

**Republic of Zimbabwe
Ministry of Finance and Economic Development**

**SPF – Support to Zimbabwe Recovery and
Resilience (P172176)**

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

May 19, 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zimbabwe through the Ministry of Finance and Economic Development (MOFED) (hereinafter the Recipient) will implement the Zimbabwe Recovery and Resilience Project (hereinafter the Project), with the involvement of the following Ministries: (a) the Ministry of Public Service, Labor and Social Welfare and (b) the Ministry of Local Government, Public Works and National Housing. The International Bank for Reconstruction and Development/International Development Association (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.
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 Ministries referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Recipient through MOFED 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 through MOFED, 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 through MOFED 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 MOFED. The Recipient through MOFED 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 MOFED shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts, labor influx, gender-based violence.*

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular progress reports which reflect the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Management of environmental and social commitments will be reflected in regular quarterly progress reports throughout Project implementation	Responsible: MOFED through PIU
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project, which has, or is likely to have, a significant adverse effect on the environment, the public or workers.</p>	Notify the Bank within 48 hours after learning of the incident or accident	Responsible: MOFED through PIU
	Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by investigating authorities.	Simultaneous with the initial notification or immediately following where detail is not instantly available in a manner acceptable to the Bank	Responsible: MOFED through PIU
	Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.	Two weeks following incident or accident, unless additional timeframe is needed and agreed to with the Bank	Responsible: MOFED through PIU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Ensure PMU staff are assigned to manage and report on ESCP measures, as relevant</p>	Within 30 days of project effectiveness and maintained throughout Project implementation	Responsible: MOFED through PIU
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>MOFED through the PIU will engage additional consultants to increase capacity to manage the Project. The additional staff/consultants will be engaged using contract templates which adheres to the Zimbabwe Labour Act [28:01] and is materially consistent with ESS2.</p> <p>Positions will be advertised reflecting equal opportunity and non-discrimination in accordance with the Zimbabwe Labour Act [28:01]</p> <p>OHS requirements in line with ESS2 will apply to government civil servants working in connection with the project</p>	<p>Within 30 days of project effectiveness and maintained throughout Project implementation</p>	<p>Responsible: MOFED through PIU</p>
	<p>MOFED through PIU will engage a consulting firm to develop the Management Information System (MIS). Bank standard procurement and contracting (Standard Procurement Document for Consulting Services other than for Supervision (project management of infrastructure contracts – December 2019)) will be utilized for the engagement and requires that the consulting firm’s engagement of employees is consistent with non-discrimination and equal opportunity principles. This standard contract is materially consistent with ESS2 as well as national law.</p> <p>All persons engaged under the assignment are required to sign and observe the Code of Conduct (CoC)</p> <p>All persons engaged under the assignment must be provided with training on sexual exploitation and abuse as well as sexual harassment</p>	<p>Prior to commencement of procurement process and maintained throughout project implementation</p>	<p>Responsible: MOFED through PIU</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Consultants engaged under the PMU will be covered by standard MOFED contract procedures. In accordance with these labour disputes are sought to be settled through informal negotiation. Where this is not possible, a Notice of Dispute specifying the nature of the disagreement shall be submitted to HR for mediation. Where mediation has not resolved an issue after 45 days, arbitration in accordance with the Arbitration Act [7:15] will take place in the Harare jurisdiction.</p>	<p>Throughout Project implementation</p>	<p>Responsible: MOFED through PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	The consulting firm which will be engaged for the development of the MIS will be contractually obliged to ensure that employees have access to raise concerns	Throughout project implementation	Responsible: MOFED through PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
Not relevant for the Project			
ESS4: COMMUNITY HEALTH AND SAFETY			
Not relevant for the Project			
ESS5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
Not relevant for the Project			
ESS6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
Not relevant for the Project			
ESS7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
Not relevant for the Project			
ESS8: CULTURAL HERITAGE			
Not relevant for the Project			
ESS9: FINANCIAL INTERMEDIARIES			
Not relevant for the Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT The MIS Technical Committee (chaired by MOFED and Ministry of Public Service, Labour and Social Welfare) is charged with ensuring stakeholder engagement, disclosure and dissemination of information Stakeholders will be consulted at various stages by the MIS Technical Committee to assess needs and as part of the roll out of the MIS.	Prior to commencement of activities and maintained throughout Project implementation	Responsible: MOFED through PIU and MIS Technical Committee

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Communication plan(s) to be developed as relevant to the roll out of strategies and community engagement related to any proposed changes in procedures, or related to beneficiary registration [in line with ESS10	Throughout Project implementation	Responsible: MOFED through PIU and MIS Technical Committee
10.2	<p>PROJECT GRIEVANCE MECHANISM: The Project Steering Committee will act as an independent authority to review and refer any grievances related to Project implementation</p> <p>Regular progress reporting on grievance status to Bank</p>	Throughout Project implementation	Responsible: MOFED through PIU
	The MIS development is required to incorporate a module to manage and monitor various inquiries, complaints and grievances made in order to provide service delivery and monitor performance. The requirements include electronic forms, information management (incl. categorizations, tracking, status, report generation on pending/processes/resolve/closed issues), appeals and feedback.	<p>Developed as part of the MIS contract during Project implementation</p> <p>Managed by Ministry of Public service, Labour and Social Welfare</p>	<p>Responsible: MOFED through PIU in relation to contract management</p> <p>Grievance mechanism to be managed by the Ministry of Public Service, Labour and Social Welfare upon completion of the module</p>
CS	CAPACITY SUPPORT (TRAINING)		
CS1	<p>Trainings will be provided to the PMU, MOFED and key stakeholders on the relevant ES standards, this include but may not be limited to:</p> <ol style="list-style-type: none"> 1. Labor/contract management for PMU (ESS2 focus) 2. Stakeholder engagement/feedback/due diligence related to MIS design and implementation (ESS10 focus) 	Prior to commencement of Project activities and, where necessary, regularly throughout project implementation	Responsible: MOFED through PIU