

**Republic of Malawi/ Ministry of Labour and
Ministry of Education, Science and Technology**

**Skills for A Vibrant Economy Project (SAVE),
P172627**

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

April 28, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Malawi, through its Ministry of Labour and Ministry of Education will implement the Skills for A Vibrant Economy (SAVE) Project (the Project). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. The Republic of Malawi 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 Republic of Malawi 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 Frameworks (ESMF), Environmental and Social Management Plans (ESMP), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Republic of Malawi 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 will be monitored and reported to the Association by the Republic of Malawi as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Republic of Malawi, 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 Republic of Malawi will agree to the changes with the Association 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 Association and the Republic of Malawi. The Republic of Malawi 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 Republic of Malawi shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts and gender-based violence.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).	Six-monthly as part of Project progress reports	Ministry of Labour and Ministry of Education, Project Implementation Unit (PIU)
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, students, education establishment staff, local communities, the public or workers. 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 any contractor and supervising entity, as appropriate. Subsequently, as per the Association'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 with the submission of any required subsequent report ideally within 10 days of the incident or within a timeframe acceptable to the Association, as requested.	Ministry of Labour and Ministry of Education, PIU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE - PIU Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks including an E&S Specialist responsible for the day-to-day implementation of the ESMF.	Within 90 days after Project effectiveness. The organizational structure, including the specialists, should be maintained throughout Project implementation.	Ministry of Labour and Ministry of Education, PIU
1.2	ORGANIZATIONAL STRUCTURE - Institutional Implementation Teams Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks including an E&S Specialist responsible for the day-to-day implementation of the respective ESMP.	Within 90 days after Project effectiveness. The organizational structure, including the specialists, should be maintained throughout Project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
1.3	ENVIRONMENTAL AND SOCIAL ASSESSMENT Prepare an Environmental and Social Management Framework (ESMF) to identify and assess the environmental and social risks and impacts of the Project and appropriate mitigation measures, in a manner acceptable to the Association.	Before project effectiveness.	Ministry of Labour and Ministry of Education, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	MANAGEMENT TOOLS AND INSTRUMENTS Screen any proposed subproject in accordance with the ESMF prepared for the Project, and, thereafter, prepare and implement the subproject Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Bank/Association.	Before preparation of bidding documents. ESMPs to be submitted for the Association's approval before launching the bidding process for the respective subproject. Once approved, the ESMPs are carried out throughout Project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
1.5	MANAGEMENT OF CONTRACTORS Develop and implement procedures for managing contractors and subcontractors. Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labour Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.	Prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
1.6	PERMIT, CONSENTS AND AUTHORIZATIONS: Obtain the permits, consents and authorizations that are applicable to the Project from relevant national authorities. Comply with the conditions established in these permits, consents and authorizations throughout Project implementation.	Before any commencement of works or initiation of activities that require permits, consents and/or authorizations.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 2: LABOUR AND WORKING CONDITIONS			
2.1	LABOUR MANAGEMENT PROCEDURES Develop and implement Labour Management Procedures (LMP) for the Project.	Before any commencement of works. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Before any commencement of works. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
2.3	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Develop and implement occupational, health and safety (OHS) measures, including emergency preparedness and response measures, consistent with the ESMF and World Bank Group Environmental Health and Safety Guidelines, which shall be set out in the LMP.	Before any commencement of works and during the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Resource efficiency and pollution prevention and management measures will be covered under the ESMP to be prepared under action 1.4 above.	Prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY: Prepare and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed under action 1.3 above.	Prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
4.2	COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of Labour influx, response to emergency situations, and include these measures in the ESMPs to be prepared in accordance with the ESMF under action 1.4 above, in a manner acceptable to the Bank.	Prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
4.3	GBV AND SEA RISKS: Prepare and implement measures to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) and include these measures in the ESMPs to be prepared in accordance with the ESMF under action 1.4 above.	Prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not Relevant to the project		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: Develop and implement measures and actions to manage risks and impacts on biodiversity associated with sub-projects and include these measures in the ESMPs to be prepared in accordance with the ESMF under action 1.4 above, in a manner acceptable to the Bank.	ESMPs to be prepared prior to the preparation of bidding/ procurement documents. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not Relevant to the project		

ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Prepare a chance finds procedure within the ESMF and include these measures in the ESMFs to be prepared in accordance with the ESMF under action 1.4 above, in a manner acceptable to the Bank.	ESMF to be prepared before project effectiveness as identified in action 1.2. ESMFs to be prepared prior to the preparation of bidding/ procurement documents and works. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
ESS 9: FINANCIAL INTERMEDIARIES			
	Not Relevant to the project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION The Stakeholder Engagement Plan (SEP) is already prepared and will be implemented hereinafter to continue stakeholder consultations.	To be prepared prior to appraisal and be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
10.2	PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.	GRM established before any construction works commence. To be implemented throughout project implementation.	Ministry of Labour and Ministry of Education, PIU, IITs
CAPACITY SUPPORT (TRAINING)			
CS1	Training/Orientation for Steering Committee, Technical Committee, PIU, IITs, project staff, supervising engineers, contractors, and contractor workers: ESF Requirements Roles and responsibilities for environmental and social issues Occupational health and safety Labour requirements Emergency prevention and preparedness and response arrangements to emergency situations Managing GBV/SEA risks	Training/Orientation for Steering Committee, Technical Committee, PIU, IITs, project staff, within 90 days following project effectiveness. Training for supervising engineers, contractors, and contractor workers before commencement of any construction works. Repeated as necessary throughout project.	PIU, IITs

CS2	<p>Training for education establishment employees, students and local communities, particularly women:</p> <p>The function of the GRM and Grievance Redress Committees</p> <p>ESF Requirements</p> <p>Roles and responsibilities for environmental and social issues</p> <p>Emergency prevention and preparedness and response arrangements to emergency situations</p> <p>GBV/SEA provisions and referral pathways</p> <p>Road safety and community health and safety</p>	<p>Before commencement of any construction works. Repeated as necessary throughout project.</p>	<p>PIU, IITs</p>
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