



**PROJECTO DE RECUPERAÇÃO DE EMERGÊNCIA E RESILIÊNCIA
PÓS- CICLONE IDAI E KENNETH - CRRP (P171040)
SUBVENÇÃO N. D519 – MZ**

**CONTRATO NO. MZ-GREPOC-237964-CS-QCBS: DESIGNAÇÃO DE
INCUBÊNCIA: SERVIÇOS DE CONSULTORIA POR MAHLAHLE PARA
APOIAR A RECUPERAÇÃO DE 3515 HABITAÇÕES NO DISTRITO DO
BÚZI**

INCEPTION REPORT

March 2023

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I. Summary

On March 2019, Mozambique was severely hit by two tropical cyclones, namely Cyclone Idai in the central Provinces of Mozambique and Cyclone Kenneth in the northern Province of Cabo Delgado. The Cyclone Idai which made landfall as a category four Cyclone near Beira City, with strong winds (180 – 220km per hour) and heavy rain (more than 200mm in 24 hours) across the Provinces of Sofala, Manica, Zambezia, Tete and Inhambane has caused more severe devastation in the Province of Sofala with more impact on the city of Beira and the districts of Búzi, Dondo and Nhamatada. The weather system's impact was particularly devastating as it came strong winds. The impact of the cyclone and flooding caused loss of life, widespread destruction to both infrastructure and shelters, as well as disruption of essential services, markets and livelihoods. At least 190,000 households will need support to rebuild their homes. Most of the houses are built with inadequate materials, predominantly adobe, wooden sticks, and bamboo. They do not follow resilience standards and do not withstand strong winds. The resilient reconstruction of housing plays a key role for poverty reduction, especially with regards to vulnerable families living below the poverty line in informal housing.

The needs for assistance in the housing recovery process in the affected areas exceed the available resources by far and only 15,000 households to be identified through Housing Survey will be benefited from the housing grant to be provided by Government under the WB-financed Cyclone Idai and Kenneth Emergency Recovery and Resilience Project (CERRP).

The Government of Mozambique (GoM) (hereinafter called “Borrower”) has received financing from the International Development Association (IDA) (the “Bank”) in the form of a “grant” (hereinafter called “grant” toward the cost of the Cyclone Idai and Kenneth Emergency Recovery and Resilience Project (P171040). The Post-cyclone Idai Reconstruction Office, as one of the implementing agencies of the Project intends to apply a portion of the proceeds of this grant to eligible payments under the contract for which this Request for Proposals is issued. Payments by the Bank will be made only at the request of the Government of Mozambique and upon approval by the Bank, and will be subject, in all respects, to the terms and conditions of the financing agreement. The financing agreement prohibits a withdrawal from the grant account for the purpose of any payment to persons or entities, or for any import of goods, if such payment or import, to the knowledge of the Bank, is prohibited by a decision of the United Nations Security Council taken under Chapter VII of the Charter of the United Nations. No party other than the Borrower shall derive any rights from the financing agreement or have any claims to the proceeds of the grant.

The project interventions, under sub-component 1 – Housing, will be implemented through the implementing partner. For this purpose, Mahlahle was selected to be a partner of implementation to support the rehabilitation and reconstruction of 3515 dwellings in the Sofala Province of Buzi.

2. Introduction

MAHLAHLE, an Association for the Promotion and Development of Women, is a non-profit Mozambican Non-Governmental Organization founded in 1997, with special focus on the field of implementation of community development projects, prioritizing women, children and other vulnerable groups in society.

The vision of the MAHLAHLE is a Mozambique in which all its inhabitants live a dignified life, are resilient to disasters and particularly appreciate the social roles of children, girls and women (the most vulnerable groups). The development of rural communities is one of the main institutional goals. This is to be achieved by strengthening civil society organizations, knowledge transfer, capacity building in the field of disaster prevention and disaster management, thus promoting the participation of children, girls and women in social processes. The organization's underlying values include dignity, impartiality, independence, respect for victims, gender equality, transparency and accountability.

In order to ensure the resilience and good standards, the housing recovery will be implemented in multiple layers of supervision and quality assurance and will enhance community engagement, leadership, ownership and empowerment. The housing recovery will strictly follow the standards and technical recommendations which are critical in ensuring the resilience and Building Back Better (BBB) principles. It is modeled to ensure that the houses which were damaged or destroyed are rehabilitated and recognizes the incremental needs of housing.

MAHLAHLE will fully follow the safe and resilient construction instruction and guidance standards proposed by the Post-Cyclone Safe Housing Reconstruction Manual, “PALPOC” and technical guidance from the project team, GREPOC and UN Habitat for reconstruction.

Mahlahle will assume a community-based-partnership approach to ensure full participation and appropriation of activities based on the transfer of knowledge to the local level through building the capacity of key stakeholders in decentralized and participatory planning. Project activities are aimed at providing alternative income sources and linkage to local and national markets; this will strengthen the capacity of communities to respond with resilience to the adversity of climate thereby contributing to a better response to the recovery process.

This report is part of the scope of the beginning of the implementation of contract number MZ-GREPOC-237964-CS-QCBS: ASSIGNMENT OF TASK: CONSULTANCY SERVICES BY MAHLAHLE TO SUPPORT THE RECOVERY OF 3515 HOUSES IN THE DISTRICT OF BÚZI, signed between GREPOC and MAHLAHLE on December 28, 2022 and endorsed by the administrative court on February 20, 2023.

During the initial phase of the implementation of this contract, MAHLAHLE focused on carrying out the following activities:

- 1 - mobilization of key and non-key personnel;
- 2 - analysis of the challenges and constraints encountered, and development of strategies;
- 3 - General induction and training of key personnel by GREPOC and UN Habitat;

- 4 - Identification of potential suppliers of building materials and services;
- 5 - Identification of potential artisans at local level;
- 6 - beginning of the survey of intervention needs for each beneficiary family.

As a result of the implementation of initial activities, we will present in this report the following subject:

- (i) methodology for the implementation of each consulting activity,
- (ii) description of the stages and sequence of tasks that allow reaching the objectives, and
- (iii) expected results of the consultancy, anticipating the probable constraints and obstacles that may arise during the consultation.
- (iv) the responsibilities of the technical resources to achieve results and
- v) the schedule of respective activities.

3. Methodology for the implementation of each consulting activity

Technical Approach and Methodology proposed

To implement the activities described in the terms of reference, MAHLAHLE will apply the self-building approach, combined with BBB principles, participatory and inclusive approaches. This will ensure ownership and quality of the construction, while also contributing to the economic recovery of the target communities through self-employment in the construction of houses by the beneficiaries, while also contributing to increasing the knowledge of local artisans and the beneficiaries themselves in safe and resilient construction techniques. To ensure resilience and high-quality standards, the self-build approach recommends multiple levels of oversight and quality assurance. Where bottom-up and top-down measures merge very well to increase community knowledge on one side, stakeholders' engagement, leadership, ownership, and empowerment. In addition, fundamental technical standards and recommendations will be strictly followed to ensure resilience and the Build Back Better (BBB) principles.

Herein, we propose and describe our methodology and understanding of the assignment, demonstrating the process to be followed in executing this assignment. Our approach and methodology are derived from our understanding of the context of the consultancy objectives in the ToR and lessons from our experiences in related assignments, and considering MIS fully functional.

In coordination with UN Habitat, GREPOC and Project team, we plan to build the houses using our experiences in similar projects, through the delivery of knowledge to the household beneficiary and to artisans in a sustainable way and these will include:

- 1 – organize 32 groups of 3 qualified artisans (2 masons and 1 carpenter) and 2 unqualified artisans;
- 2 - organize the household beneficiary in groups of 6 houses to be built;
- 3 - select a lead household in each group of 6;
- 4 – identify the un-skilled labour in each group of six houses;
- 5 - establish a lead/contact household demonstration;
- 7 - organize 4 household field days (1st day - demarcation and excavation; 2nd day – foundation, pillars and beams; 3thrd day – roof structure; 4th day – roofing and finishing), during construction of demo house in 3 weeks;
- 8 – build 6 houses at the same time, following the steps of the demo house.

Following this methodology, we will build 192 houses in a month, including training for local artisans and knowledge transfer to household beneficiaries.

(six houses will be built by one group of artisans in a month. 32 groups will build 192 houses in a month. During 18 months we will build 3515 houses.)

In parallel to the construction of six houses in a month, we will assure the quality of houses through individual and group follow-ups; group training; exchange visits and tours to best performing household groups farmers. Each group will have community safety materials to alert and mitigate potential incidental risks for the community.

In all the training, we will integrate cross-cutting themes, that amongst others include; waste and debris management, soil conservation and environmental management; climate change; HIV and AIDS;

gender mainstreaming; savings and loans schemes; home planning and management, nutrition and healthy living as well as family business and financial management. We will use a systems approach to improve the quality of houses, maximizing the local interventions. Our methodology will ensure the development of sustainable value chains and assist beneficiaries to be empowered and integrated into these chains.

The artisans will be trained by UN Habitat. MAHLAHLE will work in coordination with the Buzi District Government, Servicos Distritais de Planificacao e Infraestrutura (SDPI) and the authorities of each of the localities and communities to identify artisans (qualified artisans). In parallel, MAHLAHLE will work with the Education sector to identify youth interested to learn and work as artisans, and with local authorities to identify women with some abilities, like the production of blocks and other clay objects, to be included as artisans (unqualified artisans).

The direct and indirect beneficiaries of the project will be invited to take part in the recovery of their houses as unskilled labour. The participation will be organized for the restoration of every 192 houses simultaneously during a month.

The project beneficiaries and the unqualified artisans will be trained using training of trainee approach and training by doing technique (ToT), following a methodological process similar to Farmer Field School. Where the Teaching and learning cycle involves the recovery of 6 houses in a period of one month. Each cycle of the school, (recovery of 6 houses), involved 3 qualified artisans, 2 unqualified artisans and 12 unskilled labourers. 32 schools will be opened and closed monthly.

Proposed revision of technical Approach and Methodology according the reality

To implement the activities described in the terms of reference, with issues of time constrains (the available time to implement the construction reduced from 18 to 15 months) and challenges on MIS functionality (MIS was designed to operate in very formal office environment with stable internet and electricity).

From the technical discussions with UN Habitat, it was recommended the following actions to be implemented, in order to achieve the contractual targets and deadlines:

- Increase the number of houses to be delivered monthly.
- Increase the number of artisans from 164 to 300.
- Increase the number of engineers and construction technicians by the NGO to meet the current demand.
- Increase the number of non key staff with qualifications as environmentalists, sociologists, and civil construction technicians, to support the typing of environmental and social screening and verification forms in the MIS.
- Acquire more computers to allow typing.

3.1 Mobilization beneficiaries / community

Mahlahle was formally introduced to Buzi Government, including local authorities. Following that introduction, MAHLAHLE, establish a network and regular communication mechanism with all local leaders authorities. These network facilitate MAHLAHLE team members to find the potential beneficiaries selected by GREPOC/INE very quickly, and to monitor or provide solutions to all complains immediately. I parallel, a Grievance redress mechanism, conflict resolution, was established at local leaders authorities.

The overall objectives of social mobilization and engagement activities are: (i) understanding of the needs of the affected populations; (ii) working with groups and organized people instead of individuals and households to make implementation more efficient, building on existing community structures and networks (iii) ensuring coordination between all implementers and Government and community authority structures; (iv) reception of feedback and comments as well as grievances from all stakeholders on Programme design and implementation; (v) managing expectations, reducing confusion, mitigating tensions, ensuring timely, consistent and accurate direct communication with concerned households and communities; and (vi) transparency and accountability mechanisms on all GREPOC aspects of Programme design and implementation. The feedback received will be instrumental in fine tuning Programme interventions.

During Preparation phase social mobilization and community engagement will be essential during the preparatory phase. Regular public meetings at local leaders authorities is planned to be implemented at 10 quarteiroes. At the occasion of public meeting information material will be widely distributed. Through these activities MAHLAHLE will gain a better understanding of community dynamics, community capacity, and community expectations.

In addition to the Grievance Redress Mechanism for the overall Project, social mobilization activities will be instrumental for conflict resolution, especially those that can be handled at local level and for which MAHLAHLE could play a role in resolving conflicts. In view of promoting gender equality, social mobilization should aim to engage women's groups on an ongoing basis throughout the lifetime of the Project. Women voicing their concerns and contributing in the decision-making process will be encouraged, especially in governmental or traditional committees predominantly consisting of men.

Reporting back to MAHLAHLE will monitor and report back the numbers of people participating in community information sessions, community planning for housing support, etc. including by gender, and recording key questions or feedback. The information gathered by MAHLAHLE will be submitted through the MIS to the GREPOC Environmental and Social Safeguard Specialists to ensure that the Programme has general information on the perception of communities. It will be the responsibility of the GREPOC to ensure that comments and inputs are responded to, and to keep open a feedback line to the communities.

3.2 Identify shops that provide certificated construction materials

Following the procurement procedures established in the Housing Reconstruction Manual, MAHLAHLE launch the expression of interest to identify and create a database of potential qualified construction materials and services suppliers.

The procedures described herein allow MAHLAHLE to simplified procurement procedure, that is, the procurement of goods through tendering by requesting for quotations should be applied any times when is necessary construction materials. This is a method based on comparing the prices presented in valid quotations received from different bidders, and the number of quotations varies according to the Estimated Cost. The evaluation of the quotations submitted by each bidder will be strictly based on the Request for Quotations document and compliance with the practices of legality, morality, impersonality, equality amongst bidders, disclosure of documents, administrative equity, non-splitting of contracts, binding nature of the invitation to tender and objective judgement.

It is fundamental to clarify that MAHLAHLE will requests a higher number of quotations in order to ensure that at least three (3) quotations are received for purchases up to USD 200,000 and five (5) quotations for purchases above USD 200,000.

3.3 Verification and confirmation of beneficiary households

Based on initial list of beneficiaries, established through the GREPOC / INE housing survey, MAHLAHLE will verify eligibility criteria. Based on the verification, MAHLAHLE will determine which typology of housing support will be provided to the households. When a standardised housing support options will not apply and there will be a need for housing typology adaption, MAHLAHLE will prepare a specific design for housing support and will produce a corresponding Bill of Quantities.

The verification form presented in the Housing Reconstruction Manual will be completed manually due to issues on the MIS functionality and lather, in the field office, the completed form will be intriduced and uploaded in the MIS.

At the same time the MAHLAHLE will conduct the a manual Environmental and Social screening , using social and environmental screening form, and proceed similarly to introduce the screening in the MIS for approval by UN Habitat / GREPOC before commencing to provide housing support.

Households corresponding to eligibility criteria will be registered and will enter a participation agreement before accessing any resources or support provided by the Project. The participation agreement will be recorded in the MIS and a copy will be provided to the beneficiary household.

Final lists of households benefiting from housing support will be made public through public display within the community.

3.4 Environmental and Social screening of all houses.

Environmental and Social screening will be conducted for each house through the use of a screening forms. MAHLAHLE, will perform this screening that will be submitted to UN Habitat / GREPOC for approval before providing housing support. This process is undertaken in order to make sure the environmental and social standards are complied with. It also takes into consideration the World Bank risk classification: High Risk, Substantial Risk, Moderate Risk or Low Risk, based on the type, location, sensitivity, and scale of the project; the nature and magnitude of the potential environmental and social risks and impacts; etc. The Housing Programme has been evaluated as low or moderate risk.

3.5 Identification, prepare and sign standard contracts with local artisans and standard agreements with beneficiaries

Contract and manage local artisans who have successfully completed the training and received the certification by the UN Habitat. In case of need, small local construction firms could be contracted for recovery of housing. However, it is the sole responsibility of the MAHLAHLE to manage its subcontracts and ensure that the results are achieved with the quality required by GREPOC, UN-Habitat Technical Assistance and by the Verification and Certification firm.

One point must be recorded in this report, it is related to the strong recommendation of the CERRP / GREPOP / UN Habitat team, for MAHLAHLE to select and hire as artisans, local citizens who are completely unaware of their capabilities, to respond to the challenges of quality and time. It should be noted that in the technical proposal, MAHLAHLE would bring a team of trusted artisans to be submitted to the training and received the certification by the UN Habitat to respond to the challenges of quality and time, and at the same time transfer knowledge to potential local artisans and the beneficiary families.

3.6 Manage all the logistics of construction of 3.516 houses.

After the signing of the contract, the beneficiaries will receive the approved list of materials to be used for each one control the application of each item. Based on our experience, each beneficiary will be responsible to request of materials of each stage of their house. The engineers will provide a detail explanation of the application of each material. MAHLAHLE, will be responsible for transportation of the requested materials until the house of beneficiary.

3.7 Update and management information of the Project

a) Procurement filing of documents

A successful completed procurement process file shall contain the following documents:

(i) Simplified plan for the procurement of materials;

- (ii) Letter requesting for quotations with a table containing the specifications of the materials to be procured attached;
- (iii) Record of invitation letters/emails dispatched;
- (iv) Record of confirmation of receipt of invitation letters by potential bidders;
- (v) Order appointing the Evaluation Panel issued by MAHLAHLE (where applicable);
- (vi) Bids / Proforma Invoices submitted by bidders;
- (vii) Signed Evaluation Report containing the recommendation for awarding the bid and a table comparing the quotes;
- (viii) Letters sent to the successful bidder awarding the contract and to the other bidders stating who has won the tender and the closing of the evaluation.
- (ix) Final invoice;
- (x) Certificate of receipt or minutes of acceptance of the goods by the MAHLAHLE;
- (xi) Receipt confirming the payment of the goods.

b) Environmental and Social Monitoring and Evaluation

Environmental and social M & E is required during the housing reconstruction of beneficiaries' households to ensure that no adverse impact on the natural and social environment occurs. In general, monitoring is conducted on a continuous basis; however, additional monitoring may be required in the event of a complaint or incident. In addition, monitoring will occur to ensure that all safeguard instruments are being complied with. The key method for monitoring and measurement to confirm compliance will be Weekly routine walkovers will be to assess environmental and social performance on site. During walkovers they will liaise with other team members and check that appropriate controls are in place and procedures implemented. Any non-compliances and opportunities for improvement identified during walkovers will be recorded and mitigation measures will be identified and implemented to correct a non-compliance.

The monitoring will carry out by MAHLAHLE, GREPOC, Verification and Certification Firm (VCF). Each of them will be responsible for a different aspect of the monitoring. Specifically: MAHLAHLE: responsible for carrying out daily monitoring of the environmental and social performance of the sites Certification and Verification: responsible for third-party verification of environmental and social performance of house reconstruction works GREPOC: responsible for overseeing that MAHLAHLE and VCF are collecting monitoring data that serves to verify overall compliance with the environmental and social safeguard instruments applicable to this project.

The environmental and social Monitoring and evaluation indicator list are shown in the Housing Reconstruction Manual.

4. Description of the stages and sequence of tasks that allow reaching the objectives

The consultancy will consist of two main components: i) Local Market Analysis ii) support to housing recovery

Component 1: Local market Analysis

MAHLAHLE will be responsible for identifying existing local market in the District of Búzi. This analysis aims to: i) identify shops that meet the quality requirements of the construction materials to be applied in the recovery of housing ii) assess the availability and costs of transport services and storage facilities; and iii) assess availability of local labour.

MAHLAHLE main responsibilities on the local market assessment will include, but are not limited to:

- a) Identify potential suppliers for each material;
- b) Analyze the availability, quality, price, and source of different conventional and local materials in the District of Búzi and in the city of Beira;
- c) Assess availability and qualification of local labor (artisans and when needed local construction firms), among others by consulting local construction firms' associations, worker associations, local administrations, and forums of local NGOs. MAHLAHLE will be responsible for the mobilization of local artisans to support UN-Habitat to find the local artisans and small construction firms (if required), that will be selected after enrollment and certification on resilient reconstruction technics training's to be delivered by UN Habitat.
- d) Assess logistical capacity with regards to production, provision, distribution, storage, and transportation of construction material within the District of Búzi and the City of Beira;
- e) Identify available sites and options for sustainable disposal of debris from construction materials, including, for example, the establishment of transfer sites and options for transporting the waste to existing or identified final disposal sites. MAHLAHLE will be responsible for screening of new disposal sites, if needed, in a manner satisfactory to the World Bank.

Component 2: Supporting housing recovery

MAHLAHLE will be responsible for conducting the E&S screening and supporting the recovery of 3.516 houses following the procedures laid in the Housing Reconstruction Manual. Certified artisans will be contracted by MAHLAHLE and assigned to a specific number of beneficiaries. MAHLAHLE will purchase construction materials in certified local shops. MAHLAHLE will ensure all logistics in place to ensure workflow. This includes the delivery of construction materials to beneficiaries, if needed, using a temporary storage hired within the beneficiary community. MAHLAHLE will play the central role for community engagement, community mobilization, partnership with other stakeholders involved in the process (all levels of local authorities, construction professionals, suppliers

and GREPOC) and communication to ensure that the certified artisans comply with the agreed resilient standards, environmental and social management best practices and follow the procedures provided in the Housing Reconstruction Manual.

The main activities of MAHLAHLE, will include but will not be limited to:

- a) Purchase the construction materials from the certified shops in the local market, transport to the construction sites and deliver to beneficiaries.
- b) Manage all the logistics involved in the construction works: water supply for households with no access to water; transport; hiring of equipment required for the works; purchase of Personal Protective Equipment (PPE) to artisans; removal of the debris, and provision of storage and security of construction materials in the construction sites. The construction of new storage facilities should be preceded by site screening of land acquisition in a manner satisfactory to the World Bank.
- c) Hire and manage artisans certified by the project to undertake the different reconstruction stages. MAHLAHLE will ensure that all artisans involved in the project have a contract with the MAHLAHLE and an agreement with beneficiaries of houses assigned to them. MAHLAHLE will ensure that the terms of employment and working conditions for all workers meet the requirements of ESS2, and as laid in the Housing Reconstruction Manual.
- d) Ensure that the artisans follow the Bill of Quantities (BoQ) and construction recommendations for the recovery of each house following the construction standards and norms established in the Housing Reconstruction Manual.
- e) Make payments in tranches to artisans upon completion of each house construction stage accordingly with the certification provided by the housing verification firm.
- f) Develop work plans and budget, including a schedule for payment to artisans, purchase of materials, and logistics necessary for the total number of houses planned under the contract.
- g) Capture and update data in the MIS for all housing recovery operations, such as upload of: (i) valid receipts of purchase of construction materials, (ii) signed contracts, (iii) evidence of completion of each phase of housing recovery for each individual house under the project to allow the verification and certification Firm to proceed with the Certification at the end of construction, (iv) weekly progress reports and (v) other additional information related to the recovery of houses.
- h) Support UN-Habitat to enroll all pre-selected artisans, MAHLAHLE staff involved in the Project in the resilient reconstruction technics trainings to be delivered by UN-Habitat or any other service provider.
- i) Enroll a representative of the beneficiary household in

- j) Enroll all beneficiaries in the MIS.
- k) Conduct meetings with the beneficiaries and community members before starting the reconstruction to inform on the housing reconstruction process and phases.
- l) The implementation of the Grievance Redress Mechanism to be used by beneficiaries and local community members. Including the facilitation of the resolution of issues, disputes and bottlenecks related to the reconstruction of houses. Resolutions between beneficiaries, artisans, local community in general, local shops, and local government are expected as well as informing and reporting the results to GREPOC.
- m) Elaborate and submit to GREPOC monthly reports on Management of the environmental and social impacts, risks and performance.
- n) Ensure all artisans and MAHLAHLE staff involved in housing recovery activities under the Project sign Code of Conduct (CoC) before the beginning of activities. MAHLAHLE will ensure that the CoC is explained to artisans in local language.
- o) Implement environmental and social protection measures ensuring that all workers are equipped with PPE and follow the environmental, health and safety standards on site and on construction, work and practice social distancing and other preventive measures described in the Environmental and Social Best Practice Guideline included in the Housing Reconstruction Manual.
- p) Ensure gender equity and empowerment in all teams and stages of the reconstruction process, including developing and implementing gender sensitive working schedule, according to the Project Operations Manual (POM) Link to the document: [Development Projects: Mozambique: Cyclone Idai & Kenneth Emergency Recovery and Resilience Project - P171040 \(worldbank.org\)](https://www.worldbank.org/en/projects-operations/development-projects/mozambique/cyclone-idai-kenneth-emergency-recovery-and-resilience-project-p171040).
- q) Coordinate the overall implementation of activities with local community, local government, artisans, independent inspectors, GREPOC and other project stakeholders.
- r) Ensure that all houses retrofitted or reconstructed under the Project are verified and certified by the housing Certification and Verification firm before acceptance by GREPOC. The GREPOC and Certification and Verification firm will receive notifications in the MIS for houses requiring verification or certification of completion of specific reconstruction phase.

5. Expected results of the consultancy, anticipating the probable constraints and obstacles that may arise during the consultation.

Expected results of the consultancy

As a result of the implementation of the activities described above, MAHLAHLE will deliver the following results:

R1 - Inception report

R2 - Stakeholder engagement strategy developed

R3 - List of 300 qualified local artisans for UN-Habitat to train and certify

R4 - Report on Dissemination and Implementation GRM

R5 - List of artisans, NGO and/or IP staff and verifiers trained and certified on resilient recovery technics on housing by UN-Habitat.

R6 - Conduct Environmental and Social screening forms completed for each targeted household, based on the construction schedule including Agreement forms signed by the Beneficiaries

R7 - Contracts signed with certified artisans and local small contractors (if need it), and agreements signed between the MAHLAHLE and/or IP and the beneficiaries

R8 - Monthly Reports on community meetings.

R9 - Monthly reports on GRM, including a number of complaints and grievances submitted and status of grievances submitted.

R10 – Monthly number of houses (from 3.516 houses) retrofitted, partially reconstructed, or totally reconstructed and handed-over to beneficiaries

R11 - MIS monthly reports on retrofitting, partially reconstruction and totally reconstruction process for 3.516 houses.

R12 - Monthly training reports on resilient reconstruction for 3.516 selected beneficiaries. MAHLAHLE is responsible for the transmission of information to at least one representative of the household to be recovered in line with UN-Habitat's trainings further explained in the Housing Reconstruction Manual.

R13 - Monthly reports on implementation of a generic Environmental and Social Best practice Manual

R14 - Final Report, including the results achieved during the project implementation, final findings, lessons learned, challenges encountered during the implementation of the project and recommendations. The report should be presented to GREPOC and all stakeholders involved in the Project implementation.

Probable constraints and obstacles that may arise during the consultancy

As a result of the first months of the implementation of the activities, MAHLAHLE already adapt to the faced constraints and obstacles, that required GREPOC and WORLD BANK attention, because these constraints has direct implication on the deliverables:

Constrain 1 – MIS functionality

MIS is software that is still under construction, has not been tested and is not in use at GREPOC / UN Habitat. From the tests carried out with MAHLAHLE, deficiencies were found in its functioning and in its adaptability to the work for which it was designed, that is, the MIS was designed to be fixed, with internet and electricity stable, conditions that unfortunately do not exist in Buzi district, and even worse in the communities where we are going to work. Technical recommendations were left to the AmbSig team to improve MIS functionalities. In the meantime, MAHLAHLE had to print the forms and is collecting the eligibility information manually and later entering it into the MIS. However, stable internet challenges for the MIS to work prevail and a lot of time is wasted to reintroduce a form.

Constrain 2 – Timing

The deadline for the delivery of the 3516 houses is fixed. However, the delays verified in the induction and training process due to the GREPOC / UN Habitat staff's holidays, together with the weaknesses of the MIS, are conditioning the achievement of the goal, to an intensification of the works, with implications for the increase of the installed capacity. Subject that is already known by GREPOC / UN Habitat.

Constrain 3 – Selection of beneficiaries

All beneficiaries who have their names on the lists believe that their housing conditions will be improved. Meanwhile, MAHLAHLE is reassessing the eligibility of each of the beneficiaries on the GREPOC list, and the results of this exercise could create an environment of revolt in the community itself, which suddenly sees that it is no longer part of the list of beneficiaries.

6. The responsibilities of the technical resources to achieve results

Mahlahle will put its personnel at the disposal of the specialists to ensure that the work goes smoothly and with the involvement of all.

Thanks to 24 years of experience and a low staff turnover, the staff consists of numerous employees, some of whom have more than 10 years of work experience in the organization. Among the employees are construction technicians, sociologists, gender specialists, environmental specialists, psychologists agricultural engineers and accountants, all with university degrees. The core group of personnel consists of 16 people, complemented by technical staff (46 people) working in the field in different parts of Inhambane, Sofala and Cabo Delgado Provinces. The organization's finances are professionally managed by two accountants with over twenty years of experience. A further person was recruited for this project, who has considerable qualifications and experience in house resilient construction in Sofala province.

In summary, the project team composed of a team leader, construction technician, environmental specialist, social specialist and finance and administrative officer will be coordinated by the Team Leader based in Buzi district who reports to the General Coordinator. The technical team will receive support from the MAHLAHLE programme team. The Finance and administrative officer under the supervision of the Administration and Finance specialist will carry out the day-to-day logistics and procurement needs of the project. The project will use a 1-months logistics and procurement plan that will be revised regularly to ensure that it meets the needs of the project. To implement the activities described in the contract, MAHLAHLE will apply the self-building approach, combined with BBB principals.

Team Leader: Civil Engineer – Mauricio Herculano: Coordinate all activities; Product quality control; Ensure that the established deadlines are met; Coordinate technical team at District level; Ensure the link with GREPOC and Local, Municipal, and District Institutions and other partners; Institutional and technical coordination with artisans

Civil engineer: Construction Technician – Djamilo Nhary: Ensure that all field activities are carried out following the appropriate technical construction standards; Ensure that the material is of quality and in sufficient quantities; Control the project budget at field level; Technical coordination with stores and artisans

Environmental Specialist: Ravy Serra: Ensure that all activities are carried out without endangering the environment with regard to obtaining the raw material of local materials, suitable places for the disposal of solid construction waste between others; Ensure that the places where housing is located are safe places follow the environmental standards used at the World Bank projects

Social Specialist: Marlen Ribeiro: Ensure activation and follow-up of Grievance Redress Mechanism; Ensure that all community engagement activities follow the social standards used at the World Bank projects

Finance and administrative officer: Agira Assane: Ensure all procurement, financial management and administration activities using the World Bank procedures

7. The schedule of respective activities.

