



Republic of Malawi

**Ministry of Finance, Economic Planning and
Decentralisation**

**Integrated Social Protection for Resilience
and Opportunity Project-INSPIRE-O**

P-512324

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

[Draft for Appraisal]

May, 15, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Malawi (the Recipient) will implement the Integrated Social Protection for Resilience and Opportunity (INSPIRE-O) Project (the Project), with the involvement of the National Local Government Finance Committee, Poverty Reduction and Social Protection Division, Ministry of Gender, Social Welfare and Community Development, Ministry of Local Government and Rural Development, Community Savings and Investment Promotion Cooperative Union Limited and Ministry of Labour, Skills and Innovation as set out in the Financing Agreement (the Agreement).¹ The International Development Association (the Association)² has agreed to provide the original financing for the Project, as set out in 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Ministry of Finance Economic Planning and Decentralization. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

¹ Consult with the Country Lawyer for correct references.

² If the Project is financed by multiple financing sources (e.g., both an IBRD loan or IDA credit/grant and a TF grant), reference should be made to IBRD/IDA in all these capacities, with the term “the Bank” used to refer to all of them collectively.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT³			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a project implementation Unit within the National Local Government Finance Committee with qualified staff and adequate resources to support the coordination and management of environmental, social, health and safety (E&S) risks and impacts of the Project. The project to recruit one (1) Environmental and (1) Social Safeguards Specialist to coordinate ESHS management under the PIU.</p> <p>b. Set-up and maintain a project E&S support team at national level comprising of qualified and experienced government officers drawn from Environmental Affairs Department, Department of occupational Health and Safety in the Ministry of Labour, skills and Innovation, Ministry of Lands and Ministry of Gender, Social Welfare and Community Development. The team shall provide additional technical expertise to the target districts in managing Environmental, Social, Health and Safety risks associated with the project.</p> <p>c. Each Project beneficiary district shall maintain a functional environmental and social risk management organizational structure with a multi-disciplinary E&S safeguard focal team members coordinated by the district environmental affairs office. The district project E&S safeguards focal team shall on a minimum include qualified officers from the district environmental affairs office, district gender office, district community development office, district labour office, and OHS officer from the labor office to provide expertise on environment, social and OHS issues. The district project E&S focal team shall report to the District Environmental Subcommittee (DESC) which is chaired by the Director of planning and Development.</p> <p>d. The project shall recruit project officers to be placed in each of the beneficiary districts to oversee and coordinate planning and implementation of project activities. The project officers shall also provide support to the district E&S focal team in ensuring full compliance with the ESSs and relevant instruments.</p>	<p>a. Establish and maintain the PIU and the ESHS organizational structure as described in the ESCP and hire one (1) Environmental and (1) Social Safeguards Specialist prior to disbursement and thereafter maintain the PIU and the positions throughout project implementation.</p> <p>b. Setup the project E&S support team at national and district level and maintain it throughout the project implementation</p> <p>c. Recruit and deploy project officers in project target districts prior to implementation of project activities and maintain them through out project operation to support compliance with ESSs and relevant instruments</p>	National Local Government Finance Committee

³ For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Provide training to PIU staff, collaborating officers from Ministries, Departments and Agencies, the District Environmental Subcommittee, District Project E&S focal team, Extension Workers, Catchment Management Committee Members, Forepersons and other stakeholders on: -</p> <ul style="list-style-type: none"> • Environmental and Social Management Framework (ESMF) of the Project • Resettlement Policy Framework (RPF) • Occupational health and safety risk management • Waste management practices in line with ESS3, World Bank Group Environmental, Health, and Safety (EHS) Guidelines, and Good International Industry Practices (GIIP) • Preparation and implementation of site-specific environmental and social risk management instruments (Environmental and Social Management Plans (ESMPs) and Voluntary Land donation/use agreement forms) • Stakeholder mapping and engagement, and grievance mechanisms • specific aspects of environmental and social assessment • Sexual exploitation and abuse/sexual harassment (SEA/SH) and gender based violence (GBV) risks, and SEA/SH management measures • Emergency preparedness and response • Labour intensive public works codes of conduct and community health and safety. <p>Sensitize project beneficiaries on occupational health and safety and GBV-SEA/SH, including on emergency prevention and preparedness and response arrangements to emergency situations, as well as on the use of the project’s grievance mechanisms. The PIU shall undertake a needs assessment and prepare a capacity building and training plan before project implementation</p>	<p>Undertake training needs assessment and prepare a capacity building and training plan before commencement of project activities. Implement the plan throughout project implementation</p>	<p>National Local Government Finance Committee</p>
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the 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 mechanisms.</p> <p>Information about Project-related grievances received through the different participating agencies and the overall E&S management performance of the Project will be consolidated and included in the regular reports prepared by the PIU.</p>	<p>Using the agreed reporting template, submit quarterly reports to the Association throughout Project Implementation, commencing from the Effective date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	<p>National Local Government Finance Committee</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require service providers and contractors to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the PIU.</p>	Where applicable, submit the monthly reports to the Association upon request.	National Local Government Finance Committee
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks.</p> <p>Arrange for an appropriate review or investigation of the incident to establish its immediate, underlying and root causes. In consultation with the Association, prepare and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the root causes of the incident to prevent its recurrence and share with the Association.</p>	<p>Notify the Association no later than 24 hours after learning of the incident or accident.</p> <p>Provide investigation report and the Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	National Local Government Finance Committee
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. The ESMF shall include the description of a screening process to identify the subproject activities' potential E&S risks and determine relevant risk assessments and mitigation plans, i.e., Environmental and Social Management Plans (ESMPs). It shall further include a generic ESMP guidance for the Project; as well as frameworks to guide development of site-specific management plans for subproject ESMPs including: an Occupational Health and Safety Plan; Labor Management Procedures including workers' GRM; a Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) Action Plan;</p> <p>Prepare and implement a Resettlement Policy Framework (RPF);</p> <p>Prepare and implement a Stakeholder Engagement Plan (SEP), including Project Grievance Redress Mechanisms;</p>	Prepare and disclose the E&S instruments (ESMF, RPF and SEP) prior to appraisal, and thereafter implement the instruments throughout Project implementation.	National Local Government Finance Committee

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Prepare and implement thematic ESMPs for specific intensive public works sites or other relevant subprojects and project activities once identified	<p>Disclose all the E&S instruments by end of Appraisal, and thereafter implement throughout Project Implementation</p> <p>Prepare site specific thematic ESMPs prior to the commencement of labor intensive public works activities and thereafter implement the ESMP throughout Project implementation.</p>	National Local Government Finance Committee
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF, ESMPs, RPF, and SEP, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and service providers. Thereafter ensure that the contractors and service providers comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and service providers to the Association.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.</p>	National Local Government Finance Committee
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project ESMF, RPF and SEP in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project Implementation.	National Local Government Finance Committee
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project as part of the ESMF</p>	Same timeframe as the ESMF and thereafter implement the LMP throughout Project implementation.	National Local Government Finance Committee

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare and implement the OHS Management Framework for the Project as part of the ESMF AND</p> <p>Require implementing partners prepare and implement OHS Management Measures in accordance with OHS Management framework which is included in the ESMF.</p>	Same timeframe as the ESMF and thereafter implement the LMP throughout Project implementation.	National Local Government Finance Committee
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project beneficiaries and community members as described in the SEP and LMP and consistent with ESS2.</p>	Establish and adopt grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	National Local Government Finance Committee
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare and implement a Waste Management Procedures (WMP), as part of the ESMPs prepared for the sub-projects, to manage hazardous and non-hazardous wastes, consistent with the ESMF and ESS3.</p>	Same timeframe as the ESMPs and thereafter implement the WMP throughout Project implementation.	National Local Government Finance Committee
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.1 above.</p>	same timeframe as for the preparation and implementation of the sub-project ESMPs	National Local Government Finance Committee
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared for the subprojects.</p>	Same timeframe as for the preparation and implementation of the subprojects ESMPs	National Local Government Finance Committee
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Develop and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of the subprojects ESMPs	National Local Government Finance Committee
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement a SEA/SH Action Plan as part of the ESMF to assess and manage the risks of SEA and SH.</p>	Same timeframe as the ESMF and thereafter implement the Action Plan throughout Project implementation.	National Local Government Finance Committee

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT FRAMEWORK Prepare and implement a Resettlement Policy Framework (RPF) for the Project, including inter alia procedures for voluntary land use agreements and community by-laws, consistent with ESS5.	Prepare and disclose the RPF prior to appraisal, and thereafter implement the RPF throughout Project implementation.	National Local Government Finance Committee
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Screening for biodiversity and living natural resources risks shall be carried out for subproject activities as described in the Project ESMF, and appropriate measures to ensure compliance with ESS6 incorporated into the subproject ESMPs and tools	Incorporate assessment for biodiversity risk and Impacts of E&S screening and subproject ESMPs development and implement risk mitigation measures as part of the ESMPs throughout the Project.	National Local Government Finance Committee
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Not relevant to the project		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement measures to address potential risks to cultural heritage (tangible and intangible) in the subproject ESMPs consistent with ESS8.	The ESMPs shall be prepared prior to commencement of Labour Intensive Public works.	National Local Government Finance Committee
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF of the project, and sub-project ESMPs.	Implement the procedures throughout Project implementation	National Local Government Finance Committee
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not Relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Develop 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,	Prior to appraisal and thereafter implement the SEP throughout Project implementation.	National Local Government Finance Committee

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation		
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish or adopt, 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>	Establish or adopt the grievance mechanism no later than 3 months after the Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.	National Local Government Finance Committee
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <ol style="list-style-type: none"> I. Establish and maintain a Project Implementation Unit (PIU) within the National Local Governance Finance Committee. The PIU shall include: One (1) Environmental specialist and One (1) Social specialist. II. Each of the participating districts shall have a substantive District Environmental officer to coordinate the District Environmental Subcommittee (DESC) overseeing the project E&S risk management at the district level; 			