

# **Inter University Council for East Africa (P178159)**

## **ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)**

**December 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Inter University Council for East Africa (IUCEA) will implement the Horn of Africa Coordination Support Team Fiduciary Institution (the **Project**). The International Bank for Reconstruction and Development and the International Development Association, acting as administrator of the Horn of Africa Umbrella Multi-Donor Trust Fund (hereinafter the Bank), has agreed to provide financing for the Project.
2. IUCEA will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). 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. IUCEA will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP.
4. IUCEA is responsible for compliance with all requirements of the ESCP.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by IUCEA 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.
6. As agreed by the Bank and IUCEA, 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, IUCEA 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 IUCEA. IUCEA will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, IUCEA shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include health, and safety impacts, gender-based violence etc.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the 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, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	IUCEA shall submit reports to the Bank every 6 months.	IUCEA
B	<p><b>INCIDENTS AND ACCIDENTS</b></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 effect on the environment, the affected communities, the public or workers including, but not limited to, road traffic accidents, and GBV cases, etc. 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.</p> <p>Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>Submit report to the Bank on timeframe specified by the Bank.</p>	IUCEA
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The IUCEA shall identify and monitor environmental, social and health and safety risks related to the Project. It is anticipated that no additional staff will need to be assigned/hired to work on the Project in order to assess and manage the environmental and social risks.</p>	<p>The organizational structure shall be established within 60 days of Project effectiveness. The organizational structure shall be maintained throughout Project implementation.</p>	IUCEA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS</b></p> <p>Given the low level of risk, an ESIA/ESMP will not be prepared. The identified risks will be managed through measures outlined under other ESSs as described below.</p> <p>Ensure technical assistance activities including, inter alia, any studies, capacity building and training, are carried out in accordance with terms of reference acceptable to the Bank that incorporate the relevant requirements of the ESSs. Any outputs from the technical assistance activities, shall be consistent with the ESSs.</p>	Throughout Project implementation	IUCEA
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that all Project Workers consisting of direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2.</p> <p>IUCEA has an established HR manual that outlines the policies related to the recruitment of Project staff, the benefits, entitlements. These are in accordance with the host country (Uganda) legislation.</p>	Throughout Project implementation	IUCEA
2.2	<p><b>GRIEVANCE REDRESS MECHANISMS FOR PROJECT WORKERS</b></p> <p>IUCEA maintains a Grievance Redress Mechanism and a Whistleblowing Policy. These policies are documented in the IUCEA and East African Community (EAC) Staff Handbooks. IUCEA shall adopt and operate a workers grievance mechanism where workplace concerns will be addressed in line with the provisions of the IUCEA and EAC Staff Rules and Regulations, provisions of ILO and the Uganda labor laws, and in a manner consistent with ESS2.</p>	Throughout Project implementation	IUCEA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.3 <b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b>                      Implement occupational, health and safety (OHS) plan to include Covid 19 related risk control measures for work related travel, conferences, meetings, face to face instruction, demonstrations, readiness and response exercises and any location designated as a place of work for the Project.</p> <p>The office has put in place the necessary COVID-19 prevention measures including provision of sanitizers, adequate handwash stations and requirements for face masks while in the office complex and enforcing physical distancing protocols in IUCEA. During external meetings/workshops, Project workers are expected to follow the workplace protocols and the guidelines from the host countries.</p>	<p>Throughout Project implementation</p>	<p>IUCEA</p>
<p><b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 4: COMMUNITY HEALTH AND SAFETY</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 8: CULTURAL HERITAGE</b></p>		
<p>This standard is not currently relevant.</p>		
<p><b>ESS 9: FINANCIAL INTERMEDIARIES</b></p>		
<p>The standard is not relevant. The use of Financial Intermediaries is not being considered.</p>		
<p><b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT</b></p> <p>Project Affected Parties and other interested parties shall be engaged during planning and execution of Project activities, monitoring and evaluations and as part of capacity building activities using the following modes of engagement:</p> <ul style="list-style-type: none"> <li>• Project inception and progress meetings</li> <li>• Video calls</li> <li>• Project communications</li> </ul> <p>IUCEA shall ensure that engagement activities are undertaken in a timely manner throughout the Project lifecycle, in an understandable, accessible and appropriate manner and format to inform the identification of environmental and social risks and to inform Project design and outcomes.</p>	Throughout Project Implementation	IUCEA
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <p>IUCEA will operationalize the Grievance Redress Mechanism (including Whistle Blowing Policy) to receive and facilitate timely resolution of Project concerns from stakeholders.</p>	Throughout Project implementation	IUCEA
10.4	<p><b>MONITORING AND REPORTING</b></p> <p>IUCEA shall report on Project activities, including engagement with stakeholders of all types, in the technical progress reports submitted to Bank. These reports will include additional details regarding the specific stakeholders with whom the Project team has engaged during the reporting period, outcomes of engagement and plans for engagement in the coming period.</p>	Every 6 months as part of the regular Project reporting throughout Project implementation	IUCEA
<b>CAPACITY SUPPORT (TRAINING)</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS1	<p>No further capacity support training has been identified. However, should the scope of the Project change the capacity of IUCEA to manage the Environmental and Social Risks will be assessed and any required capacity building measures will be agreed and implemented.</p> <p>Staff will be given orientation to ensure to keep them updated on the key areas identified above</p>	Throughout Project Implementation	IUCEA