



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)

For Approval

March 24, 2025

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 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 Recipient 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 Grant 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 Recipient 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. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, 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 Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Permanent Secretary of the Ministry of Education and Sports. The Recipient 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE 1. The MoES will implement the Project through the Department of Technical, Vocational Education and Training Operations & Management (TVET O&M). The MoES shall establish a Project Coordination Unit (PCU) under the TVET O&M department with qualified staff that meet the terms of reference for each position and resources to support the management of the ESHS risks under the Project 2. The MoES shall recruit on a full time basis One Environmental Specialist and One Social Specialist to support in the management of the Environmental, Social, Health and Safety (ESHS) risks under the Project. The Social Specialist shall have experience in GBV risk management.	1) Within one month of the Project Effective Date and throughout Project implementation 2) Within one month of the Project Effective Date and thereafter maintain E&S specialists (One Environmental Specialist and One Social Specialist) throughout Project implementation.	MoES

B1	CAPACITY BUILDING PLAN/MEASURES 1. To enhance E&S capacity of the implementing agencies (MoES staff, selected staff at School Disciplinary Committees (SDCs), host District Local Governments) and entities (Supervision Consultant/s, Contractor/s); training will be required in: • 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 Environmental and Social Management Plan (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/Sexual Harassment (GBV/SEA/SH) prevention and response measures, Violence Against Children (VAC) and other social risks. • 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; and • Land acquisition and resettlement impacts, if any/ as applicable.	1) At each Technical Institute and District Levels –Within 2 months after the Project Effective Date and thereafter undertake refresher trainings on a quarterly basis.	MoES
B2	2. In addition to the above training, the Recipient shall support the Enhanced Implementation Support and Monitoring (EISM) to ensure: • Training of government staff and private sector consultants/clients, workers, and contractors on non-discrimination under the Project, including by identifying individuals and venues, as well as providing other logistical support. • Training project level GRM on non-discrimination under the Project, including by developing training materials, identifying venues, and providing trainers.	2) Complete the training within three months of the Project Effective Date and support the EISM throughout implementation.	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Preparation of training modules for call center operators, data management personnel, and community outreach personnel on appropriate handling of sensitive information. 3. Conduct 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.	3) During mobilization phase and before commencement of construction and rehabilitation activities and thereafter on an as- needed basis, including daily toolbox meetings.	
MONITORING AND REPORTING			
C	REGULAR REPORTING 1. 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 this ESCP, status of preparation and implementation of E&S instruments required under this ESCP, stakeholder engagement activities and functioning of the grievance Redress mechanism(s). 2. Additionally, the Recipient shall support the Enhanced Implementation Support and Monitoring (EISM) to ensure monitoring of the risk of exclusion or discrimination, with any additional required monitoring extended to vulnerable or marginalized individuals or groups. Specifically, the Recipient shall support the EISM to: - Enhance existing project-level grievance mechanisms and develop and operate an independent mechanism that would identify, manage, and monitor cases of discrimination. - Strengthen the capacity of the Project Coordination Unit (PCU), workers, and contractors, subcontractors and service providers. - Ensure contracts, codes of conduct, hiring procedures, whistle-blower protection protocols, and other measures, as needed, are included in Contracts and C-ESMPS o allow remediation of cases of discrimination.	1) Quarterly and Annually throughout Project implementation. Submit each report to the Association no later than 15 days after the end of each reporting period. 2) The EISM monitoring will occur Monthly and Quarterly	MOES MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	- Develop a strong data management system and process that secures personal data and information in a manner that is safe, ethical, and confidential. - Where cases of discrimination are reported through the above mechanism, report the grievances to the Bank, propose appropriate remediation, and follow up on agreed actions to resolve the case. - Report on complaints received through the EISM, and progress made in addressing them Support the WB to monitor the efficacy of the agreed measures to mitigate the impacts on WB financed operations.		
D	CONTRACTORS' MONTHLY REPORTS Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.	Submit quarterly reports to the Bank as annexes to the PCU reports submitted under action C above.	MoES
E	INCIDENTS AND ACCIDENTS - 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations/cases of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks, and any incidents or complaints related to the discrimination of vulnerable or marginalized individuals or groups in relation to the provisions of the Anti-Homosexuality Act (AHA), child abuse, gender-based violence. - Provide available details of the incident or accident to the Association upon request.	- Notify the Association (Task Team Leader) no later than 48 hours after learning of the incident or accident. - Provide details available within 5 working days upon request.	MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	3) Provide a review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association. Also reflect these incidents and accidents in the quarterly reports to the Association referred to in Row C.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS a. Prepare, consult upon, adopt, disclose and implement the SEP consistent with ESS10. b. Prepare, consult upon, adopt, disclose and implement the draft generic ESMP and other relevant E&S instruments including C-ESMPs for the Project, consistent with the relevant ESSs. c. Prepare, consult upon, adopt and implement site-specific Environmental and Social Impact Assessments (ESIAs) or Environmental and Social Management Plans (ESMPs) to assess and manage the specific environmental and social risks and impacts of each sub-project.	a) Prepare, disclose and adopt the SEP prior to Appraisal and thereafter implement throughout Project implementation. b) Complete the draft generic ESMP prior to implementation of Project activities and thereafter implement it throughout the Project duration. c) Implement C-ESMPs prior to commencement of sub-project activities and in all cases no later than 3 months after the Project Effective Date, and thereafter implement throughout Project implementation.	MoES

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	d. Prepare, consult upon, adopt, disclose, and implement the environmental and social instruments for specific activities, such as Environmental and Social Impact Assessments (ESIAs) and corresponding ESMPs in a manner acceptable to the Association. e. Prepare, adopt and implement Contractor ESMPs (C-ESMPs). There after ensuring that the contractors comply with the ESHS specifications of their respective ESMPs. f. Ensure social inclusion and non-discrimination and implementation of measures to mitigate the risk of discrimination against or exclusion of any individuals or groups that may be affected as specified in the ESMP, and these measures will subsequently be reflected in the project operational manual and implemented throughout the life of the project.	d) Adopt all each C-ESMPs prior to the commencement of the project construction activities to which they relate and thereafter implement the respective ESMPs throughout Project implementation. e) Adopt all C-ESMPs prior to commencement of the project construction activities to which they relate and thereafter implement the respective C-ESMPs throughout Project implementation. f) Throughout implementation, with these requirements reflected in all new E&S documents and as needed, in updates to all E&S framework documents, prior to commencement of the activities to which they relate, including downstream E&S documents (for example ESIAs).	
1.2	MANAGEMENT OF CONTRACTORS a. Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments such as the draft Generic Environmental and Social Management Plans (ESMP), Stakeholder Engagement Plan (SEP), site specific Environmental and Social Impact Assessments (ESIAs) or Project Briefs (PBs), Contractor's-ESMPs, and code of conduct, into the ESHA specifications of the procurement documents and contracts with contractors and supervising firms.	a) During the preparation of procurement documents and respective contracts.	MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. c. Provide copies of contracts with contractors/subcontractors and supervision firms to the Association. d. Ensure that contractors and subcontractors comply with the requirements in paragraph 1.2.4 above relating to inclusion and non-discrimination for vulnerable or marginalized individuals or groups, including measures to mitigate such risks and address such issues in worker hiring and other elements of the contracting process related to the Project, and that they are required to provide information to the Recipient and/or the Association regarding discrimination or exclusion in any aspects of the contracting process.	b) Supervise contractors throughout Project implementation. c) Copies of relevant contracts provided to the Association upon request. d) During the hiring and contracting processes and throughout Project implementation.	
1.3	TECHNICAL ASSISTANCE a. Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. b. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	a) & b) Throughout Project implementation.	MoES
1.4	CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING N/A		
1.5	ASSOCIATED FACILITIES N/A		
1.6	USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK NA		
1.7	COMMON APPROACH N/A		
1.8	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING N/A		
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	LABOR MANAGEMENT PROCEDURES a. 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 and inclusion and non-discrimination of any individuals or groups who may be affected by the provisions of the AHA), forced labor, child labor, grievance redress arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	a) Prior to commencement of Project construction activities and in all cases no later than three (3) months from the Project Effective Date and thereafter implement throughout Project implementation period.	MoES
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN a. In line with the ESS2 requirements, every contractor shall prepare, adopt, implement and update the Occupational Health and Safety (OHS) measures in line with the overall project ESMP. b. Implement Occupational Health and Safety (OHS) measures that have been developed as part of the HSE Plan.	a) & b) Prior to commencement of construction activities under the Project and in all cases no later than three (3) months from the Project Effective Date and thereafter implement throughout the Project implementation period.	MoES
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS a. Establish, maintain, and operate a Grievance Redress Mechanism (GRM) for project workers, as described in the draft Generic ESMP and contractors C-ESMPs and consistent with ESS2, with focal points established within the MoES to address these grievances. b. The GRM under ESS2 shall include specific procedures to report SEA/SH incidents, and a response protocol to ensure survivors are referred to quality GBV services in a timely, ethical, and confidential manner, following a survivor-centred approach. c. Strengthen the Project GRM through the EISM (with World Bank Support), to ensure that the grievance mechanism includes an effective, safe, ethical, and confidential mechanism to receive, manage, refer, and monitor grievances related to exclusion and discrimination. PROJECT WORKERS TRAINING:	a), b), c) & d) Prior to engaging project workers, and thereafter maintain and operate throughout Project implementation.	MoES

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
d) Implement training of Project Workers designed to heighten awareness of E&S risks and to mitigate impacts on local communities. This shall include worker training and sensitization on the obligations of Project participants to ensure non-discrimination of individuals or groups who are vulnerable or marginalized, including the following measures: • Enhance existing project-level grievance redress mechanisms to safely, ethically, and confidentially receive cases related to discrimination under the Project and refer them to an appropriate grievance handling mechanism. • Design and operate a mechanism for receiving grievances related to discrimination under the Project (including from project level grievance mechanisms noted above). • Establish a hotline or an alternative complaint mechanism, for individuals to lodge complaints of discrimination on WB financed projects or voice their concerns without fear of reprisal. e) The Project shall use the EISM GRM, which is an alternative to lodging complaints through a GOU-led Project-level GRM, for complaints related to discrimination of vulnerable or marginalized individuals or groups. A hotline (0800 333125) has been established, hosted and operated by a local NGO on behalf of the EISM firm for vulnerable or marginalized groups or individuals who may be adversely affected by the provisions of the AHA, to lodge their complaints of discrimination. The guidelines on how the hotline will be used and cases managed are provided in the Project E&S documents.	e) Prior to commencement of Project activities and implemented throughout the Project lifecycle.	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	WASTE MANAGEMENT PLAN a. 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. b. Adopt and implement subsidiary Contractor specific Waste Management Plans (C-WMPs) to be prepared as part of the C-ESMPs. c. Develop and implement Health, Safety and Environment Plan (HSE plan) incorporating OSH measures.	a) Adopt WMP prior to relevant contractor's bidding phase and thereafter implement the WMP throughout project implementation. b) Prior to the commencement of the project construction activities. c) Prior to commencement of civil works	MoES
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT a. Incorporate resource efficiency and pollution prevention and management measures in the C-ESMPs to be prepared under action [1.2] above.	a) During the preparation of C-ESMPs.	MoES
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY a. Incorporate measures to manage traffic and road safety risks as required in the C-ESMPs to be prepared under action [1.2] above.	a) Before the commencement of the project construction activities and thereafter maintained throughout project implementation.	MoES
4.2	COMMUNITY HEALTH AND SAFETY a. 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 draft Generic ESMP.	a) Before the commencement of the project construction activities, and thereafter maintained throughout project implementation	MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS a. 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). b. This shall include community training and sensitization efforts on the obligations of Project participants to ensure inclusion of and non-discrimination of towards individuals or groups who may be affected, including the measures mentioned above (see PROJECT WORKERS TRAINING). c. As part of the community training and sensitization efforts, the Recipient shall ensure that the community is made aware of the existence of the EISM as an alternative to lodging complaints through the GoU-led Project-level GRM and shall make them aware of how to utilize the EISM and facilitate their access to it.	a) b) & c) Within 3 months of the Project Effective Date, prior to commencement of Project construction activities, and thereafter implement throughout project implementation	MoES
4.4	SECURITY MANAGEMENT¹ a. 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.	a) Prior to engaging security personnel and throughout Project implementation.	MoES
4.5	DAM SAFETY (FOR ANNEX A ESS4) N/A		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	a. Risks that may arise under ESS5 have been detailed in the draft generic ESMP template with robust guidance for development of site-specific C-ESMPs. b. Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting.	a) Adopt the C-ESMPs prior to commencement of bids preparation and in all cases no later than 3 months of the Project Effective Date and thereafter implement throughout Project implementation b) As part of regular reporting on a quarterly and annual basis.	MoES
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES N/A			
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.	N/A	N/A
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES N/A			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] N/A. This Standard is <i>not relevant/ applicable</i> in this project because the planned project sites are not in areas where Vulnerable and Marginalized Groups (VMGs) or Indigenous Peoples (IPs) are present, and Project activities will be implemented in existing Educational Institutions.	N/A	N/A
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS a. 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	a) Prepare and adopt prior to commencement of construction works and implement the plan throughout Project implementation.	MoES
8.2	CHANCE FINDS a. Describe and implement the chance finds procedures, as part of the project ESMPs of the Project.		MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		a) Describe the chance find procedures in the ESMPs and implement the procedures throughout Project implementation.	
ESS 9: FINANCIAL INTERMEDIARIES N/A			
	N/A		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN a. 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.	a) Adopt and disclose the SEP prior to Appraisal and thereafter implement and update as needed throughout Project implementation.	MoES
10.2	PROJECT GRIEVANCE MECHANISM a. Establish, publicize, maintain, and operate an accessible grievance redress 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. b. The grievance redress 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. c. As per the above (see Grievance Redress Mechanism for Project Workers), support the EISM to strengthen Project-level GRM to ensure that it includes an effective, safe, ethical, and confidential mechanism to receive, manage, refer, and monitor grievances related to exclusion and discrimination. A separate GRM will be operated concerning issues related to the discrimination of any individuals or groups that may be affected.	a) b) & c) Establish the EISM Grievance Redress Mechanism before the commencement of project activities and operate the mechanism throughout Project implementation. b) Throughout Project implementation. c) Throughout Project implementation.	MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	d. Address claims received through the EISM.	d) Throughout Project implementation.	
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: A (1) Establishment of a Project Coordination Unit (PCU) under the TVET O&M department with qualified staff that meet the terms of reference for each position and resources to support the management of the ESHS risks under the Project, within one month of the Project Effective Date and thereafter maintain these positions throughout Project implementation. A (2) Recruitment of one Environmental Specialist and one Social Specialist (with experience in GBV) on a full time basis to support in the management of the ESHS risks under the Project, within one month of the Project Effective Date. 1.1 (a) Preparation, disclosure and adoption of the SEP for the Project consistent with ESS10 before Project Appraisal and its execution throughout Project implementation. 1.1 (a) Completion, disclosure and adoption of the draft generic ESMP consistent with the relevant ESSs prior to implementation of Project activities and its execution throughout Project implementation.			