



The Republic of Uganda

MINISTRY OF AGRICULTURE, ANIMAL INDUSTRY AND FISHERIES

# **Uganda Climate Smart Agricultural Transformation (UCSAT) Project - (P173296)**

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

**Draft**

**August 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Uganda (Recipient), through the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), anchored in the Department of Agriculture Infrastructure, Mechanization and Water for Agriculture Production (DAIMWAP) as the lead Implementing Agency, , will implement the Uganda Climate Smart Agricultural Transformation Project (the Project), , 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 Financing Agreement.
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 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, the 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 will 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 MAAIF and DAIMWAP, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, represented by the Ministry of Finance, Planning and Economic Development. The Recipient, through MAAIF and DAIMWAP, shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the [World Bank/Bank/Association] regular monitoring reports on the Environmental, Social, Safety and Health (ESSH) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, any land acquisition activities, GBV or SEA/SH mitigation activities and functioning of the grievance mechanism(s).</p>	<p>Submit monthly, quarterly, and annual progress reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<ul style="list-style-type: none"> <li>• MAAIF/PIU</li> </ul>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank/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 [for example pollution of water sources by agrochemicals]. 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 Bank/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 Bank/Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report/s to the Bank/Association within a timeframe acceptable to the Bank/Association</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Supervision Consultants</li> <li>• Contractor/s</li> </ul>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the [Bank/Association].</p>	<p>Submit the monthly reports to the Bank/Association as annexes to the reports to be submitted under action A above.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Supervision Consultants</li> <li>• Contractor/s</li> </ul>
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the Bank/Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Bank/Association of: (i) the</p>		<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Supervision Consultants</li> <li>• Contractor/s</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a National Project Coordination Unit within MAAIF that is tasked with ESHS management with qualified staff and resources to support management of ESHS risks and impacts of the Project including: Communication and Knowledge Management Specialist, CSA Specialist, Gender Specialist, Environmental, Health and Safety Specialist, Social Safeguard Specialist and VMG specialist. Short term consultants shall be procured to support implementation of specific Environmental and Social Safeguards activities. Additionally, TOR for the Gender Specialist shall include overseeing implementation of GBV/SEA prevention, response, and monitoring activities.</p>	Establish and maintain a PCU as set out in the Financing Agreement, three months after project effectiveness date, and maintain it throughout Project implementation.	MAAIF
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project. Consistent with the relevant ESSs, the following E&amp;S Instruments shall be adopted: the Vulnerable and Marginalized Groups Framework (VMGF), Resettlement Policy Framework (RPF), Process Framework (PF), the Pest Management Plan (PMP) and related Waste Management Plan, a Gender-Based Violence (GBV) Action Plan, Labor Management Procedures (LMP), Stakeholder Engagement Plan, Security Management Plan, monitoring requirements and templates to screen any proposed subprojects.</p> <p>2. Cause the PCU, DLGs, Sub-County Local Governments and Parish Development Committees to adopt and implement the subproject site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plans (ESMPs), as set out in the ESMF. The proposed subprojects/ activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	The ESMF shall be consulted, updated and adopted and disclosed before Project Appraisal – 30/09/2022, and thereafter implement the ESMF throughout Project implementation.	<p>MAAIF</p> <ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		2. In line with ESMF adopt the ESMP before launching the bidding process for the respective subproject activities prior to carrying out of the subproject activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation. Prepare A "master Emergency preparedness plan (EPP)" that will be adapted for each subproject involving dams before commencement of civil works.	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;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>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to Bank/Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Submit ToRs for review and no objection of the Bank before launching the respective tender process. This shall be carried out throughout Project implementation.</p>	<p>MAAIF</p>
1.5	<p><b>ASSOCIATED FACILITIES</b></p> <p>Cause the Contractors and Suppliers and/or owner/operator of the associated facility taking part in project activities to ensure that the activities in the associated facility (such as quarries, camps, construction material sources, and so on) are carried out in accordance with the applicable requirements of this ESCP and the ESSs, including, inter alia, having in place E&amp;S Statutory Approvals from relevant Uganda Government Authorities, ESIA, ESMP, LMP, management of contractors, RAP, SEP, etc.].</p>	<p>Before signing Contract with Contractor/ Supplier.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
1.6	<p><b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b></p> <p>[</p>	<p>N/A</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></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 safety and health (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>	Adopt the LMP prior to Project effectiveness and thereafter implement the LMP throughout Project implementation.	MAAIF
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	The workers grievance mechanism will be established prior to the project commencement and thereafter maintained throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Sub-county LGs</li> </ul>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN (WMP)</b></p> <p>Prepare, adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the WMP as part of project ESMF, and thereafter implement the WMP throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action [1.2] above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action [1.2] above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, in relation to labor influx, specific construction risks as defined in the ESMF, for example risks relating to behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMPs.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Assess, prepare and implement a SEA/SH Action Plan as part of project ESMF, and site specific ESMP, to manage the risks of SEA and SH.</p>	Adopt the SEA/SH Action Plan same timeframe as for the adoption and implementation of the ESMFs, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
4.4	<p><b>SECURITY MANAGEMENT</b></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 ESMF, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
4.5	<p><b>INVOLVEMENT OF THE MILITARY</b></p> <p>Ensure the following measures are carried out before deploying the Uganda Police Force (UPF) and/or the Uganda Peoples’ Defense Forces (UPDF) in the implementation of Project activities for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ol style="list-style-type: none"> <li>Assess and implement measures to manage the security risks of engaging the UPF/UPDF as set out in the ESMF, Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such UPF/ UPDF;</li> <li>Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of UPF and UPDF to the Project, and screen such UPF/UPDF to verify that they have not engaged in past unlawful or abusive behavior, including Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH) or excessive use of force;</li> <li>Enter into a Memorandum of Understanding (MoU), with the Ministry of Internal Affairs and Ministry of Defense, setting out the arrangements for the engagement of the UPF and UPDF respectively in the Project, including the relevant actions and measures set out in this ESCP;</li> <li>Provide adequate instruction and training to the UPF and UPDF, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas) [, as set out in the ESMF, Security Management Plan and MoU;</li> <li>Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of the UPF and UPDF in the Project;</li> </ol>	Carry out a, b), c), and d) before deploying the UPF and/or UPDF under the Project and implement throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> <li>• Ministries of Internal Affairs and/or Ministry of Defense</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>f. Ensure that any concerns or grievances regarding the conduct of UPF and UPDF are received, monitored, and documented (considering the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Bank/Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Bank/Association so request in writing, after consultation with the Government of Uganda: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Bank/Association, to visit and monitor the Project area where the UPF and/or UPDF are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Bank/Association; and (iii) promptly take any actions, as may be requested by the Bank/Association upon its review of the third-party monitor consultant reports.</p>	<p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Bank/Association] after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>[g) within the timeframes requested by the Bank/Association].</p>	
4.6	<b>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4)</b>	N/A	
4.7	<p><b>DAM SAFETY (FOR ANNEX A, PARA. 5. ESS4)</b></p> <p><i>For Component 2.2 activities involving infrastructure for impounding and storage of water at source such as valley tanks for smallholder irrigation, and water for livestock and aquaculture production, and breeding and breed improvement.</i></p> <p>Engage qualified engineers to design dam safety measures for the valley dam, in accordance with good international industry practice, and thereafter adopt and implement such measures.</p>	<p>During identification, preparation, design of infrastructure for impounding &amp; storage of water, including Dam Safety measures as part of ESMP prepared under 1.2 above, and ensuring implementation &amp; reporting throughout project implementation.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p>Adopt the RPF and the PF prior to Project Appraisal and thereafter implement the RPF and PF throughout Project implementation.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The RPF for the Project has been developed to guide assessment of the impact of planned project activities on assets and livelihoods. Additionally, the process framework has been prepared to address restriction of access to ecosystems services for community members that have been benefiting from national parks and protected areas located in the project area		
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>(a) Adopt and implement a Resettlement Action Plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5. The project will not support subprojects with physical resettlement impacts/requirements.</p> <p>(b) Adopt and implement a Process Framework (PF) for each activity under the Project where restrictions on access to legally designated parks and protected areas are involved, for which the PF is required, as set out in the PF, and consistent with ESS5.</p>	<p>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>Adopt a Process Framework before Project Appraisal and implement it including ensuring that activities in Protected Areas after measures to improve (or at minimum restore) incomes, livelihoods and living standards have been provided.</p>	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>A grievance Redress mechanism to address community grievances/complaints has been described in the ESMF, RPF, SEF and PF.</p>	Throughout the project implementation period.	MAAIF
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Adopt and implement a Biodiversity Management Plan (BMP) as part of the ESMF, ESMP, in accordance with the guidelines of the ESIAs/ESMPs to be prepared for the applicable sub-Project activities, and consistent with ESS6.</p>	Adopt the BMP prior to start of activities which may impact on habitats and biodiversity and thereafter implement the BMP throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	MAAIF shall ensure that the vulnerable and marginalized groups in the project area are appropriately informed and can share from the project benefits in an inclusive and culturally appropriate manner with provisions/ consistent with ESS7. To this end, MAAIF shall adopt and implement Vulnerable and Marginalized Groups Framework for the Project.	Adopt the VMGF prior to Project effectiveness and thereafter implement the VMGF throughout Project implementation.	MAAIF
7.2	<b>INDIGENOUS PEOPLES PLAN</b>  Prepare Vulnerable and Marginalized Groups Plan (VMGP) three months after project effectiveness to ensure meaningful consultations with the VMGPs are conducted. Thereafter implement the VMGP for each activity under the Project for which the VMGF requires such VMGP, as set out in the VMGF and consistent with ESS7.	Adopt the VMGP prior to the carrying out of any activity that requires the preparation of such VMGP. Once adopted, implement the respective VMGP throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
7.3	<b>GRIEVANCE MECHANISM</b>  MAAIF will ensure that the established grievance management committees are accessible to members of the vulnerable and marginalized groups. All grievances will be managed by the project GRM as indicated in the RF, VMGF and SEF prepared for the project.	Established prior to project effectiveness and maintained throughout project implementation.	MAAIF
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b>  Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMF, ESMP, in accordance with the guidelines of the ESIA/ESMP to be prepared for the individual sub-project activities, and consistent with ESS8.	Adopt and prepare the CHMP in line with ESMF requirements before commencement of applicable sub-project activity and thereafter implement the CHMP throughout Project implementation.	<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> <li>• Contractors</li> </ul>
8.2	<b>CHANCE FINDS</b>		<ul style="list-style-type: none"> <li>• MAAIF</li> <li>• DLGs</li> <li>• Consultants</li> </ul>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>MAAIF shall work with the Department of Museums and Monuments at the Ministry of Tourism, Wildlife and Antiquities and Department of Culture and Family Affairs in the Ministry of Gender, Labour and Social Development to prepare and implement the Chance Finds Procedure for the project.</p> <p>The Contractors shall be required to include the chance finds procedure in the ESMPs and bidding documents.</p>	Describe the chance find procedures in the ESMF, ESMP. Implement the procedures throughout Project implementation.	<ul style="list-style-type: none"> <li>Contractors</li> </ul>
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p>The stakeholder engagement Framework (SEF) for the project has been prepared as part of project design.</p> <p>MAAIF will conduct further stakeholder consultations, update Stakeholder Engagement Plan, disclose and adopt the SEP three months after project effectiveness. The SEP will be implemented throughout project implementation.</p>	<ul style="list-style-type: none"> <li>MAAIF</li> <li>DLGs</li> <li>Consultants</li> <li>Contractors</li> </ul>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></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 facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Establish the grievance mechanism during project preparation and no later than Project Appraisal and thereafter maintain and operate the mechanism throughout Project implementation.	<ul style="list-style-type: none"> <li>MAAIF</li> <li>DLGs</li> <li>Consultants</li> <li>Contractors</li> <li>IGG</li> </ul>
<b>CAPACITY SUPPORT</b>			
CS1	<p>To enhance E&amp;S capacity of the implementing agencies and entities; training will be required in:</p> <ul style="list-style-type: none"> <li>Introduction to ESF and all the 10 ESSs, their requirements as applicable to the</li> </ul>	<ul style="list-style-type: none"> <li>At National Level – During project Launch;</li> </ul>	MAAIF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>project;</p> <ul style="list-style-type: none"> <li>Government of Uganda E&amp;S project requirements and how they can be achieved;</li> <li>Stakeholder mapping and engagement;</li> <li>Specific aspects of environmental and social assessment and monitoring of the ESMP;</li> <li>Occupational safety and health ;</li> <li>Community Health and Safety;</li> <li>Traffic Management Plan</li> <li>Waste Management</li> <li>Emergency preparedness and response, including reporting of incidents and accidents, maintaining an incidents log;</li> <li>Gender mainstreaming in construction works;</li> <li>Implementation and monitoring of HIV/AIDS</li> <li>Combat pandemic diseases such as COVID 19</li> <li>Contractor management on environment and social risks;</li> <li>Grievances management implementation and monitoring;</li> <li>Land acquisition and resettlement; Gender-based violence/Sexual Exploitation and Abuse (SEA).</li> </ul>	<ul style="list-style-type: none"> <li>At District and Regional Levels – Within 2 months after Project effectiveness and thereafter undertake refresher trainings on a quarterly basis.</li> </ul>	<p>National Regulatory Agencies (NEMA, MGLSD),</p> <p>District Local Governments</p>
CS2	<p>Training for Project workers on occupational safety and health including on emergency prevention and preparedness and response arrangements to emergency situations.</p> <ul style="list-style-type: none"> <li>Occupational Safety and Health – the basics to know for the Agricultural Project activities, following mitigation hierarchy</li> <li>emergency preparedness and response to community health and safety incidents and accidents</li> </ul>	<p>Within one months before commencement of construction and rehabilitation activities and thereafter on an as- needed basis.</p>	<p>MAAIF</p> <p>National Regulatory Agencies (NEMA, MGLSD),</p> <p>District Local Governments</p> <p>Sub-County Local Governments</p>
CS3	<p>Community Based Training for Farmer Groups and Resource User Associations in basic Environmental, Social, Safety and Health aspects of the project and in line with specific resources:</p> <ul style="list-style-type: none"> <li>Wetlands, Riverbanks, Lakeshores</li> <li>Forests in private land, Local Forest Reserves and Central Forest Reserves</li> <li>Protected Areas – National Parks, Wildlife Reserves</li> </ul>	<p>Quarterly basis throughout project implementation</p>	<p>MAAIF</p> <p>National Regulatory Agencies (NEMA, MoGLSD),</p> <p>District Local Governments and</p> <p>Sub-County Local Governments</p>