



# Concept Environmental and Social Review Summary

## Concept Stage

### **(ESRS Concept Stage)**

Date Prepared/Updated: 09/16/2021 | Report No: ESRSC02290



**BASIC INFORMATION**

**A. Basic Project Data**

Country	Region	Project ID	Parent Project ID (if any)
Africa	AFRICA	P177221	
Project Name	Monitoring and Evaluation Capacity Building in Anglophone Africa		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Other	Investment Project Financing		9/30/2021
Borrower(s)	Implementing Agency(ies)		
CENTRE FOR LEARNING ON EVALUATION AND RESULTS FOR ANGLOPHONE AFRICA (CLEAR-AA) AT WITWATERSRAND UNIV	Centre for Learning on Evaluation and Results for Anglophone Africa (CLEAR-AA) at Witwatersrand Univ		

Proposed Development Objective

Financing (in USD Million)	Amount
<b>Total Project Cost</b>	<b>1.95</b>

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

No

**C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]**

**D. Environmental and Social Overview**

Public Disclosure



D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]

Witwatersrand University is a public university located in South Africa and manages CLEAR AA in partnership with the Independent Evaluation Group (IEG). CLEAR AA will provide high-quality M&E training and promoting networks and knowledge-sharing opportunities for targeted beneficiaries in selected Anglophone African countries. This linguistically defined region in Africa covers the English-speaking countries across the African continent, ranging from low to high-income countries, including Malawi, Tanzania, Zambia, and Uganda, etc.

This TA project will focus on capacity building in monitoring and evaluation, with no physical investment or footprint on the ground, and no purchase of equipment. The project activities that may have social environment implications are described below against each of the project components.

Component 1: Strengthen a Culture of Evidence-based Decision-Making in Anglophone Africa. This component focuses on analytical and advisory work to strengthen the institutional monitoring and evaluation (M&E) capacity of supported developing countries. This will include diagnostics and situational analyses, research, compilation of lessons learned, support to the formulation of national monitoring and evaluation policies, national evaluation agendas/plans, evaluations, assessments, surveys, strategy development, and other knowledge activities.

Component 2: Strengthen a Cadre of Evaluators and M&E Specialists in Developing Countries. This component will focus on strengthening the M&E capacities of individuals and institutions, including delivering a series of open enrolment courses at universities, designing and delivering bespoke capacity strengthening programs for selected clients in the region, and developing context-relevant M&E curricula in collaboration with universities on the continent.

Component 3: M&E Knowledge Generation and Dissemination. This component will focus on knowledge generation, including research and knowledge sharing. Activities will include convening knowledge-sharing events, knowledge management, stakeholder mapping, and digital communication analytics.

Component 4: Center Internal Capacity Development, Monitoring, and Evaluation.

This component will focus on improving CLEAR AA's internal capacity to strengthen the operation of the Center, as well as promote the efficiency and transparency on the use of resources. CLEAR AA will continue to provide regular training and skills building for its core staff. In addition, the center will work towards developing better monitoring and evaluation mechanisms/systems for implementing projects.

#### D. 2. Borrower's Institutional Capacity

CLEAR Anglophone Africa (CLEAR AA) was established in 2010 as part of a global drive of institutional development for M&E. The CLEAR AA is hosted by the University of Witwatersrand in Johannesburg, South Africa. It has been providing M&E services in Anglophone Africa since 2011. The Witwatersrand University has policies and procedures on disputes of interest (grievances), sexual harassment, assault and rape, and service conditions. These apply to staff of the university, including the CLEAR AA. In addition, the university also has a Sexual Harassment and Safety Office (SHSO) attending to the needs of staff. Below is a summary of some procedures and policies that are in place.

Disciplinary Procedures. In the event of misconduct, disciplinary action will be taken against the offender. In order to ensure the fair application of discipline and to determine the disciplinary action that needs to be taken, a pre-inquiry investigation into the circumstances of each case will be conducted before the disciplinary action is taken. The



disciplinary procedure provides for three levels of disciplinary action namely a verbal warning, a written warning/final warning, or a centrally constituted Disciplinary Hearing. The procedures also set out a clear managerial approval process before imposing any disciplinary actions.

The Sexual Harassment and Safety Office. The SHSO is responsible for providing psycho-social support for the complainant; advocacy, awareness-raising, and training in terms of sexual harassment and assault; recording and handling complaints related to sexual harassment, sexual assault or rape; investigating alleged sexual harassment and assault; and communicating with the complainant in the process of dealing with these complaints; capturing statistics and keeping a record of trends of sexual harassment, sexual assault or rape at the University; The SHSO reports directly to the VC and Council. The SHSO reports periodically to and seeks advice from the Sexual Harassment Advisory Committee which is part of the university management on statistics, trends, and an overview of how cases were handled. The SHSO consists of sufficient staff with adequate skills to handle workplace sexual harassment complaints. In particular, the SHSO has a Director who has experience in law, gender, and other forms of power relations; a prevention unit staff member who is responsible for training and advocacy; an intervention unit member, who is trained as a social worker or psychologist; and an accountability unit member who is a lawyer by profession and responsible for investigating the matter and conducting the disciplinary process on behalf of the Complainant.

The operation of the SHSO has a clear procedure accessible to the complaints. Any person receiving a complaint must refer it to the SHSO as soon as possible. Complaints can be referred to the SHSO on a no-name basis to protect the complainant’s confidentiality. In urgent cases, if no one from the SHSO is available, the matter can be reported to the Sexual Harassment Advisory Committee or their designated representatives for this purpose, following which they will refer the matter to the SHSO as soon as possible.

Overall, the university has policies and procedures in place and has good experience in managing the type of social risks relevant to the project, particularly on labor and gender.

Public Disclosure

**II. SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS**

**A. Environmental and Social Risk Classification (ESRC) Low**

**Environmental Risk Rating Low**

The environmental risk from the grant activities is expected to be low. The grant will not support any activity related to construction or redevelopment of infrastructure or purchase of any electronic equipment. The project activities are limited to the design of M&E training materials, delivery of online and onsite training, diagnostic analysis and research, scholarships to enable participants to attend, generation of knowledge pieces, as well as the organization of learning workshops and events. No environmental risk or potential impacts are expected on the biophysical environment, human health and safety, and / or valued environmental components from the project activities.

**Social Risk Rating Low**

The overall project social risk is rated as low. The project activities are not expected to incur significant adverse social impacts or risks. There could be risks associated with the employment conditions of staff by the Center for



carrying out project activities, potential sexual harassment, and discrimination among the project delivery team and beneficiary participants in the potential face-to-face project activities as a result of people’s interactions in an office environment. However, these risks are considered low. They are largely confined to an office environment and will be reduced with the current COVID-19 context, as training interactions are anticipated to remain largely virtual at least for the early phase of the grant implementation. The project will give priority consideration in the training programs to potential beneficiaries who represent underserved demographics, geographies, and sectors, including vulnerable disadvantaged and indigenous groups. The project will ensure broad information dissemination of its training activities and engagement to facilitate broad participation of potential beneficiaries, particularly the marginalized groups, NGOs, and other institutions who may represent vulnerable segments of society for maximum project development benefits. The key stakeholders involved here include CLEAR AA staff, staff of partner organizations, and consultants, as well as the participants and attendants of the CLEAR AA’s activities from government agencies, NGOs, think tanks, private sector, and other agencies from developing countries. The project is not expected to incur significant stakeholder risks.

## **B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered**

### **B.1. General Assessment**

#### **ESS1 Assessment and Management of Environmental and Social Risks and Impacts**

##### ***Overview of the relevance of the Standard for the Project:***

The standard is relevant. The project supports capacity building in monitoring and evaluation. Its activities are limited to training materials development, online and on-site training delivery to individuals and public agencies, analytical work, research and generation of knowledge products, provide scholarships to eligible individuals for attending training offered at the university, organizing learning and training events. There are no civil works or equipment procurement involved. These activities are not expected to have adverse environmental and social impacts. Some of the training curricula offered under the project are designed to strengthen the monitoring and evaluation capacity in the beneficiary countries over natural resources, protected areas, forests, social impact mitigation, and a range of ecosystems. Other training curricula related to the management of (global) environmental issues such as climate change, pollution, waste, and degradation of natural systems align with the Sustainable Development Goals (SDGs). The project will not support the drafting of any policies, regulations, or strategies that could adversely influence environmental management. Therefore, the recipient is not expected to prepare any instruments to manage social-environmental impacts.

To maximize its development benefits, the project will ensure broad information dissemination to raise awareness and facilitate broad stakeholder participation in the training program. Targeted information dissemination will cover the marginalized groups, such as women, indigenous groups, and other under-represented groups and sectors so that they can benefit equally from the project training activities.

The project will be implemented by staff members of CLEAR AA and potential partner institutions, as well as contracted short-term consultants/experts where deemed necessary. There may be potential risks for labor-related issues among the project staff, such as workplace sexual harassment and gender discrimination. However, these risks are considered low. They are largely confined to an office environment and will be reduced with the current COVID-19 context, as training interactions are anticipated to remain largely virtual.



Since no significant environmental social impacts and risks are expected from the grant activities, the recipient is not expected to conduct further analyses than the one carried in this ESRS or prepare any free-standing instruments to manage the environmental social impacts and risks. An appraisal stage ESRS is also not required.

**Areas where “Use of Borrower Framework” is being considered:**

Use of borrower framework is not considered.

**ESS10 Stakeholder Engagement and Information Disclosure**

The standard is relevant. The grant targets and benefits a range of stakeholders: (i) government agencies (the core of government including monitoring and evaluation agencies, line ministries, and sub-national governments) looking for sustained engagements to resolve or satisfy their M&E needs; (ii) civil society organizations and private foundations that help strengthen the M&E systems; and (iii) M&E capacity providers (academic and training institutions, and consulting firms) looking to generate alliances to expand and strengthen the market for M&E services.

The key stakeholders involved in this project include staff members of CLEAR AA who will implement the project, potential partner organizations from around the region who may join forces with CLEAR AA to implement capacity building activities as and when synergies exist, and the potential beneficiary individuals in public and private sectors from the developing countries in the region.

The project will continue the past efforts of CLEAR AA in stakeholder engagement to improve its services and tailor its design of delivery under the current pandemic situation. Such engagement includes feedback surveys from participants and internal engagement with the CLEAR AA delivery team, such as after-action reviews with workshop instructors and facilitators. The stakeholder engagement activities will give particular attention and include specific considerations in its TA activity design and information dissemination efforts for potential beneficiaries from underserved and under-represented demographics, geographies, and sectors, such as women, disadvantaged, vulnerable and indigenous groups, youth, as well as institutions who may represent their interests. Further engagement with stakeholders in the broader evaluation community will be facilitated through the GEI Network and other outreach activities, such as evaluation conference presentations and more.

The project will establish the following mechanisms to address any grievances under the project, in line with requirements of ESS10, and disclose the GRM within the timeframe defined in the project’s ESCP.

- One member of the project management team will be assigned the responsibility to lead and manage grievance resolution under the project.
- All grievances will be registered, classified, and the project will keep a grievance log for the record.
- Maintain an updated list of GBV service providers, which can be used to refer GBV-related complaints.
- All grievances will be deliberated and addressed in a transparent and timely fashion. The complainants will be informed of the resolution response in a timely fashion.
- If the complainant is not satisfied with the resolutions under the project, he or she can continue, at their own liberty, to appeal their cases under legal channels and means available under the laws of the country.
- The project will maintain the GRM users’ identities as confidential and will allow for anonymous complaints.



The above-planned actions will be reflected in the ESCP and a summary of the GRM will also be uploaded and disclosed at the center’s website following clearance from the World Bank.

## **B.2. Specific Risks and Impacts**

**A brief description of the potential environmental and social risks and impacts relevant to the Project.**

### **ESS2 Labor and Working Conditions**

The standard is relevant. The capacity-building activities will be provided through the existing staff of CLEAR AA and potential partner organizations. CLEAR AA has 19 staff members (direct workers) and if necessary, will hire short-term consultants experts. The project activities will be conducted in accordance with ESS1-10. There could be risks of sexual harassment and gender discrimination among project workers. CLEAR AA will implement its capacity-building activities in accordance with the labor-related policies and procedures of South Africa and ESS2. The project workers will be subject to a code of conduct with provisions to prevent sexual harassment. The CLEAR AA will also conduct training for all its project staff to raise their awareness on possible labor risks and the governing policies as well as procedure-related to labor.

CLEAR AA follows the existing grievance redress and recruitment policy of the University of the Witwatersrand in South Africa, which are in line with the national requirements of South Africa, and will be supplemented by measures based on ESF provisions, as needed, particularly those in ESS2 and ESS10. The human resource department of the University has an existing grievance mechanism to handle any workplace and employment-related complaints, which will be classified as labor grievances to treat them in their own specificity. This existing grievance mechanism has clear procedures on how to file a complaint, response standards, an escalation/appeal process, and the option to opt for mediation. The University will assign dedicated staff to manage all labor-related issues arising under the project, including the applicable provisions of ESS2. No separate standard-alone labor-management procedure is necessary.

In addition to the policies and procedures already mentioned above in section D.2 – the university also has a policy for conditions of service for full-time staff which also applies to CLEAR-AA staff that are on a renewable fixed-term contract within the university.

### **ESS3 Resource Efficiency and Pollution Prevention and Management**

This standard is not relevant.

### **ESS4 Community Health and Safety**

The standard is relevant. There could be sexual exploitation and abuse & sexual harassment (SEA /SH) risks among project staff members, particularly those associated with the interactions between people in an office environment, including staff members of the center and potential partner organizations, as well as project beneficiary participants when in potential face to face interactions. The project will follow relevant South African laws in addressing such issues, complemented by any necessary measures to be consistent with the ESF.



Witwatersrand University has a policy and procedure on sexual harassment, assault, and rape. The university also has a Sexual Harassment and Safety Office (SHSO) attending to the needs of staff. The SHSO is responsible for providing psycho-social support for the complainant; advocacy, awareness-raising, and training in terms of sexual harassment and assault; recording and handling complaints related to sexual harassment, sexual assault, or rape; investigating alleged sexual harassment; and communicating with a complainant in the process of dealing with these complaints. The SHSO reports periodically to the Sexual Harassment Advisory Committee on statistics, trends, and an overview of how cases were handled for the purposes of obtaining advice from the Sexual Harassment Advisory Committee. The SHSO consists of sufficient staff with adequate skills to handle workplace sexual harassment complaints.

Most of the project activities will be conducted virtually through online means. Where face-to-face interactions are planned, CLEAR AA will follow relevant policies of South Africa and technical advisory and guidelines issued by the World Health Organization for stakeholder engagement in the current COVID-19 pandemic situation.

The center will designate a qualified person to monitor that these provisions are implemented during project execution.

#### **ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement**

This standard is not relevant.

#### **ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources**

This standard is not relevant.

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

This standard is not relevant. However, training activities are open to participants around the region, and potential TA beneficiaries could include members from Sub-Saharan African Historically Underserved Traditional Local Communities 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, including the dissemination of information among national indigenous organizations.

#### **ESS8 Cultural Heritage**

This standard is not relevant.

#### **ESS9 Financial Intermediaries**

This standard is not relevant.





**B.3 Other Relevant Project Risks**

None

**C. Legal Operational Policies that Apply**

**OP 7.50 Projects on International Waterways** No

**OP 7.60 Projects in Disputed Areas** No

**III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE**

**A. Is a common approach being considered?** No

**Financing Partners**

None

**B. Proposed Measures, Actions and Timing (Borrower’s commitments)**

**Actions to be completed prior to Bank Board Approval:**

None

**Possible issues to be addressed in the Borrower Environmental and Social Commitment Plan (ESCP):**

The project will include in the ESCP agreed actions and commitments in compliance with ESS2 on Labor, ESS4 on Community Health and Safety, and ESS10 on stakeholder engagement and grievance redress.

**IV. CONTACT POINTS**

**World Bank**

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**Borrower/Client/Recipient**

Borrower: CENTRE FOR LEARNING ON EVALUATION AND RESULTS FOR ANGLOPHONE AFRICA (CLEAR-AA)  
AT WITWATERSRAND UNIV

Public Disclosure



**Implementing Agency(ies)**

Implementing Agency: Centre for Learning on Evaluation and Results for Anglophone Africa (CLEAR-AA) at Witwatersrand Univ

**V. FOR MORE INFORMATION CONTACT**

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**VI. APPROVAL**

Task Team Leader(s): R Jason Thomas Mayfield, Fabio Pittaluga  
Practice Manager (ENR/Social) Maria Gonzalez de Asis Recommended on 15-Sep-2021 at 15:03:57 GMT-04:00