



Government of Mozambique

Cyclone Idai and Kenneth Emergency Recovery and Resilience Project (P171040)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (FINAL)

6 September 2019

Cyclone Idai and Kenneth Emergency Recovery and Resilience Project

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

The Government of Mozambique (GoM) is planning to implement the Cyclone Idai and Kenneth Emergency Recovery and Resilience Project (CERRP or Project). The Government intends to implement the Project under the leadership of the Ministry of Public Works, Housing and Water Resources (MOPHRH). The Project will be implemented by two entities subordinated to the Ministry of Public Works and Water Resources (MOPHRH): the Administration for Water and Sanitation Infrastructure (AIAS) and the recently created Post-Cyclone Idai Reconstruction Office (*Gabinete de Reconstrução Pos Ciclone Idai* or GREPOC). The World Bank (Bank) has agreed to provide funding for the Project.

The Government of Mozambique *will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out a summary of the material measures and actions.*

1. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the *Environmental and Social Management Framework (ESMF)*, *Resettlement Policy Framework (RPF)*, *the Labor Management Framework (LMF)*, *Risk Assessment and Action Plan on Gender-Based Violence*, *as well as other necessary instruments, such as Environmental and Social Impact Assessments (ESIAs)*, *Environmental and Social Management Plans (ESMPs)*, *Resettlement Action Plans (RAPs)* and *Environmental Social Health and Safety Feasibility Studies, etc.* that will be developed for the Project.
2. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The GoM is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or other entity (including contractors and subcontractors) referenced in this document.
3. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Republic of Mozambique as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
4. As agreed by the Bank and the Republic of Mozambique, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Republic of Mozambique will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Republic of Mozambique. The Republic of Mozambique will promptly disclose the updated ESCP.

5. This ESCP includes a preliminary budget (Annex 1) for the ESHS supervision activities, to be conducted by the PIUs, aiming to implement the Project in accordance with the World Bank ESSs. The budget also includes preliminary estimates of the costs for preparing the ESHS instruments for the subprojects, and ESHS management and monitoring of the major construction works. The budget shall be updated, as needed, and complemented if necessary. The Borrower is responsible for ensuring that all resources needed are made available in a timely manner. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Republic of Mozambique shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts, and risks of gender-based violence.

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ESCP Monitoring and Reporting

0.0	<p>IMPLEMENTATION AND REGULAR REPORTING: The Government of Mozambique, through the PIUs, will implement all ESF requirements and instruments set forth herein and prepare and submit regular environmental and social monitoring reports using monitoring templates and procedures specified in the ESMF, RPF and other instruments, presenting the status of compliance with the actions presented in this ESCP.</p>	<p>Quarterly reporting throughout Project implementation to the World Bank. Reports to be sent within the first 7 days after the reporting quarter ends.</p>	<p>Responsibility: PIU Environment & Social safeguard Team</p> <p>Accountability: PIU Team leader</p> <p>Funding: Project Funds</p>	<p>Quarterly throughout the Project implementation</p>
0.1	<p>INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including without limitation any allegations of gender-based violence, Project-related occupational accidents or fatalities, or labor unrest. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it and further remediation action plan where required and include information provided by any contractor and supervising entity, as appropriate.</p> <p>In addition to the initial notification a report must be submitted to the Bank on completion of incident investigation and closure.</p>	<p>Report any incident or accident to the World Bank within 48 hours and no later than 72 hours after becoming aware of the occurrence of the incident or accident.</p> <p>File a closure report within 30 days or agreed time frame.</p>	<p>Responsibility: PIU Environment & Social safeguard Team</p> <p>Accountability: PIU Team leader</p> <p>Funding: Project Funds</p>	<p>Throughout the Project implementation</p>

SUMMARY ASSESSMENT

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

1.1	<p>ORGANIZATIONAL STRUCTURE: Under the Ministry of Public Works, Housing and Water Resources (MOPHRH), the Government will establish and maintain, throughout Project implementation, an organizational structure (annex 2) to support environmental and social risk</p>	<p>Before Commencement of Project Activities</p>		<p>PIU and Environment and Social Specialists to be retained until the Project is completed and all</p>
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<p>management. The MOPHRH will have overall coordination and accountability for the implementation of the Project. The Ministry will establish two PIUs for Project implementation. The PIU at GREPOC will supervise the implementation of Component 1 and Component 3.2. The PIU at AIAS will supervise the implementation of Component 2 and Component 3.1.</p> <p>Prior to disbursements for each of Components 1 and 2, the Government will ensure that each PIU recruits and maintains at least one environmental specialist and one social safeguard specialist (ESS – each responsible for environmental and social risks and impacts).</p> <p>Within 6 months of Project approval, the Government will ensure that the PIUs hire specialists on Gender Based Violence/Sexual Exploitation and Abuse (GBV/SEA), labor conditions (occupational health & safety), according to an ESHS staff allocation plan to be agreed with the Bank. Other ESHS specialists shall be hired along the project implementation to supervise construction works and field operations as required by approved environmental and social instruments or as a result of monitoring and performance issues.</p>	<p>within 30 days after project effectiveness</p> <p>Before Commencement of Project Activities within 30 days after Project Effectiveness (<i>Disbursement condition</i>)</p> <p>ESHS staff allocation plan to be prepared by PIU and approved by the Bank within 3 months of Project Effectiveness</p> <p>Staff hired within 6 months and subsequently according to approved plan</p>	<p>Accountability: Minister of Public Works, Housing and Water Resources PIU team leader</p> <p>Funding: Project Funds</p>	<p>safeguards requirements are fully implemented.</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT: Prepare and submit to the Bank the Social Assessment that will inform the housing strategy.</p>	<p>Within 3 months of project effectiveness and before housing reconstruction strategy is concluded</p>	<p>Responsibility: PIU – environmental and social Safeguard team</p> <p>Funding: Project Funds</p>	<p>Prior to implementation and ongoing throughout Project implementation</p>

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<p>Prepare and submit to the Bank the SIA/vulnerability assessment that will provide inputs to update the SEP and prepare the ESMF</p> <p>Prepare, consult on and publicly disclose the Environmental and Social Framework (ESMF) applicable to all activities supported by the project, examining the project overall risks and impacts, setting out the principles, rules, guidelines and procedures to assess, mitigate and monitor the environmental and social risks and impacts along the project implementation. The ESMF will include without limitation: 1) procedures and criteria for screening and managing subprojects according to their environmental and social risks and impacts; 2) procedures and criteria for screening and managing matching grants; 3) procedures for selecting and managing FIs; 4) cross-cutting plans required by the ESF including the Labor management framework (LMF), Community Health and Safety including GBV action plan, GRM implementation plan, social assessment of vulnerable groups, etc.; 5) the project's monitoring and reporting procedures; 6) General SIA/vulnerability assessment including, among other things, needed SEP updates and identification of universal access requirements for project supported housing and infrastructure; 7) the procedures for management of contractors (see item 1.5 below).</p> <p>Prepare, consult on and publicly disclose the Resettlement Policy Framework (RPF) applicable to all activities supported by the project.</p> <p>Prepare and submit to the Bank the ESIA's, ESMPs, RAPs/ARAPs required for each subproject in accordance with the ESMF.</p> <p>Prepare and submit to the Bank separate Environmental Social Health and Safety Feasibility Studies (ESHS – FS). One addressing the Beira</p>	<p>Within 3 months after Project effectiveness (as part of ESMF)</p> <p>3 months after project effectiveness. <i>(Disbursement condition)</i></p> <p>3 months after effectiveness. <i>(Disbursement condition)</i></p> <p>Prior to bidding for the respective works for each subproject</p>		

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<p>Drainage Works Expansion and the other addressing the Beira Coastal Protection System Rehabilitation (Component 2);</p> <p>Prepare and submit to the Bank the Environmental & Social Impact Assessment (ESIA) and draft ESMP and RAP for Beira Drainage Works Expansion and the ESIA for Beira Coastal Protection System Rehabilitation (Component 2);</p> <p>Prepare and submit to the Bank the Environmental & Social Management Plan (ESMP) - Resettlement Action Plan (RAP) for the Beira Drainage Works Expansion and the ESMP and RAP for the Beira Coastal Protection System Rehabilitation (Component 2);</p> <p>Conduct the Environmental and Social System Assessment of the selected Financial Intermediaries.</p> <p>Verify development and implementation of ESMS by each FI (see 9.1 below)</p>	<p>Year 1. Prior to finalizing site selection and final design for the respective works</p> <p>Year 2 Prior to the bidding of the respective works</p> <p>Year 2 Prior to the bidding of the respective works</p> <p>Within 6 months of Project Effectiveness and prior to commencement of the FI operations.</p> <p>See 9.1 below</p> <p>Prior to activating the respective credit line <i>(Disbursement condition)</i></p>		

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<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS: The Government of Mozambique will prepare the following management instruments:</p> <ul style="list-style-type: none"> • Develop, consult stakeholders, update, adopt and publicly disclose a Stakeholder Engagement Plan (SEP), including a GRM procedure consistent with Section 10 of this ESCP • Prepare and include in the ESMF Environmental and Social Codes of Practice; GBV Action Plan; Contractors Code of Conduct. ESMF will be applicable to all activities supported by the project • Prepare and submit for Bank non-objections the Terms of Reference for all technical assistance activities, consistent with and incorporating applicable ESF requirements, • Obtain Bank Non-objection to TA supported studies, plans, etc. in accordance with the approved TOR • Gender-Based Violence Risk Assessment (GBV) and Action Plan for the Project • Develop screening procedures and Environment and Social Management System for small and medium sized enterprises accessing credit • Prepare or approve and implement (in consultation with stakeholders and with Bank Non-objection) operations phase ESMPs for each subproject as required by the respective ESIA 	<p>As early as possible and prior to appraisal</p> <p>As part of the ESMF (<i>Disbursement condition</i>)</p> <p>Upon the project effectiveness - Before commencement of any technical assistance activity.</p> <p>Prior to final payment</p> <p>As part of the ESMF (<i>Disbursement condition</i>)</p> <p>As part of the ESMF</p>	<p>Responsibility: Ministry of Public Works</p> <p>PIU Team environmental and social safeguard team</p> <p>PIU Team environmental and social safeguard team</p> <p>Funding: Project Funds</p>	<p>Implemented throughout Project implementation</p>

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<p>1.4 MANAGEMENT OF CONTRACTORS: Develop and implement procedures for managing contractors and subcontractors in accordance with the following:</p> <ul style="list-style-type: none"> • Contractor's legitimacy and capacity to comply with ESHS requirements will be assessed and verified. • Environmental and social requirements (including ESMPs an any other E&S plans, Environmental Codes of Practices (ECOPs), etc. which will be included in the procurement and contracting process including bidding documents, for potential civil works. • Supervision arrangements including reporting and effective non-compliance remedies will be reflected in contractual requirements and enforced • Procedures to provide for proper interface between the Project GRM and Contractor GRM <p>Contractor's Management Procedures and requirements will include without limitation:</p> <ul style="list-style-type: none"> • Commitment to hire environmental and social staff as recommended in the respective ESIA/RAPs/ESMPs • Codes of conduct on GBV and OHS matters adopted by contractors and subcontractors and their workers, which should sign them; • Preparation of a detailed contractor ESMP (C-ESMP), and Operations ESMPs (OESMPs) consistent with all project E&S instruments, that are costed, with sufficient budget and staff to mitigate E&S risks Incorporation and implementation of specific 	<p>ESHS requirements to be included in the bidding documents.</p> <p>Maintain procedures for management of contractors and subcontractors throughout Project implementation</p>	<p>Responsibility: PIU Environment & Social safeguard Accountability: PIU Team Leader in charge of the works.</p> <p>Funding: Project Funds</p>	<p><i>Ongoing throughout Project implementation</i></p>

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<p>actions in line with the Project GBV Action Plan as part of C-ESMPs</p> <ul style="list-style-type: none"> • Contractor shall prepare and implement a specific Labor Management Plan consistent with the Project's Labor Management Framework • Contractor shall prepare and implement site specific plans: stakeholder engagement, traffic safety, waste and effluent management, security and safety, influx management, etc. • Detailed supervision and oversight arrangements for environmental, social, health and safety (ESHS) performance • Contractor and subcontractor training plans • Reporting and monitoring arrangements and requirements to verify contractor and subcontractor commitment and compliance • Providing grievance redress mechanisms for contractor and subcontractor workers, communities and other stakeholders and to register all complaints with Project GRM. • Provisions for remedial actions and sanctions in case of non-compliance 			
<p>1.5 PERMITS, CONSENTS AND AUTHORIZATIONS: Obtain or assist in obtaining and verifying that contractor has obtained, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities such as:</p> <ul style="list-style-type: none"> • Environmental licenses • Water use and effluent discharging licenses • Land use rights (DUATs) • Construction licenses • Bush clearing licenses, etc. • Any other licenses as and when required 	<p>Prior to initiating activities that require permits, consents and authorizations.</p>	<p>Responsibility: PIU Environment & Social safeguard Team</p> <p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	<p>Ongoing throughout Project implementation</p>

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Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.	Ongoing throughout Project implementation		
<p>1.6 THIRD PARTY MONITORING: A TPM agent will be engaged to provide independent review of project implementation and verification of project results, including adherence to all aspects of the Project Operations Manual and the ESCP and all ESHS instruments.</p>	Once a year TPM Throughout project implementation	Responsibility: PIU Environment & Social Team Accountability: PIU Team Leader. Funding: Project Funds	Throughout Project implementation
ESS 2: LABOR AND WORKING CONDITIONS			
<p>2.1 LABOR MANAGEMENT FRAMEWORK: Develop and implement a Labor Management Framework (LMF) for all Project workers, namely direct project workers, contracted workers and community workers, aligned with National Labor Legislation and ESS2. Outline See attached template. Labor Management Plans will be prepared for specific sub-projects based on the guidance provided in LMF.</p>	As part of the ESMF (<i>Disbursement condition</i>) Develop and finalize LMPs before issuing request for bids for the respective subproject	Responsibility: PIU Environment & Social Team Accountability: PIU Team Leader. Funding: Project Funds	Throughout Project implementation
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS: Develop and maintain a grievance redress mechanism (GRM) for all Project workers, namely direct project workers, contracted workers and community workers, as part of the LMF.</p>	Grievance mechanism guidelines developed as part of the ESMF/ LMF (<i>Disbursement condition</i>)	Responsibility: PIU Environment & Social Team Accountability: PIU Team Leader.	Maintained throughout Project implementation

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			Funding: Project Funds	
2.3	<p>OHS MEASURES: Develop and implement occupational, health and safety (OHS) measures, in line with National legislation and ESS2, as part of the ESMF and LMF.</p>	As part of the ESMF (<i>Disbursement condition</i>)	Responsibility: PIU Environment & Social Team Accountability: PIU Team Leader. Funding: Project Funds	Maintained throughout Project implementation.
2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE: As part of the OHS measures specified in 2.3, include measures on Emergency Preparedness and Response, and ensure coordination with measures under 4.5. Ensure workers and contractors are trained and implement the plan.</p>	Before commencement of project activities – as part of the ESMF – 3 months after project effectiveness	Responsibility: PIU Environment & Social safeguard Team Accountability: PIU Team Leader. Funding: Project Funds	Maintained throughout Project implementation.
2.5	<p>PROJECT WORKERS TRAINING: Implement training of Project workers designed to improve awareness of risks and to mitigate impacts on local communities, as defined in ESMF, LMP and GBV action plan.</p>	Prior to initiating construction, with regular refresher training, as further detailed below in this ESCP (training section). Maintained throughout Project implementation	Responsibility: PIU environment & Social Team Accountability: PIU Team Leader. Funding: Project Funds	Maintained throughout Project implementation

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ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1 MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: As part of the ESMF, develop and implement measures and procedures for managing waste and hazardous materials during demolition, construction and operation.	Prior to initiating project activities /construction. Maintained throughout Project implementation	Responsibility: PIU Environment & Social Team Accountability: PIU Team Leader. Funding: Project Funds	Maintained throughout Project implementation.
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1 TRAFFIC AND ROAD SAFETY: General Traffic Safety Plan Site-specific road safety management plans (generally as part of the C-ESMP) as part of the Community and Workers' Health and Safety Plans.	General guidelines will be outlined in the ESMF Prior to the initiation of construction works. Maintained throughout Project implementation	Responsibility: PIU Safeguards Team Accountability: PIU Team Leader. Funding: Project Funds	Maintained throughout Project implementation.
4.2 COMMUNITY HEALTH AND SAFETY: Measures and actions to assess and manage specific risks and impacts outlined in the ESMF and subsequent ESMPs such as influx related impacts and health risks, pressure on services, specific construction risks (open drains and ponds, material extraction (quarries), noise, vibration, interruptions of service and access	Guidance as part of ESMF Plan as part of the respective ESMP prior to bidding C-ESMP prior to initiating construction	Responsibility: PIU Environment & Social safeguard Team Accountability: PIU Team leader in charge of the works. Funding: Construction contract	Maintained throughout Project implementation.

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4.3	<p>GBV AND SEA RISKS ASSESSMENT AND ACTION PLAN: Develop and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA). After GBV risk assessment, a GBV action plan will be developed and implemented.</p> <p>Project level Action Plan as part of the ESMF</p> <p>Site specific GBV Action Plan: To be finalized and implemented</p>	<p>Assessment and general plan (as part of ESMF)</p> <p>Prior to initiating construction of each subproject</p>	<p>Responsibility: PIU Safeguards Team</p> <p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	Maintained throughout Project implementation.
4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: There will be GBV procedures in place, including training and monitoring, pre-deployment and during project implementation as defined in the GBV Action Plan</p>	Maintained throughout Project implementation	<p>Responsibility: PIU Safeguards Team</p> <p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	Maintained throughout Project implementation.
4.5	<p>EMERGENCY RESPONSE MEASURES: Measures will be defined in the ESMF and disseminated as part of the SEP</p> <p>Measures will be updated and detailed with site specificity in subsequent ESMPs</p>	<p>6 months after project effectiveness</p> <p>Prior to initiating construction of each subproject.</p> <p>Maintained throughout Project implementation</p>	<p>Responsibility: PIU Safeguards Team</p> <p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	Maintained throughout Project implementation.

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<p>resettlement. A Resettlement Policy Framework (RPF) will be developed to provide guidance where land acquisition needs may arise for component 1. And to set principles for the RAPs to be prepared for the works of component 2</p> <p>Where required by the sub-project, a Resettlement Action Plan/Abbreviated Resettlement Action Plan will be prepared</p> <p>RAPs/ARAPs will be implemented</p>	<p>Approved prior to bidding</p> <p>Prior to the commencement of construction work for the respective sub-project. (can be phased if approved in the RAP)</p> <p>Maintained throughout Project implementation</p>	<p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

<p>6.1 BIODIVERSITY RISKS AND IMPACTS: The potential impacts on natural habitats and biodiversity will be addressed in the ESMF, setting out the principles, rules, guidelines and procedures to assess the potential impacts, define eligible activities (including exclusion of subprojects potentially affecting critical habitats or HVB areas, propose mitigation measures and monitor biodiversity related implications of all project components. The specific requirements related to natural habitats and biodiversity will be defined for each sub-project in the specific instruments (e.g. ESIA, ESMPs).</p>	<p>As part of the ESMF (Disbursement condition)</p>	<p>Responsibility: PIU Safeguards Team</p> <p>Accountability: PIU Team Leader.</p> <p>Funding: Project Funds</p>	
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ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES

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This standard is not relevant currently as there are no distinct social and cultural groups have been identified in accordance with ESS7 and in the national context in the project area.

ESS 8: CULTURAL HERITAGE

8.1	<p>CHANCE FINDS: Develop and implement Chance Find Procedures as part of the ESMF.</p>	<p>As part of the ESMF (<i>Disbursement condition</i>) Updated by each contractor prior to commencing sub-project activities (C-ESMP)</p>	<p>Responsibility: PIU Environment & Social safeguard Team Accountability: PIU Team leader Funding: Project Funds</p>	<p>Maintained throughout Project implementation.</p>
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ESS 9: FINANCIAL INTERMEDIARIES

9.1	<p>Include in the ESMF: 1) the ESHS screening criteria for FI selection; 2) a negative list and screening criteria for subprojects financed by FIs; 3) procedures for monitoring and reporting on the FI component by the PIU. Development of specific ESMSs for the Responsible FIs. Implement appropriate ESMS for the FIs</p>	<p>As part of the ESMF. (<i>Disbursement condition</i>) Prior to signing agreements with participating FIs Target: 06/2020 As part of activation of each FI credit line and prior to respective FI approval of any subprojects. Target: 09/2020</p>	<p>Responsibility: PIU Environment & Social safeguard Team Accountability: PIU Team leader Funding: Project Funds</p>	<p>Maintained throughout Project implementation.</p>
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ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

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10.3	<p>PROJECT GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism, as part of the SEP</p>	Within 3 months of project effectiveness and at the latest as part of the ESMF	Responsibility: PIU Environment & Social safeguard Team Accountability: PIU Team leader Funding: Project Funds	Throughout Project implementation

Capacity Support

<p>All capacity building activities and trainings will be further detailed in the ESMF, trainings may be required in:</p> <ul style="list-style-type: none"> • Stakeholder engagement • Subprojects Environmental and Social screening • Occupational and Community Health and Safety • Emergency preparedness and response • Gender-Based Violence Risk Mitigation • Disability inclusion training • Grievance Management • Monitoring and reporting • Labor management framework 	<p>Present a training plan for PIU and contractors as part of the ESMF).</p> <p>Present annual update</p>	PIU and/or contractor/subcontractor
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ANNEX 1 - Cost Estimate of ESHS preparation, supervision and implementation (Sep 2019)

I. ESHS Management (PIUs)

Personnel Costs	
Central Office - Maputo	\$ 585,000
Beira Unit	\$ 675,000
Cabo Delgado Unit	\$ 336,000
Part Time Consultants	\$ 260,000
Sub-total	\$ 1,856,000
Operational Costs	
Central Office - Maputo	\$ 100,000
Beira Unit	\$ 210,000
Cabo Delgado Unit	\$ 180,800
Sub-total	\$ 490,800
Training (Field Personnel)	
	\$ 135,000
Total	\$ 2,481,800

II. ESHS Instruments

Framework Instruments	\$ 220,000
Component 1 Instruments	
Sub-component 1.1 - Housing (US\$42 million)	\$ 260,000
Sub-component 1.2 - Public Infrastructure (US\$16 million)	\$ 600,000
Sub-component 1.3 - Private Sector Recovery (US\$22 million)	\$ 240,000
Component 2 Instruments	
Sub-component 2.1 - Coastal Resilience (US\$60 million)	\$ 860,000
Sub-component 2.2 - Drainage Rehabilitation (US\$60 million)	\$ 600,000
Total	\$ 2,780,000

III. Major Construction Works ESHS Management and Supervision

Sub-component 2.1 – Coastal Resilience (US\$60 million)	
Engineer ESHS Staff	\$ 480,000
Contractor's ESHS Instruments	\$ 170,000
Contractors ESHS Staff	\$ 300,000
Provisions	\$ 180,000
Sub-component 2.2 – Drainage Rehabilitation (US\$60 million)	
Engineer ESHS Staff	\$ 510,000
Contractor's ESHS Instruments	\$ 170,000
Contractors ESHS Staff	\$ 420,000
Provisions	\$ 180,000
Total	\$ 2,410,000

I. ESHS Management (PIUs)

Personnel					
Location / Office		Level	Man/ month	Unit cost US\$	Total US\$
CENTRAL OFFICE 585,000.00	Sr. Env. Safeguards Specialist (Coordinator) - AIAS	Sr	60	7,000.00	420,000.00
	Social - Labor conditions (OH&S) Specialist - AIAS	Full	18	4,000.00	72,000.00
	Gender Based Violence/Sexual Exploitation and Abuse (GBV/SEA)	0	0	2,500.00	0.00
	Labor conditions (OH&S) Specialist	Full	12	4,000.00	48,000.00
	Exec Assistant		60	750.00	45,000.00
Beira Unit 675,000.00	Gender Based Violence/Sexual Exploitation and Abuse (GBV/SEA),	Jr	0	2,500.00	0.00
	Social Saf. Specialist (Coord) GREPOC	Sr	60	6,000.00	360,000.00
	Env. Saf Specialist - GREPOC	Jr.	60	2,500.00	150,000.00
	OH&S Specialist (Technicians) - GREPOC	Tech	30	1,500.00	45,000.00
	Social - Labor conditions (OH&S) Specialist - AIAS	Full	30	4,000.00	120,000.00
Cabo Delgado Unit 336,000.00	Social Saf. Specialist	Full	42	4,000.00	168,000.00
	Env. Saf Specialist	Jr	42	2,500.00	105,000.00
	OH&S Specialist (Technicians)	Tech	42	1,500.00	63,000.00
Part Time Consultants 260,000.00	Social Saf. Specialist	Sr	6	8,000.00	48,000.00
	Social Saf. Specialist	Full	6	5,000.00	30,000.00
	Env. Saf Specialist	Sr	6	8,000.00	48,000.00
	Env. Saf Specialist	Full	6	5,000.00	30,000.00
	Gender Based Violence/Sexual Exploitation and Abuse (GBV/SEA),	Full	8	5,000.00	40,000.00
	Labor conditions (OH&S) Specialist	Full	8	8,000.00	64,000.00
SubTotal					1,856,000.00
Training Activities	Training Material	Vb	1	30,000.00	30,000.00
	Classrooms - Meals	Event	30	3,000.00	90,000.00
	Instructors travel cost	Event	30	500.00	15,000.00
	SubTotal				

Operational Costs					
Location / Office		Unit	Quant.	Unit cost US\$	Total US\$
CENTRAL OFFICE 100,000.00	Office Maint. Cost (Communication, ..)	Month	Use the PIU infrastructure		
	Equip Acquisition: computers, cameras, PPE,.	Budget	1	10,000.00	10,000.00
	Small vehicles (Including fuel)	Month	0	1,000.00	0.00
	4 WD Truck - leasing	Month	0	2,000.00	0.00
	4 WD truck - fuel maintenance	Month	0	1,000.00	0.00
	Air tickets - Travel to provinces	2 way	150	200.00	30,000.00
	Travel expenses (Hotel/meals)	Days	500	120.00	60,000.00
Beira Office 210,000.00	Office Maint. Cost (Communication, ..)	Month	Use the PIU infrastructure		
	Equip Acquisition: computers, cameras, PPE,.	Budget	1	10,000.00	10,000.00
	Small vehicles (Including fuel)	Month	0	1,000.00	0.00
	4 WD Truck - leasing	Month	48	2,000.00	96,000.00
	4 WD truck - fuel maintenance	Month	48	1,000.00	48,000.00
	Air tickets - Travel to Maputo	2 way	100	200.00	20,000.00
	Travel expenses (Hotel/meals)	Days	300	120.00	36,000.00
Cabo Delgado Office 180,800.00	Office Maint. Cost (Communication, ..)	Month			
	Equip Acquisition: computers, cameras, PPE,.	Budget	1	10,000.00	10,000.00
	Small vehicles (Including fuel)	Month	0	1,000.00	0.00
	4 WD Truck - leasing	Month	42	2,000.00	84,000.00
	4 WD truck - fuel maintenance	Month	42	1,000.00	42,000.00
	Air tickets - Travel to Maputo	2 way	80	200.00	16,000.00
	Travel expenses (Hotel/meals)	Days	240	120.00	28,800.00
Sub-total					490,800.00

II. Preparation of ESHS Instruments

Framework Instruments	Instruments	Cost Estimate US\$	Sub-Total US\$
	ESMF	150,000.00	
	RPF	70,000.00	
			220,000.00
Components			
Component 1 – Recovery and reconstruction of cyclone-affected areas (US\$80 million)			
Sub-component 1.1 – Housing (US\$42 million IDA)			
	Preparation of ESHS guidelines - manuals	80,000.00	
	ESHS training - workers	80,000.00	
	Communication Campaigns	100,000.00	
			260,000.00
Sub-component 1.2 – Public Infrastructure (US\$16 million IDA)			
	Infrastructure construction ESHS Guidelines-manuals	50,000.00	
	Preparation 20 ESMPs - Small works	300,000.00	
	Preparation 20 RAPs - Small works	250,000.00	
			600,000.00
Sub-component 1.3 - Private Sector Recovery (US\$22 million IDA)			
	Prep ESSA	40,000.00	
	Implementation new ESMS - 4 years (staff cost - FIs)	200,000.00	
			240,000.00
Component 2 – Building Climate Resilience (US\$120 million)			
Sub-component 2.1 – Coastal Resilience (US\$60 million)			
	ESHS Alternative Analysis (Included in the FS)	60,000.00	
	ESIA	600,000.00	
	ESMP - RAP	200,000.00	
			860,000.00
Sub-component 2.2 – Drainage Rehabilitation (US\$60 million)			
	ESHS Alternative Analysis (Included in the FS)	50,000.00	
	ESIA	400,000.00	
	ESMP - RAP	150,000.00	
			600,000.00

III. Major Construction Works ESHS Management and Supervision

Sub-component 2.1 – Coastal Resilience (US\$60 million)		Monthly Cost US\$	Cost US\$	
Engineer ESHS Staff	Env Specialist	6,000.00	180,000.00	
	Social Specialist	6,000.00	180,000.00	
	Occupational H&S Spect	4,000.00	120,000.00	
	<i>Sub-total</i>			<i>480,000.00</i>
Contractor's ESHS Instruments	C-ESMP		80,000.00	
	Occupational H&S Management Plans		60,000.00	
	Traffic Safety Plans		30,000.00	
	<i>Sub-total</i>			<i>170,000.00</i>
Contractors ESHS Staff	Env Specialist	3,000.00	90,000.00	
	Social Specialist	3,000.00	90,000.00	
	Occupational H&S Spec (2)	4,000.00	120,000.00	
	<i>Sub-total</i>			<i>300,000.00</i>
Provision	Social campaigns	3,000.00	90,000.00	
	GRM Implementation	3,000.00	90,000.00	
	<i>Sub-total</i>			<i>180,000.00</i>
Sub-component 2.2 – Drainage Rehabilitation (US\$60 million)		Monthly Cost US\$	Cost US\$	
Engineer ESHS Staff	Env Specialist	6,000.00	180,000.00	
	Social Specialist	6,000.00	180,000.00	
	Occupational H&S Spec - full	5,000.00	150,000.00	
	Occupational H&S Spec - tec	3,000.00	90,000.00	
	<i>Sub-total</i>			<i>510,000.00</i>
Contractor's ESHS Instruments	C-ESMP		80,000.00	
	Occupational H&S Management Plans		60,000.00	
	Traffic Safety Plans		30,000.00	
	<i>Sub-total</i>			<i>170,000.00</i>
Contractors ESHS Staff	Env Specialist	3,000.00	90,000.00	
	Social Specialist	3,000.00	90,000.00	
	Occupational H&S Spec (4)	8,000.00	240,000.00	
	<i>Sub-total</i>			<i>420,000.00</i>
Provision	Social campaigns	3,000.00	90,000.00	
	GRM Implementation	3,000.00	90,000.00	
	<i>Sub-total</i>			<i>180,000.00</i>

ANNEX 2 – PIU Organizational Chart

