



THE REPUBLIC OF UGANDA

MINISTRY OF EDUCATION AND SPORTS

**Uganda Learning Acceleration
Program (IPF Components)
(ULEARN), P179397**

DRAFT APPRAISAL VERSION

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

April 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (**the Recipient**) through the Ministry of Education and Sports (MoES) will implement the Uganda Learning Acceleration Program (ULEARN), P179397 (**the Project**), as set out in the Financing Agreement and Grant Agreement. The Global Partnership for Education (GPE) has agreed to provide financing for the Project, through the International Development Association (the Association), acting as the administrator/ accredited entity of GPE grant for the Program as set out in the referred agreement(s).
2. The Government of Uganda, represented by the Ministry of Finance, Planning and Economic Development and through the Implementing Agency – Ministry of Education and Sports 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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Government of Uganda, represented by the Ministry of Finance, Planning and Economic Development and through the Implementing Agency – Ministry of Education and Sports shall carryout 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.
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 may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Recipient. The Recipient will promptly disclose the updated ESCP.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 status of preparation and implementation of E&S instruments required under this ESCP,</p>	<p>Quarterly and Annually throughout Project implementation period, starting 6 months after project effectiveness date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	MoES
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 through the Environmental and Social incident reporting tool (ESIRT) 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 serious/severe incident or accident.</p> <p>Provide subsequent Root Cause Analysis report & Safeguards Corrective Action Plan to the Association within 10 days following the serious/severe incident/accident. All incidents/accidents shall be entered in Incidents Log/Register and reflected in the quarterly reports.</p> <p>Notification/reporting system shall be in place throughout the Project life cycle.</p>	MoES
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE: The MoES will implement the Programme through the Basic Education Department A Project Coordination Unit (in collaboration with various technical units, departments and agencies (UNEB, DES, NCDC. The MoES through the Gender Unit will support management of ESHS risks under the Project.</p> <p>MoES will recruit One Environmental Specialist and One Social Specialist to support the Gender Mainstreaming Unit in the management of the ESHS risks under the project.</p>	(One Environmental Specialist and One Social Specialist) throughout project implementation.	MoES
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. Prepare a Strategic Environment and Social Assessment (SESA) for the proposed national primary school construction strategy that will among others, incorporate climate change considerations in infrastructure design and environmental protection measures. A Stakeholder Engagement Plan (SEP) and Labour Management Procedures (LMP) will be developed, and site specific ESMPs consistent with the provisions of the Grant Agreement, in each case prior to initiating the respective activities and in time to include the respective requirements in bidding and contractual documents.</p> <p>b. Incorporate the relevant aspects of the ESCP, including the Labor Management Procedures and Stakeholder Engagement Plan into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>a. Adopt the ESCP, SEP prior to project Appraisal, and the LMP prior to project effectiveness. The SESA and Site specific ESMPs will be developed prior to commencement of the construction activities, and thereafter implemented throughout the carrying out of activities</p> <p>b. Before launching the procurement process for the relevant Program activities, and thereafter throughout the carrying out of such activities.</p>	<p>MoES</p> <p>MoES</p>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>TECHNICAL ASSISTANCE (TA): Technical Assistance activities shall be undertaken in line with the requirements of ESS1 and in a manner acceptable to the Association. Ensure that terms of reference for consultancy studies, feasibility studies, advisory services, capacity building, training and any other technical assistance activities provided under the Project are prepared and delivered in a manner acceptable to the Association and consistent with the requirements of the ESSs.</p> <p>Ensure that outputs from the technical assistance activities, including, inter alia, any environmental and social assessment and related environmental and social instruments, training and capacity building shall be consistent with the ESSs.</p>	Prior to call for Bids/ Request for proposal and Throughout Project implementation.	MoES
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT: Adopt requirements of ESS2 to consultants ToR and screening for compliance with ESS2 will be done by the client during the recruitment process. If it becomes necessary during Implementation, a LMP will be prepared.</p>	Prior to project implementation and throughout the Project cycle.	MoES,
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Adopt, and implement Occupational Health and Safety (OHS) measures based on World Bank EHS Guidelines and GIIP, set out in the LMP proportional to the Project activities.</p>		
2.3	<p>WORKER CODE OF CONDUCT Ensure that all workers adhere to the codes of conduct to be developed in line with the LMP. 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 contracted workers in line with relevant national laws and legislation and adopted and applied under the Project.</p>	One month after project effectiveness and implemented throughout Project implementation.	

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2.4	GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance redress mechanism for project workers, as described in the Consultants ToRs and consistent with ESS2, with focal points to address these grievances established within MoES.	One month after project effectiveness and implemented throughout Project implementation.	
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, with regular refresher training.	MoES
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	This standard is considered relevant when downstream impacts are taken into account. Relevant aspects of these standards shall be considered in the technical assistance activities under actions 1.2 and 1.3. above.	During implementation of technical assistance activities	MoES
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY: Develop and Implement measures and actions to assess and manage specific risks (including risks of outbreak such as COVID-19) and impacts to the school community (students/teachers/staff) following adequate community health and safety protocols for any risks associated with the presence of Project personnel in schools or communities, Project events, and of any risks which shall be set out in the ESMPs including measures to addresses school security issues and potential risk of SEA/SH.	Within 30 days of project effectiveness Prior to initiation of Project activities, and thereafter throughout the implementation.	MoES
4.2	GBV AND SEA RISKS: Develop, adopt and implement measures and actions satisfactory to manage the risks of gender-based violence (GBV), Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA), consistent with the project risk classification Strengthen the Project level GRM as described in SEP such that it responds to GBV cases/complaints on sexual harassment with a survivor centered approach and its personnel know how to respond to survivors.		

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ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
	N/A. This standard is not relevant under the IPF component.	N/A
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
6.1	This standard is not relevant under the IPF component. Relevant aspects of these standards shall be considered in the technical assistance activities under actions 1.2 and 1.3. above, as relevant	During implementation of TA activities
ESS 7: VULNERABLE AND MARGINALISED GROUPS		
7.1	N/A. This standard is not relevant under the IPF component.	N/A
ESS 8: CULTURAL HERITAGE		
8.1	N/A. This standard is not relevant under the IPF component. Relevant aspects of these standards shall be considered in the technical assistance activities under actions 1.2 and 1.3. above, as relevant	During implementation of TA activities
ESS 9: FINANCIAL INTERMEDIARIES		
9.1	N/A. This standard is not relevant under the IPF component.	N/A
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		
10.1	STAKEHOLDER ENGAGEMENT PLAN: Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) 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.	Before project appraisal, and thereafter update it (as and when required) throughout the implementation of such activities.
		MoES

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10.2	<p>PROJECT GRIEVANCE MECHANISM: The Project shall develop and maintain Grievance Redress Mechanism as described in the SEP. The grievance redress arrangement shall be made publicly available to receive and facilitate timely resolution of Project related concerns 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>	Before the commencement of the project activities, and thereafter throughout the implementation of such activities.	MoES
10.3	<p>TECHNICAL ASSISTANCE: (a) Incorporate stakeholder engagement and information disclosure measures in the implementation of the Technical Assistance activities, in a manner consistent with ESS10. To this end, prepare, consult, adopt, disclose, and implement a Stakeholder Engagement Plan as part of the TOR for TA activities.</p>	Prior to call for bids/RFP for TA activities	MoES
CAPACITY SUPPORT (TRAINING)			
	<p>Capacity Building trainings for PIU, Project workers and relevant stakeholders including teachers, students and communities shall be required, in accordance with the scope and schedule defined in the capacity building plan approved by the Association, in:</p> <ul style="list-style-type: none"> • E&S Specialists and PIU members training on the ESF; • Implementation of Stakeholder engagement plan; • training on the requirements of the WBG EHS Guidelines • Occupational and Community Health and Safety; • Emergency preparedness and response; • Gender-Based Violence SEA/SH prevention and response measures; • Grievance Management; • Training to female students /school support staff on the appropriate disposal of feminine hygiene products, 	Submit capacity assessment and capacity building plan for non-objection of the Association by sixty (60) days after effectiveness and thereafter implement it throughout Project implementation.	MoES