



THE REPUBLIC OF UGANDA

MINISTRY OF EDUCATION AND SPORTS

Uganda Skills Development in Refugee and Host Communities (USDRH) Project, P176263

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

May 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (**the Recipient**) will implement the Uganda Skills Development in Refugee and Host Communities Project (**the Project**), with the involvement of the Ministry of Finance, Planning and Economic Development (MoFPED) and Ministry of Education and Sports (MoES), as set out in the Grant Agreement. The Dutch Government through the Multi-Annual Country Programming (MACP) has agreed to provide financing for the Project, through the International Development Association (the Association), acting as the administrator/ accredited entity of MACP grant, for the Project, as set out in the referred agreement.
2. The Government of Uganda, represented by the MoFPED and through the Implementing Agency – MoES 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 and 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 Government of Uganda, represented by MoFPED and through the Implementing Agency – MoES 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, the 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 Government of Uganda, represented by the Ministry of Finance, Planning and Economic Development and through the Implementing Agency – Ministry of Education and Sports, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Government of Uganda, represented by the Ministry of Finance, Planning and Economic Development and through the Implementing Agency – Ministry of Education and Sports the Project Implementing ministry and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Permanent Secretary of the Ministry of Education and Sports. The Ministry of Education and Sports shall promptly disclose the updated ESCP.

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263 ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN DATE 14/04/2023		
MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE MDAs
MONITORING AND REPORTING		
A	<p>REGULAR REPORTING: 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 implementation of ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities and functioning of the grievance mechanism(s).</p>	<p>Quarterly and Annually throughout Project implementation. Submit each report to the Association no later than 15 days after the end of each reporting period.</p> <p>Ministry of Education and Sports;</p>
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION: 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 and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Ministry of Education and Sports;</p>

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263 ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN DATE 14/04/2023			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
C	<p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p> <p>This report shall ensure that contractors provide details on their oversight on ESHS performance as enshrined in all applicable E&S instruments.</p>	<p>Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.</p>	MoES
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE: The MoES will implement the project through the Department of Technical, Vocational Education and Training Operations & Management (TVET O&M). A Project Coordination Unit (PCU) will be established under the TVET O&M department to provide an oversight role in the management of the ESHS risks under the project</p> <p>MoES will recruit One Environmental Specialist and One Social Specialist to support in the management of the ESHS risks under the project. The Social Specialist shall have experience in GBV risk management.</p>	<p>Prior to the commencement of the project activities and thereafter maintain E&S specialists (One Environmental Specialist and One Social Specialist) throughout project implementation.</p>	MoES

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <ol style="list-style-type: none"> 1. Prepare, consult upon, disclosed, adopted and implemented and Generic project Environmental and Social Management Plan (ESMP), SEP and other relevant E&S instruments including; C-ESMPs for the Project, consistent with the relevant ESSs. 2. Adopt and implement site-specific ESMPs to manage the specific environmental and social risks and impacts of each sub-project. 3. Prepare, adopt and implement site-specific Contractor ESMPs (C-ESMPs). There after ensure that the contractors comply with the ESHS specifications of their respective ESMPs. 	<ol style="list-style-type: none"> 1. Adopt the E&S instruments prior to the commencement of the project activities and thereafter implement the ESMP throughout Project implementation. 2. Adopt sub-project ESMPs prior to the relevant contractor’s bidding process after completion of the engineering designs and thereafter implement throughout Project implementation. 3. Adopt the C-ESMP prior to the commencement of the project construction activities, and thereafter implement the respective ESMPs throughout Project implementation. 	<p>MoES</p> <p>MoES</p> <p>MoES</p>
1.3	<p>PERMIT, CONSENTS AND AUTHORIZATIONS:</p> <p>MoES shall obtain or assist subproject owners/ entities, as appropriate, in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities in accordance to the national legislations.</p>	<p>Before the commencement of the project construction activities, and thereafter throughout the implementation of such activities.</p>	<p>MoES</p>

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
1.4	<p>MANAGEMENT OF CONTRACTORS: Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments (Generic ESMP, SEP, site specific ESMPs, C-ESMPs) and codes of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</p> <p>Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts. Every contractor will prepare C-ESMP and Occupational Health and Safety Plan (OHSP) and seek approval from MoES before the start of civil works.</p>	<p>Prior to relevant contractor’s bidding phase, as part of the preparation of procurement documents and respective contracts and Supervise contractors throughout Project implementation</p>	<p>MoES</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT: Adopt and implement the Labor Management Procedures (LMP) as part of the C-ESMP including; inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>Prior to commencement of project activities and thereafter implement throughout Project implementation period.</p>	<p>MoES</p>

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263			
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN			
DATE 14/04/2023			
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2.2	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>In line with the ESS2 requirements, every contractor will prepare, adopt, implement and update the Occupational Health and Safety (OHS) measures in line with the overall project ESMP.</p> <p>Implement Occupational Health and Safety (OHS) measures that have been developed for the Project.</p>	Prior to initiating Project activities, including civil engineering works, and throughout the Project implementation period.	MoES
2.3	<p>WORKER CODE OF CONDUCT</p> <p>Ensure that all workers adhere to “Code of Conduct and Ethics for Uganda Public Service”</p> <p>Provisions to prevent Gender based Violence/Sexual Exploitation and Abuse/Sexual Harassment (GBV/SEA/SH) shall be included in the Code of Conduct (CoC) for all workers in line with relevant national laws and legislation and adopted and applied under the Project.</p>	Prior to initiating Project activities, including civil engineering works, and throughout the Project implementation period.	MoES
2.4	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance redress mechanism for project workers, as described in the Generic ESMP and contractors C-ESMPs and consistent with ESS2, with focal points to address these grievances established within MoES.</p> <p>The Grievance Mechanism (GM) under ESS2 shall include specific procedures to report SEA/SH incidents, a response protocol to ensure survivors are referred to quality GBV services in a timely, ethical, and confidential manner, following a survivor-centered approach.</p>	Prior to engaging project workers, maintain and operate throughout Project implementation.	MoES

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263			
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN			
DATE 14/04/2023			
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2.5	PROJECT WORKERS TRAINING: Implement training of Project Workers designed to heighten awareness of E&S risks and to mitigate impacts on local communities.	Prior to initiating project activities, including civil engineering works, with regular refresher training and throughout Project implementation.	MoES
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN: 1. Adopt and implement site-specific Waste Management Plans (WMPs) at each SDC as part of C-ESMPs, to manage hazardous and non-hazardous wastes, consistent with ESS3. 2. Adopt and implement subsidiary Contractor specific Waste Management Plans (C-WMPs) to be prepared as part of the C-ESMPs.	1. Adopt WMP prior to relevant contractor's bidding phase, and thereafter implement the WMP throughout project implementation. 2. Prior to the commencement of the project construction activities	MoES
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the C-ESMPs to be prepared under action [1.2] above.	Generic plans to be included in the bids submitted by contractors, and finalized during Contractor's mobilization, and before commencement of the civil works.	MoES
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the C-ESMPs to be prepared under action [1.2] above.	Before the commencement of the project construction activities, and thereafter maintained throughout project implementation.	MoES

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
4.2	COMMUNITY HEALTH AND SAFETY: Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, Community Exposure to disease or hazardous materials/conditions, risks of labor influx, stormwater, sanitation and hygiene, communicable diseases (e.g. COVID-19, Ebola Virus Disease-EVD), response to emergency situations, and include mitigation measures in the C-ESMPs to be prepared in accordance with the ESMP.	Before the commencement of the project construction activities, and thereafter maintained throughout project implementation	MoES
4.3	GBV, SH AND SEA RISKS: Develop, adopt and implement a GBV/SEA/SH Prevention and Response Plan, as part of the C-ESMPs developed under No. 1.2 above to manage the risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH).	Prior to commencement of project activities, and throughout project implementation	MoES
4.4	SECURITY MANAGEMENT: Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Prior to engaging security personnel and throughout Project implementation.	MoES
4.5	TRAINING FOR THE COMMUNITY: Conduct training for the community designed to heighten awareness of E&S risks and to mitigate impacts specified in this section.	Prior to initiating construction works in the community's location, with regular refresher training afterwards.	MoES

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263 ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN DATE 14/04/2023			
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5.1	RESETTLEMENT PLANS: N/A. This Standard is <i>not relevant/ applicable</i> . Risks that may arise under ESS5 have been detailed in the generic ESMP template with robust guidance for development of site-specific C-ESMPs.		
5.2	MONITORING AND REPORTING: Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting.	Implement throughout Project implementation.	MoES
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: N/A. This Standard is <i>not relevant/ applicable</i> in this project because the planned project sites are not in areas of high biodiversity and natural resources habitats, and are being implemented in existing Educational Institutions Land.		
ESS 7: VULNERABLE AND MARGINALISED GROUPS			
7.1	VULNERABLE AND MARGINALIZED GROUPS: N/A. This Standard is <i>not relevant/ applicable</i> .		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement a Cultural Heritage Management Plan (CHMP) where required as part of C-ESMP, in accordance with the guidelines of the ESMP prepared for the sub-project, and consistent with ESS8	Prepare and adopt prior to initiating construction works, and Implement the procedures throughout Project implementation.	MoES
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the project ESMPs of the Project.	Describe the chance find procedures in the ESMPs and Implement the procedures throughout Project implementation.	MoES
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION: Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which 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>	<p>Prepare and disclose and adopt the SEP prior to appraisal, and thereafter throughout the implementation of Project activities.</p>	<p>MoES</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM: Establish, publicize, 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 grievance 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 mechanism at each Technical Institute before the commencement of the project activities, and thereafter throughout the implementation of such activities.</p>	<p>MoES</p>
CAPACITY SUPPORT (TRAINING)			

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE MDAs
<p>CS-1 To enhance E&S capacity of the implementing agencies (MoES staff, selected staff at SDCs, host District Local Governments) and entities (Supervision Consultant/s, Contractor/s); training will be required in:</p> <ul style="list-style-type: none"> • Introduction to ESF and all the 10 ESSs, their requirements as applicable to the project; • Government of Uganda E&S project requirements and how they can be achieved; • Stakeholder mapping and engagement; • Specific aspects of environmental and social assessment and monitoring of the ESMP; • Occupational safety and health; • Community Health and Safety; • Traffic Management; • Waste Management; • Emergency preparedness and response, including reporting of incidents and accidents, maintaining and maintaining incidents log; • Use of hazardous substances and risk of fire and explosion from biogas and LPG facilities • Chance Finds Procedure and cultural heritage management • Security risk assessment and management, • Gender Based Violence/ Sexual Exploitation and Abuse (SEA). • Working in pandemic diseases Environments such as COVID 19 and Ebola EVD; • Sexually Transmitted Infections (STIs) including HIV /AIDS and other communicable diseases at construction sites. • Grievances management, implementation and monitoring; • Land acquisition and resettlement impacts, if any/ as applicable; 	<p>At each Technical Institute and District Levels –Within 2 months after Project effectiveness and thereafter undertake refresher trainings on a quarterly basis.</p>	<p>MoES</p>

Uganda Skills Development in Refugee and Host Communities (USDRH) Project - P176263
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN
DATE 14/04/2023

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE MDAs
CS-2	Conducting training for Project workers on occupational safety and health including; emergency prevention and preparedness and response arrangements to emergency situations, risk analysis and communication as well as GBV/SEA/SH risk mitigation.	During mobilization phase and before commencement of construction and rehabilitation activities and thereafter on an as- needed basis, including daily toolbox meetings.	MoES

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