

**INTEGRATED SAFEGUARDS DATA SHEET
CONCEPT STAGE**

Report No.: AC1459

Date ISDS Prepared/Updated: 11/09/2005

I. BASIC INFORMATION

A. Basic Project Data

Country: Uganda	Project ID: P050440
Project Name: Uganda Public Service Performance Enhancement Program (UPS-PEP)	
Task Team Leader: Denyse E. Morin	
Estimated Appraisal Date: December 5, 2005	Estimated Board Date: February 28, 2006
Managing Unit: AFTPR	Lending Instrument: Specific Investment Loan
Sector: General public administration sector (100%)	
Theme: Other public sector governance (P)	
IBRD Amount (US\$m.):	0.00
IDA Amount (US\$m.):	70.00
GEF Amount (US\$m.):	0.00
PCF Amount (US\$m.):	0.00
Other financing amounts by source:	
BORROWER/RECIPIENT	10.00
FOREIGN SOURCES (UNIDENTIFIED)	20.00
<u>Financing Gap</u>	<u>0.00</u>
	30.00

B. Project Objectives [from section 2 of PCN]

The project will support the development of systems, processes and capacity that will help enhance the performance of the public sector in order to deliver services more effectively and efficiently and on a sustainable basis. As a result, human resources management systems, strategic management processes in ministries and capacity for transparent procurement, financial management and other key areas will be generated. Details of expected outcomes are discussed under each of the project components.

C. Project Description [from section 3 of PCN]

The GOU has developed a well thought-out strategic framework for public service reform linked to the PEAP and sector plans and focused on strengthening the capacity and improving the performance of the public sector. The total budget for the program over five years, excluding the costs of pay enhancement and pension reform, is approximately US\$40.0 million.

The PSRP has the following six sub-components: IDA US \$ 15million

- a) **Performance and Accountability:** This sub-component will support the main strategy for improving performance and accountability in the public service over the medium to long-term through the systematic and sustained implementation of results-oriented management (ROM) as an integrated performance management system.
- b) **Human Resources Capacity:** The sub-component will support the development and institutionalization of a meritocratic system across the public service, the installation of an integrated personnel and payroll management system (IPPS), introduce a comprehensive approach to human resources management and, possibly, in the medium to long-term put in place a senior executive scheme.
- c) **Efficiency and Restructuring:** This sub-component seeks to rationalize and restructure public organizations and deploy personnel efficiently.
- d) **Work environment and Performance Enhancement:** The strategy for this sub-component will include spearheading the development of policies on crosscutting issues affecting the work environment, supporting MDAs to identify and implement measures to improve their work environment and their performance. This will include enhancing records management.
- e) **Pay and Pension Reform:** To achieve adequate compensation for personnel, this sub-component will continue the enhancement of public service pay and the reinstatement of pensions as a post-employment benefit.
- f) **Leadership and Management development:** This sub-component will support the Ministry of Public Service (MOPS) to acquire the skills and stature to lead and coordinate the reform program effectively. This means ensuring that both the political and technocratic leadership as well as their clients are aware, committed to and participate in the implementation of the PSRP, and MOPS has the leadership and management capacity needed to spearhead the transformation of the public service.

The UPSPEP will support the government's program in collaboration with other DPs, therefore providing funds through a basket to all elements of the government's program. The inputs will include consultant services in the form of long-term and short-term technical assistance to help develop systems (human resources) and processes (result-oriented management), hardware (records management and human resources management information systems), training for leadership and change management, etc. At present, the UK-DFID, Ireland, Denmark, Austria and possibly others appear likely to support the SWAp through this pooling of funds.

Component 2. Performance Enhancement Component – IDA US \$ 55 million:

This component will comprise a Performance Enhancement Fund (PEF) that would support public sector organizations that aim to enhance their capacity to improve their service delivery performance via a demand-driven approach. Public sector organizations would demonstrate their commitment to improving their performance by preparing requests for funding from the PEF. Access to funding would be linked clearly to a performance improvement plan and demonstration of commitment to organizational transformation. Criteria/modalities of access to the fund would be developed to ensure that the above objective is met. Some initial demand activities for this component have been identified. These include:

- a) Technical assistance for financial sector upgrading aimed at deepening the financial systems and increasing the absorptive capacity of the economy. These initiatives will contribute to diversifying economic activity, reducing dependency on agriculture and increasing the capacity of the economy to absorb donor inflows.
- b) Capacity building for improved national statistics as well as monitoring and evaluation. This will involve supporting the Uganda Bureau of Statistics to develop a plan for national statistical development that will identify data demands (e.g., for PEAP monitoring and evaluation, financial and economic statistics and academic research), prioritize and cost them and formulate an implementation plan that pays considerable attention to addressing data gaps and human and physical capacity constraints.
- c) GOU has identified a number of procurement reforms that require TA through the recently concluded CIFA; funding assistance will be sought for them from the PEF.

D. Project location (if known)

UPSPEP will be located in the Ministry of Public Service;
Wandegeya, P. o. Box 7003, Kampala

E. Borrower’s Institutional Capacity for Safeguard Policies [from PCN]

Under one of the sub-components of the UPSPEP ; the Ministry of Public Service will seek to construct a Records and Archives Centre. The Architectural Plans for the centre have been drawn and a site has been identified and secured within Kampala’s CBD. The site does have seven house holds and as per World Bank policy a Resettlement and Compensation Plan for them will be developed by the borrower using a consultant and approved and disclosed both in country and at the World Bank infoshop, prior to appraisal and negotiations. In addition a site specific environmental management plan will also be developed and approved by the World Bank and Government of Uganda and included in construction bidding documents to be adhered to by the constructor and supervised by the National Environment Managment Agency of the Government of Uganda which is oblidged under the National Environment Act to ensure that all projects are assessed for environmental safeguards as per international standards and norms ratified by Uganda and in line with the World Bank environmental and social safeguard requirements.

F. Environmental and Social Safeguards Specialists

Mr Serigne Omar Fye (AFTS1)
Ms Kristine Schwebach (AFTS1)

II. SAFEGUARD POLICIES THAT MIGHT APPLY

Safeguard Policies Triggered	Yes	No	TBD
Environmental Assessment (OP/BP 4.01)	X		
The Project will involve construction of a Record and Archives Centre, the construction process may have impact in terms of traffic disruption, dust, noise pollution etc. Prior to construction a site specific environmental management plan will be prepared, approved, and disclosed to the World Bank and Government prior to appraisal. Recommended actions will be included in bidding documents for the contractor to implement and NEMA to supervise.			

Safeguard Policies Triggered	Yes	No	TBD
Natural Habitats (OP/BP 4.04)		X	
Forests (OP/BP 4.36)		X	
Pest Management (OP 4.09)		X	
Cultural Property (OPN 11.03)		X	
Indigenous Peoples (OD 4.20)		X	
Involuntary Resettlement (OP/BP 4.12)	X		
<p>There are persons currently living at the site identified for the Records and Archives centre and these will have to be relocated. Although eviction notices were provided by implementing agency (Ministry of Public Service), the persons didn't move. A resettlement and compensation plan for them will be developed and costed, approved and disclosed to the World Bank and Government prior to appraisal and negotiations, and will be implemented at the start of the project.</p>			
Safety of Dams (OP/BP 4.37)		X	
Projects on International Waterways (OP/BP 7.50)		X	
Projects in Disputed Areas (OP/BP 7.60)		X	

Environmental Category: B - Partial Assessment

III. SAFEGUARD PREPARATION PLAN

A. Target date for the Quality Enhancement Review (QER), at which time the PAD-stage ISDS would be prepared: 11/23/2005

B. For simple projects that will not require a QER, the target date for preparing the PAD-stage ISDS: N/A

C. Time frame for launching and completing the safeguard-related studies that may be needed. The specific studies and their timing¹ should be specified in the PAD-stage ISDS.

For SGP 4.01 = A Site Specific Environment management Plan will be prepared, approved and disclosed in the Infoshop prior to appraisal and negotiations, and included in the bidding documents for construction firm to manage and NEMA to supervise. This will be ready by November 2005.

For SGP 4.12 = A Resettlement and Compensation Plan will be developed and costed by the implementing agency and approved and disclosed both in country and at the World Bank Infoshop prior to appraisal and negotiations. This will be ready by November 2005.

The SMU has agreed to accept transfer of the safeguard responsibilities.

¹ Reminder: The Bank's Disclosure Policy requires that safeguard-related documents be disclosed before appraisal (i) at the InfoShop and (ii) in-country, at publicly accessible locations and in a form and language that are accessible to potentially affected persons.

IV. APPROVALS

<i>Signed and submitted by:</i>		
Task Team Leader:	Ms Denyse E. Morin	11/03/2005
<i>Approved by:</i>		
Regional Safeguards Coordinator:	Mr Thomas E. Walton	11/03/2005
Comments:		
Sector Manager:	Ms Helga W. Muller	11/07/2005
Comments:		