



MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT

**ENHANCING GROWTH OPPORTUNITIES AND PRODUCTIVITY FOR
WOMEN ENTERPRISES (GROW) PROJECT (P176747)**

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

May 19, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (GOU) (the **Recipient**) will implement the Enhancing Growth Opportunities and Productivity for Women Enterprises (GROW) Project (the **Project**), with the involvement of the Ministry of Gender, Labour and Social Development (MGLSD), Ministry of Finance, Planning & Economic Development (MFPED), the Private Sector Foundation Uganda (PSFU) and Ministry of Local Government (MLG), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s).
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(s).
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 prepared or updated, 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, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP shall 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 Recipient through the Ministry of Gender, Labour and Social Development and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient Minister of the Ministry of Gender, Labour and Social Development. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>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 the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Consolidated quarterly Environmental and Social (E&S) reports shall be submitted to the Association throughout the Project implementation starting 6 months after the Project effective date.</p>	<p>MGLSD and PSFU PITs</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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 and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association Task Team Leader (TTL) not later than 48 hours after learning of incident or accident.</p> <p>Provide subsequent report to the Association within 7 (seven) working days following the incident/accident. It shall also be reflected in the quarterly reports.</p> <p>Notification/reporting system shall be in place throughout the Project life cycle.</p>	<p>MGLSD & PSFU PITs GROW Project Coordinator</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

<p>1.1</p>	<p>ORGANIZATIONAL STRUCTURE Establish and maintain Project Implementing Teams (PITs), one each for MGLSD and PSFU, with qualified staff and resources to support management of ESHS risks and impacts of the Project including one Environmental Specialist and one Social Development Specialist, for each PIT.</p> <p>Beneficiary districts shall nominate competent Community Development Officers (CDOs) whose capacities in implementation of ESF instruments shall be built to support Project implementation and ensure compliance.</p>	<p>Recruit dedicated Environmental and Social Development specialists at MGLSD and PSFU and nominate CDOs before Project commencement, preferably 6 months prior to implementation of activities, and thereafter maintain these positions throughout Project implementation.</p>	<p>MGLSD and PSFU</p>
<p>1.2</p>	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a) Prepare, consult upon, adopt, disclose, and implement the Environmental and Social Management Framework (ESMF) for the Project consistent with the relevant ESSs.</p> <p>b) Prepare, consult upon, adopt, disclose, and implement sub-project environmental and social instruments, such as Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs), as set out in the ESMF in a manner acceptable to the Association.</p>	<p>This ESMF was finalized and disclosed on May 6, 2022, and to be implemented throughout Project implementation.</p> <p>Prepare, disclose, consult upon, and adopt the ESIA and ESMP prior to implementation of the specific activity for which it has been developed, and thereafter implement the ESIA and ESMP throughout Project implementation.</p>	<p>MGLSD & PSFU</p>
<p>1.3</p>	<p>MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>Contractors’ Environmental and Social Management Plans, Codes of Conduct, Contracts for Workers, SEA and GBV plan, Grievance Management Plan, Labour Force Management Plans, Camps and Material Yards Establishment and Management Plans, HIV/AIDS Management Plans, sub project specific Health, Safety and Environment (HSE) Management Plans shall be developed in coordination with the service providers and Supervising Consultants once they have been selected.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p> <p>Prior to the start of sub-project activities and throughout the Project life cycle.</p>	<p>Environmental Specialist, and Social Development Specialist, external consultants where need be and the Safeguards team at MGLSD and PSFU,</p>

ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the 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 relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>Project Consultants/contracted staff shall be managed in accordance with Contract terms and conditions. Contract terms and conditions shall be assessed for their compliance with the Project labor management procedures.</p> <p>All contractors for civil works shall prepare Labor Management Plans acceptable to the Recipient and the Association prior to carrying out any civil works or other Project activities.</p>	<p>Prepare, disclose, consult upon, and adopt the LMP prior to disbursement of funds for Component 3, and thereafter implement the LMP throughout the Project lifecycle.</p> <p>Revise LMP as necessary throughout Project implementation, including as further information becomes available.</p> <p>Contractors adopt and implement LMP prior to engaging Project workers.</p>	MGLSD and PSFU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as shall be described in the LMP and consistent with ESS2. This shall include a framework and procedures to receive reports and complaints from Project workers and a response and accountability framework to handle such reports and complaints. Information about grievance mechanism must be disseminated to Project workers.</p>	<p>Establish grievance mechanism shall be operationalized prior to engaging Project workers and thereafter maintained and operated throughout Project implementation.</p>	MGLSD and PSFU teams specifically the Social Development Specialists
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP) for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3. The MGLSD and PSFU PITs shall develop a subproject WMP as part of the site-specific ESMPs, for each subproject as required.</p> <p>Waste management procedures have been incorporated in the Project ESMF. Waste Management Plans shall be developed as part of the ESMPs to be prepared under 1.2 above.</p>	<p>Develop WMP as part of the site-specific ESMPs prior to subproject implementation and thereafter implement throughout the sub-project implementation period.</p> <p>MGLSD will ensure that the service providers implement the waste management procedures in the ESMF</p>	MGLSD and PSFU PITs.

	<p>The MGLSD and PSFU shall be required to submit statements of compliance with Environmental and Social Standards, including management of waste and hazardous materials, if any.</p> <p>The MGLSD and PSFU shall ensure that certified hazardous waste handlers are contracted on time to transport and manage hazardous wastes, if any prior to implementation of activities that require hazardous waste handlers in place.</p>	<p>Throughout the project implementation</p> <p>Prior to commencement of the sub-project activities and maintained throughout sub-project implementation</p>	
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.2 above.</p>	<p>Prior to commencement of the sub-project activities and thereafter maintain throughout sub-project implementation</p>	MGLSD and PSFU PITs
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared under action 1.2 above</p> <p>Traffic and road safety measures and actions, , for PITs will be in accordance with Public Service Standing Orders on Fleet Management where deemed necessary,</p>	<p>Prior to implementation of sub-project component works that require traffic and road safety procedures in place.</p> <p>All measures to manage road safety risk implemented prior to the start of sub project activities.</p>	MGLSD and PSFU PITs
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project, including but not limited to, behavior of Project workers, potential risks of labor influx, including the transmission of HIV/AIDS, COVID-19 and other communicable diseases, response to emergency situations, and include these measures in the ESMPs to be prepared in accordance with ESMF, in a manner acceptable to the Association.</p>	<p>Same timeframe as for the adoption and implementation of the ESMP</p>	MGLSD and PSFU PITs
4.3	<p>SEA AND SH RISKS</p> <p>Develop and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) in the ESMPs that may arise during Project implementation, including within the sub projects. The SEA/SH management measures should comply with principles of survivor-centered approach.</p>	<p>GBV and SEA/SH mitigation measures shall be reflected in relevant ESMPs before the preparation of the procurement documents.</p> <p>These measures shall be implemented throughout the Project life cycle.</p>	MGLSD and PSFU PITs

	MGLSD and PSFU PITs shall implement actions commensurate with the level of risks prior to work effectiveness and workers’ deployment. This may include, for example, signing of enforceable Codes of Conduct by workers, survivor - center approach, establishment of referral pathways with support from the MGLSD’s/PSFU GBV Specialist, sensitization activities for workers/communities by relevant Service providers and consultant staff, etc.		
4.4	<p>SECURITY MANAGEMENT</p> <p>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, as set out in the Security Management Plan, in the ESMP guided by the principles of proportionality and Good International Industry Practice (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	Develop and implement a security management plan prior to Project implementation of subcomponents that involve the use of security personnel, with relevant measures to be included in the site specific ESMPs.	MGLSD and PSFU PITs
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Prepare, disclose, consult, adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	This RPF was finalized and disclosed on May 6, 2022, and to be implemented throughout Project implementation.	MGLSD.
5.2	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult, adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP and consistent with ESS5.</p>	<p>Prepare, disclose, consult, adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</p> <p>RAP Audit shall be done one year into sub-project implementation and continued yearly to the end of the Project.</p>	MGLSD & PSFU PITs
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, if applicable, including identification of different types of habitat and circumstances in which offsets, where necessary, will be used, consistent with ESS6.</p> <p>The ESMF shall identify the potential risks and impacts on biodiversity. The ESMF shall spell out the avoidance, minimization and mitigation measures required under the Project. In addition, the subproject-specific ESIA or ESMPs shall provide specific assessment and risk management for ESS6-related risks.</p>	<p>Develop measures as part of the site-specific ESIA or ESMPs prior to subproject implementation and thereafter implement throughout the sub-project implementation.</p>	<p>MGLSD and PSFU PITs</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>VULNERABLE AND MARGINALIZED GROUPS FRAMEWORK (IKS, BATWA, TEPETH, & BENET)</p> <p>Adopt and implement a Vulnerable and Marginalized Groups Framework (VMGF) for the Project, consistent with ESS7.</p> <p>Update and redisclose the VMGF following further / ongoing consultation with the Vulnerable and Marginalized Groups (VMGs).</p>	<p>This VMGF was finalized and disclosed on May 6, 2022, and to be implemented throughout Project implementation.</p> <p>Within 3 months of Project Effectiveness.</p>	<p>MGLSD & PSFU PITs</p>
7.2	<p>VULNERABLE AND MARGINALIZED GROUPS MANAGEMENT PLAN</p> <p>Adopt and implement a Vulnerable and Marginalized Groups Management Plan (VMGP) for each activity under the Project for which the VMGF requires such a VMGP and consistent with the requirements of ESS7.</p>	<p>Adopt the VMGP prior to implementation of any activities that requires the preparation of the VMGP and implement throughout the Project</p>	<p>MGLSD & PSFU PITs</p>
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement measures for safeguarding Cultural Heritage in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8. Identify measures to address risks and impacts on cultural heritage and include in the ESMPs.</p>	<p>Identify and adopt measures prior to the start of activities and thereafter implement throughout Project implementation period</p>	<p>MGLSD and PSFU PITs</p>
8.2	<p>CHANCE FINDS</p> <p>Adopt, and implement the chance finds procedure described in the ESMF and in subsequent ESIA or ESMPs developed for the Project. The Service providers shall be</p>	<p>Same timeframe as for the adoption and implementation of the ESIA/ ESMP.</p>	<p>MGLSD and PSFU PITs</p>

	<p>required to include the chance finds procedure in the ESIA/ESMPs, bidding documents and included into the works contracts.</p> <p>MGLSD & PSFU PITs shall work with the Department of Museums and Monuments at the Ministry of Tourism, Wildlife and Antiquities (MoTWA) and the Department of Culture and Family Affairs of MGLSD to implement the Chance Finds Procedure prior to implementation of activities in such locations and maintained throughout the Project</p>		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>(a) The MGLSD shall conduct and submit to the Association the readiness assessment of the PSFU ESMS</p> <p>(b) Develop, maintain, and implement an ESMS for PSFU and the PFIs to identify, assess, manage, and monitor the environmental and social risks and impacts of FI subprojects that receive support from the Project. The ESMS shall include, inter alia, the following elements:</p> <ul style="list-style-type: none"> • Identification of the FI subprojects that may receive support from the Project. • An environmental and social policy endorsed by the FI senior management specifying any details on the E&S policy that may be relevant. • Clearly defined procedures for the identification, assessment and management of the environmental and social risks and impacts of FI subprojects, in accordance with ESS9, including, inter alia, stakeholder engagement and disclosure requirements applicable to FI subprojects. • Exclusion list with the activities FI subprojects that are not eligible for financing, • An organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities detailing specific details, as needed, as set out in actions 9.3 and 9.4 below. • Monitoring and reporting of environmental and performance of FI subprojects and the effectiveness of the ESMS. • Incidents and accidents notification and subsequent reporting requirements as set out in action B above. • An external communications mechanism, including measures to respond to public enquiries and concerns in a timely manner. 	<p>(a) Prior to disbursement of funds for Component 2</p> <p>(b) The PSFU shall integrate recommendations from the readiness assessment into its ESMS, and thereafter adopt and operationalize the ESMS prior to disbursement of funds for Component 2. The PFIs shall in turn need to adopt and operationalize an ESMS before carrying out screening of any proposed and prior to disbursement of Funds for the FI subproject</p> <p>Once established, maintain and implement the ESMS throughout Project implementation.</p>	MGLSD and PSFU PITs
9.2	<p>EXCLUSIONS</p> <p>Screen all proposed activities to be financed under Component 2 against the exclusion list outlined below:</p>		PSFU PITs & Individual FIs

<p>The following list of activities are ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Any activities resulting or anticipated to result in permanent or temporary physical or economic displacement. • Any activities involving significant or irreversible impacts, or impacts that cannot be easily mitigated. • Any activities that have significant or irreversible impacts on cultural heritage as defined under ESS 8. • Production or trade in any product or activity deemed illegal under Uganda’s laws or regulations or ratified international conventions and agreements. • Production or trade in weapons or munitions • Gambling, casinos and equivalent enterprises. • Trade in wildlife or wildlife products regulated under Convention on International Trade in Endangered Species (CITES) • Production or trade in radioactive materials (this does not apply to the purchase of medical equipment, quality control (measurement) equipment and any equipment where the Association considers the radioactive source to be trivial and/or adequately shielded). • Production or trade in or use of unbounded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%. • Drift net fishing in the marine environment using nets in excess of 2.5 km in length. • Purchase of logging equipment for use in cutting forests. • Production or trade in wood or other forestry products other than from sustainably managed forests. • Commercial logging operations in primary tropical moist forests • Production or trade in pharmaceuticals subject to international phase outs or bans. • Production or trade in pesticides/herbicides subject to international phase outs or bans such as potential Ozone Depleting Substances [ODSs] that have been burned in Uganda • Fishing in the marine environment using electric shocks and explosive materials. • Any activities that would curtail workers fundamental rights. These would include: (i) freedom of association and the effective recognition of the right to collective bargaining; (ii) prohibition of all forms of forced or compulsory labor; (iii) engaging workers in hazardous conditions (which includes construction activities) without appropriate OHS measures as per national laws and ESF/ESSs, and hiring persons 	<p>Screen FI subprojects before determining whether they are eligible to receive support from the Project.</p>	
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	<p>under 18; (iv) discrimination/exclusion of workers based on race, color, sex, religion, political opinion, national extraction, or social origin.</p> <ul style="list-style-type: none"> • Production or trade in products containing Polychlorinated biphenyls (PCBs). • Production or trade in ozone depleting substances subject to international phase out. • Production, trade, storage, or transport of significant volumes of hazardous chemicals, or commercial scale usage of hazardous chemicals (includes gasoline, kerosene, and other petroleum products). • Production or storage or packaging of inflammable material in large scale commercial quantities. • Production or trade or use or storage of dyeing chemicals and dye intermediaries in large scale commercial quantities • Production or activities that impinge on the lands owned, or claimed under adjudication, by Vulnerable and Marginalized Groups, without full documented consent of such peoples. 		
9.3	<p>FI ORGANIZATIONAL CAPACITY As part of the selection of PFIs, review their organizational capacity.</p> <p>Establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities.</p>	Prior to disbursement FIs organizational capacity needs to be in place.	PSFU PIT & Individual FIs
9.4	<p>SENIOR MANAGEMENT REPRESENTATIVE Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects that receive support from the Project.</p>	Prior to disbursement the senior management representative needs to be designated.	PSFU PIT & Individual FIs
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Framework (SEF) for the Project consistent with ESS10</p> <p>Prepare, adopt, and implement Stakeholder Engagement Plan (SEP) as outlined in the SEF and consistent with ESS10.</p>	<p>This SEF was finalized and disclosed on May 6, 2022, and to be implemented throughout Project implementation.</p> <p>SEP shall be adopted and disclosed prior to project effectiveness</p>	MGLSD and PSFU PITs

10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and to facilitate the referral of SEA/SH complaints, to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Establish the grievance mechanism prior to implementation of activities and, and prior to beginning any resettlement, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>MGLSD and PSFU PITs</p>
<p>CAPACITY SUPPORT</p>			
CS1	<p>Capacity support to the MGLSD and PSFU shall be provided, to implement the Project in compliance to the World Bank Environment and Social Framework and the Country’s legislation.</p> <p>Capacity building shall be required for respective groups of people such as Ministry personnel, district, participating Financial Institutions, other MDAs closely associated with GROW, communities among others. Specifically, the training shall entail the following:</p> <ol style="list-style-type: none"> 1. The Environmental, Social, and relevant staff at MGLSD& PSFU must be trained in the following areas that relate to their duties: <ul style="list-style-type: none"> • World Bank ESF • Implementation of Stakeholder Engagement Plan (SEP) including stakeholder mapping, and its monitoring and evaluation • Implementation of Labour Management Procedures (LMP) • Implementation of Grievance Redress Mechanisms (GRM) • Employee’s health and safety, including First Aid courses to employees • Emergency preparedness and response • Implementation of Environmental and Social risks management practices identified by Project actors during Project implementation. • SEA/SH and GBV including GBV referral pathway, survivor centered approach • HIV/AIDs • Incident or accident reporting procedures • Implementation of the VMGP (FPIC, Grievance Management) • Child labor and child protection restrictions. • COVID-19 Prevention and Mitigation Measures 2. Participating Financing Institutions <ul style="list-style-type: none"> • General World Bank ESF requirements. 	<p>Training for the Environmental, Social, and relevant staff at MGLSD& PSFU conducted prior to effectiveness and continued upon recruitment of MGLSD &PSFU PITs safeguards staff</p> <p>Training for the PFIs conducted once these have been identified</p> <p>Training for District and Sub- County staff conducted 3 months into Project effectiveness</p> <p>Training for communities conducted prior to work commencement. These trainings shall continue throughout the Project as needed during Project implementation.</p>	<p>MGLSD & PSFU, Makerere University Business School (MUBS)</p>

	<ul style="list-style-type: none"> • ESMS requirements • Implementation of SEP, LMP and GRM, and oversight • E&S risk screening and mitigation • Gender and GBV aspects in the Project. • SEA/SH • Child labor and child protection. • Incident or accident reporting procedures • Monitoring and reporting on ESMS implementation • COVID-19 Prevention and Mitigation Measures <p>3. District and Sub-county Liaison personnel in respective Project districts shall be trained on: (Environment Officers, Labour Officers, CDOs, Commercial officers)</p> <ul style="list-style-type: none"> • General World Bank ESF requirements. • Implementation of SEP, LMP and GRM, and oversight • ESMP Checklist preparation, updates, and oversight • Gender and GBV aspects in the Project. • SEA/SH • Child labor and child protection. • Procedures for identifying Project beneficiaries • Monitoring and reporting on Project activities • COVID-19 Prevention and Mitigation Measures <p>4. Communities and other stakeholders will be trained on:</p> <ul style="list-style-type: none"> • Emergency preparedness and response • Community health and safety, including First aid courses to interested community members • Grievance Redress Mechanism (GRM) procedures • Prerequisite for accessing credit • Financial management • Importance of spousal support and family cohesion • COVID-19 Prevention and Mitigation Measures 		
CS2	<p>Contractors must be trained on the implementation of environmental and social management plans and documents. These will be trained on adoption and compliance:</p> <ul style="list-style-type: none"> • General ESF requirements. • Implementation of SEP, LMP and GRM, compliance in line with GoU regulations and standards of the Association. • ESMP Checklist preparation, updates, and oversight • Gender and GBV aspects in the Project. 	<p>Training to be completed as soon as possible after contract signature, and in any event before commencement of works.</p>	<p>MGLSD, PSFU PITs</p>

	<ul style="list-style-type: none">• SEA/SH• Child labor and child protection.• Monitoring and reporting on Project activities• COVID-19 Prevention and Mitigation Measures		
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