

Republic of Angola

Enhancing the Social Protection System for Human Capital and Resilience (P181495)

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

June 25, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola (the Borrower) will implement the Enhancing the Social Protection System for Human Capital and Resilience (the Project), with the involvement of the Ministry of Finance, Ministry of Planning, FAS Local Development Institute (FAS-IDL) and the Ministry of Social Action, Family and Women's Promotion (MASFAMU), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the World Bank) has agreed to provide the financing 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 Ministry of Planning, FAS-IDL, MASFAMU 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
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit quarterly 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>	FAS-IDL, MASFAMU
B	<p>INCIDENTS AND ACCIDENTS</p> <ol style="list-style-type: none"> 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. 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. A record of incidents or accidents shall be consolidated at FAS-IDL and MASFAMU. 	<ol style="list-style-type: none"> 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. Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank. Throughout Project implementation 	FAS-IDL, MASFAMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <ol style="list-style-type: none"> FAS-IDL will maintain a Project Implementation Team (PIT) with qualified staff and resources to support management of ESHS 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: <ol style="list-style-type: none"> one Environmental Technical Assistant; one Social Specialist; one Social Technical Assistant. 	<ol style="list-style-type: none"> Hire or appoint no later than one (1) month after the Effective Date. Maintain the PIT throughout Project implementation. Hire or appoint a full-time Health and Safety Specialist no later than one (1) month after the Effective Date and 	<ol style="list-style-type: none"> FAS-IDL FAS-IDL MASFAMU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> 2. FAS-IDL will hire or appoint a full-time Health and Safety Specialist with the experience and qualifications in accordance with terms of reference acceptable to the World Bank. 3. Hire or appoint a full-time E&S Technical Assistant at MASFAMU with experience and qualifications in accordance with terms of reference acceptable to the World Bank, who will be responsible for the implementation of the activities planned under Components 2B and 3B in accordance with the ESCP. 	<ol style="list-style-type: none"> thereafter maintain throughout Project implementation. 3. Hire or appoint a full-time E&S Technical Assistant no later than one (1) month after the Effective Date and thereafter maintain throughout Project implementation. 	
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS Adopt, consult upon, disclose, and implement the following instruments for the Project, consistent with the relevant ESSs:</p> <ol style="list-style-type: none"> a. Stakeholder Engagement Plan (SEP); b. Project Generic Environmental and Social Management Plan (ESMP) (including Labor Management Procedures (LMP) and a SEA/SH Action Plan as annexes). 	<ol style="list-style-type: none"> a. Adopt, consult upon and disclose the SEP by Appraisal and thereafter implement it throughout Project implementation. b. Adopt, consult upon and disclose the Project Generic ESMP no later than one (1) month after the Effective Date and thereafter implement it throughout Project implementation. 	FAS-IDL, MASFAMU
<p>1.3 TECHNICAL ASSISTANCE</p> <ol style="list-style-type: none"> 1. Ensure that the consultancies, studies, capacity building, training, and any other technical assistance (TA) activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference. 2. Submit the terms of reference for TA activities to the World Bank’s approval. 	<ol style="list-style-type: none"> 1. Throughout Project implementation. 2. Prior to launching the procurement processes for such activities. 	FAS-IDL, MASFAMU
<p>1.4 CONTINGENT EMERGENCY RESPONSE FINANCING</p> <ol style="list-style-type: none"> 1. Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements, including a Positive List of activities and the Environmental and Social Screening Form and Checklist for the implementation of Component 4 - Contingent Emergency Response, in accordance with the ESSs. 2. Adopt any E&S instruments which may be required for activities under Component 4 - Contingent Emergency Response, in accordance with the CERC Manual and the 	<ol style="list-style-type: none"> 1. The adoption of the CERC Manual and other relevant documents in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule 2 to the Financing Agreement. 	FAS-IDL, MASFAMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	2. Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument are required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt, disclose and implement the Labor Management Procedures 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.	Same timeframe as under action 1.2 (b) above.	FAS-IDL, MASFAMU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2, including procedures to report SEA/SH incidents in an ethical and confidential manner, following a survivor centered approach.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	FAS-IDL, MASFAMU
2.3.	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Incorporate relevant OHS measures in procurement documents and contracts for all consulting firms and service providers.	Prior to launching the procurement processes and signing contracts.	FAS-IDL, MASFAMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Incorporate appropriate waste management measures in the Project Generic ESMP to manage non-hazardous wastes, consistent with ESS3.	Same timeframe as specified for the Project Generic ESMP under action 1.2 (b) above.	FAS-IDL, MASFAMU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the Project Generic ESMP to be prepared under actions 1.2 (b) above.	Same timeframe as under actions 1.2 (b) above.	FAS-IDL, MASFAMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>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 Generic ESMP to be prepared under actions 1.2 (b) above.</p>	Same timeframe as under actions 1.2 (b) above.	FAS-IDL, MASFAMU
4.2	<p>SEA/SH RISKS</p> <p>Adopt, disclose and implement a SEA/SH Action Plan as part of the Project Generic ESMP to be prepared under actions 1.2 (b) above.</p>	Same timeframe as under actions 1.2 (b) above.	FAS-IDL, MASFAMU
4.3	<p>SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers and activities, namely in-person payments of cash transfers, as set out in the Project Generic ESMP, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	Prior to engaging security personnel and thereafter implement throughout Project implementation.	FAS-IDL
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
NOT CURRENTLY RELEVANT			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
NOT CURRENTLY RELEVANT			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLAN (IPP)</p> <p>Adopt, disclose and implement an IPP (based on the IPP under implementation for Kwenda project (P169779).</p>	Adopt, disclose and implement the IPP once the presence of IP/SSAHUTLCs is confirmed in specific areas of intervention of the project and thereafter implement throughout Project implementation.	FAS-IDL, MASFAMU
7.2	<p>GRIEVANCE MECHANISM</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>		FAS-IDL, MASFAMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		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.	
ESS 8: CULTURAL HERITAGE			
NOT CURRENTLY RELEVANT			
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation.</p>	Adopt the SEP in the same timeframe as specified under action 1.2 (a), and thereafter implement it throughout Project implementation.	FAS-IDL, MASFAMU
10.2	<p>PROJECT GRIEVANCE MECHANISM</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 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>	Establish the grievance mechanism (in the SEP), 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.	FAS-IDL, MASFAMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>Design and implement a capacity-building plan for FAS-IDL and MASFAMU to improve their awareness of risks and mitigate any negative impacts of Project implementation. This plan shall be designed with the support of qualified and experienced Consultants hired under the project, based on ToR acceptable to the World Bank, and include a comprehensive assessment of the capacity needs of these entities to implement the project in a manner materially consistent with ESF objectives. This plan shall include, as applicable:</p> <ul style="list-style-type: none"> • ESS1: Assessment and Management of Environmental and Social Risks and Impacts; • ESS2: Labor and Working conditions; • ESS3: Resource Efficiency and Pollution Prevention and Management; • ESS4: Community Health and Safety; • Content of the Environmental and Social Commitment Plan (ESCP); • Content of the Stakeholder Engagement Plan (SEP); <p>Occupational Health and Safety Module:</p> <ul style="list-style-type: none"> • Personal protective equipment; • Workplace risk management; • Prevention of accidents at work; • Health and safety rules, include road safety; • Emergency preparedness and response; • SEA/SH and behavior based on Codes of Conduct; <p>Grievance Mechanism Module, design and production of a training module addressing the following aspects:</p> <ul style="list-style-type: none"> • Registration and processing procedure; • Complaint repair procedure; • Document and process complaints; • Use of the procedure by different stakeholders; • Treatment of specific complaints (GVB/SEA/SH). 	<p>Capacity-building plan shall be developed no later than three (3) months after the Effective Date and implemented throughout Project implementation. Training for specific groups shall be carried out prior to initiating the relevant project/subproject activities involving such groups, with regular refresher training, maintained throughout Project implementation.</p>	FAS-IDL, MASFAMU
CS2	<p>TRAINING FOR THE COMMUNITY</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"> • Communicable diseases (HIV-AIDS/STD); • SEA/SH; • Community dialogue and grievance mechanism as described in the SEPs; • Community health and safety training. 	<p>Prior to initiating relevant subproject activities involving a specific community (for instance students, teachers), with regular refresher training, done throughout Project implementation.</p>	FAS-IDL, MASFAMU