

**University of Bern
International Program for Development
Evaluation**

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

July 29, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. *University of Bern will implement the International Program for Development Evaluation Training Project (the **Project**). 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. 073590) (*hereinafter the Bank*) has agreed to provide financing for the Project (P175787).*
2. *University of Bern 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. *University of Bern will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP.*
4. *University of Bern 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.*
5. *Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *Bank* by University of Bern 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 *University of Bern*, 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, UNIVERSITY OF BERN 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 *University of Bern*. The *University of Bern* 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, University of Bern shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.*

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|--|---|------------------------------|
| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank, as part of the overall project progress reporting, reports on the social performance of the Project, including but not limited to the implementation of the ESCP, functioning of the grievance mechanism. and the inclusion of underserved groups.</p> | Annual reporting throughout the project implementation. | <i>University of Bern</i> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>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.</p> | 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. | <i>University of Bern</i> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>The responsibilities to address labor and stakeholder risks, the management of the project's grievance mechanism, while prioritizing beneficiaries who represent underserved demographics, geographies, and sectors, will be assigned to UNIVERSITY OF BERN staff with sufficient training and qualification in managing E&S risks, acceptable to the World Bank.</p> | Implementation arrangements, including staff assignment with E&S responsibilities will be put in place within 30 days of the respective Grant Agreement effectiveness, and be maintained throughout Project implementation. | <i>University of Bern</i> |
| 1.2 | <p>TECHNICAL ASSISTANCE</p> <p>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.</p> | University of Bern prepares terms of reference, acceptable to the Bank, before initiating the respective procurement or procurement processes. | University of Bern |

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| 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 ESS1-10, particularly as 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.</p> | Throughout project implementation. | |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | <p>LABOR MANAGEMENT PROCEDURES</p> <p>Ensure that the relevant aspects of ESS2 apply to project workers, including, inter alia, measures to ensure their health and safety, Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH), 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 GBV and SH already established with the University of Bern.</p> <p>Assign one qualified member of the project management team to take up the responsibility for managing labor-related issues, such as gender-based violence (GBV) and discrimination, to ensure compliance with governing policies and procedures.</p> | <p>Throughout the project implementation</p> <p>Staff member to be assigned within 30 days of grant effectiveness and continued throughout project implementation.</p> | <i>University of Bern</i> |
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for the period of the grant consistent with ESS2. The Project's GRM. Labor-related grievances will be handled through this mechanism.</p> | Upon grant effectiveness and maintained throughout project implementation. | <i>University of Bern</i> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|--|--|------------------------------|
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>The project is not expected to have occupational health and safety issues through its design activities given the virtual nature of planned activities. Where face to face interactions are planned, the University of Bern will follow relevant technical advisory and guidelines issued in Switzerland Government and by World Health Organization for stakeholder engagement in the current COVID-19 pandemic situation, as well as World Bank ESF.</p> | N/A | N/A |
| <p>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].</p> | | | |
| 4.2 | <p>GBV AND SEA RISKS</p> <p>Hold training to raise awareness among staff on GBV and SEA/SH risks and address any related concerns through the relevant, assigned staff.</p> | Throughout project preparation and implementation, with at least one training taking place upon grant effectiveness. | University of Bern |
| <p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION</p> <p>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 indigenous groups.</p> | Throughout project implementation. | University of Bern |

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| <p>10.2</p> | <p>PROJECT GRIEVANCE MECHANISM:</p> <p>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.</p> <p>The project will follow existing GRM policies and mechanisms of the university. Additionally, the project will establish a GRM with the following actions:</p> <ul style="list-style-type: none"> • 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, 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 GBV service providers, which can be used to refer potential survivors of GBV-related events. <p>The project will maintain the GRM users' identity as confidential. 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 Center's website.</p> | <p>The grievance mechanism should be in place and publicly disclosed on the Center's website within 30 days of signing the grant agreement.</p> | <p>University of Bern</p> |
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