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ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

CLEAR-AA

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WITWATERSRAND UNIVERSITY

CENTRE FOR LEARNING ON EVALUATION & RESULTS FOR ANGLOPHONE AFRICA

[Final]

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

September 14, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The International Bank for Reconstruction and Development and the International Development Association (the "Bank") acting as administrator of the Global Evaluation Initiative Multi-Donor Trust Fund (Trust Fund No. TF073590) has agreed to provide financing to the University of the Witwatersrand, located in Johannesburg, South Africa (the "Recipient" or "Witwatersrand") for the regional monitoring and evaluation capacity development program Monitoring And Evaluation Capacity Building In Anglophone Africa (P177221) (the "Project"), which will be implemented through the Center for Learning on Evaluation and Results for Anglophone Africa ("CLEAR AA").

2. The Recipient, through CLEAR AA, shall implement material measures and actions so that the Project is implemented in accordance with the applicable Environmental and Social Standards (**ESSs**) of the World Bank's Environmental and Social Framework (ESF). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these.

3. The Recipient, through CLEAR AA, is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the University referenced in 1. above.

4. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *Bank* by Witwatersrand, as required by the ESCP and the conditions of the legal agreement, and the *Bank* will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.

5. As agreed by the *Bank* and Witwatersrand, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the *Bank* and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the *Bank* and the Recipient. The Recipient will promptly disclose the updated ESCP.

6. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, *Witwatersrand University* shall implement actions and measures if needed to address such risks and impacts.

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBILE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	**REGULAR REPORTING** Prepare and submit to the Bank Annual Reports on the social performance of the Project, including but not limited to the implementation of the ESCP and functioning of the grievance mechanism and inclusion measures of underserved groups	Annual reporting throughout the project implementation.	Witwatersrand University
B	**INCIDENTS AND ACCIDENTS** Promptly notify the Bank of any incident or accident related to the Project which is likely to have an impact on the public or project workers. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.	Notify the Bank within 48 hours after learning of the incident or accident. A report would be provided within a timeframe acceptable to the Bank, as requested.	Witwatersrand University
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBILE ENTITY/AUTHORITY
1.1	**ORGANIZATIONAL STRUCTURE** Assign and maintain two CLEAR-AA staff (Executive Manager and Senior OD Coordinator), as well as two HR staff (Human Resources Manager; Human Resources Officer) and one from legal services (Legal Advisor) within the University with sufficient qualification on labor and social issues, to manage labor and stakeholder issues, project's grievance mechanism, and ensure that project beneficiaries include those who represent underserved demographics, geographies, and sectors, in a manner acceptable to the World Bank.	I Implementation arrangements, including staff assignment with E&S responsibilities will be put in place within 30 days of the respective Grant Agreement Effective Date, and be maintained throughout Project implementation.	Witwatersrand University
1.2	**TECHNICAL ASSISTANCE** Ensure that Terms of Reference and other documents for technical assistance activities are drafted so that the support provided is consistent with ESSs 1 – 10 and the TORs are acceptable to the Bank.	Preparing terms of reference, acceptable to the Bank, before initiating the respective procurement or procurement processes.	Witwatersrand University
1.3	**MANAGEMENT TOOLS AND INSTRUMENTS** No free-standing environmental and social instrument will be prepared, but adherence to applicable ESF standards, particularly ESS 2, 4, and-10, as well as those related to inclusion/representation in the scholarship program and other training activities, will be assessed through periodic monitoring, and reported in program reports and the Annual Report	Throughout the project implementation.	Witwatersrand University
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBILE ENTITY/AUTHORITY
2.1	**LABOR MANAGEMENT PROCEDURES** Ensure that the relevant aspects of ESS2 apply to project workers, including, inter alia, measures to ensure their health and safety, prevent and address Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH), gender discrimination, and measures to prevent COVID19 transmission between project workers and beneficiaries, as reflected in the terms of references for the grant activities. The project workers will be subject to the code of conduct with provisions to prevent SEA and SH risks, following the following policies and procedures of the University and ESS2 ➢ 01: Disciplinary process for Gender-Related Misconduct ➢ 02: WITS Sexual Harassment Policy ➢ 03: Policy on Sexual and Romantic Relationships between Staff and Undergraduates ➢ 04: Anti-Discrimination Policy and Procedures ➢ 05: Policy on Declaration of Interests ➢ 06: Information Brief – PSEA Assessment Toolkit. Assign one qualified member of the project management team to take up the responsibility for managing labor-related issues arising under the project, such as sexual harassment and discrimination, to ensure compliance with the policies of the Witwatersrand University and applicable standards of the ESF.	Throughout the project implementation Staff member to be assigned within 30 days of grant effectiveness and continued throughout project implementation (Staff already appointed and assigned)	Witwatersrand University

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBILE ENTITY/AUTHORITY
2.2	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish, maintain, and operate a project grievance mechanism for the period of the grant consistent with ESS2 and ESS10. Labor-related grievances will be handled through this project mechanism as well.	Established upon grant effectiveness and maintained throughout project implementation (Staff already appointed and assigned).	Witwatersrand University
2.3	**OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES** The project is not expected to have occupational health and safety issues through its designed activities given the largely virtual nature of planned activities. Where face to face events are planned, the project will follow relevant technical advisory and guidelines issued in South African Government and by World Health Organization for stakeholder engagement in the current COVID-19 pandemic situation, as well as World Bank ESF.	*Throughout the project implementation*	Witwatersrand University

ESS 4: COMMUNITY HEALTH AND SAFETY [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See examples below].			
4.2	**GBV AND SEA RISKS** The risks are possible among project staff. The project will i) hold training to raise awareness among its staff on the risks and the requirements of the relevant policies, staff rules of the University and ESF, and ii) address any such issues through its assigned staff. Follow national COVID-19 related restrictions, guidelines, and other related requirements and relevant advisory and guidelines issued by WHO	*Throughout project implementation, with at least one training taking place upon grant effectiveness*.	Witwatersrand University

ESS 7	**INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES**		N/A
	Not relevant. However, training activities are open to participants around the region, and potential TA beneficiaries could include members from Sub-Saharan African Historically Underserved Traditional Local Communities and/or institutions such as NGOs or thinktanks who may work and represent their interests. Therefore, the project will give special considerations in their program design and information dissemination on the engagement of the project activities to facilitate their participation in the training programs.	Throughout the project implementation	Witwatersrand University

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION** Ensure that the grant activities incorporate stakeholder engagement and information disclosure in a manner consistent with ESS 10. This should include sharing information and consulting on the purpose, nature and scale of the grant activities, duration, potential risks and impacts, engagement processes and how stakeholders can participate and a means by which complaints/grievances can be raised, with a social inclusion consideration in the program dissemination efforts for beneficiaries who represent underserved demographics, geographies, and sectors, and potential Sub-Saharan African Historically Underserved Traditional Local Communities groups.	On-going and throughout the project implementation	Witwatersrand University

10.2	**PROJECT GRIEVANCE MECHANISM**: Receive and resolve any complaints submitted in relation to the grant activities, in accordance with ESS10 and ESS2, in a manner acceptable to the World Bank. The project will follow existing GRM policies and mechanisms of the University. Additionally, the project will establish a GRM with the following actions: • One member of the project management team will be assigned the responsibility to manage grievance resolution under the project, in a manner consistent with the ESS10 of the ESF. • All grievances will be registered, classified, and the project will keep a grievance log for their record, which will be included in regular reporting described in Section A above. • All grievances will be deliberated and addressed in a transparent and timely fashion. The complainant will be informed of the resolution response. • Maintain an updated list of service providers that can be used to refer potential victims of sexual harassment. • If the complainant is not satisfied with the resolutions under the project, he or she can continue, at their own liberty, to appeal their cases under legal channels and means available under the laws of the country. • The project will maintain the identities of sexual harassment victims/complainants as confidential.	The grievance mechanism should be in place and publicly disclosed on the CLEAR AA's website no later than 30 days of the Grant Agreement Effective Date and maintained throughout the project implementation	Witwatersrand University

	The above GRM will be summarized in a separate document. Following the Bank's clearance, the document will be uploaded and disclosed publicly on the University's website.		