



REPUBLIC OF MOZAMBIQUE
MAPUTO METROPOLITAN TRANSPORT AGENCY (AMT)
MAPUTO METROPOLITAN AREA URBAN MOBILITY PROJECT
(P175322)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

[March 2022]

**MAPUTO METROPOLITAN AREA URBAN MOBILITY PROJECT
(P175322)
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. *The Government of Mozambique (the Recipient) through its Ministry of Transport and Communication (MTC) will implement the Maputo Metropolitan Area Urban Mobility Project (P175322) (the Project), with the involvement of the Ministry of Finance (MEF), Metropolitan Transport Agency (AMT) Maputo Municipality Council and Matola Municipality Council. The AMT will be the implementing agency. A Project Coordination Unit (PCU) shall be established within AMT to oversee coordination, supervision, environmental and social management, monitoring, evaluation, and communication. The International Development Association (the Association) has agreed to provide financing for the Project.*
2. *The Recipient shall implement material measures and actions to ensure 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 actions, staff, training, monitoring, and reporting arrangements, in a manner acceptable to the Association.*
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, 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 Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.*
4. *The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is conducted by the AMT, agency or unit referred to in paragraph 1 above, including the Project Coordination Unit (PCU).*
5. *The implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient through its PCU, as required by the ESCP and the conditions of the legal agreement, and the Association shall 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 Recipient, this ESCP may be revised from time to time during Project implementation, to reflect the 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 agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on the ESCP changes shall be documented through an exchange of letters signed between the Association and the Recipient. The Recipient 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 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, inflow of labor, risks of natural resource degradation and environmental pollution (air, land and water pollution; reduction of vegetation in case of deforestation and clearing and pollution due to workplace activities and waste); risks of interruption of free movement and*

socioeconomic activities; risks of social conflicts in case of non-local employment or non-fulfilment of habits and customs; risks to community health and safety (risks of development of health problems between communities and workers; risks of accidents related to activities at the workplace; health risks due to poor management of medical waste; risks of loss of land and loss of goods and sources of income; for the local population of the region, risks of GBV (SEA/SH, rape, unwanted pregnancy among beneficiary populations, etc.) and risks of child labor.

MAPUTO METROPOLITAN AREA URBAN MOBILITY PROJECT (P175322)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MARCH, 2022

SUMMARY OF THE MATERIAL MEASURES AND ACTIONS TO MITIGATE THE PROJECT'S POTENTIAL ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING		
<p>A</p> <p>REGULAR REPORTING</p> <p>The AMT through the PCU shall prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project in a form and content acceptable to the Association. Reports should include, inter alia:</p> <ul style="list-style-type: none"> • Progress regarding the implementation of the ESCP. • Progress regarding the preparation and implementation of all documents referred to in the ESCP. • Summary of activities to be carried out during the next period. • Summary of training and capacity-building activities. • Summary of dissemination, participation and consultation activities carried out during the period. • Record of grievances received during the period. <p>Any logs maintained for recording grievances shall be made available to the Association upon request.</p>	<ul style="list-style-type: none"> • Starting from the Effective Date quarterly reports shall be submitted throughout Project implementation. • Reports to be sent within the first 15 days after the reporting period. 	<ul style="list-style-type: none"> • Responsibility: PCU. • Accountability: PCU Coordinator. • Funding: Project Funds.

	<p>The Project Operations Manual (POM) shall contain an annex of the minimum content of the respective reports.</p>		
<p>B</p>	<p>INCIDENTS AND ACCIDENTS</p> <ul style="list-style-type: none"> • 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 (including e.g., water pollution, soils contamination, air emissions, flora, and fauna disturbances), the affected communities, the public or workers, such as impact of natural hazards, occupational accidents or fatalities, labor unrest, or any allegation GBV/SEA/SH, during Project implementation. • Subsequently, as per the Association’s request, the Recipient shall prepare and submitted a report with the description of the incident or accident, the analysis of its causes and identification of mitigation or preventative measures and on the status of plans and operational procedures of the measures to prevent recurrence, including a plan of action to minimize or avoid the occurrence of further accidents or incidents to the satisfaction of the Association. • The Recipient through PCU shall prepare a report at the conclusion of the investigation (which may include medical, police and other relevant expert’s reports on the accident or incident), send it to the Association and maintain it as record. • The Project Operations Manual (POM) shall contain an annex of the minimum content of the respective accident reports. 	<ul style="list-style-type: none"> • Notification to the Association within 48 hours after first becoming aware of any fatality or other incident or accident. • The Recipient shall provide a detailed report on the incident or accident within two (2) weeks of first becoming aware of the incident or accident. • The Recipient shall submit to the Association the report on completion of incident investigation and closure within 30 days of the accident or incident. All reporting requirements apply throughout the implementation period of the project. • Notification to the Association within 48 hours after first becoming aware of any fatality or other incident. • The subsequent report shall be provided within the timeframe specified by the Association. • Additional details on incidents/accidents shall be reported and grievance records submitted to the Association upon request. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

C	<p>CONTRACTORS MONTHLY REPORTS</p> <ul style="list-style-type: none"> The Recipient shall require contractors to submit monthly reports to the PCU and TUs on the level of compliance with ESSs requirements. These reports shall ensure that contractors provide details on their oversight on environmental, social, health and safety (ESHS) performance as enshrined in the ESMF, ESMPs, Contractors - ESMP, LMP, SEP, GBV Action Plan and RPF and RAP. These reports shall be generated from the field by construction site supervisors recruited under the Project and submitted to the Recipient for onward reporting to the Association, upon request. 	<ul style="list-style-type: none"> Contractor reports to be submitted to the Supervising Engineer on a weekly basis. The Supervising Engineer reports to be submitted to the Recipient on a monthly basis, and the Recipient reports to be submitted to the Association on quarterly basis. Contractor reports to the Supervising Engineer on a weekly basis. Follow-up reports upon request by the Association through the Recipient. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Contractors. Funding: Project Funds.
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <ul style="list-style-type: none"> AMT shall establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of Environmental and Social Health and Safety (ESHS) risks and impacts of the Project: The PCU shall be structured to comprise three (3) Project Technical Units (PTUs) to ensure it has a full team of well qualified staff and resources at the municipality and district levels as described in 	<ul style="list-style-type: none"> The organizational structure, as stated in Section 1.1 must be in place within 120 days after by Project effectiveness and shall be maintained throughout the Project implementation period³. The organizational structure, as stated in Section 1.1 must be in place within 120 days after Project effectiveness and shall be maintained throughout the Project implementation period. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.

³ Project Technical Teams within PTU1 at PCU level in the AMT have been already established comprising one (1) Environmental Specialist and one (1) Social Specialist. Recruitment process of additional positions such as one (1) GBV Expert, one (1) Health and Safety Specialists and one (1) Communication Specialist is underway.

	<p>below. PTUs will report to Project Coordinator at PCU.</p> <ul style="list-style-type: none"> ○ <u>Project Technical Unit (PTU1) within AMT (Metropolitan Transport Agency)¹</u> <ul style="list-style-type: none"> ▪ One (1) Environmental Specialist. ▪ One (1) Social and Resettlement Specialist. ▪ One (1) GBV/SEA/SH Specialist. ▪ One (1) Health and Safety Specialist (Road Safety Expert). ▪ One (1) Communication Specialist (production and management of road safety campaigns). ○ <u>Project Technical Unit (PTU2) within Maputo Municipality Council²</u> <ul style="list-style-type: none"> ▪ One (1) Environmental Specialist. ▪ One (1) Social and Resettlement Specialist. ▪ One (1) GBV/SEA/SH Expert. 		
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¹ Project Technical Teams within PTU1 at PCU level in the AMT have been already established comprising one (1) Environmental Specialist and one (1) Social Specialist. Recruitment process of additional positions such as one (1) GBV Expert, one (1) Health and Safety Specialists and one (1) Communication Specialist is underway.

² Technical Teams within PTU2 have been established under the Maputo Urban Transformation Project (P171449) comprising one (1) Environmental Specialist and one (1) Social Specialist. In addition, one (1) GBV Expert is being recruited.

	<ul style="list-style-type: none"> ○ <u>Project Technical Unit (PTU3) within Matola Municipality Council</u> <ul style="list-style-type: none"> ▪ One (1) Environmental, Health and Safety Officer. ▪ One (1) Social and Resettlement Officer. ▪ One (1) GBV/SEA/SH Officer ● All staff must have experience and qualifications acceptable to the Association and be hired based on terms of reference acceptable to the Association. 		
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <ul style="list-style-type: none"> ● Develop, consult upon, disclose, adopt, and implement an Environmental and Social Management Framework (ESMF) for assessing and managing the Project's potential environmental and social risks and impacts consistent with the ESSs. The ESMF shall also include, the Labor Management Procedures (LMP), Chance Finds Procedure (CFP), Covid-19 Protocol, Gender Based Violence/ Sexual Exploitation and Abuse/ Sexual Harassment (GBV/SEA/SH) Risk Assessment and Action Plan, General Guidelines for Security Personnel (GGSP), Management of Waste and Hazardous Materials, General Guidelines on Traffic and Road Safety, Social Assessment (SA), Resettlement Policy Framework (RPF) and Stakeholder Engagement Plan (SEP) and Social Assessment in a manner acceptable to the Association. ● The Recipient shall carry out a Strategic Environmental and Social Assessment (SESA), consistent with and incorporating applicable ESS requirements, acceptable to the Association 	<ul style="list-style-type: none"> ● The ESMF shall be prepared, disclosed, consulted, and adopted prior to Appraisal completion and maintained throughout the Project implementation. ● The SESA shall be prepared, disclosed, consulted prior to commencement of any Technical Assistance (TA) Activities. ● The ESMF shall be implemented throughout the project life cycle and updated in case of any significant changes to the context of the implementation of the project. ● Sub-projects shall be screened according to the ESMF and specific ESIA/ESMPs shall be prepared, as needed prior to activities beginning on the ground. ● Implemented throughout project implementation. These will include the integration of GBV/SEAH risks in the ESIA and the development of a 	<ul style="list-style-type: none"> ● Responsibility: PCU ● Accountability: PCU Coordinator. ● Funding: Project Funds.

	<p>following its review.</p> <ul style="list-style-type: none"> • The ESMF shall be implemented in accordance with the legal and institutional framework of the Recipient and consistent with the requirements of the Association's Environmental and Social Framework (ESF). • The Recipient through the PCU shall ensure the execution of an annual E&S compliance audit of all the subprojects, in accordance with the ESF requirements and in a manner acceptable to the Association. 	<p>GBV/SEAH Action Plan to be attached to the ESMF.</p>	
<p>1.3</p>	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <ul style="list-style-type: none"> • The Recipient shall be preparing and submit for the Association's approval all the following management instruments for the project: <ul style="list-style-type: none"> ○ Environmental and Social Impact Assessment (ESIA) and respective Environmental and Social Management Plan (ESMP). ○ Labor Management Procedures (LMP). ○ GBV/SEA/SH Action Plan, inclusion Gender and Vulnerable Groups inclusion. ○ Sub-project Stakeholder Engagement Plan (SEP). ○ Grievance Redress Mechanism (GRM) for project. ○ Security Personnel Management Plan (SPMP). ○ Chance Finds Procedures (CFP). 	<ul style="list-style-type: none"> • All instruments in (a) and any relevant general guidelines for the project shall be prepare and submitted for the Association's approval, before launching the bidding process for the respective subproject. Any relevant ESIA's and ESMPs shall be prepared, disclosed, consulted, and adopted prior to disbursement for any activities that require these instruments and shall thereafter be implemented throughout the Project implementation. • The complementary instruments shall be completed, consulted, and approved by the Association, prior to commencement of any work. • The following documents shall be prepared and submitted to the World Bank for approval prior to appraisal completion: ESMF, RPF, ESCP, SEP, LMP. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

	<ul style="list-style-type: none"> ○ Waste Management Plan (WMP). ○ Traffic Management Plan (TPM). • The Recipient shall submit for the Association’s approval complementary instruments such as the C-ESMP, Contractor Code of Conduct, Health and Safety Procedures for Occupational and Community Health and Safety and others that may be necessary and may contribute towards the continuous improvement of the implementation of the Project's environmental and social risk management in accordance with the framework documents and the ESF. 	<ul style="list-style-type: none"> • The GBV risk assessment shall be prepared and included in the ESMF and the Project Appraisal Document (PAD). • ESMPs, Waste Management Plans, Traffic Management Plan (TMP), Chance Finds Procedures (CFP) and GBV Action Plan shall be prepared before the start of any activity at the project site and included in the ESMP. • For ESIAAs and ESMPs, Waste Management Plans, Traffic Management Plan (TMP) and Chance Finds Procedures (CFP) as appropriate before the start of any activity requiring the preparation of a specific risk management instrument. • ESIAAs, ESMPs and approved GBV Action Plan are carried out throughout the implementation of the project. • RAPs to be prepared, consulted, disclosed, approved and implemented before start of civil works • The SESA shall be prepared, disclosed, consulted, and approved prior to commencement of any Technical Assistance (TA) Activities. 	
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <ul style="list-style-type: none"> • Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the LMP, in the ESHS specifications of the procurement documents with contractors 	<ul style="list-style-type: none"> • As part of the preparation of procurement documents and prior to call for bids. • Supervise contractors throughout Project 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator.

	<p>(reflecting inter alia, the ESMF, RPF, SEP, LMP, RAPs, ESIA, ESMPs, OHS Plan, Management of Waste and Hazardous Materials, security personal management plan, and SEA/SH Action plan). In addition, clauses reflecting contractors' requirements in line with the GBV/SEA/SH Action Plan, will also be included in contracts.</p> <ul style="list-style-type: none"> • Ensure contractors develop, consult, and adopt C-ESMPs in a manner acceptable to the Association. • Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. 	<p>implementation.</p> <ul style="list-style-type: none"> • Maintain procedures for management of contractors and subcontractors throughout Project implementation. • C-ESMPs to be prepared, consulted, disclosed, and approved prior to commencement of any construction works and maintained throughout project implementation. 	<ul style="list-style-type: none"> • Contractors • Funding: Project Funds.
1.5	<p>PERMIT, CONSENTS AND AUTHORIZATIONS:</p> <ul style="list-style-type: none"> • The Recipient shall obtain or assist in obtaining and verifying that the contractor has obtained, as applicable, the licenses, consents, and authorizations applicable to the Project from the relevant national authorities such as: <ul style="list-style-type: none"> ○ Obtain the Environmental License before the start of project implementation, according to the national legislation. ○ Water use and effluent discharging licenses. ○ Land use rights (DUATs). ○ Construction licenses. ○ Quarry and borrow permits. ○ Any other licenses as and when required • The Recipient shall comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations 	<ul style="list-style-type: none"> • All relevant permits, consents and authorizations shall be obtained from responsible authorities prior to commencement of any construction works. • Prior to initiating activities that require licenses, permits, consents and authorizations and ongoing throughout Project implementation. • All permits, consents and authorizations should be maintained, registered and reported on its status as part of the quarterly reporting. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

	throughout Project implementation.		
1.6	<p>CONTINGENCY EMERGENCY RESPONSE COMPONENT (CERC)</p> <ul style="list-style-type: none"> The Recipient will prepare an addendum to the ESMF that will describe the protocols to follow in case the Emergency Component is activated following the agreed procedures with the Association. The protocol will describe the institutional arrangement, screening procedures, risk and mitigation measures to be implemented for the investments to be made in case of emergency. 	<ul style="list-style-type: none"> Within 120 days after project effectiveness and prior to commencement of CERC component activities and maintained throughout project implementation. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: CERC component.
1.7	<p>SUPERVISION OF WORKS.</p> <p>Ensure that the bidding documents of the supervising firm include the requirement to supervise the ESHS aspects of the Project, including the relevant aspects of the ESCP, EIAs, ESIA-S, LMP, RPF, SEP, and other specific ESHS Project management instruments and the requirement that there be a socio-environmental unit that includes, at a minimum, the following professionals:</p> <ul style="list-style-type: none"> Environmental specialist. Occupational and community health and safety specialist, and Social specialist. SEA/GBV/SH Specialist 	<ul style="list-style-type: none"> Before launching the bidding process to engage a supervising firm. The firm shall supervise the ESHS aspects throughout Project implementation. The structure of the supervising firm including the designated qualified personnel, must be maintained until all supervision activities have been completed. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.
1.8	<p>TECHNICAL ASSISTANCE ACTIVITIES</p> <p>The Recipient shall ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical</p>	<ul style="list-style-type: none"> Terms of reference to be submitted to the Association for review and approval prior to launching the tender procedures for such technical assistance. The results of such technical assistance must be 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator.

	assistance (TA) activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	satisfactory to the Association.	<ul style="list-style-type: none"> Funding: Project Funds.
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <ul style="list-style-type: none"> Prepare, adopt and implement the Labor Management Procedures (LMP) for the Project in accordance with the national labor regulations and ESS2, including, inter alia, provisions on working conditions, management of workers relationships, worker influx management, 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. Incorporate labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. <p>LMP shall include a plan for operating the PCU office and all project sites with COVID-19 safety measures in place.</p>	<ul style="list-style-type: none"> The LMP shall be finalized, consulted, disclosed, and adopted as part of the ESMF by appraisal completion, and implemented throughout the Project including through the contractor management provisions in item 1.4 above. Before bidding and start of civil works on each sub-project 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.
2.2	<p>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</p>	<ul style="list-style-type: none"> Grievance mechanism shall be operational prior to engaging Project workers and maintained throughout Project 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU

	<ul style="list-style-type: none"> • Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. This will include reporting and allegation procedures regarding SEA/SH and an accountability framework and response to complaints. • The GRM shall be explained to and disseminated among contractor workers and Project’s PAPs, including in public meetings during preparation of subprojects specific instruments. 	<p>implementation. The mechanism will be a requirement to be included in the bidding documents for the supervising firm and the contractor, with stipulations that they include similar provisions in agreements with their subcontractors before the start of Project works.</p> <ul style="list-style-type: none"> • Information about GRM shall be disseminated to project workers and PAPs prior to the commencement of works and throughout project implementation. 	<ul style="list-style-type: none"> • Coordinator. • Contractors • Funding: Project Funds.
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <ul style="list-style-type: none"> • The Recipient shall adopt, and implement occupational, health and safety (OHS) measures specified in the LMP including COVID-19 provisions. • Incorporate relevant OHS measures, including OHS Guidelines as described in the ESMF in the bid and contract documents for all consulting firms, service providers, contractors, and supervision firms. • Require contractors to develop a detailed, site-specific Occupational Health and Safety Management Plan (OHSP) as part of the C-ESMP consistent with Good International Industry Practices (GIIP) and the World Bank Group General Environmental, Health and Safety Guidelines (EHSG); specifically, the Industry Sector EHSG for Water and Sanitation to address the impacts on contracted and community workers. 	<ul style="list-style-type: none"> • Measures to be prepared prior to launching the bidding process and eventual calls for bids for the respective subprojects and operationalization before the start of physical works as part of the relevant environmental and social management instruments in accordance with the timelines set out in Section 1.2 and 1.4 above. • LMP to be prepared, consulted, disclosed and approved prior to project Appraisal and maintained throughout Project implementation. • C-ESMPs to be prepared, consulted, disclosed, and approved prior to commencement of any construction works and maintained throughout project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Contractors • Funding: Project Funds.

2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE:</p> <p>The Recipient shall require Contractors to develop specific emergency preparedness and response plans that meet ESS2, ESS4 and ESMF requirements as part of ESIA/ESMPs specific to the activity/Subprojects. The Emergency preparedness and response plan shall identify the risks and implement measures to address emergency events. Ensure workers and contractors are trained and implement the plan.</p>	<ul style="list-style-type: none"> • Same timeframe as for the implementation of the ESMPs. • Maintained throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Contractors • Funding: Project Funds.
2.5	<p>PROJECT WORKERS TRAINING:</p> <ul style="list-style-type: none"> • Implement training of Project workers designed to improve awareness of risks and to mitigate impacts on local communities, as defined in ESMF, LMP and GBV/SEA/SH Action Plan (including Code of Conduct on GBV and SEA/SH). 	<ul style="list-style-type: none"> • The training shall take place at the beginning of each contract (mobilization phase), with regular review sessions throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • contractors • Funding: Project Funds.
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS</p> <ul style="list-style-type: none"> • Prepare a site-specific Waste Management Plan (WMP) in accordance with ESS3 requirements and the ESMF. Resource efficiency, pollution prevention and management measures shall be covered in the C-ESMPs or the Good Practices Manual (GPM). • Prepare a site-specific water harvesting technological plan as part of the ESMP to harvest rainwater for use during transport 	<ul style="list-style-type: none"> • Preparation of the site-specific Waste Management Plan (WMP) and water harvesting technological plan as part of the project's GPM and as part of ESMPs prior to commencement of any construction works. • Prior to commencement of any constructions works and maintained throughout the subproject implementation phase. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • contractors • Funding: Project Funds.

	infrastructure construction works in accordance with ESS3.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <ul style="list-style-type: none"> As part of the ESMF and ESMP, develop and implement measures and procedures for managing traffic and road risks. For management of traffic and road safety, require contractors to develop and implement a site-specific traffic management plan (TMP), as part of the C-ESMP) with details on traffic volume, routes, and time of travel. The plan shall be developed to ensure to avoid peak rush hours, traffic control by placing adequate flagmen and signs along the routes, trained drivers employed, and vehicle safety is regularly inspected. TMP shall be shared with the local traffic authorities and disseminated publicly. Update the field data of the traffic detour plan. 	<ul style="list-style-type: none"> The TMP shall be finalized, consulted, disclosed, and adopted as part of the C-ESMP, maintained and implemented throughout the Project implementation including through the contractor management provisions in item 1.4 above. The site-specific traffic plan shall be prepared by the Contractor as part of C-ESMP, adopted prior to commencement of any construction works, and thereafter implemented throughout subproject implementation. The field data shall be updated before initiating construction works. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Contractors Funding: Project Funds.
4.2	<p>COMMUNITY HEALTH AND SAFETY:</p> <ul style="list-style-type: none"> Prepare, consult, disclose, adopt and implement measures and actions to assess and manage specific risks and impacts to the community arising from project activities, including, inter alia, Project workers' behavior, workflow risks, emergency response, security risks, spread of infectious diseases, including Covid-19 and GBV/SEA/SH, and include these measures in the ESIA/ESMPs and other instruments to be prepared in accordance with the ESMF, in a manner 	<ul style="list-style-type: none"> ESMP to be prepared, consulted, disclosed, and approved prior to the commencement of any construction works and prior to tendering of the respective subprojects/ service contracts. CHSMPs to be prepared, consulted, disclosed, and approved before commencement of relevant Project activities and before construction works start for C-ESMP and maintained 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Contractors. Funding: Project Funds.

	<p>acceptable to the Association.</p> <ul style="list-style-type: none"> Contractors shall be required to develop a detailed, site-specific Community Health and Safety Management Plans (CHSMPs) in accordance with the ESMPs to address the impacts on local communities of moving construction equipment. 	<p>throughout Project implementation.</p>	
4.3	<p>GBV/SEA/SH RISKS ASSESSMENT AND ACTION PLAN:</p> <ul style="list-style-type: none"> GBV/SEA/SH risk Assessment and Action Plan shall be prepared, disseminated, consulted, adopted, and subsequently implemented in all relevant activities in accordance with ESS4. A Code of Conduct on GBV/SEA/SH and Sexual Health shall be developed and signed by all Project and sub-project workers as outlined in the GBV/SEA/SH Risk Assessment and Action Plan. Hire suitably qualified Gender and GBV /SEA/SH specialists for the Project as mentioned in 1.1. 	<ul style="list-style-type: none"> The GBV/SEA/SH risk assessment shall be finalized, consulted, disclosed, and adopted as part of the ESMF prior to appraisal completion, and implemented throughout the Project. Hire within 120 after Project effectiveness and thereafter maintain throughout the project implementation 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.
4.4	<p>EMERGENCY RESPONSE MEASURES</p> <ul style="list-style-type: none"> Measures have been defined in the ESMF and shall be updated and detailed in subsequent ESMPs in a manner consistent with the ESSs. Each contractor shall be required to develop site specific emergency response plan as part of C-ESMP to be approved by the relevant PCU in accordance with ESS4 and in a manner acceptable to the Association. 	<ul style="list-style-type: none"> Part of ESMP and C-ESMP before commencement of project activities and maintained throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.
4.5	<p>SECURITY PERSONNEL:</p> <ul style="list-style-type: none"> No security personnel are envisioned to be 	<ul style="list-style-type: none"> Prior to engaging security personnel and 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU

	<p>deployed in the project areas. However, if necessary, PCU will prepare, adopt, and implement an independent Security Personnel Management Plan consistent with ESS4, in a manner acceptable to the Association. Any security personnel engaged by the project will be provided suitable training and sensitization according to national law and GIIP, and codes of conduct shall apply for such personnel.</p> <ul style="list-style-type: none"> • These instruments shall be part of the ESMF to and protect the safety of workers, project materials, vulnerable groups and service providers. 	<p>thereafter implemented throughout Project implementation.</p>	<p>Coordinator.</p> <ul style="list-style-type: none"> • Funding: Project Funds.
4.6	<p>TRAINING FOR THE COMMUNITY:</p> <ul style="list-style-type: none"> • Conduct training for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures including training on: <ul style="list-style-type: none"> • Communicable diseases/HIV-AIDS/TSD/SEA/GBV/COVID 19 awareness and prevention. • Community dialogue and complaints mechanism as described in the SEP/ ESMF/ESMP. • Road Safety Awareness. • Community H&S training, including training on safety around electric installations. 	<ul style="list-style-type: none"> • Prior to initiating project/subproject activity, with regular refresher training, maintained throughout Project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Contractors • Funding: Project Funds.
4.6	<p>UNIVERSAL ACCESS:</p> <ul style="list-style-type: none"> • Ensure that the project terminals have universal access, so that persons with disabilities can make full use of the services of the Project, as stated in 	<ul style="list-style-type: none"> • The PCU and PTUs shall be ensure that the contractors incorporate the universal access in the infrastructure before the date of completion and handing over of the 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator.

	the ESIAS.	works.	<ul style="list-style-type: none"> Funding: Project Funds.
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLAN</p> <ul style="list-style-type: none"> Prepare, consult, adopt, and implement site-specific resettlement action plans (RAPs) in accordance with ESS5 and consistent with the requirements of the Resettlement Policy Framework (RPF) that has been prepared for the Project, and thereafter adopt and implement the respective RAPs before carrying out the corresponding activities, all in a manner acceptable to the Association. Prepare and implement Livelihood Restoration Plans (standalone or as part of RAPs) to address impacts on livelihoods. 	<ul style="list-style-type: none"> The RPF shall be prepared, approved and disseminated prior to Project appraisal and implemented throughout Project implementation. RAPs submitted for the Association's approval and, once approved disclosed prior to bidding, implemented prior to commencing Project activities that involve land acquisition and resettlement in accordance with the screening and criteria set forth in the ESMF and RPF. LRPs to be prepared as part of RAP preparation and implemented during project implementation. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS:</p> <ul style="list-style-type: none"> ESMPs shall be prepared, disclosed, consulted upon, adopted, and implemented where a need is identified as a result of E&S screening process outlined in the ESMF. Adequate mitigation and E&S risk management measures shall be included in the sub level site-specific ESMPs, C-ESMPs in accordance with ESS6 requirements and in a manner acceptable to the Association. 	<ul style="list-style-type: none"> Part of ESMP and C-ESMP Before commencement of relevant Project activities. Relevant measures shall be implemented throughout Project implementation. 	<ul style="list-style-type: none"> Responsibility: PCU Accountability: PCU Coordinator. Funding: Project Funds.

ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES

This standard is not relevant currently as no distinct social and cultural groups have been identified in accordance with ESS7 and in the national context in the project area.

ESS 8: CULTURAL HERITAGE

8.1	<p>CHANCE FINDS</p> <ul style="list-style-type: none"> • Prepare, adopt, and implement the cultural heritage chance finds procedure described in the ESMF and reflect these in ESIA or site-specific ESMPs, in accordance with ESS8 requirements and in a manner acceptable to the Association. • Ensure that during Project implementation that verification by a specialist (Archaeologist) is carried out whenever a potential risk of impact on a cultural heritage site is identified. 	<ul style="list-style-type: none"> • Procedure included in the ESMP must be completed and approved, consulted on and published prior to negotiations, and implemented throughout the Project implementation. • Adoption of relevant measures in accordance with the terms of the ESIA or site-specific ESIA / ESMP as set out in Section 1.2 above. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.
8.2	<p>BUILT HERITAGE AND SACRED SITES</p> <ul style="list-style-type: none"> • Include in the ESMF procedures consistent with ESS8 to ensure identification of built heritage or sacred sites, including graves, and define mitigation measures following the mitigation hierarchy. 	<ul style="list-style-type: none"> • Procedures consistent with ESS8 shall be included in the ESMF, and approved prior to Negotiations, and implemented throughout the Project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

ESS 9: FINANCIAL INTERMEDIARIES

There are no actions under the project related to Financial Intermediaries.

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION:</p> <ul style="list-style-type: none"> • Prepare, disclose, consult and adopt a Stakeholder 		<ul style="list-style-type: none"> • Responsibility: PCU and contractors • Accountability: PCU
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	<p>Engagement Plan (SEP), including a GRM procedure, consistent with ESS 10, including 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.</p> <ul style="list-style-type: none"> • A Stakeholder Engagement Plan (SEP) shall be disclosed before appraisal. • Conduct specific consultations with women and girls, and other vulnerable groups to gather their perspectives on the projects and potentially related risks will be planned and included as part of the project SEP. 	<ul style="list-style-type: none"> • The SEP shall be prepared, consulted, and disseminated prior to appraisal and implemented throughout Project implementation. • SEP shall be implemented and updated periodically thereafter as required throughout life cycle of the project. • Any updates to this SEP must be submitted to the Association for approval before the implementation. Once approved, the SEP is to be implemented throughout project implementation. 	<p>Coordinator.</p> <ul style="list-style-type: none"> • Funding: Project Funds.
10.2	<p>PROJECT GRIEVANCE REDRESS MECHANISM:</p> <ul style="list-style-type: none"> • Adopt, update, maintain and operate a GRM, as described in the SEP. Reporting and allegation procedures regarding GBV/SEA/SH and an accountability framework and response to complaints will be included in the GRM. • The grievance mechanism shall also receive, record and address complaints from workers involved in the project. • GRM shall be included into the Project Operations Manual and contractors and subcontractor's contracts/agreements and the Recipient shall ensure adherence to it. • The project shall explore options to strengthen the existing Ombudsman mechanism when detailed technical information of the proposed interventions 	<ul style="list-style-type: none"> • The GRM must be operational within the first month after project effectiveness and operational throughout the life of the Project (preparation, implementation, and completion). • Starting from the Effectiveness Date, quarterly Grievance Redress Report throughout the Project implementation. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Contractors • Funding: Project Funds.

	will be available.		
10.4	<p>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> <ul style="list-style-type: none"> • Disclose project information in relevant local languages and in a manner that is accessible and culturally appropriate, taking into account any specific needs of groups that may be differentially or disproportionately affected by the project or groups of the population with specific information needs (such as, disability, literacy, gender, mobility, differences in language or accessibility). • The Recipient shall undertake a process of meaningful consultation in a manner that provides stakeholders with opportunities to express their views on project risks, impacts, and mitigation measures, and allows the Recipient to consider and respond to them. 	<ul style="list-style-type: none"> • Throughout the project 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.
CAPACITY SUPPORT (TRAINING)			
CS1	<p>PROJECT WORKERS TRAINING</p> <ul style="list-style-type: none"> • Capacity building training and orientations are important elements of the Project. Trainings for PIU staff, Project Steering Committee, Technical Committee, experts, contractors/subcontractors, and awareness raising for the community shall be detailed in the ESMF, and other E&S instruments. Training shall include but not be limited to: <ul style="list-style-type: none"> ○ ESS (Environmental and Social Standards). ○ Capacity building for the project workers on stakeholder mapping and engagement, specific requirements on the ESMF, RPF, 	<ul style="list-style-type: none"> • Before commencement of any construction works. Repeated as necessary throughout project 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

	<p>ESIA/ESMP, RAP, LMP, GBV/SEA/SH Action Plan and social development plan to be prepared based on the social assessment.</p> <ul style="list-style-type: none"> ○ Mitigation of GBV/SEA/SH risks. ○ Environmental and Social screening. ○ Emergency preparedness and response. ○ Mitigation of COVID-19. ○ Specific aspects of environmental and social assessment as established in the ESMF the subproject screening and ESIA/ESMP preparation. ○ Subprojects Environmental and Social screening. ○ Occupational and Community Health and Safety. ○ Road and traffic safety. ○ Chance Finds Management Procedure. ○ Management of Waste and Hazardous Materials. ○ Labor Management Plan. ○ Preparation and implementation of RAP/CP. ○ Conflict Management. 		
CS2	<p><u>TRAINING FOR THE COMMUNITY:</u></p> <ul style="list-style-type: none"> • The Project shall conduct training for the community to raise awareness of environmental and social risks and impacts and mitigation measures. This shall include, but not be limited to, the following: 	<ul style="list-style-type: none"> • Prior to Project activities in the respective community, with regular refresher trainings. Maintain throughout the implementation of the Project. 	<ul style="list-style-type: none"> • Responsibility: PCU • Accountability: PCU Coordinator. • Funding: Project Funds.

	<ul style="list-style-type: none">○ Covid-19 awareness and prevention.○ Awareness and prevention of GBV/SEA/ SH.○ GRM as outlined in SEP/ESMF/ESIA/ESMP.○ Road safety awareness.○ Labor influx management measures.○ Emergency response procedures.○ Communicable diseases/HIV and AIDS/STDs/ awareness and prevention and Security issues and their management		
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