awareness and prevention on sexually transmitted infections: HIV/AIDS, etc. - Awareness on GBV, SEA-SH and child protection - Raising awareness on barrier measures against the spread of Covid-19 | | |
| CS2 | <p>Develop and submit to the Association a Capacity Building Plan for Contractors and sub-contractors on: Introduction to the ESF, ESS and World Bank Group EHS Guidelines Training on: Health and safety of workers and communities (including Personal Protective Equipment (PPE)) GBV awareness, control and prevention Emergency preparedness and response Grievance mechanism</p> <ul style="list-style-type: none"> - Development, implementation, monitoring and reporting in accordance with the LMP - Awareness and prevention of sexually transmitted infections: HIV/AIDS etc. | Adopt the Contractor Capacity Building plan no later than 3 months after the Effective date and implement during the implementation of the Project. | Ministry of Finance /ZAMSTATS |

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| | <ul style="list-style-type: none"> - Awareness on measures against the spread and control of Covid-19 - Occupational health and safety including on: - Emergency prevention and preparedness - Response arrangements to emergency situations - Incident reporting | | |
| CS3 | <p>Develop and submit to the Association a Capacity Building Plan for other stakeholder staff and communities on:</p> <ul style="list-style-type: none"> - Introduction to the ESF, ESS and World Bank Group EHS Guidelines - Community health and safety - GBV awareness, control and prevention - Grievance mechanism - SEP Implementation | Adopt the Stakeholder Capacity Building plan no later than 3 months after the Effective date and implement during the implementation of the Project. | Ministry of Finance /ZAMSTATS |