

The Government of Uganda

**Uganda COVID-19 Education Response (GPE)
Project, P174033**

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

July 17, 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (**the Recipient**) will implement the Uganda COVID-19 Education Response (GPE) Project (**the Project**), with the involvement of the Ministry of Education and Sports (MoES). The Project is financed by a Global Partnership for Education (GPE) COVID-19 Accelerated Funding Window GPE Grant The International Development Association (**the Association**) is Grant Agent.
2. The Recipient will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry referenced in paragraph 1. above.
4. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
5. As agreed by the Association and the Recipient, 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.
6. "Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the MoES shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *environmental, health, and safety impacts, labor and working condition related risks, gender-based violence* and sexual exploitation and exclusion of Vulnerable and marginalized groups.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	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, stakeholder engagement activities and grievances log.	Quarterly and Annually throughout Project implementation.	Ministry of Education and Sports
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE: The Ministry of Education and Sports shall establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including Environment, Health and Safety and Social specialists. The PCU will recruit and assign two Social Specialists and one Environmental Specialist to the Project.	The PCU shall be established The two Social Specialistists and the one Environmental Specialist shall be hired no later than 30 days after the Effective date.	Ministry of Education and Sports

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. Assess the environmental and social risks and impacts of proposed Project activities in accordance with the Environmental and Social Standards (ESSs), including to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, are not harmed by the Project and have access to the development benefits resulting from the Project. An Infectious Control and Waste Management plan (ICWMP) and A GBV/VAC/SEA/SH plan, Social assessment and plan for Vulnerable and Marginalized Groups (VMGA) will be developed, 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. Prepare, disclose, adopt, and implement in a manner acceptable to the Association any environmental and social management plans or other instruments required for the respective Project activities based on the assessment process, in accordance with the ESSs, the Environmental Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP), including the WHO guidelines on Infectious and prevention control protocol for all schools.</p> <p>c. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social management plans or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p>	<p>a. Before the carrying out of the relevant Project activities.</p> <p>b. Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>c. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p>	Ministry of Education and Sports

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>EXCLUSIONS: Exclude the following type of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible adverse social or environmental impacts. • Activities that have high probability of causing serious adverse effects to human health and/or the environment. • Activities that may have adverse social impacts and may give rise to significant social conflict. • Activities that may further disadvantage vulnerable learners, including girls and refugees. • Activities that may exclude economically vulnerable groups from access to learning materials and other project benefits. • Activities that may involve any resettlement, land acquisition or land use restriction. • Any other excluded activities that set out in the instruments prepared for the Project. 	These exclusions shall be applied as part of the assessment process conducted under action 1.2.a. above.	Ministry of Education and Sports
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.1 LABOR MANAGEMENT: The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. The Recipient shall prepare, disclose, adopt and implement Labor Management Procedures (LMP) incorporating the relevant requirements of ESS2.</p>	<p>Labor Management Procedures shall be prepared, disclosed and adopted no later than 30 days after the Effective Date and before the carrying out of the relevant Project activities.</p> <p>All measures specified in this action 2.1 shall be implemented throughout the Project implementation period.</p>	<p>Ministry of Education and Sports</p>
<p>2.2 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Adopt, implement and update the Occupational Health and Safety (OHS) measures in line with the LMP, Infectious Control and Waste Management Plan (ICWMP) and WHO guidelines on COVID-19 in a manner acceptable to the Association.</p>	<p>The ICWMP will be prepared, disclosed and adopted no later than 30 days after the Effective Date and before the carrying out of the relevant Project activities.</p> <p>All measures specified in this action 2.2 shall be implemented throughout the Project implementation period.</p>	<p>Ministry of Education and Sports</p>
<p>2.3 WORKER CODE OF CONDUCT Ensure that all health workers adhere to the WHO Code of Ethics and Professional conduct. Provisions to prevent Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) shall be included in the Code of Conduct (CoC) for PCU's staff and for contracted workers in line with relevant national laws and legislation and adopted and applied under the Project as well as measures identified in the Project's SEA/SH Action Plan.</p>	<p>Throughout Project implementation.</p>	<p>Ministry of Education and Sports</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance redress mechanism for project workers, as described in the LMP and consistent with ESS2, with focal points to address these grievances established within MoES.	Grievance Redress Mechanism shall be operational before commencement of project works and shall then be maintained throughout Project Implementation.	Ministry of Education and Sports
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to manage health care wastes and other types of hazardous and non-hazardous wastes.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, inter alia, measures to: minimize the potential for community exposure to communicable diseases; particularly the risks related to COVID 19 contagion upon school reopening, ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, are not harmed by the Project and have access to the development benefits resulting from the Project; manage the risks of the use of security personnel; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment in accordance with the Project’s SEA/SH Action Plan.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Relevant aspects of this standard shall be considered in the SEP and, as needed, under action 1.2 above.		
ESS 8: CULTURAL HERITAGE			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN: Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association.</p> <ul style="list-style-type: none"> a. Update, disclose, and adopt the preliminary SEP including consulting project beneficiaries on a preliminary basis b. finalize the SEP and implement the SEP throughout the Project implementation period. 	<p>The preliminary SEP was prepared and disclosed before project appraisal. The SEP will be finalized for implementation 30 days after the effective date.</p>	Ministry of Education and Sports
10.2	<p>GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10 and the SEP and in a manner acceptable to the Association.</p>	<p>Grievance Mechanism shall be operational before commencement of project activities] and be maintained throughout Project implementation.</p>	Ministry of Education and Sports
CAPACITY SUPPORT (TRAINING)			
CS1	<p>The Ministry of Education and Sports and other relevant implementing support staff shall be responsible for designing, funding, and implementing training for Project staff, consultants, and contractors on the Project's ESF instruments, including by not limited to the Code of conduct the GBV/VAC/SEA/SH Assessment and Plan, the relevant requirements of the LMP, SEP, ICWMP and WHO guidelines on COVID19.</p>	<p>Initial Project staff and consultants to be trained within One month of the Effective Date. Throughout Project implementation, new Project team members to be trained within one month of joining the Project</p>	Ministry of Education and Sports