



Republic of Mozambique

Ministry of Gender, Children and Social Action
(MGCAS)
National Directorate of Gender (DNG)

**Capacity Building for Improved GBV Response
Project (P502471)**

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

Negotiated

April 1st, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mozambique (the **Recipient**) will implement the Capacity Building for Improved GBV Response Project (the **Project**) with the involvement of the Ministry of Gender, Children and Social Action (MGCAS)/National Directorate of Gender (DNG) and with the support of the National Directorate of Children and the National Directorate of Social Action, as set out in the Grant Agreement. The International Development Association (IDA) (the **Association**), has agreed to provide financing (P502471) 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 Association. The ESCP is a part of the Grant 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 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. As agreed by the Association and the Recipient, 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 MGCAS-DNG and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety performance (ESHS) of the Project, including, but not limited to, the implementation of the ESCP, the status of the preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities and the functioning of the grievance mechanisms.</p>	<p>Submit biannual reports to the Association throughout the implementation of the Project, starting from the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	DNG-MGCAS
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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, the affected communities, workers and/ or stakeholders, 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 contracted parties and/or supervising entity, as appropriate.</p> <p>Subsequently, at the request of the Association, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident and within 24 hours for any SEA/SH incidents or any fatalities.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	DNG-MGCAS
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>A single Project Management Unit (PMU) shall be established at MGCAS by the Capacity Building for Improved GBV Response Project (the Project) and the Empowering Girls and Women in Eastern and Southern Africa (the EAGER Project). The PMU shall be responsible for implementing the Project and managing E&S risks.</p> <p>The EAGER Project will finance the hiring of the following professionals for the PMU, who shall also be responsible for managing and supervising the E&S risks of the Project:</p>	<p>The PMU shall be established no later than 120 days after the Effective Date.</p> <p>The Gender and GBV Specialist shall be on board no later than 120 days after the Effective Date and the position shall be maintained throughout the implementation of the Project. The EAGER professional</p>	DNG-MGCAS

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – CAPACITY BUILDING FOR IMPROVED GBV RESPONSE PROJECT

	<ul style="list-style-type: none"> One full-time E&S Officer; <p>The Capacity Building for Improved GBV Response Project will finance the hiring of the following professional:</p> <ul style="list-style-type: none"> A full-time Gender and GBV Specialist (to work 100% on the Project, but always in coordination with the Gender and GBV Specialist hired for EAGER). <p>The Recipient shall be responsible for mobilizing additional professionals (Consultants) required for short or long-term assignments according to institutional assessment and needs.</p>	<p>shall be on board no later than 120 days after EAGER’s Effective Date.</p> <p>Resources to support management of ESHS risks shall be maintained throughout the implementation of the Project.</p>	
1.2	<p>MANAGEMENT OF SERVICE PROVIDERS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, and Code of Conduct, into the ESHS specifications of the procurement documents and contracts with Service Providers (Consultancy Companies, Civil Society Organizations, etc). Thereafter ensure that the service providers comply and cause subcontracted entities to comply with the ESHS specifications of their respective contracts.</p>	<p>Terms of Reference shall be prepared and sent for approval of the Association before launching tenders. Supervise Service Providers throughout Project implementation.</p>	DNG-MGCAS
1.3	<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, among others to be supported under Technical Assistance (TA), are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs/deliverables of such activities comply with the terms of reference, and submit the deliverables to the Association for approval.</p>	<p>Throughout Project implementation.</p>	
ESS 2: LABOUR AND WORKING CONDITIONS			
2.1	<p>LABOUR MANAGEMENT PROCEDURES</p> <p>Ensure that workers are engaged in the implementation of the Activities consistent with ESS2. To this end, ensure that the following measures are carried out:</p> <p>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and</p>	<p>Carry out the measures throughout the implementation of the Activities.</p>	DNG-MGCAS

	<p>benefits, as well as written notice of termination of employment, and details of severance payments, as applicable.</p> <p>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</p> <p>c) Implement measures, as applicable, to, inter alia:</p> <ul style="list-style-type: none"> (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions; <p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; e) [specify other relevant elements]; and f) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</p> <p>Include in the Project Operating Manual (POM) and adopt and implement the above-indicated measures.</p>		
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, consistent with ESS 2.</p>	<p>Establish a Grievance Mechanism for Project Workers prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	DNG-MGCAS
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>			
	<p>Prepare, adopt, and implement a Procedure for Electronic Waste Management and include it in the Project Operational Manual (POM) in accordance with ESS 3.</p>	<p>Prior to implementation of relevant activities.</p>	DNG-MGCAS

		Ensure implementation of the measures contained in the POM starting from Effectiveness and throughout the lifecycle of Project.	
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Include in the Project Operating Manual (POM) and adopt and implement community health and safety procedures in accordance with ESS 4, including procedures for data protection.</p> <p>Include in the POM and adopt and implement measures for the management of security risks, in accordance with the Security Risk Analysis prepared for Northern Mozambique consistent with ESS4.</p>	<p>Ensure implementation of the measures contained in the POM starting from Effectiveness and throughout the lifecycle of Project.</p> <p>Any subsequent updates to community health and safety procedures will be subject to approval by the Association.</p>	DNG-MGCAS
4.2	<p>SEA/SH RISKS</p> <p>Include in the Project Operational Manual (POM), and adopt and implement measures to prevent and mitigate SEA/SH risks, including, inter alia:</p> <ul style="list-style-type: none"> • Developing and signing of codes of conduct for all Project workers; • Mapping of GBV service providers, and developing referral pathways to quality, safe and confidential service providers; • Promoting training and awareness-raising activities regarding SEA/SH risks for Project stakeholders; • Covering expenses related to access to GBV services for Project-related SEA/SH survivors (transport, communication costs, documentation fees and accommodation, if necessary). 	<p>Ensure implementation of the measures contained in the POM starting from Effectiveness and throughout the lifecycle of Project.</p> <p>SEA/SH sensitive measures shall be operational, SEA/SH Codes of Conduct signed by workers, and SEA/SH training provided prior to the start of any project activities.</p> <p>Any subsequent updates to SEA/SH risk prevention and mitigation measures will be subject to approval by the Association.</p>	
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT MEASURES</p> <p>Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10.</p>	Implement the stakeholder engagement activities throughout the implementation of the Activities	DNG/MGCAS

	<p>To this end, ensure that the following measures are implemented:</p> <ul style="list-style-type: none"> a) Provide stakeholders with information about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities; b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities; c) Document the stakeholder engagement activities, including: <ul style="list-style-type: none"> (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable; <p>Include in the Project Operating Manual (POM) and adopt and implement the above-indicated measures.</p>		
10.2	<p>PROJECT GRIEVANCE MECHANISM (GM)</p> <p>Establish, disclose, maintain, and operate an accessible and SEA/SH sensitive Grievance Mechanism (GM) to receive and facilitate the 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 GM shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>GM to be established within 90 days after the Effective Date and thereafter be maintained and operational throughout Project implementation.</p>	<p>DNG-MGCAS</p>

CAPACITY SUPPORT

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – CAPACITY BUILDING FOR IMPROVED GBV RESPONSE PROJECT

CS1	<p>Develop and implement a training program for Project workers and other employees of involved institutions, which shall include (non-exhaustive list):</p> <ul style="list-style-type: none"> a) World Bank (WB) Environmental and Social Framework (ESF) b) E&S risks identification and management c) Stakeholder Engagement and Information Disclosure d) Labor Management Procedures (LMP) e) Community Health and Safety (CHS) f) Grievance Mechanisms (GM) g) Premature unions and GBV/SEA/SH risks identification, prevention, response, and mitigation. 	<p>Capacity building training shall start no later than 6 months after the Effective Date and continued on a regular basis, as new members join the Project Team, throughout the implementation of the Project.</p>	DNG-MGCAS
-----	--	---	-----------