

# Republic of Angola

## Human Resources for Universal Health Coverage in Angola (P180631)

**Draft**

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

**May 01, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola (the Borrower) will implement the Human Resources for Universal Health Coverage in Angola (the Project), with the involvement of the Ministry of Health (MoH), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the World Bank) has agreed to provide the original financing (P180631) for the Project, as set out in the referred agreement(s).
2. The Borrower 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
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 Borrower through the Ministry of Finance, in coordination with the MoH and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Republic of Angola, represented by the Minister of Finance. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit quarterly reports to the World Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	<p>Project Implementation Unit (<i>Unidade Central de Coordenação – UCC</i>)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ol style="list-style-type: none"> <li>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. Incident and accidents reporting requirements shall be incorporated into the project implementation and procedures manuals.</li> <li>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.</li> <li>A record of incidents or accidents shall be kept at all construction sites (camps) and consolidated at the PIU.</li> </ol>	<ol style="list-style-type: none"> <li>Notify the World Bank no later than 24 hours after first learning of any incidents regarding SEA/SH or accidents resulting in fatalities or serious injuries. For any other incidents or accidents, notify the World Bank no later than 48 hours after learning of those accidents or incidents.</li> <li>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</li> <li>Throughout Project implementation.</li> </ol>	<p>UCC</p>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></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. These monthly reports shall describe the level of compliance with ESSs requirements and provide details on the ESHS performance as outlined in the applicable E&amp;S instruments. The reports shall be prepared by the supervising firms in close collaboration with the contractors and based on their weekly reports, and submitted to the PIU for onward reporting to the Bank no later than ten (10) days after the end of each month.</p>	<p>Submit the monthly reports to the World Bank as annexes to the reports to be submitted under action A above, throughout the duration of the Contractors’ contracts.</p>	<p>UCC</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Ministry of Health will maintain the Project Implementation Unit (<i>Unidade Central de Coordenação</i> – UCC) with qualified staff and resources to lead the management of the environmental and social (E&amp;S) risks and impacts of the Project, including the following full-time positions with experience and qualifications in accordance with terms of reference acceptable to the World Bank:</p> <ul style="list-style-type: none"> <li>a. One Environmental Specialist;</li> <li>b. One Social Specialist;</li> <li>c. One Gender-Based Violence (GBV) Specialist;</li> <li>d. Three Environmental Technical Assistants;</li> <li>e. Two Social Technical Assistants.</li> </ul> <p>2. Hire a full-time Social Assistant with the experience and qualifications in accordance with terms of reference acceptable to the World Bank.</p>	<p>1. Maintain the UCC E&amp;S Staff throughout Project implementation.</p> <p>2. Hire a full-time Social Assistant no later than one (1) month after the Effective Date and thereafter maintain throughout Project implementation.</p>	MoH and UCC
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt, consult upon, disclose, and implement the following instruments for the Project, consistent with the relevant ESSs:</p> <ul style="list-style-type: none"> <li>• Stakeholder Engagement Plan (SEP);</li> <li>• Labor Management Procedures (LMP).</li> </ul> <p>2. Adopt and implement a comprehensive project-level Environmental and Social Management Plan (ESMP), consistent with the relevant ESSs, covering all relevant project activities. The ESMP shall include a SEA/SH Action Plan, which will be adapted from the existing SEA/SH Prevention, Mitigation, and Response Action Plan developed to manage the anticipated SEA/SH risks of the Bank Health Sector portfolio in Angola.</p>	<p>1. A draft version of the SEP was prepared, consulted upon, and disclosed at Appraisal, and will be updated and redisclosed before the Effective Date and thereafter implemented throughout Project implementation. The LMP shall be adopted, consulted upon, and disclosed no later than one (1) month after the Effective Date and thereafter implemented throughout Project implementation.</p> <p>2. Adopt the project-level ESMP, including SEA/SH Action Plan, no later than one (1) month after the Effective Date and thereafter implement it throughout Project implementation.</p>	UCC Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Cause the contractors to prepare, consult on, adopt and implement a site-specific ESMP (C-ESMP) consistent with the relevant ESSs, for the rehabilitation/refurbishment of National School of Public Health (NSPH). The C-ESMP shall include SEA/SH risk mitigation and response measures in line with those included in the project-level ESMP.</p>	<p>3. Cause the contractors to prepare and adopt the C-ESMP before the commencement of any works and thereafter implement it throughout Project implementation.</p>	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b>                      Incorporate the relevant aspects of the ESCP, including, inter alia, relevant E&amp;S instruments, Labor Management Procedures, code of conduct and provisions addressing SEA/SH risks associated with civil works, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	UCC
1.4	<p><b>TECHNICAL ASSISTANCE</b>                      Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project including, inter alia, the Human Resources for Health (HRH) policy and plan development and capacity building activities, 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>	<p>Throughout Project implementation.                      Submit the terms of reference for TA activities to the World Bank’s approval before launching the procurement processes for such activities.</p>	UCC
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>1. Ensure that the project-level ESMP includes a description of the ESHS assessment and management arrangements for the implementation of Component 4 - CERC, in accordance with the ESSs.</p> <p>2. Adopt any E&amp;S instruments which may be required for activities under Component 4 - CERC of the Project, in accordance with the CERC activation provisions included in the project-level ESMP and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>1. Same timeframe as under action 1.2 (2) above. The adoption of the CERC activation provisions included in the project-level ESMP in form and substance acceptable to the Bank is a withdrawal condition under the Project Legal Agreement.</p> <p>2. Adopt any required E&amp;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&amp;S instrument is required. Implement</p>	UCC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		the E&S instruments in accordance with their terms, throughout Project implementation.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>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.</p>	Same timeframe as under action 1.2 (1) above.	UCC
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <ol style="list-style-type: none"> <li>1. Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2, including procedures to report and handle SEA/SH incidents/complaints in an ethical and confidential manner, following a survivor centered approach and ensuring multiple reporting channels.</li> <li>2. Include the mechanism as a part of the procurement documents for the supervising firms and the contractors, with stipulations that they include similar provisions in agreements with their subcontractors before the start of Project works.</li> <li>3. Disseminate and explain the grievance mechanism for Project workers to contractors' workers.</li> </ol>	<ol style="list-style-type: none"> <li>1. Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</li> <li>2. Before launching the procurement processes.</li> <li>3. Prior to the commencement of works and throughout Project implementation.</li> </ol>	UCC
2.3.	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <ol style="list-style-type: none"> <li>1. Incorporate relevant OHS measures, in procurement documents and contracts for all consulting firms, service providers, contractors, and supervision firms.</li> <li>2. Develop and include in the project-level ESMP a detailed Occupational Health and Safety Management Plan (OHSMP) consistent with national regulations, Good International Industry Practices (GIIP) and the World Bank Group General Environmental, Health and Safety Guidelines (EHSG).</li> </ol>	<ol style="list-style-type: none"> <li>1. Prior to launching the procurement processes and signing contracts.</li> <li>2. Same timeframe as under action 1.2 (2) above.</li> <li>3. Same timeframe as under action 1.2 (3) above.</li> </ol>	UCC

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Cause contractors to develop and include in the C-ESMP adopted for the rehabilitation/refurbishment of NSPH a detailed OHSMP consistent with national regulations, GIIP and the World Bank Group General EHSG.		
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), consistent with ESS3, to manage hazardous and non-hazardous wastes resulting from the renovation / refurbishment of the NSPH facilities and the decommissioning of IT equipment acquire under the Project.	Same timeframe as under action 1.2 (2) above.	UCC
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the project-level ESMP and C-ESMP to be prepared under action 1.2 (2) and (3) above.	Same timeframe as under action 1.2 (2) e (3) above.	UCC
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the in the project-level ESMP and C-ESMP to be prepared under action 1.2 (2) and (3) above.	Same timeframe as under action 1.2 (2) e (3) above.	UCC
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the communities arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, security risks, and include mitigation measures in the project-level ESMP and C-ESMP to be prepared under action 1.2 (2) and (3) above.	Same timeframe as under action 1.2 (2) e (3) above.	UCC

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4.3 <b>SEA AND SH RISKS</b></p> <ol style="list-style-type: none"> <li>1. Conduct a GBV risk assessment and adopt (including adapting the existing SEA/SH Action Plan for the Bank Health Sector portfolio in Angola), disclose, consult upon, and implement a SEA/SH Action Plan, as part of the project-level ESMP. The SEA/SH Action Plan shall include the following elements:               <ol style="list-style-type: none"> <li>i. An accountability and response framework, including:                   <ul style="list-style-type: none"> <li>• The implementation and signing of codes of conduct and/or behavioral standards prohibiting SEA/SH acts and outlining applicable sanctions.</li> <li>• Specific GM procedures for handling SEA/SH allegations in an ethical and confidential manner, outlining the channels for collection, the timeframe for handling, possible sanctions, and guiding principles to be followed.</li> <li>• A response protocol, including mapping of service providers to which survivors shall be referred, and procedures for case referral as well as an information-sharing protocol for reporting complaints.</li> <li>• Funding must be available for recruitment of GBV service providers to facilitate access to timely, safe and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed).</li> </ul> </li> <li>ii. A training and awareness-raising plan including:                   <ul style="list-style-type: none"> <li>• An awareness-raising strategy that describes how workers, health care personnel, and local communities shall be made aware of the risks of GBV, including SEA/SH, the responsibilities of project workers covered by codes of conduct or behavioral standards, as well as how to report complaints and access the GM.</li> <li>• Organization of sex-segregated community consultations with women in safe and confidential spaces with female facilitators to collect information on project impacts, safety risks, as well as safe and confidential reporting channels.</li> <li>• A training strategy that describes the responsibilities of workers and project staff covered by the codes of conduct or behavioral standards, concepts related to GBV, including SEA/SH, prohibited behaviors, sanctions for violations, and the functioning of the GM.</li> </ul> </li> </ol> </li> <li>2. Cause health care personnel engaged under the project to apply the SEA/SH risk mitigation measures as outlined in the SEA/SH Action Plan.</li> </ol>	<ol style="list-style-type: none"> <li>1. Same timeframe as under action 1.2 (2) above. SEA/SH training provided prior to the start of any project activities.</li> <li>2. Throughout Project implementation.</li> <li>3. Prior to launching the procurement processes and signing contracts. SEA/SH codes of conduct or behavioral standards to be signed by project workers and personnel prior to the start of any project activities.</li> <li>4. Throughout Project implementation.</li> </ol>	



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Ensure that all procurement documents and contracts with contractors, supervising firms and service providers under the Project require them to adopt a code of conduct that shall be signed by all workers engaged in the Project. This code of conduct shall apply to contracts or services ordered or performed under such contracts or agreements, prohibit, inter alia, GBV, including SEA/SH, and violence against children, and provide for applicable sanctions.</p> <p>4. Update the SEA/SH Action Plan as necessary to reflect any changes in the context of the Project's activities.</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
NOT CURRENTLY RELEVANT			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
NOT CURRENTLY RELEVANT			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES CONSULTATION</b></p> <p>Conduct culturally appropriate engagement and consultations with indigenous peoples/sub-Saharan African historically underserved traditional communities (IP/SSAHUTLCs), to ensure their inclusion as project beneficiaries. The SEP, which will be updated before the Effective Date, will contain a strategy and plan for engagement and consultations with IP/SSAHUTL communities. Given the nature and geographical distribution of project interventions, the preparation of a IPPF is not anticipated to be required.</p>	Same timeframe as under action 1.2 (2) above. Updated SEP to integrate a strategy and plan for engagement and consultations with IP/SSAHUTL communities to be implemented throughout project implementation.	
7.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>Implement a grievance mechanism (GM) to address grievances submitted by IP/SSAHUTLCs as described in SEP. The management of such grievances will consider local languages and cultural norms relating to conflict-resolution as well as power dynamics and the vulnerability of such communities.</p>	Establish the grievance mechanism (in SEP and POM), including provisions for culturally appropriate grievance management and conflict-resolution procedures for IP/SSAHUTLCs, in the same timeframe as specified under action 10.1, and thereafter maintain and operate the mechanism throughout Project implementation.	
<b>ESS 8: CULTURAL HERITAGE</b>			
NOT CURRENTLY RELEVANT			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
NOT CURRENTLY RELEVANT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, <i>inter alia</i>, 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> <p>The SEP shall include provisions for organizing independent sex-segregated consultations with women beneficiaries of the Project in safe and confidential spaces and with female group facilitators to ensure that information on women's risks and needs that arise in the Project, including SEA/SH risks, is taken into account and that women community members may help identify and confirm safe and confidential complaint reporting channels.</p>	Same timeframe as under action 1.2 (2) above. The SEP will be updated by Effectiveness, and thereafter as needed, and implemented throughout Project implementation.	UCC
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the ethical and safe resolution of SEA/SH complaints, including through the referral of survivors to relevant GBV service providers, all in a safe, confidential, and survivor-centered manner. The GM shall include response and information-sharing protocols as well as information on locally available service providers in project intervention areas that shall be identified through a mapping, including also an evaluation of quality of care.</p>	Establish the grievance mechanism (in the SEP and POM), including the SEA/SH procedures in the same timeframe as specified under action 10.1, and thereafter maintain and operate the mechanism throughout Project implementation.	UCC
<b>CAPACITY SUPPORT</b>			
CS1	Design and implement a capacity-building plan for specific groups (including Project workers) involved in Project implementation to improve their awareness of risks and mitigate any negative impacts of Project implementation. This plan shall include, as applicable:	Training for specific groups shall be carried out prior to initiating the relevant project activities involving such groups, with regular refresher training, maintained throughout Project implementation.	UCC

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• ESS1: Assessment and Management of Environmental and Social Risks and Impacts;</li> <li>• ESS2: Labor and Working conditions;</li> <li>• ESS3: Resource Efficiency and Pollution Prevention and Management;</li> <li>• ESS4: Community Health and Safety;</li> <li>• Content of the Environmental and Social Commitment Plan (ESCP);</li> <li>• Content of the Stakeholder Engagement Plan (SEP);</li> <li>• Identification and engagement of stakeholders;</li> </ul> <p>Occupational Health and Safety Module:</p> <ul style="list-style-type: none"> <li>• Personal protective equipment;</li> <li>• Workplace risk management;</li> <li>• Prevention of accidents at work;</li> <li>• Health and safety rules, include road safety;</li> <li>• Emergency preparedness and response;</li> <li>• SEA/SH and behavior based on Codes of Conduct;</li> </ul> <p>Grievance Mechanism Module, design and production of a training module addressing the following aspects:</p> <ul style="list-style-type: none"> <li>• Registration and processing procedure;</li> <li>• Complaint repair procedure;</li> <li>• Document and process complaints;</li> <li>• Use of the procedure by different stakeholders;</li> <li>• Treatment of specific complaints (GVB/SEA/SH).</li> </ul>		
<p>CS2</p> <p>Conduct training for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures including training on:</p> <ul style="list-style-type: none"> <li>• Communicable diseases (HIV-AIDS/STD);</li> <li>• SEA/SH;</li> <li>• COVID 19 awareness and prevention;</li> <li>• Waste management;</li> <li>• Community dialogue and grievance mechanism as described in the SEP/ESMPs;</li> <li>• Road Safety awareness;</li> <li>• Community health and safety training.</li> </ul>	<p>Prior to initiating relevant Project activities involving a specific community, with regular refresher training, done throughout Project implementation.</p>	<p>UCC</p>