



Republic
of Rwanda



City of Kigali

**Rwanda Urban Mobility Improvement Project
P176885**

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

**Negotiated
February 19, 2025**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Rwanda will implement the Rwanda Urban Mobility Improvement Project (the project), with the involvement of the City of Kigali (CoK), as set out in the Loan Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in Agreement.
2. The Government of Rwanda 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Government of Rwanda shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Government of Rwanda shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Government of Rwanda, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Government of Rwanda agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and Government of Rwanda's Representative specified in the Agreement. The Government of Rwanda shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Maintain the project team in the SPIU within the City of Kigali that is tasked with E&S management with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including environmental specialist and social safeguards specialist for E&S management.</p>	a. From the project appraisal and throughout Project implementation.	CoK
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the capacity building plan for</p> <ul style="list-style-type: none"> • Training for PIU technical staff, stakeholders, local government representatives involved in the project implementation, community representatives, project affected people, and project workers on stakeholder engagement, Gender-based violence prevention and response, sexual exploitation and abuse, sexual harassment, grievance management, occupational health and safety, labor management and working conditions, emergency preparedness and response, and community health and safety. • Training for PIU E&S Staff on WB'S ESF, Training on the preparation of GBV, SEA/SH action plans, monitoring and reporting, Project related incident and accident response and reporting, Professional training on Occupational Health and Safety. 	Prior to the commencement of works and throughout project implementation	CoK
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association quarterly monitoring reports and annual ESHS performance report on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under 	<p>Quarterly and annual reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the</p>	CoK

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>the ESCP.</p> <ul style="list-style-type: none"> • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	Association no later than 45 days after the end of each reporting period.	
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action C above.	CoK and Contractors
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	CoK

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for Nyabugogo Multimodal Transit Hub, consistent with the relevant ESSs</p> <p>2. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. When required, prepare and implement an environmental and social impact assessment (ESIA) and corresponding Environmental and Social Management Plan (ESMP) for other project activities consistent with relevant ESSs.</p> <p>4. Require contractor to prepare and implement the Contractor's Environmental and Social Management Plan (C-ESMP) in accordance with ESSs and approved</p>	<p>1. Preliminary an ESIA-ESMP, based on the preliminary designs, sufficient to inform the incorporation of E&S requirements into bidding documents is ready by procurement of civil work contractors, and that the ESIA is updated and finalized based on detailed designs 30 days prior to the commencement of civil works and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>2. Finalize and disclose the ESMF prior to by effective date and thereafter implement the ESMF throughout Project implementation.</p> <p>3. Prepare the ESIA/ESMP and incorporate the ESMP as part of the respective bidding documents for the respective project activities prior to the carrying out of Project activities that requires the preparation of such ESMP. Once finalized, implement the respective ESMP throughout Project</p>	<p>CoK</p> <p>Contractors, Supervisor, CoK</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>ESIA/ESMP.</p> <p>5. Prepare and submit midterm and end of the project Environment and Social Compliance Audit report for the project will be carried out in accordance with the project ES instruments.</p> <p>6. Prepare and submit due diligence/social Audit on the existing bus terminal to identify and mitigate any legacy issues.</p>	<p>implementation.</p> <p>4. Prepare C-ESMP as part of technical proposal of the bidding package and update it subject to approval of the Supervisor prior to commencement of works.</p> <p>5. conduct midterm and end of project E&S compliance audit at midterm and end of the project.</p> <p>6. Conduct due diligence audit for the existing bus terminal one month after effectiveness.</p>	CoK
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, specific relevant E&S assessments or plans, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.</p>	CoK
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies including feasibility studies, capacity building, training, and any other technical assistance activities under the Project, including plans to be supported under the TA in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs.</p>	<p>Throughout Project implementation.</p>	CoK

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.		
1.4	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>1. Ensure that the CERC Manual as specified the legal agreement includes a description of the E&S assessment and management arrangements including, if applicable, CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of CERC component, in accordance with the ESSs.</p> <p>2. Implement the E&S provisions of the CERC Manual including the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein.</p>	<p>1. The preparation of the CERC manual and, if applicable, other E&S documents, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section III.B3 of Schedule 2 of the financing agreement of the project.</p> <p>2. In accordance with the timeframes specified in the CERC Manual including, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein.</p>	<p>CoK, MINEMA</p> <p>CoK, MINEMA</p>
1.5	<p>ASSOCIATED FACILITIES</p> <p>No associated facilities in the project</p>	N/A	N/A
1.6	<p>USE OF BORROWER'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>The World Bank ESF is considered for this project.</p>	N/A	N/A
1.7	<p>COMMON APPROACH</p> <p>The World Bank ESF is considered for this project.</p>	N/A	N/A
1.8	<p>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</p> <p>Not applicable for this project</p>	N/A	N/A
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare and implement the Labor Management Procedures (LMP) for the Project as standalone document.</p>	Implement the LMP throughout Project implementation.	CoK, Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project.</p> <p>AND</p> <p>Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with approved ESIA and ESMP documents that will inform the contractor's plans.</p>	<p>Prepare the OHS Management Plan prior to the procurement of contractor for works and thereafter implement the plan throughout Project implementation.</p> <p>Prepare Contractor's OHS management plan as part of C-ESMP prior to commencement of works.</p>	CoK, Contractors
2.3	<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.</p>	Establish grievance mechanism one month after their recruitment and thereafter maintain and operate it throughout Project implementation.	Contractors, CoK
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare and implement a Waste Management Plan (WMP), as part of the ESIA prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Prepare the WMP as part of ESIA prior to the procurement of contractor for works and thereafter implement the WMP throughout Project implementation.	CoK, Contractors
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1.1 above.</p>	Same timeframe as for the preparation and implementation of the ESIA/ESMP as for action 1.1.1	CoK
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</p>	Same timeframe as for the preparation and implementation	CoK

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	ESMP to be prepared under action 1.1.1 above.	of the ESIA/ESMP as for action 1.1.1	
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the ESIA/ESMPs as for action 1.1.1	CoK
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH.	Prepare the SEA/SH Action Plan prior to the project effectiveness and thereafter implement the SEA/SH Action Plan throughout Project implementation.	CoK
4.4	SECURITY MANAGEMENT Not applicable to the project	N/A	N/A
4.5	DAM SAFETY (FOR ANNEX A ESS4) Not applicable to the project (No dams in the project)	N/A	N/A
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS] 1. Prepare and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5. 2. Prepare and implement a Resettlement Action Plan (RAP) including a Livelihood Restoration Plan (LRP) when necessary for each activity under the Project for such RP or LRP is required as set out in the RPF and consistent with ESS5.	1. Implement the RPF throughout Project implementation. 2. Prepare and implement the respective RP including LRP prior to carrying out the relevant works, 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	CoK

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		provided.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Carry out biophysical assessment on project impacts on biodiversity and prepare related mitigation measures as part of the ESIA/ESMP in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.	Same timeframe as for the preparation and implementation of the ESIA/ESMPs as for action 1.1.1	CoK
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This standard is not applicable as there are no identified distinct social and cultural groups in accordance with ESS7 in the whole project area.			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] Not applicable to the project	N/A	N/A
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Assess project impacts on cultural heritage and prepare related mitigation measures as part of the ESIA/ESMP in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.	Same timeframe as for the preparation and implementation of the ESIA/ESMPs as for action 1.1.1	CoK
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESIA/ESMP in accordance with guidelines of the ESMF prepared for the project	Same timeframe as for the preparation and implementation of the ESIA/ESMPs as for action 1.1.1 and thereafter implement the procedures throughout Project implementation.	CoK
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)	N/A	N/A

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	This standard is not applicable as the project has no financial intermediaries. Not applicable to the project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>1. Prepare 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>	Implement the SEP throughout Project implementation.	CoK
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Establish the grievance mechanism prior to commencement of civil works and thereafter maintain and operate the mechanism throughout Project implementation.	CoK
10.3	<p>MANAGEMENT OF GRC</p> <p>1. Grievance Redress Committees in the concerned project area will be established at the cell and Sector level where the project is located.</p> <p>2. GRC will ensure women's representation by allocating at least 30% of positions to women.</p>	During project implementation and before the commencement of civil works	CoK

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>3. GRC members will be entitled to a monthly sitting and communication allowance of 10,000 Frw. This sitting allowance will be provided and justified upon receiving monthly reports from GRCs on the status of grievances received and handled.</p> <p>4. GRC members will be trained at least twice a year and will be entitled to a daily transportation allowance of 10,000rwfs as a facilitation to attend the training.</p>		

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

A.a) Maintain the project team in the SPIU within the City of Kigali that is tasked with E&S management with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including environmental specialist and social safeguards specialist for E&S management.

1.1.1) 1. Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for Nyabugogo Multimodal Transit Hub, consistent with the relevant ESSs.

1.1.2) Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.

2.1) Prepare and implement the Labor Management Procedures (LMP) for the Project as standalone document.

5.1.1) Prepare and implement a Resettlement Policy Framework (RPF), Resettlement Action Plans including livelihood restoration plans for the Project, consistent with ESS5.

10.1.1) Prepare and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10.