

**Republic of Angola**

**Tertiary Education, Science, and Technology  
Project (TEST)**

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

**September 20, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola (the Borrower) will implement the Tertiary Education, Science, and Technology Project (TEST) (the Project), with the involvement of the Ministry of Higher Education, Science, Technology, and Innovation (MESCTI), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the World Bank) has agreed to provide the original financing (P179154) for the Project, as set out in the referred agreement(s).
2. The Borrower shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower through the Ministry of Finance, in coordination with the MESCTI and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Republic of Angola, represented by the Minister of Finance. The Borrower shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME  | RESPONSIBLE ENTITY            |
|---------------------------------|--|--|-------------------------------|
| <b>MONITORING AND REPORTING</b> |  |  |                               |
| A                               | <b>REGULAR REPORTING</b><br>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).   | Submit quarterly reports to the World Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the World Bank no later than 15 days after the end of each reporting period.  | General Secretariat of MESCTI |
| B                               | <b>INCIDENTS AND ACCIDENTS</b><br>1. Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it and any information provided by any contractor and/or supervising firm, as appropriate. Incident and accidents reporting requirements shall be incorporated into the project implementation and procedures manuals.<br>2. 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.<br>3. A record of incidents or accidents shall be kept at all construction sites (camps) and consolidated at the MESCTI. | 1. 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.<br>2. Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.<br>3. Throughout Project implementation | General Secretariat of MESCTI |
| C                               | <b>CONTRACTORS' MONTHLY REPORTS</b><br>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. 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. The reports shall be prepared by the supervising firms in close collaboration with the contractors and based on their weekly reports, and submitted to MESCTI for onward reporting to the World Bank.   | Submit the monthly reports to the World Bank as annexes to the reports to be submitted under action A above, throughout the duration of the Contractors' contracts no later than ten (10) days after the end of each month.  | General Secretariat of MESCTI |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME   | RESPONSIBLE ENTITY  |
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| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |  |   |   |
| 1.1   | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain an Environmental and Social (E&amp;S) Advisory Team with qualified staff and resources to support management of ESHS risks and impacts of the Project, including the following full-time positions:</p> <ol style="list-style-type: none"> <li>one Environmental Specialist;</li> <li>one Social Development Specialist.</li> </ol> <p>The E&amp;S specialists must have experience and qualifications in accordance with terms of reference acceptable to the World Bank and be hired or appointed based on those terms of reference.</p>  | <p>Establish and maintain a E&amp;S Advisory Team as set out in the Legal Agreement throughout Project implementation.</p> <p>Hire or appoint the specialists listed under this action within the following timeline:</p> <ol style="list-style-type: none"> <li>one Environmental Specialist - No later than one (1) month after Project Approval by the Bank;</li> <li>one Social Development Specialist - No later than one (1) month after Project Approval by the Bank.</li> </ol> <p>Thereafter maintain these positions throughout Project implementation.</p>   | General Secretariat of MESCTI   |
| 1.2   | <p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>Adopt, consult upon, disclose, and implement the following instruments for the Project, consistent with the relevant ESSs: <ul style="list-style-type: none"> <li>Environmental and Social Management Framework (ESMF) (including Labor Management Procedures (LMP), E-Waste Management Plan and a SEA/SH Action Plan in annex);</li> <li>Stakeholder Engagement Plan (SEP).</li> </ul> </li> <li>Adopt, disclose, and cause contractors to adopt and implement site-specific Environmental and Social Management Plans (ESMPs), consistent with the relevant ESSs, for the small-scale works planned under Components 1 and 2, as set out in the ESMF for these subprojects. The ESMPs shall include SEA/SH risk mitigation and response measures in line with those included in the ESMF. Proposed activities described in the exclusion list established in the ESMF shall not be eligible to receive funding under the Project.</li> </ol> | <ol style="list-style-type: none"> <li>Draft version of the SEP was prepared and disclosed at Appraisal. The SEP and ESMF (including LMP and SEA/SH Action Plan) shall be finalized, consulted upon, and disclosed no later than two (2) months after Project Approval by the Bank, and thereafter implemented throughout Project implementation.</li> <li>Adopt and disclose the site-specific ESMPs before launching the procurement processes for the construction works of infrastructure, and cause the contractors to adopt the ESMPs before the commencement of any works. Once adopted, implement the site-specific ESMPs throughout Project implementation.</li> </ol> | <ol style="list-style-type: none"> <li>General Secretariat of MESCTI</li> <li>General Secretariat of MESCTI / Contractors</li> <li>General Secretariat of MESCTI / Contractors</li> </ol> |

| MATERIAL MEASURES AND ACTIONS              |  | TIMEFRAME   | RESPONSIBLE ENTITY                                |
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|  | 3. Cause the Contractors to adopt and implement construction ESMPs (C-ESMPs) consistent with the relevant ESSs, for refurbishment/expansion/upgrade of existing infrastructure, as set out in the ESMF for these subprojects. The C-ESMPs shall include SEA/SH risk mitigation and response measures in line with those included in the ESMF. Proposed activities described in the exclusion list established in the ESMF shall not be eligible to receive funding under the Project.  | 3. Cause the Contractors to adopt the C-ESMPs before the commencement of any works and thereafter implement them throughout Project implementation. |   |
| 1.3  | <b>MANAGEMENT OF CONTRACTORS</b><br>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. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.  | As part of the preparation of procurement documents and respective contracts.<br><br>Supervise contractors throughout Project implementation.       | General Secretariat of MESCTI                     |
| 1.4  | <b>TECHNICAL ASSISTANCE</b><br>1. Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance (TA) activities under the Project including, inter alia, 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.<br>2. Submit the terms of reference for TA activities to the World Bank's approval. | 1. Throughout Project implementation.<br>2. Prior to launching the procurement processes for such activities.                                       | MESCTI Directorates involved in the TA activities |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b> |  |   |   |
| 2.1  | <b>LABOR MANAGEMENT PROCEDURES</b><br>Adopt and implement the Labor Management Procedures for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.   | Same timeframe as under action 1.2 (1) above.   | General Secretariat of MESCTI                     |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY   |
|---|---|---|--|
| 2.2   | <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b><br>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.<br>2. Include the mechanism as a part of the procurement documents for the supervising firms and the contractors, with stipulations that they include similar provisions in agreements with their subcontractors before the start of Project works.<br>3. Disseminate and explain the grievance mechanism for Project workers to contractors' workers. | 1. Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.<br>2. Before launching the procurement processes.<br>3. Prior to the commencement of works and throughout Project implementation. | General Secretariat of MESCTI<br><br>Office of the General Counsel |
| 2.3.  | <b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b><br>1. Incorporate relevant OHS measures, in procurement documents and contracts for all consulting firms, service providers, contractors, and supervision firms.<br>2. Cause contractors to develop and include in the C-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 (EHSG).   | 1. Prior to launching the procurement processes and signing contracts.<br>2. Same timeframe as under action 1.2 (2) above.  | General Secretariat of MESCTI                                      |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |   |   |  |
| 3.1   | <b>WASTE MANAGEMENT PLAN</b><br>Incorporate appropriate waste management measures in the ESMF to manage hazardous and non-hazardous wastes, consistent with ESS3.   | Same timeframe as specified for the ESMF under action 1.2 (1) above.  | General Secretariat of MESCTI                                      |
| 3.2   | <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b><br>Incorporate resource efficiency and pollution prevention and management measures in the site-specific ESMPs and C-ESMPs to be prepared under actions 1.2 (2) and (3) above.   | Same timeframe as under actions 1.2 (2) and (3) above.  | General Secretariat of MESCTI / Contractors                        |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>                                 |   |   |  |
| 4.1   | <b>TRAFFIC AND ROAD SAFETY</b><br>Incorporate measures to manage traffic and road safety risks as required in the site-specific ESMPs and C-ESMPs to be prepared under action 1.2 (2) above.  | Same timeframe as under actions 1.2 (2) and (3) above.  | General Secretariat of MESCTI / Contractors                        |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME   | RESPONSIBLE ENTITY                          |
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| 4.2   | <b>COMMUNITY HEALTH AND SAFETY</b><br>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 site-specific ESMPs and C-ESMPs to be prepared in accordance with the ESMF.   | Same timeframe as under actions 1.2 (2) and (3) above.  | General Secretariat of MESCTI / Contractors |
| 4.3   | <b>SECURITY MANAGEMENT</b><br>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.      | Prior to engaging security personnel and thereafter implemented throughout Project implementation.                                | General Secretariat of MESCTI               |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |  |   |   |
| NOT CURRENTLY RELEVANT  |  |   |   |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |  |   |   |
| NOT CURRENTLY RELEVANT  |  |   |   |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |  |   |   |
| NOT CURRENTLY RELEVANT  |  |   |   |
| <b>ESS 8: CULTURAL HERITAGE</b>   |  |   |   |
| NOT CURRENTLY RELEVANT  |  |   |   |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>  |  |   |   |
| NOT CURRENTLY RELEVANT  |  |   |   |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>  |  |   |   |
| 10.1  | <b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b><br>Adopt and implement a Stakeholder Engagement Plan for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation. | Adopt the SEP in the same timeframe as specified under action 1.2, and thereafter implement it throughout Project implementation. | General Secretariat of MESCTI               |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME   | RESPONSIBLE ENTITY  |
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| 10.2                          | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>   | Establish the grievance mechanism (in the SEP), including the SEA/SH procedures in the same timeframe as specified under action 10.1, and thereafter maintain and operate the mechanism throughout Project implementation.  | <p>General Secretariat of MESCTI</p> <p>Office of the General Counsel (for SEA/SH complaints)</p> |
| <b>CAPACITY SUPPORT</b>       |   |   |   |
| CS1                           | <p>Design and implement a capacity-building plan for the MESCTI 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 acceptable to the World Bank, and include a comprehensive assessment of the capacity needs of these entities to implement the project in a manner materially consistent with ESF objectives. This plan shall include, as applicable:</p> <ul style="list-style-type: none"> <li>• ESS1: Assessment and Management of Environmental and Social Risks and Impacts;</li> <li>• ESS2: Labor and Working conditions;</li> <li>• ESS3: Resource Efficiency and Pollution Prevention and Management;</li> <li>• ESS4: Community Health and Safety;</li> <li>• Content of the Environmental and Social Commitment Plan (ESCP);</li> <li>• Content of the Stakeholder Engagement Plan (SEP);</li> <li>• Identification and engagement of stakeholders;</li> </ul> <p>Occupational Health and Safety Module:</p> <ul style="list-style-type: none"> <li>• Personal protective equipment;</li> <li>• Workplace risk management;</li> <li>• Prevention of accidents at work;</li> <li>• Health and safety rules, include road safety;</li> <li>• Emergency preparedness and response;</li> <li>• SEA/SH and behavior based on Codes of Conduct;</li> </ul> | Capacity-building plan shall be developed no later than three (3) months after the Effective Date and implemented throughout Project implementation. Training for specific groups shall be carried out prior to initiating the relevant project/subproject activities involving such groups, with regular refresher training, maintained throughout Project implementation. | General Secretariat of MESCTI   |



| MATERIAL MEASURES AND ACTIONS  | TIMEFRAME  | RESPONSIBLE ENTITY                   |
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| <p>Grievance Mechanism Module, design and production of a training module addressing the following aspects:</p> <ul style="list-style-type: none"> <li>• Registration and processing procedure;</li> <li>• Complaint repair procedure;</li> <li>• Document and process complaints;</li> <li>• Use of the procedure by different stakeholders;</li> <li>• Treatment of specific complaints (GVB/SEA/SH).</li> </ul>   |  |                                      |
| <p>CS2 <b>TRAINING FOR THE COMMUNITY</b></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"> <li>• Communicable diseases (HIV-AIDS/STD);</li> <li>• SEA/SH;</li> <li>• COVID 19 awareness and prevention;</li> <li>• Waste management;</li> <li>• Resource management including water resources management and biodiversity;</li> <li>• Community dialogue and grievance mechanism as described in the SEP/ESMF/C-ESMPs;</li> <li>• Road Safety awareness;</li> <li>• Community health and safety training.</li> </ul> | <p>Prior to initiating relevant subproject activities involving a specific community (for instance students, teachers), with regular refresher training, done throughout Project implementation.</p> | <p>General Secretariat of MESCTI</p> |