



# ZIMBABWE COVID-19 RESPONSE AND ESSENTIAL HEALTH SERVICES ADDITIONAL FINANCING (P180160)



## Negotiated ENVIRONMENTAL and SOCIAL COMMITMENT PLAN

November, 2023

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

- a. The Republic of Zimbabwe (hereinafter the Recipient) shall implement the Zimbabwe COVID-19 Response and Essential Health Services Additional Financing (the **Project**), with the involvement of the Ministry of Health and Childcare (MOHCC) and STICHTING CORDAID (hereinafter CORDAID). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above. The International Bank for Reconstruction and Development and the International Development Association (hereinafter the Bank) have agreed to provide financing for the Project.
- b. CORDAID together with the Recipient shall carry out the Project in accordance with the Environmental and Social Standards (**ESSs**). To this end, this Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions to be carried out or caused to be carried out by the Recipient, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Bank.
- c. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by CORDAID as required by the ESCP and the provisions of the Financing Agreement.
- d. As agreed by the Bank and CORDAID together with 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 shall update the ESCP to reflect the agreed-upon changes. Agreement on changes to the ESCP shall be documented through an exchange of letters signed between the Bank and CORDAID together with the Recipient. CORDAID together with the Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<b>REGULAR REPORTING:</b> 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 Framework (ESMF); (iv) the functioning of the Grievance Mechanism (GM); (v) and the implementation of the Infection Control and Waste Management Plan (ICWMP), implementation of Traffic Management Plans and reporting on ESHS performance.	Starting from the Effective Date, bi-annual reports shall be submitted with the general project progress report.	MOHCC and CORDAID
B	<b>INCIDENTS AND ACCIDENTS:</b> 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 cases of sexual exploitation and abuse (SEA), sexual harassment (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 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.	MOHCC and CORDAID
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE:</b> CORDAID as Project Implementation Entity (PIE), in accordance with the Project Agreement, shall maintain a PIE with qualified staff and resources to support management of ESHS risks and impacts of the Project including a qualified Communications Officer, Environmental Safeguards Specialist, Social Specialist and an M&E officer.	Parent ZCERP PIE staff shall be maintained to manage environmental and social risks of the Parent and AF throughout Project implementation.	MOHCC and CORDAID

<p>1.2</p>	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</b></p> <p>a. Assess the environmental and social risks and impacts of proposed Project activities, in accordance with the ESSs and the ESMF to be revised, disclosed, consulted and adopted for the Project, the World Bank Group, the Environmental Health and Safety General Guidelines (EHSs) and EHSs for Health Care Facilities, and other relevant Good International Industry Practice (GIIP), including relevant WHO guidelines.</p> <p>b. Revise, disclose, consult, adopt and implement any environmental and social management plans prepared for the parent ZCERP project (e.g. stand-alone health-care waste management plans; 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 as appended in the ESMF), instruments or other measures required for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMF, the EHSs, 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, processing, and storage.</p> <p>c. Incorporate the relevant aspects of this ESCP, including, inter alia, the Revised ESMF, any environmental and social management plans or other instruments, ESS2 requirements, 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.</p> <p>d. Adopt procedures, protocols and/or other measures to ensure Project beneficiaries that receive immunization under the Project do so under a program that does not include forced vaccination and is acceptable to the Bank, as set out in the ESMF.</p>	<p>a. The ESMF shall be revised- disclosed, consulted and adopted within 60 days after the AF Project Effective Date. Assessment shall be conducted before initiating the relevant Project activities.</p> <p>b. Existing Plans/instruments shall be revised, re-disclosed, consulted and adopted before initiating relevant Project activities, and thereafter implemented throughout the carrying out of such activities.</p> <p>c. 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 ESMF.</p> <p>d. Before launching the procurement process for the relevant Project activities and thereafter ensure implementation of the measures throughout the carrying out of such activities.</p>	<p>MOHCC and CORDAID</p>
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	<p>e. Incorporate applicable EHS measures into the HCFs involved in the project regarding the operation of their HCFs.</p> <p>f. Contractors and other project implementing entities (including health care facilities, etc.) to implement and adhere to requirements of the Revised ESMF, applicable EHSs, the Revised ICWMP and all environmental and social plans and instruments.</p>	<p>e. Throughout Project implementation</p> <p>f. Throughout Project implementation</p>	
1.3	<p><b>EXCLUSIONS:</b> Screen all proposed activities against the exclusion list set out in the ESMF.</p>	During the screening/assessment process conducted under the ESMF per action 1.2.a. above.	MOHCC and CORDAID
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT:</b> Adopt and implement the Labor Management Procedures (LMP) for the Project, as part of the ESMF, 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/SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	The LMP (as part of the ESMF) shall be revised, disclosed, consulted, and adopted within 60 days after the Project Effective Date, and thereafter, implement the LMP throughout Project implementation.	MOHCC and CORDAID
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation	MOHCC and CORDAID
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Throughout Project implementation.	MOHCC and CORDAID
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMF to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF.	
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			

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4.1	<p><b>COMMUNITY HEALTH AND SAFETY:</b> 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; Emergency procedures, Infrastructure and Equipment Design and Safety, Safety of Services manage the risks of the use of security personnel; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment.</p>	Throughout Project implementation.	MOHCC and CORDAID
4.2	<p><b>USE OF MILITARY OR SECURITY PERSONNEL:</b> The use of the Military or Security Personnel is not currently envisioned for any activities related to the Project. If, however, during Project implementation, the Recipient decides to use its military or security forces, the Recipient shall: (a) prior to any involvement of its military and/or security forces in the carrying out of Project activities, send a written notice to the Bank communicating such decision, including the name of the military or security unit; and (b) ensure that all activities carried out by military or security personnel under the Project are under the control of MoHCC, working closely with Cordaid as the Project implementing entity and undertaken exclusively for the purposes related to the Project and in compliance with the ESSs and the provisions set out under this provision 4.2.</p> <p>In addition, in the event of involvement of military or security Personnel, the following measures shall be adopted, to ensure that the engagement of security or military personnel in the implementation of Project activities or for provision of security to Project workers, sites and/or assets, is carried out in accordance with the ESSs:</p> <p>a. Assess the risks and impacts of engagement of the security or military personnel, and implement measures to manage such risks and impacts, including a stand-alone Security Management Plan (SMP), guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such security or military personnel.</p>	<p>Throughout Project implementation as per below:</p> <p>a) assessment to be conducted in the same timeframe as in action 1.2. a) above and a stand-alone SMP shall be prepared and adopted before deploying security personnel under the Project and thereafter implemented throughout Project implementation.</p>	MOHCC and CORDAID



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>f. Ensure that any concerns or grievances regarding the conduct of security or military personnel are received, monitored, documented (considering the need to protect confidentiality), resolved through the Project's grievance mechanism and reported to the Association no later than 2 days after being received; and</p> <p>g. At the Bank's written request after consultation with the Recipient: (i) promptly appoint a third-party monitor consultant, with terms of reference, qualifications and experience satisfactory to the Association, to visit and monitor the Project area where military or security personnel are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>	g) within the timeframe requested by the Bank.	
4.3	<p><b>SEA/SH- RISKS</b></p> <p>a. Revise, adopt, and implement a SEA/SH Action Plan (as part of the ESMF), to assess and manage the risks of SEA/SH</p> <p>b. Ensure that the Codes of Conduct and SEA/SH prevention provisions are integrated into all contractual and contracting documents (TORs, Tender Documents, and workers' contracts).</p>	SEA/SH Action Plan (as part of the ESMF) shall be revised, disclosed, consulted upon, and adopted no later than 60 days after the Effective Date and prior to the implementation of relevant Project activities	MOHCC and CORDAID
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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.	MOHCC and CORDAID
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Project activities take place in or near pre-existing healthcare facilities in already disturbed areas so it may not be relevant, but relevant aspects of this standard shall be considered, as required, under actions 1.2 and 1.3 above. Additionally, there is a screening mechanism in the ESMF that, along with the Negative/Exclusionary List, screens out any project activity to take place in fragile ecosystems or important natural habitats.	Throughout Project implementation.	MOHCC and CORDAID
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>MEASURES FOR INDIGENOUS PEOPLES:</b> The Project shall be carried out in accordance with the applicable requirements of ESS7, including, inter alia: (i) ensuring that the Stakeholder Engagement Plan (SEP) includes meaningful consultations with indigenous peoples throughout Project implementation; (ii) implementing 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, as set out in the ESMF and the SEP; and (iii) implementing measures to ensure that indigenous peoples are able to access the Project's grievance mechanism in a culturally appropriate manner.	Throughout Project implementation.	MOHCC and CORDAID
<b>ESS 8: CULTURAL HERITAGE</b>			
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.	Throughout Project implementation.	MOHCC and CORDAID
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	This standard is not currently relevant to the project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN:</b> Update, disclose, consult, 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, and (ii) includes measures to reach indigenous peoples and ensure they are meaningful consulted with throughout Project implementation, are informed and have access to the project in a culturally appropriate manner.</p>	SEP has been updated, shall be disclosed prior to Appraisal/Approval, and implemented throughout Project implementation.	MOHCC and CORDAID
10.2	<p><b>GRIEVANCE MECHANISM (GM):</b> The project will harness the existing GM established under the parent project. 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 (including ensuring that indigenous peoples are able to access the Project's grievance mechanism in a culturally appropriate manner), 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>	Throughout Project implementation.	MOHCC and CORDAID
<b>CAPACITY SUPPORT (TRAINING)</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS1	<p>Causing the PIE and other relevant implementing support staff responsible for the Project 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 CORDAID staff to include among others:</p> <ul style="list-style-type: none"> <li>- Waste disposal plan for wasted vaccine vials, used sharps, and any used batteries, solar panels, or unused/spilt fuel oil used for refrigeration.</li> <li>- Cold chain management</li> <li>- Vaccine safety surveillance</li> <li>- Application of the Environmental and Social Framework and ESMF and ICWMP</li> <li>- Project monitoring and reporting requirements, including incident reporting and GM protocols.</li> <li>- Risk and prevention of gender-based violence, including the mechanism for submitting SEA/SH complaints.</li> <li>- Non-discrimination and fair and equitable access to all, particularly minorities and vulnerable groups.</li> <li>- Emergency procedures</li> <li>- Occupational safety and health</li> <li>- Grievance Mechanism</li> </ul>	<p>A full training plan that was prepared will be updated based on new training needs necessitated by AF capacity needs and shall be conducted at least on an annual basis throughout project implementation.</p>	<p>MOHCC and CORDAID</p>