

# **UGANDA ENERGY CREDIT CAPITALISATION COMPANY**

## **ELECTRICITY ACCESS SCALE-UP PROJECT (EASP)**

### **Project Implementation Unit**

#### **Terms of Reference for Social Safeguards Specialist (1 position)**

#### **Background**

The Government of Uganda (GoU) has received funding from the World Bank for the implementation of the Electricity Access Scale-up Project (EASP) to be implemented over a period of five (5) years. EASP will support GoU's efforts to increase access to electricity for households, refugee and host communities, industrial parks, commercial enterprises and public institutions. This is intended to spur socio-economic transformation, in line with Uganda's Vision 2040, the National Development Plan (NDP) III, the 2018 – 2027 Electricity Connection Policy (ECP) adopted in January 2018 and to meet the Sustainable Development Goal 7 (SDG 7) of achieving universal energy access by 2030. EASP activities will build on earlier Government initiatives in the energy sector, to support the expansion and strengthening of the electricity distribution network, scale-up service connections within the network, and increase access to off-grid electricity in refugee settlements and their host communities (outside the existing electricity distribution network), and to clean cooking services and technologies.

The EASP will be implemented by two main entities, namely the Ministry of Energy and Mineral Development (MEMD) and the Uganda Energy Credit Capitalisation Company (UECCC) through Project Implementation Units (PIUs).

The two Implementing Agencies will collaborate closely with the Office of the Prime Minister (OPM), Ministry of Education and Sports (MoES), Ministry of Health (MoH), Ministry of Water and environment (MoWE), Ministry of Local Government, Ministry of Agriculture, and other relevant sector stakeholders to implement the various project activities.

Uganda Energy Credit Capitalisation Company (UECCC) is a Government of Uganda Company in place to facilitate investments in Uganda's Renewable Energy Sector. The UECCC's main objective is to provide financial, technical and other support for renewable energy development in Uganda with particular focus on enabling private sector participation.

The Project Implementation Unit (PIU) at UECCC will be established as part of the UECCC Organogram to implement the financial intermediation component for increasing energy access through stand-alone solar technologies, financing of internal wiring of premises, promotion of efficient appliances for productive uses, and clean cooking solutions nationwide (at households

and institutional level), including in refugees hosting districts. The UECCC will also support electrification of public institutions, including public schools, public health centres, public water supply systems and so on, through stand-alone solar technologies.

The UECCC seeks to engage the services of a Social Safeguards Specialist to ensure effective and efficient implementation of the EASP project.

### **Objectives of the Assignment**

The Social Safeguards Specialist will oversee and manage the social safeguards responsibilities under the EASP at UECCC in accordance with the GoU and World Bank social safeguards guidelines and policies. He/she will also implement the UECCC Environment and Social Management System (ESMS) for the EASP project and ensure compliance with national legislations.

### **Scope of Services**

The Social Safeguards Specialist will be dedicated to the implementation of the EASP project, and will have the following duties and responsibilities:

#### **A) Project implementation activities.**

He/she will provide professional services during the implementation of the EASP Project by:

- a) Providing conceptual and operational leadership on the core social development themes under the EASP project
- b) Serving as a lead person on social issues including, stakeholder engagement, grievance management, vulnerable and marginalized groups who may be affected by the EASP project, and work closely with other PIU members to address any challenges
- c) Advising and/or providing quality operational leadership on major or sensitive matters relating to social impacts and risks associated with EASP project activities
- d) Supporting/facilitating stakeholders, including PFIs and private energy companies, to incorporate in the processes and conditions of financing; screening, due diligence, equity and gender matters.,
- e) Supporting the set up and operationalization of projects Grievances Redress Mechanisms (GRMs)
- f) Integrating social inclusion (with respect to gender, age, marginalised groups or any other relevant factors) into EASP project activities
- g) Ensuring social safety clauses are incorporated in all agreements signed between UECCC and Participating Financial Institutions (PFIs) in accordance with the UECCC ESMS.

- h) Ensuring that relevant stakeholders are informed about issues relating to implementation of EASP project social safeguards and providing the required support for timely implementation
- i) Developing and implementing capacity building and training plans on social safeguards for UECCC staff, PFIs and private energy companies.
- j) Maintaining records on the social safeguards performance of the PFIs, private energy companies in accordance with the UECCC Environmental and Social Management System (ESMS) policy objectives and targets
- k) Preparing revisions of the social safeguard's provisions of the UECCC ESMS and present to UECCC Management for endorsement where required
- l) Acting as a link between UECCC and other stakeholders such as Ministry of Gender, Labour and Social Development, consultants, communities and local governments on social matters.
- m) Being responsible for management of social risks associated with the electrification and clean cooking for public institutions under EASP, as stipulated in the Grant Agreements to be signed between the UECCC and the solar/clean cooking service providers.
- n) Receiving social complaints relating to EASP activities and ensuring that they are addressed in accordance with the UECCC ESMS system.
- o) Undertaking targeted visits to subprojects (at least semi-annually) to assess compliance and propose necessary remedies.
- p) Review quarterly progress reports from funded sub-projects and prepare reports covering all social safeguards aspects of the project.
- q) Carrying out any other duties as assigned by the EASP Project Manager that contribute to achieving the development objectives of the EASP project.

**B) Monitoring and evaluation of project activities by:**

Continuous monitoring of social, equity and gender issues concerning the EASP project with a view to assess and evaluate the social impacts of the EASP Project.

**Minimum Qualifications and Experience**

- a) Honours degree in social work and social administration, sociology, anthropology, applied social sciences or any other related fields from a recognized university
- b) Master's degree in sociology, anthropology, social sciences, natural resources management, or public administration from a recognized university
- c) Demonstrable knowledge of the World Bank best practices and/or guidelines and procedures on social safeguards, social assessment, social analysis, effective stakeholder participation and complaint resolution systems, and the regulations and legal framework governing environmental and social management
- d) At least eight (8) years of relevant professional experience in social safeguards management
- e) Demonstrable experience in conflict resolution in the context of development projects as well as the experience with at least two projects financed by the World Bank and/or the African

Development Bank or, any partner having the same standards in terms of safeguards will be an added advantage

- f) Highly motivated, innovative, pro-active and committed team player
- g) Excellent reporting and communication skills
- h) Knowledge of several local languages will be an added advantage

### **Duration of the Assignment**

The Social Safeguards Specialist shall undertake the assignment on a full-time basis for a period of five (5) years subject to satisfactory performance as shall be determined during the annual performance evaluations.

### **Reporting Arrangements**

The Social Safeguards Specialist shall report to the EASP Project Manager.

### **Duty Station**

The Social Safeguards Specialist shall be based in the UECCC offices in Kampala, Uganda, with occasional travel to project implementation areas for monitoring or as and when the need arises.