

AFRICAN CENTER FOR HIGHER EDUCATION IN MANAGEMENT (CESAG)

Evaluation Capacity Building in Francophone Africa (P178506)

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

July 19, 2022

(revised in 2026)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The African Center for Higher Education in Management (Centre Africain d'Etudes Superieures en Gestion (CESAG)) shall implement the Evaluation Capacity Building in Francophone Africa (the Project) as set out in the Grant Agreement. The International Bank for Reconstruction and Development/International Development Association acting as administrator of the Global Evaluation Initiative Multi-Donor Trust Fund (Trust Fund No. TF TF073590 (hereinafter the Bank) has agreed to provide financing for the Project as set out in the referred agreement.
2. CESAG 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 Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that CESAG 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.
4. As agreed by the Bank and CESAG, 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, CESAG shall agree to the changes with the Bank and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Bank and CESAG and CESAG shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
MONITORING AND REPORTING				
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank Annual Reports on the environmental, social, health, and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, operation of the grievance mechanism, and measures to promote the inclusion of different demographics and underserved groups in carrying out grant activities.</p>	Starting from the Grant Agreement Effective Date, Annual reporting throughout Project implementation.	CESAG	
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any incident or accident related to the Project which has or is likely to have a significant adverse impact on the environment, affected communities, 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.</p>	Notify the Bank within 48 hours after learning of the incident or accident. A report shall be provided within a timeframe acceptable to the Bank, as requested.	CESAG	No incidents occurred.
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS				

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Assign and maintain staff, 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 Bank.</p>	Implementation arrangements, including staff assignment with E&S responsibilities shall be put in place within 30 days of the Grant Agreement Effective Date, and shall be maintained throughout Project implementation.	CESAG	The administrative and financial manager has been assigned the E&E referent.
1.2	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that incorporate the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the technical assistance activities are consistent with the ESSs.</p>	<p>Throughout Project implementation.</p> <p>Preparing ToRs, acceptable to the Bank, before initiating the procurement process for the technical assistance activities.</p>	CESAG	Activities TORs are systematically submitted to the TTL NO

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Requirements of relevant ESSs are described below. No free-standing E&S instruments 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 program and other training activities, will be assessed through periodic monitoring, and reported in Annual Reports (see section A above).</p>	Throughout Project implementation.	CESAG	The Centre complies with relevant ESS standards, as well as those relating to inclusion/representation in the programme and other training activities.
ESS 2: LABOR AND WORKING CONDITIONS				

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
			and financial manager has been assigned as the E&E referent.

<p>2.2</p>	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Enable workers to benefit from access to grievance mechanisms without fear of retaliation, effective freedom to form and join workers organizations, and alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions, consistent with ESS2 requirements.</p> <p>Establish, maintain, and operate a Project grievance mechanism throughout Project implementation consistent with ESS2. Labor-related grievances shall be handled through this mechanism as well.</p>	<p>Established within 30 days of the Grant Effective Date and maintained throughout Project implementation.</p>	<p>CESAG</p>	<p>This mechanism is in place at the CESAG Host level. There is a social dialogue committee that is responsible for receiving and handling any complaints from staff relating to employment conditions, safety, etc. There is also a disciplinary committee that is responsible for investigating and sanctioning any behavior that does not comply with CESAG's</p>
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			<p>internal regulations and code of ethics. In addition to this CESAG system, which is widely publicized and well known to all staff, there is also a system in place at the project level. Signs and posters are displayed in offices, reminding anyone in need of the name and contact details of the person in charge.</p> <p>However, no complaints regarding grant selection process or</p>
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
				other staff grievance have been filed.
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>The Project is not expected to have significant occupational health and safety issues through its designed activities given the largely virtual nature of planned activities. Where face to face events are planned, CESAG shall follow relevant technical advisory and guidelines issued by the government of Senegal and other participating countries, and by World Health Organization for stakeholder engagement in the current COVID-19 pandemic situation, all consistent with ESS2 and in a manner acceptable to the Bank.</p>	Throughout Project implementation	CESAG	OHS/COVID: no longer a concern.

ESS 4: COMMUNITY HEALTH AND SAFETY	
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<p>4.2</p>	<p>COMMUNITY HEALTH AND SAFETY INCLUDING GBV AND SEA/SH MEASURES</p> <p>To address any SEA/SH risks among Project workers and beneficiary participants, CESAG shall i) hold training(s) to raise awareness among its staff on the risks and the policy requirements, including codes of conduct and provisions to prevent and respond to SEA/SH; and ii) address any such issues through its assigned staff in accordance with pre-established procedures, in a manner acceptable to the Bank.</p> <p>To address any COVID-related risks among Project workers and beneficiary participants, CESAG shall follow national COVID-19 related restrictions, guidelines, and other related requirements and relevant advisory and guidelines issued by WHO.</p>	<p>Throughout Project implementation with at least one training taking place following the Grant Effective Date.</p>	<p>CESAG</p>	<p>The internal regulations and code of ethics define CESAG's policy on SEA/SH. These documents prescribe what to do in SEA/SH situations, including how to report incidents, who to report them to, etc. Staff are made aware of these documents and procedures at monthly staff meetings and other occasional staff gatherings. In addition, at the project level, the FM</p>
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				<p>manager is in charge.</p> <p>No such risks have been raised.</p> <p>COVID: no longer a concern.</p>
ESS 7	INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	<p>Not relevant. However, training activities are open to participants in Senegal and other eligible countries, and potential beneficiaries could include members from indigenous peoples, Sub-Saharan African historically underserved traditional local communities, or institutions who may work and represent their interests. Therefore, CESAG shall give special considerations in line with ESS7 in the program design and information dissemination on the engagement of the project activities to facilitate their participation in the training programs.</p>	Throughout the Project implementation	CESAG	

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE	
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10.1	<p>STAKEHOLDER ENGAGEMENT DURING PREPARATION AND IMPLEMENTATION</p> <p>Ensure that the Project activities conduct stakeholder engagement and information disclosure in a manner consistent with ESS 10 and acceptable to the Bank. Consultations shall follow the requirements of ESS 10, including but not limited to the following:</p> <ol style="list-style-type: none"> 1. CESAG shall engage with stakeholders throughout the Project life cycle, commencing such engagement as early as possible in the Project development process and in a timeframe that enables meaningful consultations with stakeholders on Project design. 2. CESAG shall engage in meaningful consultations with all stakeholders. CESAG shall 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>Stakeholder engagement shall be based on the mapping of stakeholders, with a social inclusion consideration in the program dissemination efforts for beneficiaries who represent underserved demographics, geographies, and sectors, and indigenous groups.</p>	Throughout the Project implementation.	CESAG	
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10.2	<p>PROJECT GRIEVANCE MECHANISM (GM): Receive and resolve any complaints submitted in relation to the Project, including labor-related complaints referenced in Section 2.2 above, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Project, at no cost and without retribution, in accordance with ESS10 and ESS2, in a manner acceptable to the Bank.</p> <p>The Project shall maintain and implement existing GM policies and mechanisms of CESAG, complemented by applicable measures from ESS10, as needed. The Project shall establish a Project GM with the following actions:</p> <ul style="list-style-type: none"> • One member of the Project management team shall be assigned the responsibility to manage grievance resolution under the Project, in a manner consistent with the ESS10. • CESAG shall inform relevant stakeholders about the GM in the course of its community engagement activities. • All grievances shall be registered, classified in accordance with the principle of confidentiality, and the Project shall keep a grievance log for their record, which shall then be included in regular reporting described in Section A above. • All grievances shall be deliberated and addressed in a transparent and timely manner. The complainant shall be informed of the resolution response. • The GM shall also include a process for handling sensitive 	<p>The grievance mechanism shall be in place and publicly disclosed on the CESAG website within 30 days of the Grant Agreement Effective Date and maintained throughout the Project implementation</p>	<p>CESAG</p>	<p>Put in place project level GM; however, no complaints regarding grant selection process or other staff grievance have been filed.</p>
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	<p>complaints, such as those involving SEA/SH in a safe and confidential manner, including through the timely referral of survivors to GBV service providers.</p> <ul style="list-style-type: none">• Maintain an updated list of service providers that can be used to refer potential victims of GBV and SEA/SH.• Maintain the GM users' identity as confidential, and accept anonymous complaints. <p>The above GM shall be summarized in a separate document. Following the Bank's clearance, the document shall be uploaded and disclosed publicly on CESAG website.</p>			
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