

**Republic of South Sudan
Ministry of Public Service and Human Resource
Development (MoPSHRD)**

**Building Institutional Foundations for an Effective
Public Service
(P500500)**

Negotiated

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

11 April 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of South Sudan (the Recipient) will implement the Building Institutional Foundations for an Effective Public Service Project (P500500) (the Project), with the involvement of the Ministry of Public Service and Human Resource Development (MoPSHRD), as set out in the Financing Agreement. The International Development Association (the Association), has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient 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 Financing 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 the Recipient 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. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESSs, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's designated official, the Director General for Human Resource, Ministry of Public Service and Human Resource Development. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association 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, and functioning of the grievance mechanism(s), and Gender & GBV performance.</p>	Submit quarterly and annual reports to the Association throughout Project implementation, commencing after the Effective Date.	Project Management Unit (PMU) Ministry of Public Service and Human Resource Development (MoPSHRD)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association 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, inter alia, including sexual exploitation and abuse (SEA)/sexual harassment (SH), accidents that result in death, serious or multiple injury, among others. Provide sufficient detail regarding the scope, severity, and possible causes of 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/or Implementing Partner, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within fifteen (15) days or within a timeframe acceptable to the Association.</p>	PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit with qualified E&S staff, including one Environmental and Social Specialist, and allocate resources to support management of ESHS risks and impacts of the Project.</p>	Establish a PMU and hire or assign the Environmental and Social Specialist within three months from the Effectiveness Date and thereafter maintain this position and the PMU throughout Project implementation.	PMU
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 Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	PMU
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that all government, direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2.</p> <p>Ensure that working conditions and the management of worker relationships such as the protection of the workforce, grievance mechanisms, rights to regular payment, hours of work, overtime, adequate rest, Occupational Health and Safety (including special provisions for hazardous work), benefits such as annual, sick, maternity and family leave, rights to organize and timely notice of termination, are implemented in accordance with the requirements of ESS2.</p>	Throughout Project implementation.	PMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>MoPSHRD shall adopt and operate a workers grievance mechanism where workplace concerns will be addressed in line with the provisions of the Republic of South Sudan labor laws, and in a manner consistent with ESS2.</p>	The grievance mechanism shall be operational prior to engaging Project workers and thereafter be maintained and operated throughout Project implementation.	PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	This standard is not currently relevant. However, it is expected that activities under subcomponent 1.2 may generate e-waste, as such a simple e-waste management mitigation measures will be prepared and incorporated in the POM.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>The project activities will not have adverse community health and safety risks as no civil works will be financed and no direct interaction with communities is expected. However, the standard is considered relevant due to potential spread of disease, road safety and emergency response associated with the training activities. Where relevant, the project shall implement simple OHS, road safety, and waste management measures proportionate to the risks and impacts of the project, and consistent with ESS4.</p>	Throughout Project implementation	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not currently relevant.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not currently relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES.			
7.1	<p>The Recipient will need to provide adequate, culturally appropriate forms of meaningful consultations and linguistically relevant content on the development of the strategies to reform the civil Service.</p> <p>No Stand-alone IPP is required.</p>	Throughout Project implementation	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
	This standard is not currently relevant		PMU
ESS 9: FINANCIAL INTERMEDIARIES			
	The standard is not relevant. The use of Financial Intermediaries is not being considered.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>The Project shall set up adequate and transparent stakeholder communication. and consultation procedures. ensure that project activities incorporate stakeholder engagement and information disclosure in a manner consistent with ESS10. This should include identifying the project stakeholders, sharing information, and consulting them on the purpose, nature and scale of the project activities, duration, E&S risks and impacts, engagement processes and ways to participate, and means to submit inquiries and complaints, with a social inclusion approach in the program dissemination efforts for potential beneficiaries from underserved demographics, geographies, and sectors.</p>	Throughout Project implementation	PMU
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>	A Grievance Mechanism shall be established prior to the start of activities under component 2 and 3 and thereafter be maintained and operational throughout Project implementation.	PMU
CAPACITY SUPPORT			
CS1	<p>Conduct capacity building training for targeted groups, including, Project workers and Project staff, stakeholders, communities on:</p> <ul style="list-style-type: none"> Stakeholder mapping and engagement. Occupational and Community Health and Safety including safe working procedures. 	Throughout Project implementation	PMU