



REPUBLIC OF MOZAMBIQUE

**MINISTRY OF PUBLIC WORKS, HOUSING AND WATER RESOURCES
NATIONAL ROADS ADMINISTRATION, PUBLIC INSTITUTE**

Safer Roads for Socio-Economic Integration in Mozambique (SRSEI) Project

(P174639)

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

April, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Recipient of the project is the Government of Mozambique (represented by the Ministry of Economy and Finance). The Recipient will implement the proposed project through the Ministry of Public Works Housing and Water Resources (MPWHWR) and the Ministry of Transport and Communication (MTC). The two Project Implementing Entities under the proposed project will be: (1) the Road Fund (RF) under the MPWHWR; and (2) the MTC. To facilitate the carrying out of the proposed Project, and the allocation of responsibilities under the Project, the RF and the MTC shall enter into legally binding and enforceable Cooperation Agreements with the National Road Administration (ANE), INATRO, Traffic Police, Ministry of Health, and any of the institutional beneficiaries of the Project ("Institutional Beneficiaries"), under terms and conditions satisfactory to the Association. The project will host two Project Implementing Units (PIU) to facilitate day-to-day project implementation, one at ANE and one at the MTC.
2. The MPWHWR will provide overall coordination for Component 1 - Safe and Resilient Corridor Connectivity, Component 2- Improved Feeder Roads through Microenterprises, and Component 5: Contingent Emergency Response Component (if triggered). With regards to these components, the RF will be responsible for implementation, coordination with ANE, the executing agency of the Project, budgeting, monitoring, financial management, and auditing of the project resources. ANE will oversee execution of the works, including procurement, safeguards, and engineering aspects. The existing central PIU at ANE in charge of Association financed projects will be responsible for this project. Additional PIU staff will be appointed/procured to enhance the PIU's capacity, including project coordinator, international road and bridge engineer, procurement specialist, financial management specialist, environmental specialist, GBV and social specialist, others.
3. The MTC will be responsible for Component 3: Improved Road Safety, including for implementation, coordination of this component with INATRO, Traffic Police, Ministry of Health, RF, ANE, and other road safety counterparts; the existing PIU at the MTC created for the SATCP will be expanded and be responsible for budgeting, monitoring, financial management, and procurement of activities under this component. Additional PIU staff will be procured to enhance the PIU's capacity, international road safety specialist (policy); international road safety specialist (data), financial management specialist, procurement specialist.
4. The responsibility for Component 4 – Capacity Building and Project Management will be split between both the MOPWHWP and the MTC in accordance with their respective project activities.
5. The MPWHWR 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
6. Without limitation to the foregoing, this ESCP sets out material measures and actions that the MPWHWR 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.

7. As agreed by Association and 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 the MPWHWR 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 MPWHWR 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 Association 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, functioning of the grievance mechanism(s), and other aspects detailed in the ESMF.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 7 days after the end of each reporting period.</p> <p>Additionally, submit to the Association summary information regarding the Project's M&E reports on a six-monthly basis throughout Project implementation.</p>	<p>RF/ANE PIU MTC PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Activities 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.</p> <p>Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence. This report shall include all relevant information and findings on the incident or accident, including medical, police and other relevant expert's reports, as applicable.</p> <p>A record of incidents or accidents shall be kept at all construction sites (camps) and consolidated at the PIU.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association, including grievances records, within a timeframe acceptable to the-Association-</p> <p>All reporting requirements apply throughout Project implementation.</p> <p>Records of the incidents and accidents shall be kept throughout Project implementation.</p>	<p>RF/ANE PIU MTC PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>
C	<p>CONTRACTORS' MONTHLY REPORTS</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 Association. These monthly reports shall describe the level of compliance with ESSs requirements, especially for civil works, and provide details on ESHS performance as outlined in the ESMF, ESMPs, Contractor's ESMP, RPF, RAP, SEP, GBV Action Plan and LMP. The reports shall be</p>	<p>Contractors and supervising firms submit monthly reports to PIU throughout the duration of their contracts.</p>	<p>Contractors and supervising firms</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>prepared by the supervising firms in close collaboration with the contractors and based on their weekly reports.</p> <p>Upon reception of these monthly reports, the RF/ANE PIU consolidates them on a quarterly report to be submitted under action A above, including a standalone progress report on the preparation and implementation of E&S instruments (such as site-specific ESIA, ESMP, RAP, GBV Action Plan, LMP, GRM -general, workers and GBV/SEA/SH related cases).</p>	RF/ANE PIU submits the monthly reports to the Association as annexes to the quarterly reports to be submitted under action A above.	RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	RF/ANE PIU (PIU Coordinator; GBV/SEA/SH Specialists)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a RF/ANE PIU and a MTC PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project. Both PIUs shall be structured to ensure full teams of qualified staff and resources at the central, provincial, and local levels, including focal points at the local level as described in ESS10. The following specific positions shall be hired or appointed:</p> <p>RF/ANE PIU Level</p> <ul style="list-style-type: none"> • One (1) Environmental Specialist; • One (1) Social/Resettlement Specialist • One (1) GBV/SEA/SH Expert; • One (1) Senior Highway Engineer; • One (1) Road Safety Expert; • One (1) Drainage/Bridges Engineer; 	Establish and maintain a RF/ANE PIU and a MTC PIU with the structure set out in action 1.1. Hire or appoint all positions listed under action 1.1 no later than 30 days after the Effective Date for HQ of RF/ANE PIU and at MTC PIU and in addition no later than 120 days for the Provincial level PIU staff, and thereafter maintain these positions throughout Project implementation.	RF/ANE PIU MTC PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p><u>Provincial Level</u></p> <ul style="list-style-type: none"> • One (1) Environmental Specialist per province (based in Cabo Delgado, Nampula, Sofala, Zambézia and Inhambane respectively); • One (1) Social/Resettlement Specialist per province (based in Cabo Delgado, Nampula, Sofala, Zambézia and Inhambane respectively); • One (1) GBV/SEA/SH Expert per province (based in Cabo Delgado, Nampula, Sofala, Zambézia and Inhambane, respectively); • One (1) Road Safety Officer per province (based in Cabo Delgado, Nampula, Sofala, Zambézia and Inhambane respectively); • One (1) Occupational Health and Safety (OHS) Officer with relevant experience and certification per province (based in Cabo Delgado, Nampula, Sofala, Zambézia and Inhambane, respectively); <p><u>MTC PIU Level</u></p> <p><i>Full Time</i></p> <ul style="list-style-type: none"> • Two (2) Data Base Specialist-Safety (Development of a Centralized Database for the collection of road safety statistics); • One (1) Road Safety Training Specialist (development of Road Safety training at schools and Community level); • One (1) Communication Specialists (production and management of road safety campaigns); • One (1) Road Safety Infrastructure Development Expert (Parking Areas, Training Deport, Vehicle Inspection Deport); <p><i>Short Term</i></p> <ul style="list-style-type: none"> • One (1) Road Safety Training Specialist (Capacity development of enforcement officials); • One (1) Road Safety Training Specialist (Technical inspection of vehicles and Driver Training); • One (1) Road Safety Specialist with emphasis on Policy Development (Safety Policy). 		
<p>All staff must have experience and qualifications and be hired based on terms of reference acceptable to the Association.</p>	<p>Throughout Project implementation</p>	<p>RF/ANE PIU MTC PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a) Prepare, consult upon, disclose, adopt, and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. The ESMF shall include the following instruments:</p> <ul style="list-style-type: none"> • General Guidelines for Security Personnel (GGSP); • Chance Finds Procedures (CFP); • Management of Waste and Hazardous Materials; • General Guidelines on Traffic and Road Safety; • Emergency Response Plan (ERP). <p>Implement the ESMF in accordance with the legal and institutional framework of Mozambique and consistent with the requirements of the World Association’s Environmental and Social Framework (ESF).</p> <p>Update the ESMF if any significant changes in the project context occur.</p> <p>b) Additionally, the Borrower shall prepare, consult upon, disclose, adopt, and implement the following complementary instruments:</p> <ul style="list-style-type: none"> • Labor Management Procedures (LMP), including a Grievance Redress Mechanism (GRM) for the project workers; • Gender-Based Violence / Sexual Exploitation and Abuse / Sexual Harassment (GBV/SEA/SH) Risk Assessment and Action Plan; • Social Assessment (SA); • Security Risk Assessment (SRA) and Security Management Framework (SMF) for Cabo Delgado <p>c) Prepare, consult upon, disclose, adopt, and implement an Environmental and Social Impact Assessment (ESIA) and corresponding Environmental and Social Management Plan (ESMP) for the rehabilitation, improvement, and maintenance works of N1 planned under Component 1 of the Project, consistent with relevant ESSs.</p>	<p>a) Finalize the ESMF by Project Appraisal, adopt no later than the Effective date and thereafter implement it throughout Project implementation. Update the ESMF when deemed necessary throughout Project implementation.</p> <p>b) Finalize LMP, GBV/SEA/SH Risk Assessment and Action Plan, and SA by Project Appraisal and implement them throughout Project implementation.</p> <p>c) Finalize and adopt the ESIA and ESMP prior to the commencement of any works and thereafter implement the ESIA and ESMP throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>a) Submit to the Association’s approval complementary instruments such as the Contractor’s ESMPs (C-ESMPs), Contractor Code of Conduct, Health and Safety Procedures for Occupational and Community Health and Safety, and others deemed necessary for the continuous improvement of the Project’s environmental and social risk management in accordance with the framework documents and the ESF.</p> <p>b) Develop and implement a functional and operational Environmental and Social Management System (ESMS).</p>	<p>a) Submit all complementary documents to the Association’s approval prior to the commencement of any works.</p> <p>b) Develop Terms of Reference for ANE’s ESMS and submit to the Association’s approval no later than 90 days after the Effective Date, and implement the ESMS in a phased manner throughout the MPA.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p> <p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>
<p>1.4 MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Submit the procurement documents and respective contracts to the Association’s review and approval.</p> <p>Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>During the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors and subcontractors throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialist)</p>
<p>1.5 PERMITS, CONSENTS AND AUTHORISATIONS</p> <p>Obtain or assist in obtaining and verifying that the contractors have obtained, as applicable, the licenses, consents, and authorizations applicable to the Project from the relevant national authorities such as:</p> <ul style="list-style-type: none"> • Environmental licenses and approval; • Water use/abstraction and effluent discharge licenses; • Land use rights (DUATs), as required; • Construction permits; • Vegetation clearing permits; • Borrow pits exploration permits; • Any other licenses / permits and approvals as and when required. 	<p>Prior to commencement of any construction works.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The RF/ANE PIU shall comply, or ensure that the contractors and supervising firms comply and cause subcontractors to comply, as applicable, with the conditions set out in these licenses, consents, and authorizations.	Supervise contractors and subcontractors throughout Project implementation.	Supervising firms
1.6	THIRD PARTY MONITORING AGENCY (TPM) Hire a service provider to carry out an independent review of the Project's implementation and verification of results, including adherence to all aspects of the Project Operations Manual and the ESCP, and an independent assessment of the Project's compliance with the ESF instruments, with a particular focus on GBV/SEA/SH aspects.	Hire the TPM no later than 120 days after the Effective Date. TPM prepares and submits quarterly reports throughout Project implementation.	RF/ANE PIU (PIU Coordinator) TPM
1.7	TECHNICAL ASSISTANCE ACTIVITIES Ensure that consultancies, studies, capacity building, training, and any other technical assistance 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. To improve institutional capacity regarding E&S risk management measures, the Project shall provide technical assistance support designed to strengthen the performance of E&S management systems, capacity building to improve long-term road safety expertise across all key road safety stakeholders, GBV/SEA/SH and Survivors of GBV/SEA/SH oriented disposition committees on cases investigation and reporting, and a capacity building plan shall be implemented as specified in the ESMF.	Throughout Project implementation. Submit the terms of reference for TA activities to the Association's approval prior to the procurement of such activities. Develop activities assistance and capacity building to strengthen the performance of E&S shall be developed throughout the project implementation	RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists) MTC PIU (PIU Coordinator and Road Safety Specialists)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.8	<p>CONTINGENT EMERGENCY RESPONSE COMPONENT</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, including Positive List of activities and the Environmental and Social Screening Form and Checklist for the implementation of the CERC component, in accordance with the ESSs.</p> <p>b) Prepare, disclose, consult upon and adopt any environmental and social instruments that may be required for activities under the CERC component of the Project (e.g., development of emergency response interventions/project proposals on emergency issues declared by GoM), in accordance with the CERC Manual and the ESSs, and thereafter, implement the necessary measures and actions required under the said environmental and social instruments, within the timeframes specified in said instruments.</p>	<p>a) The adoption of the CERC Manual and other relevant documents in form and substance acceptable to the Association is a withdrawal condition under Section F of Annex 2 of the Project Financing Agreement.</p> <p>b) Prepare, disclose, consult upon and, subsequently, 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 activities under CERC component for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>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, 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> <p>Update the LMP in line with national labor legislation and ESS2 for microenterprises to be supported under Component 2.</p>	<p>Finalize the LMP by Project Appraisal, adopt it no later than the Effective date and thereafter implement it throughout Project implementation.</p> <p>Update the LMP before any interventions on Component 2 are implemented.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists) MTC PIU (PIU Coordinator)</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. RF/ANE and MTC shall ensure adequate funds and budget for the operation of the grievance mechanism for Project workers.</p>	<p>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists) MTC PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			(PIU Coordinator)
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Develop and implement OHS measures in accordance with the national regulations and ESS2, as part of the ESIA/ESMP, LMP and Emergency Response Plan (ERP). The C-ESMPs shall refer to the LMP and include OHS measures for each sub-project, including specific Covid-19 measures, in accordance with the Covid-19 protocol, to ensure that all project activities minimize the spread of infection.</p>	<p>Develop prior to launching procurement processes for services or works. Implement prior to hiring any project workers and commencement of works as part of the relevant environmental and social management instruments according to the timelines set out in actions 1.2 and 1.4 above. Implement throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental Specialists) MTC PIU (PIU Coordinator)</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	<p>Adopt the WMP no later than the Effective date, and thereafter implement the WMP throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental Specialists) Contractors</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under actions 1.2 and 1.3 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMPs.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental Specialists) Contractors</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under actions 1.2 and 1.3 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMPs.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists) Contractors</p>
	<p>Contractors prepare and implement procedures for dealing with traffic and road safety risks that include emergency communication in case of accidents and incidents.</p>	<p>Finalize procedures prior to the commencement of any works (including preparation phase works) and thereafter implement the procedures throughout Project implementation.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists)</p> <p>Supervising firms</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>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 mitigation measures in the ESIA/ESMPs and other instruments to be prepared in accordance with the ESMF, in a manner acceptable to the Association.</p>	<p>Assess risks and impacts and define mitigation measures prior to the commencement of any works (including preparation phase works) and thereafter implement the mitigation measures throughout Project implementation.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)</p> <p>Contractors</p> <p>Supervising firms</p>
4.3	<p>GBV/SEA/SH RISKS AND ACTION PLAN</p> <p>a) Prepare, disclose, consult upon, adopt, and implement a GBV/SEA/SH Risk Assessment and Action Plan to assess and manage the risks of GBV/SEA/SH in accordance with ESS4.</p>	<p>Adopt the GBV/SEA/SH Action Plan no later than the Effective date, and thereafter implement the GBV/SEA/SH Action Plan throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; GBV/SEA/SH Specialists)</p>
	<p>b) Hire suitably qualified Gender and GBV /SEA/SH specialists for the Project (one GBV/SEA/SH specialist stationed at ANE Headquarters; one Gender/ GBV/SEA/SH specialist per each province).</p>	<p>Hire or appoint the specialists listed in (b) no later than 120 days after the Effective Date, and thereafter maintain them throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator)</p>
	<p>c) Hire a Third-Party Monitoring provider for SEA/SH to monitor the actions related to the implementation of the GBV risk management outlined in the SEA/GBV/SH Risk Assessment and Action Plan.</p>	<p>Hire a TPM for SEA/SH no later than 120 days after the Effective Date, and thereafter maintain them throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; GBV/SEA/SH Specialists)</p>
4.4	<p>EMERGENCY RESPONSE MEASURES</p> <p>Prepare and implement an Emergency Response Plan (ERP) as part of the Project's ESMF and ESIA / ESMP and disclose as part of the SEP in accordance with ESS4. Emergency response measures shall be updated and detailed considering site-specific risks and impacts in subsequent ESMPs. Involve local authorities and communities in emergency response preparedness.</p>	<p>Prepared as part of the ESMF and ESIA / ESMP in accordance with actions 1.2-1.5 and thereafter implement them throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists)</p>
4.5	<p>SECURITY PERSONNEL</p> <p>Prepare a Security Risk Framework (SRF) to guide the preparation of a Security Management Plan (SMP) and subsequent management plans to assess and manage the risks posed by hiring of direct or contracted workers to provide security to safeguard personnel and property within and outside the project site. These instruments shall be part of the ESMF to address working in areas of insecurity/unrest and protect the safety of workers, project materials, vulnerable groups and service providers.</p>	<p>Prepare an SRA, SMF and Management Plans prior to commencement of any works in Cabo Delgado, and thereafter implement the plans throughout the works conducted in Cabo Delgado.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.6	<p>SECURITY MANAGEMENT</p> <p>Develop general guidelines for security personnel to provide security to workers and visitors, contractors and sub-contractors and property as part of C-ESMP</p>	Prior to sub-project implementation.	Contractors
4.7	<p>TRAINING FOR THE COMMUNITY</p> <p>As outlined in Stakeholder Engagement Plan and Labor Management Procedures, conduct capacity needs assessment for communities living around the project targeted sections.</p> <p>Prepare, consult, and approve training modules targeting communities living around the project targeted sections. Some of the proposed training modules for communities are listed in Capacity Support (Training), Section CS2:</p> <ul style="list-style-type: none"> • Communicable diseases, including COVID-19; • HIV and AIDS/STI/GBV/SEA/SH Child labor awareness and prevention • Community grievance redress mechanism as described in the SEP/ESMF/ Framework for Addressing Gender-Based and Child Violence, Sexual Exploitation and Harassment against women and children; and • Road Safety Awareness. 	Prior to initiating project/subproject activity, with regular refresher training, maintained throughout Project implementation.	RF/ANE PIU (E&S Specialists; GBV/SEA/SH Specialists)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Prepare, disclose, consult upon, adopt, and implement a Resettlement Policy Framework (RPF) in accordance with ESS5 requirements.</p> <p>Use a 10-meter Corridor of Impact (COI) on either side of the N1 as the Partial Protection Zone under this project.</p>	Finalize the RPF by Project Appraisal, adopt it no later than the Effective date and thereafter implement the RPF throughout Project implementation.	RF/ANE PIU (PIU Coordinator, Social Specialists)
5.2	<p>RESETTLEMENT PLANS</p> <p>a) Prepare, consult, disclose, and adopt site-specific Resettlement Action Plans and Compensation Plans (RAP/CP) for civil works in accordance with ESS5 and consistent with the requirements of the RPF that has been prepared for the Project. Implement the respective site-specific RAP/CP prior to any land acquisition in a manner acceptable to the Association.</p> <p>b) Staff hired (as per Section 1.1) will be maintained at PIU and provincial level to supervise RAP implementation.</p>	Adopt and implement the respective RAP/CP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	RF/ANE PIU (PIU Coordinator, Social Specialists) Ministry of Land and Environment (MTA) CSOs
		120 days after project effectiveness	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>c) Engage a third-party provider to monitor the RAP implementation and report, in accordance with ESS5 and in a manner acceptable to the Association (as outlined in section 1.6 above).</p> <p>d) Hire technical expertise for RAP preparation for sub-projects.</p> <p>e) Hire RAP Implementation Service Provider/s for RAP implementation under ToR acceptable to the Association.</p> <p>f) Hire an entity/ Consultant/ PROSIR for facilitating the GRM related to resettlement.</p> <p>g) Hire an independent entity to conduct audit of RAP/RAPs</p>	<p>At the end of implementation of each RAP/CP.</p> <p>After sub-project screening.</p> <p>After RAP approval.</p> <p>After RAP completion</p>	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Develop and implement measures and actions to manage any risks and impacts on biodiversity and ecosystem services as part of the ESMF and ESIA/ESMP prepared for the Project, consistent with ESS6.</p> <p>The ESIA / ESMP shall include specific criteria and procedures to ensure that sub-project investments are designed and implemented in a way that prevents damage to partial protection areas or critical habitats, in accordance with ESS6 requirements and in a manner acceptable to the Association.</p> <p>Where biodiversity related risks and impacts cannot be comprehensively covered as part of ESIA/ESMP, prepare, adopt, and implement a stand-alone Biodiversity Management Plan (BMP), in accordance with the guidelines of the ESIA prepared for the Project, and in a manner acceptable to the Association.</p>	<p>Develop the measures and actions prior to the commencement of any works (including preparation phase works) and thereafter implement those measures and actions throughout Project implementation.</p> <p>Prepare and adopt a BMP prior to the commencement of any works and thereafter implement the BMP throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental Specialists) Contractors</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	<p>This standard is not relevant to the Project. In the national context and the specific Project implementation areas there are no distinct social and cultural groups identified according to ESS7.</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <p>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.</p>	Prepare prior to negotiations, adopt no later than the Effective date, and implement throughout the Project implementation.	RF/ANE PIU (PIU Coordinator; Social Specialists) Contractors
	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.	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.	
		On-going implementation during the sub-project implementation phase (Identification of chance finds shall be carried out at the sub-project screening phase).	
8.2	<p>BUILT HERITAGE AND SACRED SITES</p> <p>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.</p>	Prior to Negotiations and implemented throughout the Project implementation. On-going implementation during the sub-project implementation phase.	RF/ANE PIU (PIU Coordinator; Social Specialists) Contractors
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant for the Project as it does not involve FIs.		
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 (SEP) 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> <p>Update the SEP to include specific consultation arrangements before any civil works take place in Cabo Delgado.</p>	Adopt the SEP prior to Project Appraisal, and thereafter implement the SEP throughout Project implementation.	RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists)
	A draft of the SEP will be disclosed as early as possible, and before project appraisal, and RF/ANE/MTC will seek the views of stakeholders on the SEP, including on the identification of stakeholders and the proposals for future engagement. If significant changes are made to the SEP, the RF/ANE/MTC will disclose the updated SEP.	Prior to civil works commencement in Cabo Delgado	
		Throughout implementation	MTC PIU (PIU Coordinator and Road Safety specialists)
	The SEP will describe the timing and methods of engagement with stakeholders throughout the life cycle of the project as agreed between Association and RF/ANE, distinguishing between project-affected parties and other interested parties. The SEP will	To be updated throughout the project implementation.	

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>also describe the range and timing of information to be communicated to project-affected parties and other interested parties, as well as the type of information to be sought from them. The SEP will include differentiated measures to allow meaningful and effective participation of those identified as disadvantaged or vulnerable.</p>		
<p>10.2 STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE The information will be disclosed 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).</p>	<p>Prior to commencement of implementation of site specific SEPs</p>	<p>RF/ANE PIU (PIU Coordinator; Social Specialists and Contractor)</p>
<p>RF/ANE will 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 RF/ANE to consider and respond to them. Meaningful consultation will be carried out on an ongoing basis as the nature of issues, impacts and opportunities evolves, throughout the life cycle of the project, in a manner appropriate to the nature of their interests and the potential environmental and social risks and impacts of the project</p>	<p>Before project appraisal</p>	<p>MTC PIU (PIU Coordinator and Road Safety specialists)</p>
<p>Engage GBV/SEA/SH Service Provider(s) to implement the GBV Action Plan and a Third-Party Monitoring Agency (TPM) to monitor the implementation of ESF; and ensure the operation of the response mechanism to registered cases.</p>	<p>GBV/SEA/SH Service Provider(s) hired before Project effectiveness and TPA shall be hired within 120 days after Project effectiveness.</p>	
<p>Service Provider(s) shall be responsible for dissemination and distribution of GBV/SEA/SH awareness materials, and conduct awareness raising campaigns to local communities, including school learners, vulnerable groups as well as workers.</p>	<p>Shall be Implemented and maintained throughout the project life cycle</p>	
<p>10.2 PROJECT GRIEVANCE MECHANISM 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. 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>	<p>Establish the Grievance Redress Mechanism no later than one month after Effectiveness date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>RF/ANE PIU (PIU Coordinator; E&S Specialists; GBV/SEA/SH Specialists) MTC PIU (PIU Coordinator and Road Safety specialists)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>TRAINING AND ORIENTATION</p> <p>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:</p> <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, ESIA/ESMP, RAP, LMP, GBV/SEA/SH Action Plan and social development plan to be prepared based on the social assessment; • Mitigation of GBV/SEA/SH risks; • Environmental and Social screening; • Preparation and implementation of RAPs • 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; and • Labor Management Plan; • Preparation and implementation of RAP/CP; • Conflict Management; • Security Management. 	<p>Before commencement of any construction works. Repeated as necessary throughout project.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental & Social Specialists and Contractor) Specialists and PIU Manager/ Coordinator)</p> <p>MTC PIU (PIU Coordinator and Road Safety specialists)</p>
CS2	<p>TRAINING FOR THE COMMUNITY</p> <p>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:</p> <ul style="list-style-type: none"> • Covid-19 awareness and prevention; • Awareness and prevention of GBV/SEA/ SH; • Mechanism for community dialogue and complaints as outlined in SEP/ESMF/ESIA/ESMP; • Road safety awareness; • Labor influx management measures; 	<p>Prior to Project activities in the respective community, with regular refresher trainings. Maintain throughout the implementation of the Project.</p>	<p>RF/ANE PIU (PIU Coordinator; Environmental & Social Specialists and Contractor)</p> <p>MTC PIU (PIU Coordinator and Road Safety specialists)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Emergency response procedures; • Communicable diseases/HIV and AIDS/ STDs/ awareness and prevention and Security issues and their management. 		