Republic of Zambia

Ministry of Tourism

Green, Resilient and Transformational Tourism Development Project (GREAT TDP)- P180337

NEGOTIATED
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MAY 9, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Green, Resilient and Transformational Tourism Development Project (GREAT-TDP) (the Project), with the involvement of the Ministry of Tourism (MoT) as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the original 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 Tourism (MoT) 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 Secretary to the Treasury and Permanent Secretary to 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	**REGULAR REPORTING** 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 activities, and functioning of the grievance mechanism(s), the implementation of the ESMF, any site specific ESMPs (and associated management plans) and ESIAs and the status of any required Biodiversity Management Plans (BMPs) or Cultural Heritage Management Plans (CHMPs).	Submit bi-annual reports to the Association throughout Project implementation, 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 Tourism (MoT)
B	**INCIDENTS AND ACCIDENTS** 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. 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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide subsequent report to the Association within a timeframe acceptable to the Association	MoT
C	**CONTRACTORS' MONTHLY REPORTS** Require contractors and supervising firms including contractors and supervising firms involved in matching grant activities to provide quarterly monitoring reports on ESHS performance 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.	MoT
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	**ORGANIZATIONAL STRUCTURE** Establish and maintain a Project Implementation Unit (PIU) within the Ministry of Tourism (MoT) with qualified staff and resources to support management of environmental, social and ESHS risks and impacts of the Project. This will include a qualified Environmental Specialist and a Social Specialist	Establish and maintain a PIU as set out in the Financing Agreement. Hire or appoint the Environmental Specialist and Social Specialist before project effectiveness, and thereafter maintain these positions throughout Project implementation.	MoT
1.2	**ENVIRONMENTAL AND SOCIAL INSTRUMENTS** 1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, matching grant activities, the Resettlement Policy Framework (RPF) and Process Framework (PF) consistent with the relevant ESSs. 2. Subproject entities to adopt and implement the subproject or site-specific Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), any required Biodiversity Management Plan (BMP), Cultural Heritage Management Plan (CHMP), Cumulative Assessment, RAPs, LRP or other plans as set out in the ESMF and RPF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.	1. Adopt the ESMF at project effectiveness, and thereafter Implement the ESMF throughout Project implementation. If a Resettlement Action Plan (RAP) and Livelihood Restoration Plan (LRP) are required for any subproject activities, ensure these are approved prior to bidding and fully implemented prior to commencement of works on that subproject. 2. Adopt the ESMP and any other subproject specific ES instrument before launching the bidding process for the respective subproject or Project activity prior to the carrying out of subproject or Project activity that requires the adoption of such ESMP or BMP or CHMP. Once adopted, implement the respective ESMP or BMP or CHMP or RAPs throughout subproject or project activity implementation.	MoT
1.3	**MANAGEMENT OF CONTRACTORS**	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	MoT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S and Occupational Health and Safety (OHS) instruments, Contractors Environmental Social Management Plans (C-ESMPs), the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms including contractors and supervising firms involved in matching grant activities. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.		
1.4	**TECHNICAL ASSISTANCE** 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, ESIAs, BMPs, CHMPs 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.	Throughout Project implementation.	MoT
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, OHS (including personal protective equipment and emergency preparedness and response), code of conduct, including relating to Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH), forced labor, child labor,and grievance arrangements for Project workers, Incorporate OHS measures in ESMPs and contractors to prepare and implement OHS measures as part of the CESMP, and applicable requirements for contractors, subcontractors, and supervising firms.	Adopt the LMP one month after project effectiveness and thereafter Implement the LMP throughout Project implementation.	MoT
2.2	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish worker grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoT
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	**WASTE MANAGEMENT PLAN** Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes including sanitation waste, consistent with ESS3.	Adopt the WMP prior to the commencement of subprojects activities or contracts, and thereafter implement the WMP throughout Project implementation.	MoT
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Incorporate resource efficiency and pollution prevention and management measures including water management, raw material extraction, energy management plans, borrow pit management plans if applicable, in the ESMF and sub project ESIA and/or ESMPs/CESMPs to be prepared under action 1.2 above.	Adopt the measures prior to the commencement of subprojects or project activities or contracts, and thereafter implement the measures throughout Project implementation.	MoT
3.3	**E-WASTE MANAGEMENT PLAN** 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 Practice (GIIP)if applicable, in the ESMF and sub project ESIA and/or ESMPs/CESMPs to be prepared under action 1.2 above.	Adopt the E-WMP prior to the commencement of subprojects or project activities or contracts, and thereafter implement the E- throughout Project implementation.	MoT
3.4	**HAZARDOUS MATERIALS MANAGEMENT PLAN** Adopt and implement a Hazardous Materials Management Plan, to effectively manage hazmat within subprojects or project activities, consistent with ESS3, (EHSGs) and GIIP if applicable, in the ESMF and sub project ESIA and/or ESMPs/CESMPs to be prepared under action 1.2 above.	Adopt the Hazardous Materials Management Plan prior to the commencement of subprojects or project activities or contracts, and thereafter implement the Hazardous Materials Management Plan throughout Project implementation.	MoT
3.5	**PESTMANAGEMENT PLANS** Adopt and implement a Pest Management Plan (PMP) to apply the appropriate pest management options within subprojects or project activities to avoid unnecessary pollution to the environment, consistent with ESS3, EHSGs and GIIP if applicable, in the ESMF and sub project ESIA and/or ESMPs/CESMPs to be prepared under action 1.2 above.	Adopt a Pest Management Plan prior to the commencement of applicable subprojects or project activities or contracts, and thereafter implement the Pest Management Plan throughout Project implementation.	MoT
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Incorporate measures to manage traffic and road safety risks, as required, in the ESMPs to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP as per 1.2 above.	MoT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 transmission of COVID-19, construction hazards, Infrastructure and equipment design and safety, safety of services, ecosystem services and include mitigation measures in the ESMPs including if applicable Emergency Response Plans to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESMPs as per 1.2 above.	MoT
4.3	**SEA AND SH RISKS** Adopt and implement a SEA/SH Action Plan prepared as part of the ESMF, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Action Plan in the same timeframe as 1.2 above and thereafter implement the SEA/SH Action Plan throughout Project implementation.	MoT
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	**RESETTLEMENT POLICY FRAMEWORK** Finalize and implement a Resettlement Policy Framework (RPF) and Process Framework (PF) for the Project, consistent with ESS5.	Adopt the RPF and PF 60 days after project effectiveness or prior to commencement of any resettlement related activities, and thereafter implement the RPF and PF throughout Project implementation. Subproject sites to be screened for resettlement impacts and land use restrictions prior to commencement of any activities.	MoT
5.2	**RESETTLEMENT PLANS** Prepare, adopt and implement RAP and LRP for each activity/sub-activity under the Project for which the RPF or PF requires such RAP and LRP to be consistent with ESS5.	Prepare, adopt and implement the respective RAP and LRP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable, displaced people have been resettled and moving allowances have been provided. Ensure inclusive consultations prior to implementing LRP.	MoT
5.3	**GRIEVANCE MECHANISM**		MoT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Implement the Grievance Redress Mechanism (GRM) to address resettlement related complaints as described in the RPF and Stakeholder Engagement Plan (SEP).	Adopt and implement GRM in the same timeframe as the adoption and implementation of the RPF in 5.1. This will be prior to commencement of any resettlement activities.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Adopt and implement a BMP (site specific or standalone) if required as part of an ESIA or ESMP consistent with ESS6.	Adopt the BMP as an annex to the ESIA or ESMP, and thereafter implement the BMP throughout Project implementation.	MoT
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES Not applicable to this project.			
ESS 8: CULTURAL HERITAGE			
8.1	**CULTURAL HERITAGE RISKS AND IMPACTS** Adopt and implement a CHMP (site specific or standalone) if required as part of an ESIA or ESMP consistent with ESS8.	Adopt the CHMP as an annex to the ESIA/ESMP, and thereafter implement the CHMP throughout Project implementation.	MoT
8.2	**CHANCE FINDS** Describe and implement the chance finds procedures as part of the ESMF, ESMP or ESIA of the Project, sub project or project activity and include in all civil works contracts.	Describe the chance find procedures in the ESMF, ESMP and ESIA. Implement the procedures throughout Project implementation.	MoT
ESS 9: FINANCIAL INTERMEDIARIES Not applicable to this project.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION** 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.	Adopt the SEP one (1) month after Project effectiveness and thereafter implement the SEP throughout Project implementation.	MoT
10.2	**PROJECT GRIEVANCE MECHANISM**	Establish the grievance mechanism one (1) month after Project effectiveness and thereafter maintain and operate the mechanism throughout Project implementation.	MoT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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 and interested 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 GBV/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.		
CAPACITY SUPPORT			
CS1	Training that may be required for PIU staff on: • stakeholder mapping and engagement • specific aspects of environmental and social assessment • community health and safety. • Environmental and Social Framework • ESIA and ESMP development, clearance, and implementation • BMP and CHMP development, clearance, and implementation • Occupational Health and Safety requirements on projects • GBV/SEA/SH awareness, prevention, and response • Project specific ESMF, LMP • ESHS management related to Comp 1.3 matching grant program		MoT
CS2	Project worker OHS training on: • Health Safety Management Plan • Emergency Response Plans • Road safety • Construction site induction training • OHS risk assessment • GBV/SEA/SH awareness, prevention, and response • and specific training for specific OHS risks		MoT