



Republic of Uganda

Ministry of Energy and Mineral Development

Electricity Access Scale-Up Project (P166685)

NEGOTIATED

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

March 4, 2022

REPUBLIC OF UGANDA, MINISTRY OF ENERGY AND MINERAL DEVELOPMENT ELECTRICITY ACCESS SCALE-UP PROJECT

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Uganda (GoU) is planning to implement the Electricity Access Scale-Up Project (the **Project**), with the involvement of the following Ministries/Agencies/Units: Ministry of Energy and Mineral Development (MEMD) and Uganda Energy Credit Capitalization Company (UECCC). The International Development Association hereinafter the Association has agreed to provide financing for the Project.
2. The Government of Uganda shall implement material measures and actions so that the Project is implemented in accordance with the World Bank **Environmental and Social Standards (ESSs)**. This **Environmental and Social Commitment Plan (ESCP)** sets out a summary of the material measures and actions. The implementation of the measures identified in the ESCP shall be partially financed by IDA under the EASP – it is expected that GOU counterpart funding shall be provided for the full implementation of activities.
3. The ESCP requires compliance with all provisions in the frameworks and other documents prepared at concept stage and plans to be developed during project implementation. In particular, the ESCP requires compliance with the provisions set out in the Environmental and Social Management Framework (ESMF), Vulnerable and Marginalized Group Framework (VMGF), Stakeholder Engagement Framework (SEF), Resettlement Policy Framework (RPF). Site specific Environmental and Social Impact Assessments (ESIAs), Resettlement Action Plans (RAPs), Environmental and Social Management and Monitoring Plans (ESMMPs), Contractors' Health, Safety and Environmental Management Plans (CHSEMPs), Vulnerable and Marginalized Group Management Plans (VMGMPs), Grievance Redress Management Plans (GRMPs), Labour Force Management Plans (LFMPs), Physical-Cultural Management Plans (PCRMPs), Forest Restoration Implementation Plans (FRIPs-where applicable), Stakeholder Engagement Management Plans (SEPs), solid and hazardous waste management plan (SHWMP), Gender Based Violence/Violence Against Children Management Plans (GBV/VAC MPs) and institutional Environmental and Social Management Systems (ESMSs) shall be developed prior to the implementation of the relevant project components.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Government of Uganda is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, Agency or Unit referenced in 1, above.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Government of Uganda as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and Government of Uganda, 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 Government of Uganda shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Government of Uganda. The GoU shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Government of Uganda shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, social and safety impacts, labor influx, gender-based violence and violence against children, compensation and resettlement sexual exploitation and abuse, and cultural disruptions.

Electricity Access Scale-Up Project (EASP)			
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN			
DATE: March 4, 2022			
Summary of the Material Measures and Actions to Mitigate the Project’s Potential Environmental and Social Risks and Impacts	Timeframe	Responsibility / Authority and Resources/Funding Committed	Date of Completion
ESCP Monitoring and Reporting			
<p>REGULAR REPORTING: Prepare and submit regular monitoring reports on the implementation of the ESCP.</p>	<p>MEMD shall submit quarterly Consolidated E&S reports to the Association throughout the project life cycle. These reports shall be consolidated from the Project Implementation Units (PIUs) by the Project Coordination Unit (PCU).</p>	<p>The EASP shall be implemented by the MEMD and UECCC. The Governance structure for the project shall include: a Project Steering Committee (PSC) chaired by the Permanent Secretary-MEMD, Project Coordination Unit (PCU) and Project Implementation Units (PIUs), one under MEMD and another under UECCC. The EASP Coordination Manager, appointed by the Permanent Secretary-MEMD, shall submit quarterly safeguards reports to the Association with support from the PCU Environmental Specialist, Social Specialist, and the Gender Specialist and the PIUs through the Health Safety and Environment Unit (HSEU) at MEMD.</p>	<p>Quarterly starting on the date of Project effectiveness until Project Completion.</p>
<p>INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify the Association of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. Those include incidents that might cause great harm to the environment, workers, or the community (occupational, health and safety incidents resulting in serious injuries or fatalities, cases of sexual exploitation and</p>	<p>The EASP Coordination Manager shall report, within 24 hours after s/he has knowledge of the incident, major incidences such as fatalities, Health, Safety and Environmental incidences, Sexual Exploitation and Abuse (Rape and Defilement, Child Labour, GBV/VAC) to the Association.</p> <p>Other minor incidents shall be reported to the Association through incidental, and quarterly reports.</p>	<p>MEMD and UECCC PIU’s, Contractors</p> <p>The EASP Coordination Manager shall submit verified incidental reports to the Association.</p>	<p>Promptly as defined for any such event occurring after starting date of Project effectiveness until Project Completion.</p> <p>Quarterly starting date of Project effectiveness until Project Completion.</p>

	<p>abuse (SEA), etc.) and those that could cause reputational risks to the Association, Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate.</p>			
SUMMARY ASSESSMENT				
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS				
<p>1.1</p>	<p>ORGANIZATIONAL STRUCTURE: Establish an organizational structure with qualified staff to support management of E&S risks as documented in the Project ESMF and other Project E&S plans.</p> <p>Maintain as necessary throughout Project implementation.</p>	<p>The Management of E&S at the MEMD PCU shall be led by the HSEU supported by the Safeguard Specialists.</p> <p>The PIUs under MEMD’s Directorate of Energy Resources and UECCC shall recruit Environmental and Social risk management Specialists for the implementation of the Project.</p>	<p>The MEMD Directorate of Energy Resources PCU shall be supported by the Environmental Specialist, Social Specialist and Gender Specialist through the HSE Unit at MEMD coordinate and manage E&S risks under the Project.</p> <p>The PCU E&S team shall be supported by the Communication Division of the MEMD.</p> <p>The MEMD PIU shall recruit an Environmental Specialist, a Social Specialist, a Senior Wayleaves Officer (1), and Wayleaves Officers (2).</p> <p>UECCC shall recruit Environmental, Health and Safety Specialist (1) and Social Safeguards Specialist (1).</p>	<p>PCU Environmental and Social Specialists would be hired/assigned before effectiveness</p> <p>Recruitment of PIU staff to be completed six months after effectiveness</p>
<p>1.2</p>	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT: Based on the category of the project, environmental and social assessments shall be implemented for each sub project throughout the project life to identify and assess their environmental and social risks and impacts. All assessments shall provide complete, appropriate and acceptable mitigation measures two months prior to commencement of a specific sub-project.</p>	<p>The PIUs with support from the PCU shall develop and disclose the ESIA and ESMP once the project locations are identified, carry out Environmental and Social Audits one year after the Environment Certificates have been issued and the Stakeholder Engagement Plans (SEP). These plans shall be completed upon definition of specific sub-projects and prior to the effectiveness of civil works. These shall require Bank clearance and national</p>	<p>The MEMD PIU and PCU / HSE Unit, supported by certified Consultants shall lead the preparation of environmental and social impact assessments and plans and audits.</p> <p>Internal environmental and social audits shall be undertaken by the MEMD PIU on annual basis in line with the certificates obtained for project subcomponents.</p>	<p>Two (2) months prior to effectiveness of a specific sub-project and throughout project implementation.</p>

		disclosure before subprojects' implementation.		
1.4	MANAGEMENT OF CONTRACTORS: Develop and implement procedures for managing contractors and subcontractors.	C-ESMP, Codes of Conduct, Contracts for Workers, Labour Force Management Plans, Camps and Material Yards Establishment and Management Plans, HIV/AIDS Management Plans, Site Grievance Management Plans, and Health, Safety and Environment (HSE) Management Plans shall be developed in coordination with the Contractors and Supervising Consultants, once they have been selected. They shall be implemented in partnership with all relevant stakeholders throughout the project life cycle.	The Environmental Specialist, Social Specialist, Gender Specialist under the PCU and PIU's, through the MEMD HSE Unit and external consultants where need be, shall develop and ensure implementation of procedures for managing contractors and subcontractors throughout the EASP life cycle. The costs are provided for in other sections of the commitment plan.	Two (2) months prior to effectiveness of a specific sub-project throughout project implementation
1.5	PERMIT, CONSENTS AND AUTHORIZATIONS: Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities. Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.	The EASP may require the following permits; ESIA Certificate, Approval of RAPs by CGV, Building Permit, OTV, Workplace Permits, Forest Permits, Wildlife Permits, Water Abstraction Permit, among others. These Permits shall be processed at commencement of the subproject and/or as needed.	The PCU E&S team through the HSE Unit & and MEMD Directorate of Energy Resources PIU, and Contractors shall process project permits and coordinate the joint monitoring and enforcement with mandated institutions.	Prior to work commencement
1.6	THIRD PARTY MONITORING: A stakeholder and/or third parties shall be engaged to complement and verify the monitoring of environmental and social risks and impacts of the Project, specify the nature of tasks to be conducted on an ad-hoc basis.	To support the PIU, a multi-sectoral monitoring team comprising of relevant Ministries, Departments and Agencies (MDAs), private sector and civil society, independent individuals or firms shall be identified to verify the project's compliance with the Association's and national Environmental and Social risk management requirements quarterly and when deemed necessary coordinated by the PCU.	The HSE Unit with support from the safeguard specialists at various PIU's shall convene multi sectoral meetings and field monitoring activities to complement monitoring of environmental and social risks and impacts of the Project on an ad-hoc basis. The team shall review the project's documents and assess if the contractors and the implementing institutions comply with the environment and social	Throughout project implementation to completion

			requirements of the assignment, identify gaps and recommend appropriate mitigation measures.	
1.7	DEVELOPMENT OF IEC MATERIAL	Safeguards Education, Information and Communication (EIC) materials, awareness campaigns for EASP, monitoring of contractors' compliance to HSSE requirements between 2021 and 2027 shall be developed by the PCU.	The HSE Unit shall support the Coordination Manager in developing the IEC materials and monitoring contractor's compliance to HSSE.	Throughout project implementation to completion
ESS 2: LABOR AND WORKING CONDITIONS				
2.1	LABOR MANAGEMENT PROCEDURES: Labor management procedures shall be reviewed for consistency with the ESS2. This includes mitigating against significant risk of forced labor in the global supply chain for solar panels and solar components. The labor, health and safety procedures shall be included in ESMF guidelines and applied to agreements under this project.	The Labour Management Procedures shall be prepared and submitted to the Bank for clearance prior to project implementation and enforced throughout the project life.	MEMD and UECCC's PIUs shall ensure implementation of the Labour force Management plan by the different stakeholders implementing and supervising the project subcomponents. To support forced labor risk mitigation, the Bank requires MEMD and UECCC to strengthen procurement documents that include solar panels/components for the core functions of a project as defined in ESS-2 The PCU shall offer requisite support to the PIUs.	Throughout project implementation to completion
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS: Develop and maintain a grievance mechanism for Project workers.	A workers' grievance mechanism shall be established, maintained, and operationalized, in accordance with ESS2 and national legislation. The principles and guidelines for the grievance management mechanisms for workers have been included in the ESMF and SEF and shall be customized for use for each project subcomponent. A GRM database shall be developed to cater for all project components. Special	MEMD and UECCC's PIUs shall ensure that each contractor/consultant establishes a workers' grievance redress committee.	Throughout project implementation to completion

		committees shall be established to handle SEA, and other GBV related cases.		
2.3	OHS MEASURES: Develop and implement occupational, health and safety (OHS) measures, in addition to the measures identified in the ESMF, LMP and National Legislation.	The project ESMF includes the OHS risk assessment and mitigation measures	MEMD and UECCC's PIUs shall ensure implementation of the OHS measures throughout the lifetime of the project.	Throughout project implementation to completion
2.4	EMERGENCY PREPAREDNESS AND RESPONSE: As part of the OHS measures specified in 2.3, include measures on emergency preparedness and response, and ensure coordination with measures under 4.5.	Contingency Emergency Response Component (CERC) has been included in the project Environmental and Social framework.	MEMD and UECCC's PIUs, financial institutions, contractors, etc.	Throughout project implementation to completion
2.5	PROJECT WORKERS TRAINING: Implement training of Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities, Training on OHS measures, GBV/SEA, ESHS code of conduct and compliance with COVID-19 SOPs etc.	ESMF includes a capacity building component that covers relevant stakeholders of the project (e.g., workers, communities, beneficiaries, PIUs and the Project Coordination Unit (PCU). Continuous capacity building shall be undertaken each year until end of the project depending on capacity gaps identified over time.	MEMD and UECCC's PIUs, contractors, financial institutions shall implement capacity building activities.	Throughout project implementation to completion
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT				
3.1	MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: Develop and implement measures and actions to manage waste and hazardous materials.	A solid and hazardous waste management plan (SHWMP) shall be developed for each subproject and component specific ESIA's two months prior to subproject implementation and implemented throughout the project life. UECCC sub-projects shall be required to submit statements of compliance with Environmental and Social Standards, including management of waste and hazardous materials.	MEMD and UECCC's PIUs, Financial Institutions and contractors shall prepare and implement measures to mitigate waste and hazardous materials as part of the ESMP. For UECCC Sub-Projects, Solar Companies and Cook stoves Manufacturers shall be required to contract certified hazardous waste handlers to transport and manage wastes.	Throughout the project implementation up to the end.

3.2	CAPACITY BUILDING	Training and sensitization of sub-project beneficiaries, implementing partners. PCU and PIU staff and communities throughout the project life on the management of wastes and hazardous wastes until the end of project.	The training shall be undertaken by the PIUs coordinated by the MEMD Project Coordination Unit (PCU).	Throughout project implementation to completion
ESS 4: COMMUNITY HEALTH AND SAFETY				
4.1	TRAFFIC AND ROAD SAFETY: Develop and implement measures and actions to assess and manage traffic and road safety risks.	Traffic and road safety measures and actions shall be developed in accordance with the Public Service Standing Orders on Fleet Management, PIU Policies and the Traffic and Road Safety Act two months before effectiveness of project sub-component works.	MEMD's PIU shall develop and enforce implementation of Traffic and Road Safety plans throughout the project as part of the ESMPs.	Throughout project implementation to completion
4.2	COMMUNITY HEALTH AND SAFETY: Develop and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including in relation to Project Workers and any risks of labor influx.	MEMD and UECCC's PIUs shall develop and implement traffic management plans, develop and implement, HIV/AIDS, health management plan, identify and document project risks to communities, carry out field work to identify additional impacts and ensure implementation of mitigation measures and carry out awareness among communities, etc. to manage specific risks and impacts to the community arising from Project activities 2 months to the start of projects subcomponent and carry out awareness every quarter.	MEMD's PIU shall implement traffic management plans, develop and implement, HIV/AIDS, health and safety management plan, identify and document project risks to communities, carry out field work to identify additional impacts and ensure implementation of mitigation measures and carry out awareness among the communities through TV, Radio, SMS, public meetings, etc. to ensure universal access, SEP, etc. to manage specific risks and impacts to the community including developing and implementing the labour force management plan, HIV/AIDS and SEP as part of the ESMPs, and development of related plans not part of the ESMF. Health, Safety and emergency plans for Solar projects in schools and hospitals shall be updated to reflect the solar project one month before installation of the solar panels.	Throughout project implementation to completion

4.3	<p>GBV AND SEA RISKS: Develop and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) that may arise during Project implementation.</p>	<p>GBV and SEA Risks have been rated as low using the World Bank's assessment tool. MEMD and UECCC's PIUs shall implement actions recommended for this level of risks prior to work effectiveness/workers deployment. This would include signing of enforceable Codes of Conduct by workers, establishment of referral pathways with support from MEMD's GBV Specialist, sensitization activities for workers/communities by relevant contractors and consultant staff, etc. three months after project effectiveness.</p>	MEMD and UECCC's PIUs.	Throughout project implementation period
4.4	<p>SECURITY PERSONNEL: Develop and implement measures and actions to assess and manage the risks to human security of project-affected communities and project workers that could arise from the use of security personnel.</p>	<p>MEMD and UECCC's PIUs shall develop and implement a security management plan for the project in accordance with ESS4 prior to work effectiveness.</p>	MEMD and UECCC's PIUs shall develop and implement a security management plan for the project prior to work effectiveness.	Prior to work effectiveness
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
5.1	<p>LAND ACQUISITION AND RESETTLEMENT: Assess the nature and degree of expected land acquisition and involuntary resettlement under the Project</p>	<p>The RPF for the Project has been developed to guide assessment of the impact of planned project activities on assets and livelihoods.</p>	The assessment of the nature and degree of expected asset compensation and livelihood restoration under the Project.	Throughout the project period
5.2	<p>RESETTLEMENT PLANS: Develop and implement Resettlement Action Plans (RAPs) consistent with the requirements of the Resettlement Policy Framework (RPF) and ESS5.</p>	<p>MEMD and UECCC's PIUs shall develop, disclose and implement the RAP for compensation for trees, crops, and livelihoods consistent with the requirements of the RPF, relevant national laws and ESS5 as needed and throughout project implementation.</p>	MEMD and UECCC's PIUs shall implement the RAP monitoring framework and the GRM during the lifetime of the project.	<p>Throughout the project period up to the end of the project.</p> <p>The MEMD PIU shall undertake annual RAP Audits using the internal safeguards staff while an external/close-out audit shall be conducted by an independent auditor at the end of the Project</p>

5.3	MONITORING AND REPORTING: Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting.	As part of the RAPs, MEMD and UECCC PIUs shall develop and implement a monitoring framework for the activities likely to impact on crops, trees, and livelihoods throughout the project three months before RAP implementation.	MEMD and UECCC PIUs shall develop and implement a monitoring plan and report at the costs included in RAP implementation.	Throughout the project implementation period up to the end of the project.
5.4	GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism for resettlement (if established separately from the grievance mechanism under ESS10)	<p>Project specific GRM shall be established and implemented as part of the RAP throughout the project. The GRM shall be accessible to all those affected by the project and shall be established and made operational during project development activities such as ESIA and RAP studies.</p> <p>MEMD and UECC PIU's shall ensure that the established grievance management committees are accessible to members of the vulnerable and marginalized groups.</p> <p>Standardized Grievance log forms shall be used for all project components. A GRM database shall be established, and special committees set up to address SEA and other GBV cases. The project GRM data base shall also monitor adherence to standards, assess, track the extent to which progress is being made to resolve them inline with the SEF.</p>	<p>MEMD's PIU shall establish and implement the Project GRM as part of the RAP and ESIA throughout the project.</p> <p>The Gender Specialist under MEMD's PCU shall ensure that there is representation of the vulnerable and marginalized groups on the establishment committees.</p>	Throughout the project period implementation period up to the end of the project.
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES				
6.1	BIODIVERSITY RISKS AND IMPACTS: Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, including identification of different types of habitat and circumstances in which offsets shall be used.	The ESMF identified the potential risks and impacts on biodiversity. The ESMF has proposed avoidance, minimization and mitigation measures. However, there shall be project specific ESIA's and ESMPs prior to work commencement	MEMD and UECCC's PIUs, shall develop ESIA's and ESMPs at costs already provided in 1.2.	Prior to work commencement
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				

7.1	<p>VULNERABLE AND MARGINALIZED GROUPS (IKS, BENET, TEPETH AND BATWAS) PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA: Assess the nature and degree of the expected direct and indirect economic, social, cultural and environmental impacts on Indigenous Peoples who are present in, or have collective attachment to, the project area</p>	<p>The VMGF for the project has been prepared to provide guidance for avoiding project adverse impacts on VMGs and to provide them with culturally appropriate benefits.</p>	<p>The MEMD PIU Gender Specialist and Social Safeguards Specialist working with the PCU and the HSE Unit shall ensure Integration and implementation of measures from Vulnerable and marginalized groups plans into the project's subcomponents.</p>	<p>Throughout project implementation up to the end of the project</p>
7.2	<p>VULNERABLE AND MARGINALIZED GROUPS PLANS: Develop and implement a Vulnerable and Marginalized Groups Management Plan consistent with the requirements of ESS7.</p>	<p>Preparation and implementation of Vulnerable and Marginalized Groups (Iks, Benet, Tepeth and Batwas) Plans (VMGPs) as part of the design of subprojects.</p>	<p>MEMD shall development and implement the VMGP for each project subcomponent.</p>	<p>Throughout project implementation up to the end of the project</p>
7.4	<p>Other measures and actions that have been agreed, as per the specific risks and impacts of the Project</p>	<p>Sensitization and distribution of culturally appropriate IEC materials about EASP shall be undertaken 3 three months into project implementation.</p> <p>Sensitization of VMGs on: shared benefits of equitable electricity access, SEA/GBV risks, affordable power options, safety, and community referral mechanisms to be undertaken throughout the project.</p>	<p>The Gender Specialist at MEMD's PIU, PCU and HSE Unit shall lead in the sensitization and distribution of culturally appropriate EIC materials in all project areas.</p>	<p>Throughout project implementation up to the end of the project</p>
<p>ESS 8: CULTURAL HERITAGE</p>				

8.1	CHANCE FINDS: Develop and implement a chance find procedure.	MEMD's PIU shall work with the Department of Museums and Monuments at the Ministry of Tourism, Wildlife and Antiquities (MoTWA) and Department of Culture and Family Affairs , Ministry of Gender, Labour and Social Development (MGLSD) to prepare and implement the Chance Finds Procedure for the EASP by December 2022 and ensure its implementation throughout the project life. The Contractors shall be required to include the Chance Finds Procedure in the ESMPs and bidding documents.	MEMD and UECCC's PIUs, MoTWA and MGLSD.	Throughout project implementation up to the end of the project
8.2	CULTURAL HERITAGE: Identify measures to address risks and impacts on cultural heritage.	A Cultural Heritage Management Plan (CHMP) shall be developed and implemented by MEMD with technical support from the Department of Culture and Family Affairs at the Ministry of Gender, Labour and Social Development responsible for the management of intangible cultural aspects that may be affected by EASP as part of the design of sub-projects.	MEMD's and UECCC PIU's and MGLSD.	Throughout project implementation up to the end of the project
8.3	Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project	Awareness enhancement and IEC materials shall be developed with technical support from MGLSD and MoTWA by prior to commencement of project activities	The Social Safeguards team and the HSE Unit shall implement this activity.	Throughout project implementation up to the end of the project
ESS 9: FINANCIAL INTERMEDIARIES				

9.1	<p>ESMS- Establish and maintain an Environmental and Social Management System (ESMS).</p>	<p>UECCC shall develop an ESMS and operationalize it throughout the project cycle. For wholesale lending activities, the UECCC shall continue using the same ESMS established under the Energy for Rural Transformation Phase III Project (ERT-3) (P133312) in the interim. However, implementation of direct lending activities shall only be allowed after the UECCC has established an expanded ESMS satisfactory to the Bank.</p> <p>UECC shall develop and adopt an Environmental and Social Management System (ESMS) prior to project effectiveness and operationalize it throughout the project cycle.</p>	<p>UECCC ESMS shall be developed with funds from the World Bank financed ERT-3 Project (P133312).</p> <p>UECCC shall hire a consultant to develop the ESMS.</p>	<p>Throughout project implementation up to the end of the project</p>
9.2	<p>FI ORGANIZATIONAL CAPACITY: Establish an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities.</p> <p>Maintain as necessary throughout Project implementation.</p>	<p>The UECCC organization structure is already in place. The one Environment, Health and Safety Specialist and one Social Safeguards Specialists shall be recruited within six months of project effectiveness.</p> <p>The Environmental and Social Specialists at PCU shall support implementation of ESMS on the interim prior to recruitment of UECCC E&S staff.</p>	<p>UECCC shall use funds under the ERT-3 Project (P133312) for the recruitment process.</p>	<p>Not later than Six months after project effectiveness</p>
9.3	<p>SENIOR MANAGEMENT REPRESENTATIVE: Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects.</p>	<p>UECCC has designated a PIU headed by Director, Transaction Execution, UECCC</p>	<p>Director, Transaction Execution, UECCC</p>	<p>Throughout project implementation up to the end of the project</p>

9.4	<p>9.4.1 Reporting of major and fatal incidences</p> <p>9.4.2 Routine reporting</p> <p>9.4.3 Monitoring of E&S Risks and Mitigation Measures</p>	<p>UECCC shall submit fatal and major accidents to the PCU for verification and relay to World Bank within 24 hours of its knowledge of the occurrence and other minor incidents shall be included in the quarterly E&S reports.</p> <p>UECCC shall provide quarterly reports to the PCU for compilation and submission to the World Bank.</p> <p>Continuous monitoring of the E&S risks and mitigation measures for UECCC components.</p>	<p>Environment and Social Safeguards Specialist at UECCC</p>	<p>Throughout project implementation up to the end of the project</p> <p>Throughout project implementation up to the end of the project</p> <p>Throughout project implementation up to the end of the project</p>
<p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p>				

10.1	SEP PREPARATION: Prepare and disclose a Stakeholder Engagement Framework (SEF) and eventual Stakeholder Engagement Plans (SEP) for subprojects. This shall be developed after stakeholder analysis	The Stakeholder Engagement Framework (SEF) for the project has been prepared as part of subproject design. SEPs shall be prepared on an on-going basis throughout the project three months before each subproject's effectiveness.	MEMD's PIU and UECCC shall undertake the preparation and disclosure of the SEP for each project subproject.	Throughout the project implementation up to the end.
10.2	SEP IMPLEMENTATION: Implement the SEP.	SEF has been prepared and disclosed. It shall be updated and disclosed prior to the project Effectiveness Date. The SEP shall be implemented throughout the implementation of the project.	MEMD's and UECCC PIUs and contractors shall implement the SEP.	SEF shall be updated prior to Project Effectiveness Date. Throughout project implementation up to the end of the project
11	CAPACITY SUPPORT to the PCU and PIUs to implement the project in compliance to the World Bank Environment and Social Framework, 2018 and the National legislation.	Training on the World Bank Environment and Social Standards (ESSs) once the relevant Environmental and Social staff has been recruited and prior to relevant project activities implementation.	Technical personnel from MEMD's PCU, PIU, UECCC, and other MDAs closely associated with EASP.	Training to be conducted once the relevant staff is in place, and as needed during project implementation.
		Training on the ESHS requirements, including those specified in ESMMPs and project contracts prior to commencement of works.	Contractors, Private Energy Service Providers, Commercial Financial Institutions (CFIs) and supervision/verification consultants to be trained by WB on the ESHS requirements of the EASP project prior to project effectiveness and repeated once a year during the project life cycle.	Throughout project implementation up to the end of the project
		Environment, Social, health and Safety risk management awareness training	Senior Managements of PIUs and other staff of the PIUs to be trained annually on E&S risks management until end of project.	Throughout project implementation up to the end of the project
		Strengthening the capacity of the implementing Agencies on the implementation and reporting on the ESMF and ESMS performance.	Technical personnel from: MEMD's PCU and PIU, UECCC's PIU, District Technical Officers and refugee Management Teams and other MDAs closely associated with EASP shall be trained on ESMS and ESF requirements prior to effectiveness of the project.	Throughout project implementation up to the end of the project