

Republic of Mozambique

**MINISTRY OF EDUCATION AND HUMAN
DEVELOPMENT**

**Human Development Integrated
Project(P180524)**

Draft

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

May 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mozambique (the Recipient) is implementing the Human Development Integrated Project (P180524) (the Project), with the involvement of the Ministry of Education and Human Development (MINEDH), Ministry of Health (MISAU) and Ministry of Gender and Social Action (MGCAS) as set out in the Financing Agreement. The World Bank 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 World Bank. 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 Borrower 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 World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Borrower, 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 MINEDH and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Recipient represented by the Minister of MINEDH. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World Bank 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).</p>	<p>Submit quarterly and annual reports to the World Bank throughout Project implementation, commencing 30 days after the establishment of the PIU at MINEDH. Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	<p>MINEDH (should be understood as the PIU), including other implementing agencies (MISAU and MGCAS, through dedicated Environmental and Social Focal Points, including E&S staff at provincial level)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>a) Promptly notify the World 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 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.</p> <p>b) Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank</p>	<p>MINEDH, supervising engineer, contractors, service providers and others</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the World Bank.</p>	<p>Submit the monthly reports to the World Bank upon request as annexes to the reports to be submitted under action A above</p>	<p>MINEDH</p>
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	MINEDH
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE [Specify whether additional staff need to be assigned/hired to work on the Project.]</p> <ol style="list-style-type: none"> 1. Establish and maintain a Project implementation unit (PIU) within the entity implementing the project that is tasked with ESHS management, with qualified staff and resources to support management of ESHS risks and impacts of the Project including: <ul style="list-style-type: none"> ○ 1 Environmental Specialist with knowledge of Occupational and Safety (OHS) ○ 1 Social Development Specialist with knowledge of community engagement, gender and GBV ○ 1 Environmental Focal Point per Project Operational Unit (POU) at provincial level ○ 1 Social Development Focal Point per Project Operational Unit (POU) at provincial level 2. Prepare and submit for Bank review and clearance the Terms of Reference for the recruitment of the specialists referred to above. 	<ol style="list-style-type: none"> 1. Hiring at PIU level within 3 months from project effectiveness. Hiring at POU level within 6 months from project effectiveness. The GBV consultant, within 6 months from project effectiveness 2. 30 days prior to launching the recruitment process 	MINEDH
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Adopt and implement an Environmental and Social Management Framework (ESMF), including: <ul style="list-style-type: none"> ○ including Labor Management procedures (LMP), General Security Risk Assessment (SRA), General Security Management Plan (SMP), general Waste Management Procedures, General GBV Prevention and Response 	<ol style="list-style-type: none"> 1. Adopt the ESMF prior to effectiveness and thereafter implement the ESMF throughout Project 	MINEDH

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Plan and chance finds procedures.</p> <ol style="list-style-type: none"> 2. Adopt and implement a Resettlement Policy Framework (RPF), and where appropriate Compensation Plan for loss of economic assets. 3. Update and re-disclose the ESMF upon activation of the Contingent Emergency Response Component (CERC), including adding a positive list of eligible activities/ expenditures at the time of CERC activation, if new activities under CERC are not covered by existing ESMF. 4. Adopt and implement site specific Environmental and Social Management Plan (ESMP) that include Emergence Response, Waste Management Procedures for the construction of HD facilities under component 2 and resources efficiency and pollution prevention. 5. Prepare draft Stakeholder Engagement Plan (SEP) including Grievance Redress Mechanism for community, workers and sensitive to SEA/SH 	<p>implementation.</p> <ol style="list-style-type: none"> 2. Adopt the RPF prior to effectiveness and thereafter implement the RPF throughout Project implementation. 3. Adopt the CERC-ESMF prior to initiation of activities and thereafter implement the CERC-ESMF throughout Project implementation. 4. Adopt the ESMP before launching the bidding process for the respective subproject prior to the carrying out of subproject that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementations. 5. The SEP will be finalized and disclosed before effectiveness and will be maintained and consistently updated throughout Project implementation. 	
<p>1.3 MANAGEMENT OF CONTRACTORS</p> <ol style="list-style-type: none"> a) Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor 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. 	<ol style="list-style-type: none"> a) Before the issuance of EOI notice for contractors 	<p>MINEDH</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>b) Bidding documents and contracts to include relevant measures in the ESMP.</p> <p>c) Preparation of Contractors-ESMP that will include Waste Management Procedures, OHS risk management procedures, GBV Action Plan, Community Health and Safety Procedures, Labor Management Procedures, management and measures to manage traffic and road safety risks, Workers’ Camp Management Procedures, Construction Materials Sourcing Plan, etc. that will be acceptable to the World Bank</p>	<p>b) During Bid document preparation</p> <p>c) Before site mobilization</p>	Contractors
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	MINEDH
1.5	<p>CONTINGENT RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual as specified in the legal agreement includes a description of the ESHS assessment and management arrangements for the implementation of CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC Manual in form and substance acceptable to the World Bank is a withdrawal condition under Section III.B of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	Designated authority for a CERC
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	As part of the ESMF, adopt and implement the Labor Management Procedures (LMP) for the Project, 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 and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Prior to project appraisal and maintained throughout project implementation	MINEDH
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.	Within 60 days from project effectiveness and maintained throughout project implementation	MINEDH, consultants and contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement the ESMF that incorporates waste management measures/procedures, prepared under section 1.2.	Before relevant project activities	MINEDH & contractors
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in each subproject site specific ESMP to be prepared under action 1.2 above	Before relevant project activities	MINEDH, consultants and contractors
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 C-ESMP to be prepared under action 1.2 above.	Prior to contractor's mobilization	MINEDH, consultants and contractors
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, risks to humans associated with inappropriate behavior of Project workers, and response to emergency situations in case of significant health and safety related incidents, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF in accordance with the Action 1.2 above.	Prior to contractor's mobilization	MINEDH, consultants and contractors
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.	No later than 6 months after project effectiveness and thereafter implement the SEA/SH Action Plan throughout Project implementation.	MINEDH

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4.4 SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in a Security Risk Assessment and Management Plan (SRAMP) consistent with ESS4 and good international industry practice (GIIP) and guided by the principles of proportionality, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel. Ensure that the use of security personnel in the Project does not result in adverse consequences to the community health and safety, including in matters relating to SEA/SH.</p>	<p>No later than 6 months after project effectiveness and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p>	<p>MINEDH</p>
<p>4.5 INVOLVEMENT OF THE MILITARY</p> <p>Ensure the following measures are carried out before deploying the Borrower’s military in the implementation of Project activities for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ul style="list-style-type: none"> a. Assess and implement measures to manage the security risks of engaging the military a set out in the ESMF/ESMP or any other document, is guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such [name military]; b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of [name military] to the Project, and screen such military personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force; c. Enter a memorandum of understanding (MoU), with the line ministry in control of military in setting out the arrangements for the engagement of the military in the Project, including the relevant actions and measures set out in this ESCP. d. Provide adequate instruction and training to the military, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas) as set out in the ESMF and Security Management Plan or any other relevant document. e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of military in the 	<p>Carry out a, b), c), and d) before deploying military personnel under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the World</p>	<p>MINEDH</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Project.</p> <p>f. Ensure that any concerns or grievances regarding the conduct of military personnel are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the World Bank after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the World Bank so request in writing, after consultation with the [Borrower/Recipient]: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the World Bank, to visit and monitor the Project area where military 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 World Bank; and (iii) promptly take any actions, as may be requested by the World Bank upon its review of the third-party monitor consultant reports.</p>	<p>Bank after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>[g] within the timeframes requested by the World Bank.</p>	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p>Adopt the RPF prior to appraisal, and thereafter implement the RPF throughout Project implementation</p>	MINEDH
5.2	<p>RESETTLEMENT PLANS</p> <p>Adopt and implement a resettlement action plan (RAP) [for each activity under the Project for which the RPF requires such RAP as set out in the RPF, and consistent with ESS5.</p>	<p>Adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.</p>	MINEDH
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement a provision to mitigate risks and impacts of natural/critical habitats as part of the site specific ESMPs consistent with ESS6.</p>	<p>Adopt the BMP prior to appraisal, and thereafter implement the BMP throughout Project implementation.</p>	MINEDH

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS		
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF of the Project.	Prior to project appraisal include the chance find procedures in the ESMF and implement the procedures throughout Project implementation	MINEDH
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 prior to project appraisal and thereafter implement the SEP throughout Project implementation	MINEDH
10.2	PROJECT GRIEVANCE MECHANISM 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 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 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.	Adopt the SEP prior to project appraisal and thereafter implement the SEP throughout Project implementation.	MINEDH
CAPACITY SUPPORT			
CS1	Training required for PIU staff, stakeholders, communities, Project workers] shall include among others drawn from the following: <ul style="list-style-type: none"> • Training on Environmental and Social Standards; • Stakeholder Engagement; • Environmental and Social Screening; • Occupational and Community Health and Safety; • Emergency Preparedness and Response; • Infection Control and Waste Management. • GBV/SEA/SH Risk Mitigation. 	Before project activities, mobilization and throughout project implementation	MINEDH Contractors Consultants

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • GRM, including appropriate management of GBV/SEA/SH cases. • Work Management Procedures. • Preparation and Implementation of the RAP. • Emergency Response Arrangements. • stakeholder mapping and engagement • specific aspects of environmental and social assessment • emergency preparedness and response • community health and safety 		