

**African Union Commission**

**Africa Think Tank Platform (ATTP) Project  
(P179804)**

**Negotiated**

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

September 26, 2023

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The African Union Commission (the Recipient) will implement the Africa Think Tank Platform (ATTP) Project (the Project), with the involvement of the African Union Commission (AUC), as set out in the Financing Agreement. The International Development Association (the Association), acting as the administrator 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 ESS, 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 Program changes and unforeseen circumstances or in response to Project performance. In such circumstances, the African Union Commission (AUC) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the African Union Commission (AUC) designated official. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance redress mechanisms.</p>	<p>Submit bi-annual reports to the Association throughout Program implementation, commencing after the project effectiveness. Submit each report to the Association no later than 21 days after each reporting period ends.</p>	<p>Partnership Management and Resource Mobilization (PMRM)/ Human Resource Management (HRM)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></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, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. 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 supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident including a root cause analysis, proposals for measures to prevent recurrence, and keep the Association informed of the ongoing implementation of the said measures or plans. The report shall provide sufficient details regarding the incident or accident, indicating immediate measures taken or planned to address it, and any information provided by any contractor and supervising entity, as appropriate.</p>	<p>Notify the Association no later than 48 hours (24 hours for SEA/SH incidents) after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	<p>PMRM</p>
C	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>Notify the Association no later than 48 No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>PMRM</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE</b> Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the project including a qualified E&S focal person.	Assign the E&S focal person prior to Project Effective Date, and thereafter maintain it throughout Project implementation.	PMRM
1.2	<b>TECHNICAL ASSISTANCE</b> Ensure that the capacity building activities and technical assistance (TA) under the Project are done in accordance with terms of reference acceptable to the Association, consistent with the ESF. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	PMRM
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety protocol (including proper fire safety and ventilation procedures), code of conduct (including relating to SEA and SH), and grievance arrangements for Project workers.	Adopt LMP prior to project effectiveness and thereafter implement and monitor throughout Project implementation	PMRM/HRM
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PMRM
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Implement the capacity building activities, including the terms of reference, work plans, or other documents defining the scope and outputs of technical assistance activities, and the purchase of few ICT equipment, as per the ESS3 requirements, good industry practices as well as WBG EHS Guidelines.	Throughout Project implementation.	PMRM
<b>ESS 4: COMMUNITY HEALTH AND SAFETY: This standard is not relevant for the Project</b>			
	<b>COMMUNITY HEALTH AND SAFETY</b> Proportionate to the potential moderate risks of SEA/SH, the AUC will	Throughout Project Implementation	PMRM

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>be expected to ensure preventive measures are in place to address related risks during implementation. Specifically,</p> <ul style="list-style-type: none"> <li>ensure that the codes of conduct and SEA/SH prevention provisions are integrated into all contractual and contracting documents (ToRs, tender documents, Partnership Performance Agreements, and workers’ contracts)</li> <li>tailored grievance mechanism for the project workers with a confidential venue of accountability to address issues related to SEA/SH need to be availed and operationalized during project implementation</li> <li>ensure all staff are sensitized and trained on SEA/SH risks and sign the code of conduct before starting to work on any project activities.</li> </ul>		
<p><b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT:</b> This standard is not relevant.</p>		
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES:</b> This standard is not relevant.</p>		
<p><b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES:</b> This standard is not relevant.</p>		
<p><b>ESS 8: CULTURAL HERITAGE:</b> This standard is not relevant.</p>		
<p><b>ESS 9: FINANCIAL INTERMEDIARIES:</b> This standard is not relevant.</p>		
<p><b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>		
<p>10.1 <b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare and adopt an abbreviated Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, including measures to, inter alia, 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>	<p>Adopt SEP prior to appraisal and implement the SEP throughout Program implementation.</p>	<p>PMRM</p>
<p>10.2 <b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance redress 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, as part of the SEP.</p> <p>The grievance redress 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>	<p>Establish the grievance redress mechanism four weeks after the Project effectiveness date and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>PMRM</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>CAPACITY SUPPORT</b>			
CS1	<p>The Recipient shall ensure that the AUC staff is adequately trained on an ongoing basis regarding the application of relevant ESSs.</p> <p>More specifically, the AUC shall provide a refresher training on existing AUC policy and WB ESF, including on:</p> <ul style="list-style-type: none"> <li>• stakeholder engagement</li> <li>• labor management procedure including OHS aspects</li> <li>• Grievance mechanism</li> </ul>	Annually throughout project implementation	PMRM