

**École Nationale d'Administration Publique**

**ENAP Global Action for Capacity Building in  
Monitoring and Evaluation  
Additional Financing**

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

**Updated  
23 April 2026**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The École Nationale d'Administration Publique (ENAP) is implementing the Global Action for Capacity Building in Monitoring and Evaluation Project (the Project), as set out in the Original Grant Agreement (the Agreement[s]). The International Bank for Reconstruction and Development/International Development Association (the Bank) , acting as the administrator of the Global Evaluation Initiative Multi-Donor Trust Fund (Trust Fund No. 073590), has agreed to provide the original financing and additional financing for the Project (P177237), as set out in Agreement[s].
2. ENAP 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that ENAP shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, ENAP shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and ENAP, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and ENAP agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and ENAP's Representative specified in the Agreement. ENAP shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT<sup>1</sup></b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the existing ENAP organizational structure which includes a dedicated E&amp;S focal point responsible for supporting the management of environmental, social, health and safety (E&amp;S) risks and impacts of the project</p>	The E&S focal point has been assigned and shall be maintained throughout project implementation	ENAP
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> <li>• Training for PIU staff, stakeholders, Project workers on stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response</li> <li>• Codes of conduct,</li> <li>• SEA/SH,</li> <li>• Grievance Mechanism with referral pathways for SEA/SH</li> </ul>	Provide training regularly throughout Project implementation.	ENAP
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank, regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of implementation of the ESCP,</li> <li>• Summary of stakeholder engagement activities,</li> <li>• Complaints submitted to the grievance mechanism,</li> <li>• Number and status of resolution of incidents reported under action D below.</li> </ul>	Annual reporting throughout the project implementation.	ENAP

<sup>1</sup> For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>INCIDENTS AND ACCIDENTS</b></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.	ENAP
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>Assign and maintain ENAP staff, with sufficient qualification and experiences on labor and social issues, to be responsible for and manage labor and stakeholder issues under the project, project’s grievance mechanism, and ensure that project beneficiaries include those who represent underserved demographics, geographies, and sectors, in a manner acceptable to the World Bank.</p>	Implementation arrangements, including staff assignment with E&S responsibilities will be maintained throughout the Project Implementation.	ENAP
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that the relevant aspects of ESS2 apply to project workers, including, inter alia, measures to ensure their health and safety, against 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.</p> <p>The project workers will be subject to the code of conduct with provisions to prevent SEA and SH risks, following policies and procedures of the university and ESS2.</p> <p>Assign one qualified member of the project management team to take up the responsibility for managing labor-related issues, such as SEA, SH and discrimination, to ensure compliance with relevant laws of Canada and ESF.</p>	Maintain the established procedure and designated personnel to ensure responsibility and compliance with relevant Canadian legislation and the ESS2 throughout the project implementation	ENAP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>The project is not expected to have occupational health and safety issues given the nature of the project activities. Where face to face interactions are planned, ENAP will follow relevant technical advisory and guidelines issued by the Government of Canada and governments of any beneficiary countries where these face-to-face interactions take place, as well as World Bank ESF.</p>	Throughout project implementation	ENAP
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Maintain, and operate a project grievance mechanism for project workers as per ENAP's existing grievance management system that includes dedicated GM channels for project workers and referral pathways for grievances related to Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH).</p>	Maintain and adapt ENAP's existing grievance management mechanism and operate it throughout Project Implementation.	ENAP
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: NOT RELEVANT</b>			
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>SEA AND SH RISKS</b></p> <p>While the risk of Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) cannot be entirely excluded, it is considered low due to the nature of the project activities which involves delivery of trainings and the professional context in which they are implemented. ENAP staff are expected to adhere to the institution's staff rules and codes of conduct, which promote respectful and professional behavior at all times.</p> <p>The project will (i) provide training to raise awareness among its staff on SEA/SH risks and on the requirements of relevant ENAP policies, staff rules, and the World Bank Environmental and Social Framework (ESF), and (ii) ensure that any such issues are addressed promptly through designated staff and appropriate internal mechanisms.</p>	Maintain and adapt ENAP's institutional staff rules and codes conduct throughout the project implementation.	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT: NOT RELEVANT</b>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES: NOT RELEVANT</b>			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	Not relevant. However, potential project beneficiaries could include members from indigenous groups, Sub-Saharan African Historically Underserved Traditional Local Communities and/or institutions such as NGOs or thinktanks who may work and represent their interests. Therefore, the project will give special considerations in their program design and information dissemination on the engagement of the project activities to facilitate their participation in the training programs.	Throughout project implementation	ENAP
<b>ESS 8: CULTURAL HERITAGE NOT RELEVANT</b>			
<b>ESS 9: FINANCIAL INTERMEDIARIES NOT RELEVANT</b>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Ensure that the grant activities incorporate stakeholder engagement and information disclosure in a manner consistent with ESS 10. This shall include 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>	Maintain the established procedure throughout Project Implementation	ENAP
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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 project will follow existing GRM policies and mechanisms of ENAP. Additionally, the project will establish a GRM with the following actions:</p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<p>Maintain the established processes, obligations, and assigned personnel throughout project implementation</p> <p>Maintain the operation of the grievance mechanism throughout project implementation</p>	ENAP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• All grievances will be registered, classified and the project will keep a grievance log for their record, which will be included in regular reporting described in Section A above.</li> <li>• All grievances will be deliberated and addressed in a transparent and timely fashion. The complainant will be informed of the resolution response.</li> <li>• Maintain an updated list of SEA/SH service providers, which can be used to refer potential survivors of SEA/SH-related events.</li> <li>• The project will maintain the GRM users' identity as confidential and accept anonymous complaints.</li> </ul> <p>The above GRM will be summarized in a separate document. Following the Bank's clearance, this document will be uploaded and disclosed publicly on ENAP's website.</p>		
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>		
<p>The following actions are indicators for implementation readiness:</p> <p>Operate and maintain and disseminate ENAP's grievance mechanism with referral pathways for SEA/SH</p>		