

Republic of Angola

Institute for Administrative Modernization

**Angola Digital Acceleration Project (PADA)
(P180693) Project**

**under the Inclusive Digitalization in Eastern and
Southern Africa Multi-Phase Programmatic
Approach Program**

Draft

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

April 30, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola (the Borrower) will implement the Angola Digital Acceleration Project (PADA) (the Project), with the involvement of the Institute for Administrative Modernization (IMA), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the World Bank) has agreed to provide financing (P180693) for the Project, as set out in the referred agreement.
- 2.
3. 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.
4. 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.
5. 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 IMA, and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Borrower, 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, functioning of the grievance mechanisms, and implementation of the sexual exploitation and abuse/sexual harassment (SEA/SH) mitigation measures.</p>	<p>Submit quarterly reports to the World Bank throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	IMA
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 applicable. 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. 	<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 7 days after learning of the incidents. 	IMA
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 World Bank.</p> <p>These monthly reports shall describe the level of compliance with ESSs requirements and provide details on the ESHS performance as outlined in the applicable E&S instruments in a manner acceptable to the World Bank.</p>	<p>Submit the monthly monitoring reports to the World Bank as annexes to the reports to be submitted under action A above, and upon request by the World Bank.</p>	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit (PIU) within the IMA, with qualified staff and resources to support management of ESHS risks and impacts of the Project, including:</p> <ul style="list-style-type: none"> a. One (1) Environmental Specialist (ES); b. One (1) Social Specialist (SS). <p>The E&S specialists shall have experience and qualifications in accordance with terms of reference acceptable to the World Bank and be hired (full-time) at PIU/IMA level.</p>	<p>Establish and maintain a PIU as set out in the loan agreement.</p> <p>Hire the ES and SS specialists on a full-time basis no later than 30 days after the Project Effective Date.</p> <p>Thereafter, both positions shall be maintained throughout Project implementation.</p>	IMA
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Adopt and implement the following instruments for the Project, consistent with the relevant ESSs: <ol style="list-style-type: none"> a) Environmental and Social Management Framework (ESMF), under ESS1, including: <ol style="list-style-type: none"> i. Specific measures of IP/SSAHUTLCs planning framework - ESS7; ii. Protocols for electronic waste management - ESS3; iii. SEA/SH mitigation and response Action Plan; b) Labor Management Procedures (LMP) - ESS2; c) Resettlement Policy Framework (RPF), under ESS5; 2. Update and redisclose the Stakeholder Engagement Plan (SEP); 3. Adopt and implement Environmental and Social Impact Assessments (ESIAs) and/or Environmental and Social Management Plans (ESMPs) for project activities, as set out in the ESMF. 4. The ESMPs shall address among other risks, aspects related to occupational health and safety (OHS) and SEA/SH risks ethically and appropriately. These plans shall include a code of conduct (CoC) that specifically prohibits SEA/SH and Violence Against Children (VAC) and includes applicable sanctions. 	<ol style="list-style-type: none"> 1. Adopt ESMF and RPF no later than 90 days after the Project Effective Date. 2. Adopt the LMP no later than 30 days after the Project Effective Date. 3. Update and redisclose the SEP no later than 90 days after the Project Effective Date. 4. Adopt the ESIAs and ESMPs as part of the bidding process, prior to the carrying out of the Project activities that requires the adoption of such ESIA and ESMP. Once adopted, implement the respective ESIA and ESMP throughout Project implementation. 	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures (LMP), and code of conduct (CoC) with SEA/SH provisions into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout project implementation.</p>	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance (TA) activities under the Project including, inter alia, project designs to refurbish and expand existing infrastructure, revision of the regulatory framework around accreditation, and diversified capacity building activities, 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.</p>	<p>Throughout project implementation.</p> <p>Submit the terms of reference for TA activities for the World Bank's approval, before launching the procurement processes for such activities.</p>	IMA
1.5	<p>AUTHORIZATIONS, CONSENTS</p> <p>Obtain or cause contractors to obtain the licenses, consents, and authorizations applicable to the Project from the competent national authorities. The authorizations approvals to be issued are:</p> <ul style="list-style-type: none"> • Environmental Installation License; • Building License; • Approval of waste management plan by the National Waste Agency. 	<p>All authorizations shall be obtained before the commencement of relevant activities.</p>	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.6	<p>CONTINGENT EMERGENCY RESPONSE FINANCING (CERC)</p> <p>a) Ensure that the Contingency Emergency Response Manual (CERC Manual) as referred to in the legal agreement includes a description of the ESHS assessment and management arrangements including, if applicable, an ESMF Addendum that will be referred to in the CERC Manual for the implementation of CERC Part, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC component of the Project, in accordance with the CERC Manual and, if applicable, a CERC Addendum to the existing ESMF consistent with the ESSs, including a description of the ESHS assessment and management and management arrangements, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in these instruments.</p>	<p>a) The adoption of the CERC Manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association, is a condition of withdrawal under Section of the Legal Agreement for the Project.</p> <p>b) Adopt any required E&S instruments and include them in the respective bidding procedures, when appropriate, and in any case prior to the implementation of the relevant project activities for which the environmental and social instrument is required.</p> <p>c) Implement the environmental and social instruments in accordance with the conditions stipulated therein, throughout the implementation of the Project</p>	IMA
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) 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 sanctions related to SEA/SH, forced labor, child labor and violence against children), grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Adopt the LMP by Project effective date, and thereafter implement the LMP throughout Project implementation.	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <ol style="list-style-type: none"> 1. 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. 2. Disseminate and explain the grievance mechanism for Project workers to contractors' workers. 	<ol style="list-style-type: none"> 1. Establish the grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. 2. Disseminate and explain the GM for Project workers, prior to the commencement of works and throughout Project implementation. 	IMA
2.3.	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <ol style="list-style-type: none"> 1. Incorporate relevant OHS measures in procurement documents and contracts for all consulting firms, service providers, contractors, and supervision firms. 2. Cause contractors to develop and include in the ESMPs a detailed Occupational Health and Safety Management Plan (OHSMP) consistent with national regulations, Good International Industry Practices (GIIP) and the World Bank Group General Environmental, Health and Safety Guidelines (EHSB) and ESS2. 	<ol style="list-style-type: none"> 1. Prior to launching the procurement processes and signing contracts. 2. Same timeframe as under action 1.2 (2) above. 	IMA
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Incorporate appropriate waste management measures in the ESMF and site-specific ESMPs to manage hazardous and non-hazardous wastes, consistent with ESS3.</p> <p>Adopt and implement a Protocol to manage Electronic Waste (e-waste) consistent with GIIP and ESS3.</p>	<p>Same timeframe as specified for the ESMF under action 1.2 above.</p> <p>Adopt the waste management measures as part of ESMPs within the timeframe specified in section 1.2, and thereafter implement these measures throughout Project implementation.</p>	IMA
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 action 1.2 (2) above.</p>	<p>Same timeframe as under action 1.2 (2) above.</p>	IMA
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required into the ESMPs to be prepared under action 1.2 (2) above.	Same timeframe as under action 1.2 (2) above.	IMA
4.2	COMMUNITY HEALTH AND SAFETY 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 ESMPs to be prepared in accordance with the ESMF.	Same timeframe as specified for the ESMF and ESMPs under action 1.2.	IMA
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH Action Plan as part of the ESMF to assess and manage the risks of SEA/SH.	Same timeframe as specified for the ESMF, under action 1.2.	IMA
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.	Adopt the RPF at same timeframe of ESMF under action 1.2 and thereafter implement the RPF throughout Project implementation.	IMA
5.2	RESETTLEMENT PLANS Adopt and implement a Resettlement Plan (RP) for each activity within the scope of the Project, in line with the provisions of the RPF and consistent with ESS5. Depending on the scope of the impacts, in cases where there are only economic displacement impacts, a Livelihood Restoration Plan (LRP) can be prepared in place of RP, in a manner consistent with ESS5.	Adopt and implement Resettlement Plans or LRPs, 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.	IMA
5.3	GRIEVANCES MECHANISM The GM for resolving grievances related to resettlement processes and/or economic and/or physical displacement will have specific features to ensure appropriate channels available at Project Affected Persons (PAP) and shall be described in the RPF, RP or LRP, and SEP.	The GM shall be operational and disseminated by PAP before the start of the resettlement process (specifically, before the cut-off date)	IMA
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	BIODIVERSITY RISKS AND IMPACTS	Same timeframe as in section 1.2.	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Adopt and implement, as part of the ESMF, requirements on screening and mitigation measures to ensure that Project activities do not alter or cause the destruction of critical and/or natural habitats, in accordance with ESS 6.</p> <p>Exclude from Project financing any activity on the negative list included in the ESMF, including subprojects/activities with significant risks and/or adverse impacts on biodiversity and those that would need clearing of any type of forested land. Project activities are not expected to have a negative impact on biodiversity.</p>		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES IN ANGOLA			
7.1	<p>INDIGENOUS PEOPLES PLANNING FRAMEWORK</p> <p>Incorporate appropriate IP/SSAHUTLCs planning framework measures in the ESMF of the project, consistent with ESS7. These measures shall assess the need for free, prior, and informed consent (FPIC).</p>	Same timeframe as specified for ESMF in section 1.2.	IMA
7.2	<p>PLAN FOR INDIGENOUS PEOPLES</p> <p>Once the sites have been identified, indigenous people’s plans (IPP) shall be adopted and implemented for each activity under the Project for which the IPPF measures requires such IPP, consistent with ESS7. Affected communities shall always be informed if any Project activity changes during implementation.</p>	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the IPP throughout Project implementation.	IMA
7.3	<p>GRIEVANCES MECHANISM</p> <p>Specific features on the GM to address complaints for IP/SSAHUTLCs shall be described in the ESMF, IPPs and in the SEP.</p> <p>These features will be site-specific and culturally adapted to ensure fully access to GM by the IP communities.</p>	The GM shall be operational with appropriate features accessible to PAP before the commencement of the works in the respective areas	IMA
ESS 8: CULTURAL HERITAGE			
	<p>RISKS AND IMPACTS ON CULTURAL HERITAGE</p> <p>Adopt and implement a Cultural Heritage Management Plan (HCMP) in the ESMF and ESMP, if applicable, consistent with ESS8.</p>	Same timeframe as in action 1.2.	IMA
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, in a manner 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>Adopt and disclose the SEP by appraisal.</p> <p>Update and redisclose the SEP in the same timeframe as specified under action 1.2, and thereafter disseminate and implement it throughout the Project implementation.</p>	IMA
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>	<p>Establish the grievance mechanism (as described in the SEP), including the SEA/SH procedures, by the Project effective date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	IMA
CAPACITY SUPPORT			
CS1	<p>Design and implement a capacity-building plan for the IMA directorates responsible for each Component 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 (Terms of Reference) 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 ESMF (Environmental and Social Management Framework) 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; • ESS5: Land Acquisition, use restrictions and involuntary Resettlement • Content of the Environmental and Social Commitment Plan (ESCP); • Content of the Stakeholder Engagement Plan (SEP); • Identification and engagement of stakeholders; 	<p>Capacity-building plan shall be developed no later than three (3) months after the Effective Date and implemented throughout Project implementation.</p> <p>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>	IMA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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, including 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). 		
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; • e-Waste management; • Resource management including water resources management and biodiversity; • Community dialogue and grievance mechanism as described in the SEP/ESMF/C-ESMPs/RPF/RPs/IPPs; • Road safety awareness; • Community health and safety training. 	Prior to initiating relevant sub-project activities involving a specific community (for instance students, teachers), with regular refresher training, conducted throughout Project implementation.	IMA