



Appraisal Environmental and Social Review Summary

Appraisal Stage

(ESRS Appraisal Stage)

Date Prepared/Updated: 03/04/2024 | Report No: ERSRA03333



I. BASIC INFORMATION

A. Basic Operation Data

Operation ID	Product	Operation Acronym	Approval Fiscal Year
P500500	Investment Project Financing (IPF)	BIFEPS	2024
Operation Name	Building Institutional Foundations for an Effective Public Service		
Country/Region Code	Beneficiary country/countries (borrower, recipient)	Region	Practice Area (Lead)
South Sudan	South Sudan	EASTERN AND SOUTHERN AFRICA	Governance
Borrower(s)	Implementing Agency(ies)	Estimated Appraisal Date	Estimated Board Date
Republic of South Sudan	Ministry of Public Service and Human Resource Development	25-Mar-2024	30-May-2024
Estimated Decision Review Date	Total Project Cost		
12-Mar-2024	18,000,000.00		

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Proposed Development Objective

To strengthen institutional and human resource capabilities in selected sectors, for an effective public service.

B. Is the operation being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

Yes

C. Summary Description of Proposed Project Activities

[Description imported from the PAD Data Sheet in the Portal providing information about the key aspects and components/sub-components of the project]

The World Bank proposes a financing program based on three main pillars: i) improving the motivation of key government staff through the provision of performance-based incentives; ii) enhancing skills and knowledge to strengthen internal capacity; and iii) strengthening the current civil service framework and regulations. These pillars are interrelated: motivating key public servants in different sectors will incentivize them to enhance their knowledge and skills – and ensuring greater effectiveness of the civil service framework. As the capacity of internal staff is



strengthened, the level of external development assistance will be required. Additionally, the sequencing of reforms around pay and grading, pension policy, meritocratic HRM policy and procedures and their implementation will require careful attention. Pay and grading reforms need to be prioritized to be able to attract and retain early on the full range of skill sets required by the civil service.

D. Environmental and Social Overview

D.1 Overview of Environmental and Social Project Settings

[Description of key features relevant to the operation’s environmental and social risks and opportunities (e.g., whether the project is nationwide or regional in scope, urban/rural, in an FCV context, presence of Indigenous Peoples or other minorities, involves associated facilities, high-biodiversity settings, etc.) – Max. character limit 10,000]

The project aims to strengthen institutional and human resource capabilities in selected sectors to manage core public functions effectively. The project is nationwide and finances civil service salary and capacity building activities to strengthen the public service in selected ministries. It will be implemented in FCV country, and project interventions do not involve activities with direct impact on local communities and the biophysical environment.

D.2 Overview of Borrower’s Institutional Capacity for Managing Environmental and Social Risks and Impacts

[Description of Borrower’s capacity (i.e., prior performance under the Safeguard Policies or ESF, experience applying E&S policies of IFIs, Environmental and social unit/staff already in place) and willingness to manage risks and impacts and of provisions planned or required to have capabilities in place, along with the needs for enhanced support to the Borrower – Max. character limit 10,000]

The Ministry of Public Service doesn’t have experience in ESF. Given the cross-sectoral nature of the project, a streamlined and effective coordination body such as a Public Service Reform Secretariat, led by a Reform Coordinator reporting to an inter-agency Steering Committee, would be established. The Reform Secretariat will demand active participation, monitoring and leadership from the Ministry of Public Service and the Ministry of Finance and Planning, who would form the Steering Committee. A Project Implementation Unit (PIU) would be staffed with financial management (including grants management), procurement, M&E, communications, one environmental and social specialist, and technical staff representing the technical reform areas.

II. SUMMARY OF ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Low

A.1 Environmental Risk Rating

Low

[Summary of key factors contributing to risk rating, in accordance with the ES Directive and the Technical Note on Screening and Risk Classification under the ESF – Max. character limit 4,000]

The activities to be financed by the project are technical assistance, including improving compensation packages for select public servants that are directly involved in the implementation of strategic government reforms; Injecting specialized knowledge and skills to accelerate reform implementation; Implementing Young Professional and Training Program; Strengthening policy management capabilities at the center of government; Updating civil service legal and regulatory framework. The project finances capacity building without any on-the-ground activity with potential negative environmental risks or impacts. Furthermore, no health and safety concerns are anticipated because of the



project activities. However, requirements for the client to develop OHS, road safety, and waste management measures will be included in the ESCP and/or as part of the POM. Thus, under the World Bank’s ESF the environmental risk of the project is low.

A.2 Social Risk Rating

Low

[Summary of key factors contributing to risk rating, in accordance with the ES Directive and the Technical Note on Screening and Risk Classification under the ESF – Max. character limit 4,000]

The project is designed to support the development of a strong and a reformed public service sector to perform its functions. The activities to be financed under the project includes, improving compensation packages for select public servants that are directly involved in the implementation of strategic government reforms through eligible strategic non-salary costs not supported by other WB interventions and capacity building support through injecting specialized knowledge and skills to accelerate reform implementation; Implementing Young Professional and Training Program; Strengthening policy management capabilities at the center of government and updating civil service legal and regulatory framework . The project is not expected to involve physical works and hence, the social risk rating is low. The potential social risks emanate from inadequate transparency and stakeholder communication and consultation. All activities across all components should be communicated using appropriate language to garner feedback from stakeholders.

[Summary of key factors contributing to risk rating. This attribute is only for the internal version of the download document and not a part of the disclosable version – Max. character limit 8,000]

B. Environment and Social Standards (ESS) that Apply to the Activities Being Considered

B.1 Relevance of Environmental and Social Standards

ESS1 - Assessment and Management of Environmental and Social Risks and Impacts

Relevant

[Explanation - Max. character limit 10,000]

This project will not have any significant adverse environmental and social risks and impacts as no physical or civil works will be financed and direct interaction with communities and vulnerable groups is not anticipated as the main beneficiary is the Ministry of Public Service and Human Resource Development with capacity building interventions. Although there may be some technical assistance activities, these are likely to involve activities around the drafting of policies, programs, plans, strategies, laws and/or regulations without downstream environmental and social risks and impacts. Nevertheless, the project implementing entity will ensure that the development of TORs for any technical assistance activities is consistent with the requirements of the ESS 1 which are included in the Environmental and Social Commitment Plan (ESCP).

ESS10 - Stakeholder Engagement and Information Disclosure

Relevant

[Explanation - Max. character limit 10,000]

The Project beneficiaries are the Ministry of Public Service and Human Resource Development, notably the Civil Servants who will be provided with salary and capacity building to strengthen the civil service reform agenda and the

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Ministry of Finance and Planning that should be meaningfully consulted. The project shall set up adequate and transparent stakeholder communication and consultation procedures. Stakeholder engagement activities that include information dissemination and sensitization will be carried out during project preparation, along with the establishment of a grievance mechanism. Stakeholder engagement provisions for the implementation stage are included in the project’s ESCP and will be disclosed in draft format before appraisal.

ESS2 - Labor and Working Conditions

Relevant

[Explanation - Max. character limit 10,000]

The project will be implemented by the Ministry of Public Service and Human Resource Development, as such it is expected that Project workers will mainly be Direct Workers and contracted workers. As part of the Environmental and Social Commitment Plan, the Ministry of Public Service will be required to demonstrate that they employ their staff in line with national law and the requirements of ESS2. This will include ensuring that all workers have contracts outlining the terms and conditions of their employment including hours of work, wages, overtime, rest periods, compensation, codes of conduct requirements, and benefits; workers are subject to non-discrimination and equal opportunities, forced and child labor is prohibited, that workers have access to a Grievance Mechanism; and simple OHS measures proportionate to the risks and impacts are in place.

ESS3 - Resource Efficiency and Pollution Prevention and Management

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project activities are not anticipated to lead to generation of pollutants. Furthermore, they will not lead to an increased consumption of resources including water, energy and raw materials. 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 incorporated in the ESCP and the POM.

ESS4 - Community Health and Safety

Relevant

[Explanation - Max. character limit 10,000]

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 as well as SEA/SH prevention and response. The measures to be taken to address these issues will be included in the ESCP.

ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project activities are not anticipated to lead to land acquisition, restrictions on land use or involuntary resettlement. This standard is therefore not relevant.



ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources

Not Currently Relevant

[Explanation - Max. character limit 10,000]

The project activities are not anticipated to have any adverse impacts on biodiversity and living natural resources as no physical investments will be financed. This standard is therefore not relevant.

ESS7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities

Relevant

[Explanation - Max. character limit 10,000]

This standard is considered relevant. South Sudan is characterized by many distinct social and cultural groups for which it is essential that project interventions are accessible, culturally appropriate and inclusive. The project through its stakeholder engagement provisions in the ESCP shall indicate that the Borrower 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 in accordance with the requirements under ESS7.

ESS8 - Cultural Heritage

Not Currently Relevant

[Explanation - Max. character limit 10,000]

No adverse impacts on cultural heritage are anticipated as no civil works will be financed. This standard is therefore not relevant.

ESS9 - Financial Intermediaries

Not Currently Relevant

[Explanation - Max. character limit 10,000]

No financial intermediaries will be involved. This standard is therefore not relevant.

B.2 Legal Operational Policies that Apply

OP 7.50 Operations on International Waterways

No

OP 7.60 Operations in Disputed Areas

No

B.3 Other Salient Features

Use of Borrower Framework

No

[Explanation including areas where "Use of Borrower Framework" is being considered - Max. character limit 10,000]

The use of Borrower framework is not considered. South Sudan is a FCV country, with significant capacity limitation.

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Use of Common Approach

No

[Explanation including list of possible financing partners – Max. character limit 4,000]

There is no financing partner at this stage.

B.4 Summary of Assessment of Environmental and Social Risks and Impacts

[Description provided will not be disclosed but will flow as a one time flow to the Appraisal Stage PID and PAD – Max. character limit 10,000]

This project will not have any significant adverse environmental and social risks and impacts as no physical or civil works will be financed and direct interaction with communities and vulnerable groups is not anticipated as the main beneficiary is the Ministry of Public Service and Human Resource Development with capacity building interventions. Although there may be some technical assistance activities, these are likely to involve activities around the drafting of policies, programs, plans, strategies, laws and/or regulations without downstream environmental and social risks and impacts. Nevertheless, the project implementing entity will ensure that the development of TORs for any technical assistance activities is consistent with the requirements of the ESF which will be included in the Environmental and Social Commitment Plan (ESCP).

C. Overview of Required Environmental and Social Risk Management Activities

C.1 What Borrower environmental and social analyses, instruments, plans and/or frameworks are planned or required by implementation?

[Description of expectations in terms of documents to be prepared to assess and manage the project’s environmental and social risks and by when (i.e., prior to Effectiveness, or during implementation), highlighted features of ESA documents, other project documents where environmental and social measures are to be included, and the related due diligence process planned to be carried out by the World Bank, including sources of information for the due diligence - Max. character limit 10,000]

An ESCP with SEP provisions will be prepared and disclosed by Appraisal. The ESCP will also include requirements for the client to develop OHS , road safety , SEA/SH prevention and response measures and waste management measures proportionate to the risks and impacts of the project. In addition, the TORs for technical assistance activities must be consistent with the ESF.

III. CONTACT POINT

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IV. FOR MORE INFORMATION CONTACT

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V. APPROVAL

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