



THE REPUBLIC OF UGANDA

**NATIONAL PLANNING AUTHORITY
[NPA]**

**UGANDA STRENGTHENING PUBLIC INVESTMENT
MANAGEMENT, ASSET MANAGEMENT FOR GROWTH AND
RESILIENCE, (PIM PLUS) PROJECT
[P511206]**

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

JUNE 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (**the Recipient**) will implement the Uganda Strengthening Public Investment Management, Public Finance Systems, and Public Sector Capacity (PIM PLUS) Project (**P511206**) (**the Project**), with the involvement of National Planning Authority (NPA) as the main implementing agency for the IPF component working with, the Ministry of Finance, Planning, and Economic Development (MoFPED) through its Reform Coordination Unit (RCU) as coordinators for the IPF PPF which will implement USD 4million from the IPF and different relevant Government Agencies. as set out in the Financing Agreement. The International Development Association (hereinafter the Association) has agreed to provide financing 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 Financing Agreement. 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents 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, to reflect adaptive management of Project changes or 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's Representative specified in the Agreement. 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 <ol style="list-style-type: none"> 1. The National Planning Authority (NPA), which is the main implementing agency for the IPF shall recruit/second a dedicated and qualified staff, acceptable to the Association, that meet the Terms of reference (ToR) agreed with the Association for each position at NPA with adequate resources to implement the activities. The officers include: a qualified Environmental Specialist, a qualified Social Development Specialist and a qualified Occupational Health and Safety Officer to support management of Environmental, Social, Health and Safety (ESHS) risks and impacts of the Project. 2. The current Environment Specialist and Social Specialist supporting UGIFT, shall support the Project preparation and initial implementation state for both MOFPED and NPA until the team at NPA is onboard as in the timeframe specified in 1 above. The contracts for the current UGIFT Environment Specialist and Social Specialist shall be reviewed to include activities on PIMPLUS for both NPA and MOFPED. 3. NPA shall ensure that the seconded officers are released from all other responsibilities and commit to the Project full-time. 4. The E & S Specialists shall work closely with the different Government Agencies and decentralized structures at the district level including the environmental, community development and health officers as needed to provide support in preparation of identified operations to ensure they are in compliance with the World Bank Environment and Social Standards'(WB ESS). 5. Utilize inter-agency coordination mechanism under the Project Preparation Facility to manage and address E&S risks and impacts across multiple Ministries Departments and Agencies (MDAs). 	<ol style="list-style-type: none"> 1. Recruit/second a dedicated Environmental Specialist, and a Social Development Specialist, acceptable to the Association, no later than 2 months after the Project effective Date and thereafter maintain these positions throughout Project implementation. 2. Contracts shall be reviewed prior to Project effectiveness. 3. Within sixty days of Project effectiveness and maintained throughout Project implementation 4. Establish the inter-agency coordination mechanism to manage E&S no later than 3 months after the Project Effective Date. 5. Throughout Project implementation 	<p>NPA</p> <p>MOFPED/RCU</p> <p>NPA/RCU</p> <p>NPA, MoFPED, RCU, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA,</p> <p>NPA</p>

B	<p>CAPACITY BUILDING SUPPORT</p> <p>1. Conduct a capacity building assessment of NPA, Ministry of Gender, Labour and Social development (MGLSD) and National Environment Management Authority (NEMA) and prepare an updated capacity building plan to enhance E&S capacity of the implementing agencies. (including Project staff and Local governments staff). All the capacity building will be informed by EISM guidelines on inclusion and non-discrimination of vulnerable or marginalized individuals or groups. The capacity building plan shall include trainings set out in (i), (ii) and (iii) below:</p> <p>(i) The Project staff shall be trained through modules prepared by Makerere University with Bank Support, modules developed under the Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project in addition to inhouse organized trainings in the following areas but not limited to:</p> <ul style="list-style-type: none"> ▪ National laws and regulations on E&S risks and impact management. ▪ The World Bank's Environmental and Social Standards Framework (ESF) including ESSs informed by EISM guidelines. ▪ World Bank general Environment, Health and Safety (EHS) Guidelines ▪ Implementation of an inclusive Stakeholder Engagement Plan (SEP) including stakeholder mapping and engagement, and its monitoring and evaluation ▪ Specific aspects of E&S assessment, Cumulative Impact Assessment (CIA), Strategic E&S Assessment, inclusive of assessment of risks related to potential exclusion and discrimination of vulnerable or marginalized individuals and groups. ▪ Implementation of Labour Management Procedures (LMP) including the EISM GRM for workers ▪ Implementation of Grievance Redress Mechanisms (GRM) including the EISM GRM ▪ Integrated and inclusive E & S risk and impacts management Screening Checklist Employees health and safety, including First Aid courses to employees ▪ Emergency preparedness and response including reporting of incidents, accidents and complaints including maintaining an incident log. ▪ Implementation of E&S risks management practices identified by Project actors during Project implementation. ▪ Gender-Based Violence (GBV), Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) prevention and response measures, Violence against Children and other social risks ▪ Inclusion and non-discrimination of Vulnerable or Marginalized Individuals or Groups. OHS and CHS risks ▪ Biodiversity assessment and BMP ▪ Resettlement planning and implementation, in line with ESS5. ▪ Grievance management. ▪ Stakeholder engagement. 	<p>1. (i) Have the plan in place not later than three months after Project effectiveness.</p> <p>(i) Complete key priority Training of the Project staff, MDAs within 6 months of Project effectiveness and continue with trainings as planned throughout the Project implementation. (informed by EISM), Project</p>	<p>NPA, RCU and all Participating MDAs</p>
---	---	---	--

	<p>(ii) The Ministries Departments and Agencies (MDAs) Staff benefitting from PPF shall undertake respective Project trainings designed by Makerere University and those designed under the GROW Project on Essentials of Social Risk Management as required on:</p> <ul style="list-style-type: none"> ▪ ESS requirements. ▪ Implementation of SEP, LMP and GM, and oversight <ul style="list-style-type: none"> ▪ Environmental and Social Management Plan (ESMP) Checklist preparation, updates and oversight ▪ Gender and Gender-Based Violence (GBVs) aspects in the Project. ▪ Inclusive stakeholder mapping, engagement and implementation of the SEP. ▪ Emergency preparedness and response including reporting of incidents, complaints and accidents and maintaining an incident log. ▪ Community health and safety. <p>(iii) Training of communities and other stakeholders (informed by EISM guidelines on inclusion and non-discrimination of vulnerable or marginalized individuals and groups) only where applicable such as:</p> <ul style="list-style-type: none"> ▪ Grievance Management, including procedures for lodging complaints. ▪ Labor Management Procedures. ▪ Community and stakeholder sensitizations and engagement ▪ GBV, Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) prevention and response measures, Violence Against Children (VAC) and other social risks <p>2. Additionally, the Recipient shall support the Enhanced Implementation Support and Monitoring (EISM) to ensure:</p> <ul style="list-style-type: none"> ▪ Training of government staff and private sector consultants/clients, workers, and contractors on non-discrimination under respective Projects, including by identifying individuals and venues, as well as providing other logistical support. ▪ Training Project level GRM on non-discrimination, including by developing training materials, identifying venues, and providing trainers. <p>Preparation of training modules for call center operators, data management personnel, and community outreach personnel on appropriate handling of sensitive information.</p> <p>3. Training for MDAs and Project workers on integration of environment and social aspects throughout Project cycle, environment and social considerations in procurement process, health and safety including emergency prevention, preparedness, and response arrangements to emergency situations and Environmental and Social Impact Assessment (ESIA). Ensure that such training includes Local government staff as appropriate.</p>	<p>1 (iii) Complete training of community members and other stakeholders (informed by EISM) not later than three (3) months after the Project Effective Date.</p> <p>2. Complete training within three months of the Project Effective Date and support the EISM throughout implementation</p> <p>3. Commence not later than six months of Project effective date and thereafter on a regular basis.</p>	
--	---	--	--

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>1. Prepare and submit to the Association regular monitoring progress reports on the Environmental, Social, Health and Safety (ESHS) performance of Projects. The reports shall include:</p> <ul style="list-style-type: none"> • The implementation of the ESCP. • Status of preparation of the and implementation of E&S documents required under the ESCP such as the Stakeholder Engagement Plan (SEP) - (informed by EISM for inclusiveness and non-discrimination of the potential vulnerable or marginalized individuals and groups), any CIAs, and Occupational I Health and Safety Management Plans for the strategies, programs and policies to be supported. • Status of preparation of ESIA's and RAPs (informed by EISM for inclusiveness and non-discrimination of the potential vulnerable or marginalized individuals and groups) as part of Project the feasibility studies to be undertaken • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • Complaints received through the EISM, and progress made in addressing them • Number and status of resolution of incidents and accidents reported under Section E below. • Summary of inclusive stakeholder engagement activities as per the SEP. <p>2. The EISM will support monitoring of the risk of exclusion or discrimination of individuals or groups, with any additional required monitoring extended to vulnerable or marginalized individuals or groups. The Enhanced Implementation Support and Monitoring (EISM) mechanism will primarily focus on supporting the implementation of mitigation measures to address grievances and concerns from beneficiaries, communities, and workers relating to discrimination from Project benefits. The objectives of the EISM include:</p> <ul style="list-style-type: none"> • Assist the recipient to enhance existing Project-level grievance mechanisms and develop and operate an independent mechanism that would identify, manage, and monitor cases of discrimination. 	<p>1. Project prepares and submits the ESIA's, OHS Management Plans and SEP (not later than 3 months after the Project Effective Date.</p> <p>Contractors and Subcontractors submit to Project Monthly, and Project compiles and submits, quarterly and semi-annual reports to the Association throughout Project implementation period, commencing 3 months after the Project Effective Date.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period.</p> <p>2.The EISM monitoring will occur Monthly and Quarterly</p>	NPA/RCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Assist the WB in strengthening the capacity of Project staff, 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 to allow remediation of cases of discrimination. 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. Support the WB to monitor the efficacy of the agreed measures to mitigate the impacts on WB financed operations 		
D	CONTRACTORS AND SUPERVISING FIRMS MONTHLY REPORTS 1. 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.	1. Submit monthly and quarterly reports to the Bank as annexes to the Project reports submitted under Action C above	Project contractors and supervising firms
E	INCIDENTS AND ACCIDENTS 1. Notify the Association of any incident or accident relating to the Project, which has or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. This may include effects resulting in the following: 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; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks, incidents and any incidents or complaints related to exclusion and `discrimination of vulnerable or marginalized individuals or groups. , child abuse, gender-based violence, and pesticide misuse.	1. Notify the Association (Task Team Leader) no later than 48 hours after learning of the incident or accident.	NPA, RCU, all Participating MDAs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>2. Provide available details of the incident or accident or complaint to the Association upon request.</p> <p>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.</p> <p>4. Establish and maintain a functional incident notification/reporting system.</p>	<p>2. Provide details available within 5 working days upon request</p> <p>3. Provide a review report and Corrective Action Plan to the Association within 10 working 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.</p> <p>4. Notification/reporting system shall be in place throughout Project implementation.</p>	<p>NPA</p> <p>NPA</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS</p> <p>a) Prepare the Terms of Reference (ToRs) for the ESIA, SESA</p> <p>b) Prepare as needed Strategic Environment and Social Assessments (SESA) for the strategies, programs, plans and policies to be supported.</p>	<p>a) ToRs shall be submitted to the association for review and no objection prior to every contracting of services.</p> <p>b) The SESA shall be conducted as part of or in parallel with developing the strategies, programs, plans and policies. Prepare, disclose, consult upon, and adopt the ESIA's, ESMPs prior to finalizing of feasibility studies for specific sites for which they are required.</p>	<p>NPA</p> <p>NPA</p> <p>NPA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>c) 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. The planned preparation of E&S risk management instruments will be informed by the EISM guidelines to ensure inclusiveness and non-discrimination of potential vulnerable or marginalized individuals and groups that may be affected.</p> <p>d) Ensure social inclusion and non-discrimination, in the provision and receipt of Project benefits and opportunities including through adoption and implementation of measures to mitigate the risk of discrimination against or exclusion of any vulnerable or marginalized individuals or groups, as will be specified in the SEP, ESIAs, RPF and ESMPs. All these measures will subsequently be reflected in the Project operational manual (POM), roles and responsibilities of the E&S staff, and implemented throughout the life of the Project.</p> <p>e) Adopt, update and implement an inclusive SEP informed by the EISM for the Project.</p>	<p>c) Throughout Project implementation.</p> <p>d) Throughout Project implementation as part of the screening process required by the ESIAs</p> <p>e) Throughout Project implementation</p>	NPA
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the TORs ESIAs, ESMPs, LMPs, and code of conduct, (all informed by the EISM guidelines) into the E&S specifications of the procurement documents and contracts with Service providers.</p> <p>b) Identify and engage suitably experienced firms to augment the capacity of service providers and District safeguards team in managing E&S risks and impacts</p> <p>c) Thereafter ensure that the service providers and firms hired comply and that they require their workers and subcontractors to comply with the E&S specifications of their respective contracts.</p> <p>d) Provide copies of contracts with contractors/subcontractors and supervision firms to the Association.</p> <p>e) Incorporate the Project Environment and Social teams as part of the Project procurement and contacting process</p>	<p>a) During the preparation of procurement documents and respective contracts.</p> <p>b) Prior to start of works and throughout Project implementation</p> <p>c) Supervise contractors throughout Project implementation.</p> <p>d) Copies of relevant contracts provided to the</p> <p>e) Association upon request.</p>	NPA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>TECHNICAL ASSISTANCE</p> <p>1. Carry out consultancies, studies (including feasibility studies, SESA, Environment and Social Impact Assessments, Audits, construction supervision if applicable etc.), capacity building, training, and any other technical assistance activities under the Project that are inclusive and acceptable to the Association and are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	a) Throughout Project implementation.	NPA, MoFPED, MoWE, MoGLSD, NEMA, MoWT, OPM, URA
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a) Prepare and implement Labor Management Procedures (LMP) for the Project, 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 signing CoC relating to SEA, SH and on inclusion and non-discrimination of any individuals or groups.), forced labor, child labor and grievance management for Project workers, (which will be guided by the EISM guidelines strengthening the mitigation of potential risks and impacts related with exclusion or discrimination of individuals and groups of workers), and applicable requirements for service providers and its workers. The LMP shall include a hotline and EISM measures as described in 2.3 d below.</p>	<p>a) Prepare, disclose, consult inclusively upon, and adopt the LMP two month after Project Effective Date, and thereafter implement the LMP throughout the Project implementation.</p> <p>-Revise LMP as necessary throughout Project implementation, considering risks of exclusion and discrimination of vulnerable or marginalized individuals or groups of workers.</p>	NPA, all MDAs
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>a) The Project shall prepare an Occupational Health and Safety Management Plan for the Project with adequate occupational health and safety measures for workers (including emergency preparedness and response measures) in line with the ESS</p>	a) Prepare and adopt the HSMP during preparation of ESIA or ESMP and thereafter implement throughout Project implementation	NPA, MoFPED, MoLHUD, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>a) The Project shall establish a workers grievance mechanism and assign focal points within NPA to address the grievances.</p>	a), b) &c) Prior to start of works and thereafter maintained throughout Project implementation.	NPA, RCU, MoFPED, MoLHUD, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>b) Strengthen the Project GRM through the EISM (with the 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.</p> <p>PROJECT WORKERS TRAINING:</p> <p>c) Implement training of Project Workers designed to heighten awareness of E&S risks (including the potential risks of exclusion and discrimination of the vulnerable and marginalized individuals and groups that may be adversely affected) 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:</p> <ul style="list-style-type: none"> • 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. <p>d) 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.</p> <p>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 in lodging their complaints of discrimination. The guidelines on how the hotline will be used and cases managed are provided in the Project E&S documents.</p>		
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	a) Incorporate resource efficiency and pollution prevention and management measures into the, policies, programs and plans and Project site-specific ESIA's and ESMP	Same timeframe as for the adoption and implementation of the ESIA's and ESMPs.	NPA
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>a) Incorporate measures to manage traffic and road safety risks in all ToRs and contracts for feasibility studies prepared under the respective implementing agencies for different proposed activities.</p> <p>b. The Recipient shall implement measures and actions to assess and manage traffic and road safety risks to workers and the community resulting from movement of Project vehicles or activities which may present safety risks on public roads, etc. The measures shall be incorporated into the ToRs and contracts.</p>	<p>a) and b) Adopt traffic and road safety measures as spelt out in the site specific ESIA's, ESMPs. Thereafter, implement these plans throughout Project implementation. Prepare dam safety plans as part of preparing the feasibility studies</p>	<p>NPA, MoFPED, MoLHUD, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>a) Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from respective Projects, including but not limited to, behavior of Project workers, potential risks of exclusion or discrimination of the vulnerable or marginalized individuals and groups, potential risks of labor influx, including the transmission of HIV/AIDS, COVID-19, Ebola and other communicable diseases, response to emergency situations, and include these measures in the ESIA's, SEP, ESMP to be prepared in a manner acceptable to the Association.</p> <p>b) The Health and Safety Management Plan (HSMP) to be developed in section 2.2 above shall include measures to assess and manage health and safety risks and impacts to the community arising from Project activities and include these measures in the ESMP, in a manner acceptable to the Association. This will be done ensuring inclusion and non-discrimination of all vulnerable or marginalized individuals and groups that may be adversely affected by the Project.</p>	<p>Same time as preparation and adoption of ESIA's, ESMPs and thereafter implemented throughout Project implementation</p> <p>b) Same time as ESIA, ESMP preparation. studies</p>	<p>NPA, MoFPED, MoLHUD, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA</p>
4.3	<p>SEA AND SH RISKS</p> <p>a) The Recipient shall incorporate measures to address to assess and manage the risks of GBV and SEA/SH in the ESIA and ESMPs.</p>	<p>a) For a and b, prior to disbursement of funds for respective Projects and implemented throughout Project.</p>	<p>NPA, RCU</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK/RESETTLEMENT ACTION PLANS</p> <p>a) For Projects that may require land acquisition, and where land acquisition cannot be avoided, the Recipient shall prepare a Resettlement Policy Framework which shall include measures to mitigate the risks of discrimination against or exclusion of any vulnerable or marginalized individuals or groups</p> <p>b) The respective implementing agencies shall develop, adopt and implement Resettlement Action Plans [RAPs] consistent with the requirements of the ESS5</p>	<p>RPF prepared three months after Project effectiveness and implemented throughout the Project implementation.</p>	<p>NPA, MoFPED, MoLHUD, MoWE, MoGLSD, PPDA, NEMA, MoWT, OPM, URA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		RAP prepared and approved by the World Bank prior to finalizing them and initiating activities that involve land acquisition and involuntary resettlement.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6	Prepare a Biodiversity Management measures as part of ESMPs.	As in 1.1	NPA, MDAs
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES FRAMEWORK] AND PLAN</p> <p>a) The ToRs for the consultancies, studies, capacity building, training and any outputs of technical assistance provided under the Project, including, inter alia, any environmental and social assessments and related environmental and social instruments, are carried out in accordance with terms of reference acceptable to the Association and duly incorporate and take into consideration the requirements of the ESS7 and shall be consistent with the Bank requirements including the EISM guidelines.</p> <p>b) Prepare, consult and adopt a ESIA's that include a section on the Vulnerable and Marginalized Groups consistent with requirements of ESS7 and implemented throughout the Project implementation.</p> <p>c) The Recipient shall ensure that these vulnerable groups and communities are informed, share the Project benefits and opportunities in an inclusive and culturally appropriate manner and appropriate grievance and complaints management mechanisms provided for and included in the Stakeholder Engagement Plan (SEP).</p>	<p>a) Prepare ToRs that include Vulnerable groups prior to initiating site specific activities and maintain and implement throughout the Project implementation.</p> <p>b) The ESIA's to be prepared and adopted prior to implementation of activities in areas where Vulnerable and Marginalized Groups are present and carried out throughout Project implementation.</p> <p>c) Implement the stakeholder engagement plan throughout Project implementation.</p>	NPA
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>a) Adopt and implement measures for safeguarding Cultural Heritage in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8. Identify cultural Heritage sites for possible exclusion from implementation of Project activities. Where exclusions cannot be made, include measures to address risks and impacts on cultural heritage and include them in the sub-Project ESMP.</p>	<p>b) Adopt measures as indicated in the ESIA prior to the start of activities and thereafter implement them throughout the Project implementation period.</p>	NPA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN a) Adopt, update and implement an inclusive Stakeholder Engagement (SEP) for the Project, consistent with ESS10, which include measures to, inter alia, providing 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. b) Disclose all key relevant information.	a) SEP shall be implemented and updated throughout Project implementation. b) Throughout Project implementation.	NPA
10.2	PROJECT GRIEVANCE MECHANISM a) 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, exclusion or discrimination against vulnerable or marginalized individuals and groups, including concerns and grievances filed anonymously, in a manner consistent with ESS10. b) The Project shall equip the grievance mechanism to receive, register, and facilitate the resolution of SEA/SH as well as exclusion and discrimination complaints, including through the referral of survivors to relevant SEA and SH service providers, all in a safe, confidential, and survivor-centered manner. c) The Project will establish an alternative avenue for receiving and addressing sensitive complaints through EISM GRM, relating to exclusion and discrimination of vulnerable or marginalized groups and individuals.	a) Establish the grievance mechanism no later than two months after the effective Date and thereafter maintain and operate the mechanism throughout Project implementation. b) Throughout Project implementation. c) Throughout Project implementation.	NPA
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> a) Recruitment/secondment of a dedicated and qualified, Environmental Specialist, Social Development Specialist and Occupational Health and Safety Officer to support management of Environmental, Social, Health and Safety (ESHS) risks and impacts of the Project at NPA sixty days post Project effectiveness Date and thereafter maintain these positions throughout Project implementation. b) Submission of capacity assessment report within three months of Project Effective Date and a capacity building plan submitted within six months after Project Effective Date and thereafter implement it during Project implementation. c) Establishment of an inter-agency coordination mechanism under the Project Preparation Facility (PPF) to manage E&S risks and impacts of the Project. d) Inclusion of E&S in TORs for feasibility and designs studies e) Preparation and adoption of the ESIAs/ ESMPs 		