



**MINISTRY OF GENDER, LABOUR AND SOCIAL DEVELOPMENT
GENERATING GROWTH OPPORTUNITIES AND PRODUCTIVITY FOR WOMEN
ENTERPRISES (GROW) PROJECT**

Project ID: P176747

Grant No. 0920-UG

**Request for Expressions of Interest
(Consulting Services – Firms Selection)**

**CONSULTANCY SERVICES TO REVIEW AND UPDATE ENVIRONMENT AND
SOCIAL INSTRUMENTS FOR THE GROW PROJECT.**

Reference No.: UG-MOGLSD-547674-CS-CQS

Issued on: August 3, 2026

The Government of the Republic of Uganda has received financing from the World Bank towards the cost of implementing the Generating Growth Opportunities and Productivity for Women Enterprises (GROW) Project, and intends to apply part of the proceeds for Consulting Services.

The Project Development Objective is to increase access to entrepreneurial services that enable women entrepreneurs to grow their enterprises in targeted locations, including host and refugee communities. The Project is being implemented by the Ministry of Gender, Labor and Social Development (MGLSD) jointly with Private Sector Foundation Uganda (PSFU) as an implementing Entity.

The GROW Project Uganda uses a number three key safeguard instruments including SEP (Stakeholder Engagement Plan), LMP (Labour Management Plan), and ESMF (Environmental and Social Management Framework), to ensure compliance with World Bank standards and national regulations. Each instrument has a distinct focus: SEP on inclusive communication and grievance redress, LMP on fair labor practices and worker protections, and ESMF on environmental and social risk management. The Project operates in complex contexts where Environmental, Social, Health and Safety (ESHS) risks change as interventions expand. At the inception of the project, the above-mentioned Environment and Social instruments were developed and adopted to ensure Environmental and Social compliance to both national and World Bank Standards.

With this background, the GROW Project seeks to engage a consultant to review and update the Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), and Labor Management Procedures (LMP). Undertaking these tasks concurrently will enhance efficiency, eliminate duplication, and ensure that the instruments reinforce one another. This integrated approach will strengthen compliance, streamline implementation, and provide a clear, unified framework for managing environmental and social risks throughout the project lifecycle.

The Consulting Services ("the Service") include Consultancy services to review and update the Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), and Labor Management Procedures (LMP). The detailed Terms of Reference (TOR) for the assignment can be found at <https://mglsd.go.ug/procurement/>

The Ministry of Gender, Labor and Social Development now invites eligible consulting firms ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating

that they have the required qualifications and relevant experience to perform the Services.

The shortlisting criteria is as follows:

- The Consultant should have experience in Environmental and Social Impact Assessments (ESIAs) with at least eight (8) years of core business as a firm undertaking ESIs for large infrastructure/construction projects.
- Experience of the Consultant and familiarity with World Bank's Environmental and Social Standards is a necessity as will be evidenced from similar assignments of at least (3) three carried out and financed by the World Bank within the last (10) ten years.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" Seventh Edition, September 2025 "Procurement Regulations", setting forth the World Bank's policy on conflict of interest.

Consultants may associate with other firms to enhance their qualifications but should indicate clearly whether the association is in the form of a joint venture and/or a sub-consultancy. In case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.

A Consultant will be selected in accordance with the Consultants Qualification selection (CQS) method set out in the World Bank's Procurement Regulations for IPF Borrowers, Seventh Edition, revised September 2025.

Further information can be obtained at the address below during office hours (0800 to 1700 hrs).

Expressions of interest must be delivered to the address below in a written form not later than **August 17, 2026 at 1100hrs**. Consultants may make arrangements to have their Expressions of interest delivered by courier services however, no liability will be accepted for loss or late delivery.

Expressions of Interest should be addressed to:

**The Permanent Secretary,
Ministry of Gender, Labour, and Social Development,
P.O. Box 7136,
KAMPALA**

Expressions of Interest should be delivered/sent to:

**7th Floor, Gender and Labour House,
Plot 2, George Street.
Tel: +256 414 347 854**

Email: procurement.grow@mglsd.go.ug