



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)**

Draft for Negotiations

March 7<sup>th</sup>, 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**) under the leadership 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), hereinafter referred as the **Association**, has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is implemented under the Environmental and Social Standards (ESS) 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 agreements.
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
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, Stakeholder engagement activities and the functioning of 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><b>INCIDENTS AND ACCIDENTS</b></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
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>A single Project Management Unit (PMU) will 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 will be responsible for implementing the Project and managing E&amp;S risks.</p> <p>The EAGER Project will finance the hiring of the following professionals for the PMU, who will also be responsible for managing and supervising the E&amp;S risks of the Project:</p>	<p>The Gender and GBV Specialist should be on board no later than 120 days after effectiveness and maintained throughout the implementation of the Project.</p> <p>Resources to support management of ESHS risks should be maintained throughout the implementation of the Project.</p>	DNG-MGCAS

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

	<ul style="list-style-type: none"> <li>• One full-time E&amp;S Officer;</li> <li>• One full-time Women and Girls Empowerment Specialist;</li> <li>• A full-time Gender and GBV Specialist (to work 100% on the EAGER Project, but always in coordination with the Gender and GBV Specialist hired for Project).</li> </ul> <p>The Capacity Building for Improved GBV Response Project will finance the hiring of the following professionals:</p> <ul style="list-style-type: none"> <li>• 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).</li> </ul> <p>The Recipient will be responsible for mobilizing additional professionals (Consultants) required for short or long-term assignments according to institutional assessment and needs.</p>		
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>This ESCP constitutes the main environmental and social instrument to be applied within the scope of the Project, containing the measures and procedures for managing ESHS risks.</p> <p>Activities must be subject to an Environmental and Social Screening, which will identify the respective risks and recommend, if necessary, E&amp;S management instruments as appropriate.</p>	<p>ESCP to be disclosed before the Effective Date.</p> <p>E&amp;S Screenings should be approved by the Association and finalized before the start of respective activities.</p> <p>If specific instruments are recommended, they must be approved by the Association, disclosed, and implemented before respective activities begin.</p>	DNG-MGCAS
1.3	<p><b>MANAGEMENT OF SERVICE PROVIDERS – TECHNICAL ASSISTANCE</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;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</p>	<p>Terms of Reference to be prepared and sent for approval of the Association before launching tenders.</p>	DNG-MGCAS

	<p>providers comply and cause subcontracted entities to comply with the ESHS specifications of their respective contracts.</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. Deliverables must always be approved by the Association.</p>	<p>Maintain management procedures for Service Providers throughout Project implementation.</p>	
<b>ESS 2: LABOUR AND WORKING CONDITIONS</b>			
<p>2.1</p>	<p><b>LABOUR MANAGEMENT PROCEDURES</b></p> <p>Include in the Project Operating Manual (POM) and adopt and implement labour management procedures in accordance with ESS 2, 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 labour, child labour, grievance arrangements for Project workers, and applicable requirements for service providers and subcontracted and supervising firms.</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.</p> <p>Hiring of workers under the Project must be governed by the legal instruments in force in the Republic of Mozambique. Project workers and service providers will have an employment contract in accordance with national labour legislation and the World Bank Standards on these matters: These Contracts must include all legal requirements of the Republic of Mozambique and the World Bank.</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 labor procedures and employment requirements will be subject to approval by the Association.</p>	<p>DNG-MGCAS</p>
<p>2.2</p>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, consistent with ESS 2.</p>	<p>Grievance Mechanism for Project Workers operational prior to engaging Project workers and maintained throughout Project implementation.</p>	<p>DNG-MGCAS</p>

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	<p>Prepare, adopt, and implement a Procedure for Electronic Waste Management and include it in the Project Operational Manual (MOP) in accordance with ESS 3.</p>	<p>Prior to implementation of relevant activities.</p> <p>Ensure implementation of the measures contained in the POM starting from Effectiveness and throughout the lifecycle of Project.</p>	DNG-MGCAS
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY</b></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.</p>	<p>Prior to implementation of relevant activities.</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><b>SEA/SH RISKS</b></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"> <li>• Developing and signing of codes of conduct for all Project workers;</li> <li>• Developing and implementing a Grievance Mechanism (GM) sensitive to GBV/SEA/SH aspects that includes clear procedures on managing sensitive complaints, including SEA/SH complaints in a safe and ethical manner;</li> <li>• Mapping of GBV service providers, and developing referral pathways to quality, safe and confidential service providers;</li> <li>• Promoting training and awareness-raising activities regarding SEA/SH risks for Project stakeholders;</li> </ul>	<p>Ensure implementation of the measures contained in the POM starting from Effectiveness and throughout the lifecycle of Project.</p> <p>Project’s GM with 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</p>	

	<ul style="list-style-type: none"> <li>Covering expenses related to access to GBV services for Project-related SEA/SH survivors (transport, communication costs, documentation fees and accommodation, if necessary).</li> </ul>	<p>measures will be subject to approval by the Association.</p> <p>SEA/SH mitigation measures to be implemented throughout Project duration.</p>	
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT MEASURES</b></p> <p>Integrate into the Project Operating Manual (POM) and adopt and implement stakeholder engagement measures in a manner consistent with ESS 10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, as well as consult them in a culturally appropriate manner, which is free from manipulation, interference, coercion, discrimination and intimidation.</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.</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 stakeholders engagement measures will be subject to approval by the Association.</p>	DNG/MGCAS
10.2	<p><b>PROJECT GRIEVANCE MECHANISM (GM)</b></p> <p>The Project will 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 operational by 90 days after Effectiveness and maintained and implemented throughout Project implementation.</p>	DNG-MGCAS
<b>CAPACITY SUPPORT</b>			

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"> <li>a) World Bank (WB) Environmental and Social Framework (ESF)</li> <li>b) E&amp;S risks identification and management</li> <li>c) Stakeholder Engagement and Information Disclosure</li> <li>d) Labor Management Procedures (LMP)</li> <li>e) Community Health and Safety (CHS)</li> <li>f) Grievance Mechanisms (GM)</li> <li>g) Premature unions and GBV/SEA/SH risks identification, prevention, response, and mitigation.</li> </ul>	<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
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