



SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT - P174337

Environmental and Social Management Framework (ESMF)

Updated for Additional Financing

May 2022

TABLE OF CONTENTS

SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT	1
TABLE OF CONTENTS	2
LIST OF TABLES	4
LIST OF FIGURES	5
LIST OF ACRONYMS	6
EXECUTIVE SUMMARY	8
1 INTRODUCTION	18
1.1 Project Background	18
2 PROJECT DESCRIPTION	19
2.1 Location of the Project Area	19
2.2 Project components	21
2.3 Project Beneficiaries	23
2.4 Project Development Objective	24
2.5 The Environmental and Social Management Framework - ESMF	24
2.5.1 Purpose of ESMF	24
2.5.2 Purpose and scope of the ESMF	24
2.5.3 Approach and Methodology in ESMF Preparation	25
2.5.4 Literature Review	25
2.5.5 Stakeholder and Community Consultations	25
2.5.6 Screening	25
2.6 BASELINE ENVIRONMENTAL AND SOCIAL ASPECTS	26
2.6.1 Baseline Environmental Information	26
2.6.2 Biological Environment	32
2.7 Socio-economic Environment	34
2.7.1 Population trends	34
2.7.2 Education and literacy	37
2.7.3 Economic activities	38
2.7.4 Agriculture	38
2.7.5 Livelihoods in Central Forest reserves	39
2.7.6 Farming systems	39
2.7.7 Settlement Patterns	40
2.7.8 HIV/AIDs prevalence	40
2.7.9 SARS-COV-2 pandemic	40
2.7.10 Prevalence of child labour in Uganda	41
2.7.11 Land Management	41
2.7.12 Land Holding and Tenure System	42

2.7.13	Culture and religion	42
2.7.14	Gender issues and sustainable forest management	42
2.7.15	Gender and level of education at grass roots.....	43
3	POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK.....	44
3.1	THE POLICY FRAMEWORK.....	44
3.1.1	The National Environment Management Policy-NEMP, 1994	44
3.1.2	Forest Policy, 2001.....	44
3.1.3	National Policy for the Conservation and Management of Wetland Resources, 1995	44
3.1.4	The National HIV/AIDS Policy, 2004	45
3.1.5	The National Cultural Policy, 2006.....	45
3.1.6	The Occupational Health and Safety Policy, 2006	45
3.1.7	The Uganda Gender Policy, 2007.....	45
3.1.8	The National Action Plan on Gender Based Violence (GBV).....	46
3.2	National Legal Framework	46
3.2.1	The Constitution of the Republic of Uganda, 1995	46
3.2.2	The National Environment Act, 2019.....	46
3.2.3	National Forestry and Tree Planting Act, 2003.....	47
3.2.4	The Land Act, Cap 227	47
3.2.5	The Occupational Safety and Health Act, 2006	47
3.2.6	The Employment Act, 2006.....	47
3.2.7	Local Government (Amendments) Act 2010	48
3.2.8	The Plant Protection Act (Cap 31).....	48
3.2.9	Historical Monument Act, 1967	48
3.2.10	The Wildlife Act (2019)	48
3.3	NATIONAL ENVIRONMENT REGULATIONS.....	49
3.3.1	Environmental Impact Assessment Regulations, 1998	49
3.3.2	The National Environment (Audit) Regulations, 2006 (12/2006).....	49
3.3.3	The National Environment (Wetlands, Riverbanks and Lakeshores Management) Regulations, 2000	49
3.3.4	The National Environment Regulations (Noise Standards and Control), 2003	49
3.3.5	National Population Council Act 2014	49
3.4	INSTITUTIONAL FRAMEWORK.....	50
3.4.1	The World Bank Environment and Social Standards that will be triggered by this project and therefore applicable are summarized in Table 3-2	51

3.5	International Environmental And Social Instruments Conventions Or Treaties Ratified By Uganda	53
3.6	World Bank Environmental and Social Framework	53
3.7	WORLD BANK POLICY ON DISCLOSURE OF INFORMATION	60
4	STAKEHOLDER CONSULTATIONS AND DISCLOSURE	60
4.1	Overview	60
4.2	Objectives of stakeholder consultations.....	60
4.3	Engagement with stakeholders.....	61
4.4	Future Consultations	62
4.4.1	Issues for Consultation.....	62
4.4.2	Consultation during Mobilization and Sensitization.....	62
4.4.3	Ongoing Consultations.....	62
4.4.4	Consultation of Special Disadvantaged or Vulnerable Groups.....	62
4.4.5	Some of the Preliminary Key Stakeholder Concerns and views	63
4.4.6	Stakeholder consultation for Additional Financing	63
4.4.7	Stakeholder Engagement Strategy in the context of COVID-19	64
5	GRIEVANCE REDRESS MECHANISM (GRM).....	66
6	PROJECT POTENTIAL GENERIC RISKS/IMPACTS AND MITIGATION MEASURES	66
6.1	Environmental and Social Risk Rating and Classification- ESRC.....	67
6.2	ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT.....	70
6.3	ESMF process and procedures	71
7	CAPACITY BUILDING AND TRAINING	78
8	MONITORING AND EVALUATION.....	78
8.1	Compliance Monitoring.....	79
8.2	Impact Monitoring	80
9	ESMF BUDGET AND DISCLOSURE	80
	LIST OF ANNEXES	82
	Annex 1: Screening Form	82
	Annex 2 : Sample ToR for Design of Civil Works, including E&S due diligence	87
	Annex 3: Incident Reporting Form.....	90
	Annex 4: Chance Finds Procedures.....	94
	Annex 5: Instructions for preparing a Health, Safety and Environment Management Plan (HSE-MP).....	96
	Annex 6: Views of the community stakeholders that were consulted.....	97
	Annex 7: Summary of Consultations under Additional Financing.	111
	Annex 8: Pictorial Evidence of the consultations that were carried out under AF	119
	Annex 9 : ESMP Mitigation Plan.....	121
	Annex 10:Stakeholder consultations record under NFA and UWA.....	129
	Annex 11:Stakeholder consultations record under AF	153

LIST OF TABLES

Table 2-1:showing Land Cover and Vegetation Distribution in Matiri and Rwensambya CFRs	34
Table 2-2: Population trend in the districts traversed by this Project site-1.....	35
Table 2-3- Project site 2.....	36
Table 3-1: Institutions with their respective responsibilities in Project implementation	50
Table 3-2: Summary of how the planned project activities trigger WB ESSs.....	51
Table 3-3: International Laws and Conventions/Obligations applicable to Uganda	53
Table 3-4 Key provisions of relevant ESSs.....	55
Table 3-5 Comparison of Uganda’s national system for handling E&S risks and World Bank ESF	57
Table 5-1- Summary of project categorization based on ESF 2018.....	68
Table 5-2: Potential risk/impact and mitigation measures.....	69
Table 5-3: Engagement techniques for the project stakeholders	74
Table 7-1: Key capacity building activities	78
Table 9-1: Indicative ESMF Budget.....	80

LIST OF FIGURES

Figure 2-1: Map showing the project affected Districts and protected areas under AF	20
Figure 2-2-Topographic map of project site 1	29
Figure 2-3-Topographic map of project site 2	30
Figure 2-4: Literacy levels in Uganda	38
Figure 2-5: Farming systems in Uganda.....	39
Figure 2-6: HIV/AIDs prevalence by region	41
Figure 5-1Coordination Arrangements for Environmental and Social Assessments.....	73
Figure5-2: Schematic flow of EIA process in Uganda.....	77

LIST OF ACRONYMS

CFM	Collaborative Forest Management
CFR	Central Forest Reserve
CP	The Country Partnership Framework
CRM	Collaborative Resource Management
DLG	District Local Government
DRC	Democratic Republic of the Congo
EMA	Environment Management Act
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plans
ESS	Environmental and Social Standards
FDIP	Forest Dependent Indigenous People
FSSD	Forestry Sector Support Department
GBV	Gender-based Violence
GO	Grievance Officer
GRC	Grievance Redress Committee
GoU	Government of Uganda
GRM	Grievance Redress Mechanism
GRS	Grievance Redress Service
Ha	Hectare
IAS	Invasive Alien Species
ICESCR	The International Covenant on Economic, Social and Cultural Rights
IDA	International Development Association
IGA	Income Generating Activities
LC	Local Council
M&E	Monitoring & Evaluation
MoGLSD	Ministry of Gender, Labour and Social Development
MOLG	Ministry of Local Government
MPs	Members of Parliament
MTWA	Ministry of Tourism, Wildlife and Antiquities
MWE	Ministry of Water and Environment
NEMA	National Environment Management Authority
NFA	National Forestry Authority
NFTPA	National Forestry and Tree Planting Act
NGO	Non-Governmental Organization
NLP	National Land Policy
NP	National Park
OPM	Office of the Prime Minister
PA	Protected Areas
PF	Process Framework
PIM	Project Implementation Manual

REDD+	Reduced Emissions from Deforestation and Degradation and fostering conservation, sustainable management of forests, and enhancement of forest carbon stocks
UWA	Uganda Wildlife Authority
WB	World Bank
WR	Wildlife Reserve

EXECUTIVE SUMMARY

INTRODUCTION

Uganda's natural forests are being lost and degraded at one of the highest rates in the world despite their importance for tourism and the role they play in supporting other natural resource-based activities. The total net loss of Uganda's forests during the period 2000-2015 was estimated at 1.8 million ha, equivalent to an average annual loss rate of 4 percent. In the year 2000 forest covered 19.4 percent of the land area but this had reduced to 12 percent by 2015.¹ Several factors have been identified as drivers of forest loss and degradation and these include: the need for more land for agricultural expansion; wood extraction for energy; increased urbanization as a result of high population growth; free grazing animals and wildfires that constituted to 72% of the annual carbon emissions for 2015.²

Although Uganda has a legal and policy framework to protect forest and other wildlife areas, implementation has been weak and forest laws are weakly and unevenly enforced. This is largely because the lack of (i) adequate access to the areas, (ii) basic infrastructure and equipment, and (iii) clearly marked boundaries. Another growing threat to effective forest management is more frequent and intense forest fires, due in part by climatic variability, but also by forest fragmentation which leads to edge effects leaving forest more vulnerable to damage from forest fires set to clear agricultural land. The spread of invasive and alien species is also having a severe impact on the landscape's protected areas. Invasive species contribute to the decline in biodiversity and is also driving an increase in human wildlife conflict. Where colonization of invasive species is extensive, such as in Queen Elizabeth NP, wildlife is driven outside the park in search of food, causing more frequent and dangerous encounters with communities. Delays in addressing the spread of invasive species can cause permanent changes to the landscape, and eradication becomes increasingly more expensive the longer the problem is left unaddressed. There is, therefore, a need to secure existing natural resources by reinforcing the management of protected areas.

As part of efforts to conserve and sustain forest cover, Government of Uganda (GoU) is developing the Uganda Investing in Forests and Protected Areas for Climate Smart Development Project that will be financed by the World Bank (WB) and the Government of Uganda (GoU). The proposed Project contributes to the World Bank Group's twin goals of ending extreme poverty and building shared prosperity in a sustainable manner. The Project is also closely aligned with the Uganda Country Partnership Framework (FY16-21) (CPF)³ and Uganda Vision 2040. The Project area targets some of the poorest districts in Uganda. Specifically, the Project concept is aligned to support the Strategic Focus Area B: Raising Incomes in Rural Areas and seeks to strengthen natural resources management and build resilience, with particular attention to growing incomes of women. Preparation of the Project is led by the Uganda Wildlife Authority (UWA) and the National Forestry Authority (NFA).

PROJECT DESCRIPTION

The proposed project will support forest monitoring and community livelihoods engagements of the National Forestry

¹ Ministry of Water and Environment (2018). *Proposed forest reference level for Uganda*. Republic of Uganda. February 2018.

² Ministry of Water and Environment (2017). Draft Final REDD+ National Strategy

³ World Bank (2016). *Country Partnership Framework for the Republic of Uganda for the Period FY16-21*

Authority and Uganda Wildlife Authority in key protected areas within the Albertine landscape. These activities have been severely affected by COVID-19. The project will support UWA and NFA protection and forest restoration activities, including monitoring and patrolling activities, activities aimed at prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting, using community labor as per standard procedures in use by these agencies. The project will also support livelihoods and employment opportunities in forest-adjacent communities, through provision of inputs for alternative livelihoods (both natural-resource based and not) to create innovative income streams for these communities and support job creation.

Furthermore, activities under component 1.2 involve a number of capacity building activities for the benefiting communities. They also include the technical designs for small infrastructure activities such as construction of staff housing (construction and renovation), bird hides, and replacement entry gates (TORs for these design activities incorporate ES elements and are included in this ESMF).

The proposed project will have two components that is, improved management of protected areas and Project monitoring. This component will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff. Geographically, project activities will be implemented in selected locations with highest existing pressures, with the focus on the Murchison Falls NP, Queen Elizabeth NP, and Toro-Semliki Wildlife Reserve areas for UWA and the following CFRs for NFA: Budongo, Bugoma, Kasyoha-Kitomi, Kalinzu, and Wambabya (in the Budongo Forest Range) Under Additional Financing, the project scope will be expanded to include additional Central Forest Reserves: Itwara, Muhangi, Kitechura, Rwensambya, Ibambaro, Matiri, South Maramagambo and Kibego. See Figure 2-1 for the map of sites. Under Additional Financing the project will allow scale up the following activities for implementation by the NFA.

- Scale up of the collaborative forest management arrangements – these activities promote participatory and gender-focused forest management. There is important focus on improving women's agency – through focus on their inclusion in the management bodies of the CFM groups.
- Provision of livelihoods skilling support through established CFM groups – typically, popular activities include support to beekeeping, poultry, agroforestry, women's crafts, and tree nursery establishment (on community land, not with gazetted forest reserves). These activities also have an important focus on women's empowerment and contribute to adaptation to climate change.
- Restoration (largely through enrichment planting) within target central forest reserves and support to management of these forest reserves, including continued community engagement and awareness activities. These activities have important climate change mitigation potential, as well as support local employment opportunities as the NFA uses a local community preference scheme for all its restoration activities, whereby contracts are given to local community contractors by default. In the refugee-hosting areas, the NFA will also target refugees for employment under these contracts, to help generate employment for them as beneficiaries.

POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

This section summarizes the applicable policy, legal and administrative framework within which this ESMF has been prepared. Both the World Bank ESSs and the relevant GoU legislation are summarized although there still exists some gaps between the two. The World Bank ESF and GoU laws will provide guidance and procedures for screening and identification of expected environmental and social risks and impacts, developing management and monitoring plans to address the risks and to formulate institutional arrangements for managing these environmental and social risks under the project. Similarly, Institutional arrangements for ESMF implementation, monitoring and reporting processes, will ensure that all the provisions of the ESMF and its various components are being effectively implemented. On the monitoring side, this includes participatory monitoring by implementing agencies such as Local Governments, CFM and CFR groups as well as internal monitoring by the project authorities. Provisions have also made for external, third-party monitoring for critical activities covered under the ESMF.

This section also outlines relevant institutions and authorities that shall be involved in specific Project implementation depending on the nature of the Project as detailed in Table 3-1 below.

Table showing Institutions with their respective responsibilities in Project implementation

Institution	Roles in the Project	Remarks
<i>NFA</i>	<ul style="list-style-type: none"> Implement forestry activities in and around central forest reserves Monitors and reports on activities undertakings 	NFA leads activities within CFRs. Responsible for implementation of activities in components that fall under NFA mandate.
<i>UWA</i>	<ul style="list-style-type: none"> Implement national parks and wildlife reserves activities Monitors and reports on activities 	Responsible for implementation of activities in and around NPs and wildlife reserves in components that fall under UWA mandate.
<i>Local Government Level (District, Sub-County, Parish and LCI)</i>	<ul style="list-style-type: none"> Supporting in supervision, advisory, coordination and planning of Project relevant activities Liaise with the agencies on Project implementation Providing technical personnel for review and assessing compliance, learning lessons, and improving future of Project Handle issues and supervise issues of integration/mainstreaming of gender, ethnic minority and marginalized group involvement in all Project activities 	Work in close cooperation with other agencies on issues of: grievance, training, reviews, integration/mainstreaming of gender, ethnic minority and marginalized group and progress reporting and communication. Lead in activities supporting local forest reserves, forest outside protected areas, erosion control measures and household energy interventions.
<i>Collaborative Forest Management Groups (CFM)</i>	<ul style="list-style-type: none"> Review, re-negotiate, and sign expired CFM agreements using the same terms as in the previously negotiated agreements (with approximately 10 groups around Bugoma, Kasyoha-Kitomi, and Budongo 	The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CFM) arrangements under NFA and UWA respectively.

Institution	Roles in the Project	Remarks
	<p>CFRs).</p> <ul style="list-style-type: none"> • Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. • Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). • Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs. 	
<i>Collaborative Resource Management Groups (CRM)</i>	<ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills like soap and candle making. 	Will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

STAKEHOLDER CONSULTATIONS AND DISCLOSURE

ESS10 Stakeholder Engagement and Information Disclosure under the ESF recognizes the importance of open and transparent engagement with project stakeholders. Success of any project depends on the level and quality of stakeholder engagement, which is to be an inclusive process expected to occur throughout the project life cycle. Engagement is more useful when introduced in the early phases of project development and is mainstreamed into all levels of decision-making. To this end, a separate Stakeholder Engagement Plan (SEP) has been prepared and disclosed as part of the environmental and social documents/ instruments for the proposed Project.

Objectives of stakeholder consultations

Two consultation meetings with key stakeholders were carried out with NFA and UWA project coordinators as well as various meetings held with see: Table 5 CFM and CFR groups specifically to achieve the following objectives:

- a) Provide a short summary of which stakeholders, when they were consulted, and feedback as part of the preparation of this ESMF.
- b) Provide background information of the proposed Project;
- c) Provide opportunities to stakeholders to discuss their risks and impacts likely to be caused by the project.
- d) Solicit the stakeholders' views on the project and discuss their involvement in the various project activities;
- e) Ensure that stakeholders understand the relevance of the development of ESMF and its associated tools such as the SEP and LMP for the proposed project and are in line with the World Bank ESF.
- f) Discuss potential environmental and social risks and impacts, related to the proposed project
- g) Capture and document all feedback from stakeholders and responding where appropriate.
- h) Assess the level of stakeholder interest and support for the proposed project and enable stakeholders' views to be taken into account in project design and environmental and social performance.
- i) Understand the technical capacity and gaps of the implementing partners and implementing agencies in regard to environmental and social safeguards.

PROJECT INSTITUTIONAL IMPLEMENTATION ARRANGEMENTS AND CAPACITY FOR ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT

Project activities will be implemented by the NFA and UWA under the overall management of their headquarters teams and with direct implementation by the respective teams on the ground.

Both implementing agencies (NFA and UWA), which will provide overall E&S risk management for this project, have experience in implementing World Bank financed projects; the most recent one being the ongoing Uganda: Investing in Forests and Protected Areas for Climate-Smart Development Project (IDA funded), approved by the World Bank Board in April 2020. It is worth noting that all key staff including E&S specialists have undergone a training on the essentials of the ESF aimed at improving environmental and social risk management.

GRIEVANCE REDRESS MECHANISM (GRM)

A grievance redress mechanism (GRM) shall be operated by the NFA and UWA in line with the guidance provided in this ESMF. This will ensure transparency and accountability. In order to ensure the accessibility and effectiveness, the GRM shall have a clear set of goals and objectives and a well-defined scope for its interventions, especially geographical area coverage. The GRM shall include a set of procedures for receiving, recording, and handling complaints. It has been learned from many years of experience that open dialogue and collaborative grievance resolution simply represent good business practice both in managing social and environmental risk and in furthering Project and community development objectives. In voicing their concerns, they also expect to be heard and taken seriously. Therefore, NFA and UWA must assure people that they can voice grievances and the Project will work to resolve them without bias.

The feedback mechanism is emphasized as one of the key aspects of GRM that require constant checking and supervision by the NFA, UWA and other implementing partners/stakeholders.

The project will use existing GRM mechanisms operated by UWA and NFA.

For activities in / around UWA-managed protected areas, the existing Community Park Committees (CPC) will be used. Their membership is drawn from the community and they are given basic training and facilitation to carry out their tasks. The CPC members comprise of the following:

- local influential opinion leaders such as religious leaders, cultural/traditional leaders, elders, civil society organizations, political leaders and government agencies;
- the CRM or game parks management structures;
- Community Wildlife Committees; and
- Local Council Committees.

Under the NFA, existing GRM provisions in the CFM agreements will serve as the primary GRM mechanism. Escalation, in cases the need arises, will be through the NFA Headquarters.

The Project GRM will be augmented by the World Bank's Grievance Redress Service, which provides a way for Project-affected communities and individuals to bring their grievances directly to the attention of the World Bank Management. The GRS will ensure that complaints are directed promptly to relevant Bank Task Teams and/or Managers for review and action, as appropriate. The goal is to enhance the Bank's involvement, responsiveness and accountability.

PROJECT POTENTIAL GENERIC RISKS/IMPACTS AND MITIGATION MEASURES

Overall Project implementation is expected to have positive environmental and social impacts due to specific focus of the project to create environmental benefits the communities; such as prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting, anticipated environmental risks and impacts are generally expected to be localized, minor and short-lived

Table below indicates the potential environmental and social impacts associated with project activities along with corresponding and proposed mitigation/enhancement measures.

Activity	Impact	Proposed mitigation measures
Reforestation activities within Forest Reserves	If non-indigenous tree species are used, there may be potential negative impacts on biodiversity	Use of only trees species local to the restoration areas. This will be assured by raising wildlets (wild naturally sown seedlings) found in the forest in the nurseries and using these seedlings for forest restoration activities within reserves.
Activities under component 1.2 will involve a number of capacity building activities for the	Occupational health and safety risks such as accidents and falls from infrastructure , injuries to workers due	Workers will be required to wear suitable Personal Protective Equipment (PPE), including hardhats, safety boots, and

benefiting communities and also very small infrastructure related to boundary protection to prevent human wildlife conflict (such as digging of trenches)	to handling working tools for trench excavations; falls in the trenches; biological hazards - skin irritation and other infections from plants or animal bites	gloves as needed. Workers will be sufficiently trained in the safe methods pertaining to their area of work to avoid injuries.
	Issues of biological hazards - skin irritation and other infections from plants or animal and snake bites	The project should create awareness on how to deal with encounters with animals, snakebite, among others
	Public nuisance due to presence of debris and air pollution Noise pollution as a result of construction works	<p>-Restrict construction activities to daytime hours only, when noise pollution is least felt.</p> <p>-No activities will be allowed on site beyond 7.00 pm in order to reduce noise pollution at night.</p> <p>-Put in place a code of conduct to be followed by the workforce and avoid causing unnecessary inconvenience to the community.</p> <p>-Provide protective gear to the workforce operating equipment that generates noise.</p> <p>In case of air pollution there should be monitoring of the weather conditions and adjusting the work program as required to respond to dry or windy conditions.</p> <p>And for construction waste such as debris adding waste management should be put in place following 3Rs: reduce, reuse, recycle, plus proper disposal of residual waste Ensure regular maintenance of any mechanized equipment to reduce on the noise</p>
	Community health and safety risks related with disposal and handling of hazardous waste	Hoard off the construction site area The contractor should also consider segregation, temporary secure storage before proper final disposal
	Risks to human health and the environment due to handling construction site waste	Provide adequate facilities for the temporary storage of waste oil if any.
	Risks related with COVID-19	Sensitize all project employees about the

	pandemic are expected mainly, during operationalization of TA activities	signs and symptoms of COVID-19 as well as the ways to control its spread by providing masks and hand sanitizing stations. Screen local employees/contractors for COVID-19 during recruitment. Management of potential COVID-19 cases – in case, any workers develop the above symptoms, isolate them and immediately contact the respective District Health Officers (DHOs) to pick and transport the patients for testing and treatment.
Since the project involves minimal infrastructure activities, mainly trench digging, there is the potential for chance find of cultural or archeological significance during such activities especially trench digging. There are also potential risks related to intangible cultural heritage, such as disruption to religious/cultural festivity in the community by these works		Implementers of activities will follow Chance Find Procedures included in this ESMF. Provisions related to cultural heritage (including locations of identified sites of cultural significance) are included in PA management plans.

The project will also support design of infrastructure, considered Technical Assistance (TA) activity under ESF. When implemented, such infrastructure may generate moderate to substantial environmental and social impacts which can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. As such, the borrower should design, construct, operate, and decommission the structural elements of the project in accordance with national legal requirements, the EHSGs and other GIIP, taking into consideration safety risks to third parties and affected communities. Structural elements of a project should be designed and constructed by competent professionals and certified or approved by competent authorities or professionals. Additionally, Structural design should take into account climate change considerations, as appropriate.

The terms of reference for TA activities will ensure that environmental and social objectives of the ESF and national system will be taken into account in the planning and design and implementation arrangements for the individual projects.

ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

Principally, environmental screening is intended to ensure that, proposed projects are subjected to appropriate extent and type of environmental assessment (EA) under ESS1 and applicable provisions of other ESS. It is recognized that project investments under Components 1 and could pose localized environmental impacts arising from proposed forest restoration and management activities; as well as small infrastructure development on the boundaries of protected areas. Since these areas are environmentally sensitive, attention to the implementation of appropriate mitigation measures and monitoring is needed. However, the planned trench digging will be carried out using labor from the local communities and in very close proximity to selected National Parks, and therefore away from

communities. These two facts will significantly reduce the potential risks associated with influx of labor (GBV, VAC, COVID-19, potential fire outbreaks) and those related to health and safety of communities in general. Moreover, both implementing agencies (NFA and UWA), which will provide overall E&S risk management for this project have experience of implementing World Bank financed projects and have received training on ESF and GRM. Therefore, this assessment concludes that **risk ratings of moderate are recommended for both environmental and social risks**. Hence, specific mitigation measures per activity in a manner proportionate to the risks and impacts are recommended in Table 6. These will be complemented overall by capacity-building in environmental and social risk management which is already planned for both UWA and NFA under the IFPA-CD project. UWA and NFA routinely undertake ESMPs consistent with the legal framework and have specialist staff assigned for this purpose as well as staff responsible for community engagement.

CAPACITY BUILDING AND TRAINING

Project activities will be implemented by the NFA and UWA under the overall management of their headquarters teams and with direct implementation by the respective teams on the ground. Both NFA and UWA have experience in implementing World Bank financed projects. They are also implementing agencies of the Uganda: Investing in Forests and Protected Areas for Climate-Smart Development Project (IDA funded), approved by the World Bank Board in April 2020 which is also governed by the ESF. Prior to implementation of this project, all key staff including E&S specialists will undergo a training on the essentials of the ESF aimed at improving environmental and social risk management. NFA and UWA will provide overall E&S risk management for this project.

MONITORING AND EVALUATION

Overview

The purpose of environmental and social standards monitoring includes:

- a) Ensure that proper appraisals on the effects of project activities takes place and that proper measures are put in place to mitigate the effects;
- b) Set out the basis for compliance and enforcement of terms and conditions for approval;
- c) Design compliance strategies;
- d) Assess compliance with and management of the environment and social safeguards.
- e) Ensure that all stakeholders participate in the Sub-Project processes.

Monitoring

The environmental and social standards monitoring will be carried out by UWA and NFA, working closely with District Local Governments, to carry and ensure effective monitoring of environmental and social risks. Monitoring of environmental and social standards will also cover all project activities.

ESMF BUDGET AND DISCLOSURE and Additional Financing component

Financial resources are required to support implementation of this ESMF based on estimates summarized Table 9-1.

Table showing indicative ESMF Budget

NO	ITEM	BUDGET(
----	------	---------

		\$USD)
1	Mobilization and sensitization of the communities especially those living in those project areas	15,000
2	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	20,000
3	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESIAs, ESMPs and related safeguard management plans for investments funded from component 1 and 2	15,000
	Total	55,000
4	Budget under Additional Financing	
	Mobilization and sensitization of the communities especially those living in those project areas	15,000
	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	10,000
	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESIAs, ESMPs and related safeguard management plans for the project under AF.	15,000
	Total	40,000
	GRAND TOTAL	95,000

ESMF DISCLOSURE

This ESMF will be disclosed in compliance with relevant Ugandan regulations and the World Bank Environmental and Social Framework. NFA/UWA will upload the ESMF and other safeguards for the project onto their websites <https://www.nfa.org.ug/> and <https://www.ugandawildlife.org/> and invite the public to access and review the documents. Implementing agencies will also provide copies of the ESMF to the public in the NEMA library and offices of the stakeholders. The ESMF alongside other safeguards documents will be disclosed at the World Bank's website and made available to any interested persons for public access.

1 **INTRODUCTION**

1.1 **Project Background**

Uganda's natural forests are being lost and degraded at one of the highest rates in the world despite their importance for tourism and the role they play in supporting other natural resource-based activities. The total net loss of Uganda's forests during the period 2000-2015 was estimated at 1.8 million ha, equivalent to an average annual loss rate of 4 percent. In the year 2000 forest covered 19.4 percent of the land area but this had reduced to 12 percent by 2015.⁴ Several factors have been identified as drivers of forest loss and degradation and these include: the need for more land for agricultural expansion; wood extraction for energy; increased urbanization as a result of high population growth; free grazing animals and wildfires that constituted to 72% of the annual carbon emissions for 2015⁵.

Although Uganda has a legal and policy framework to protect forest and other wildlife areas, implementation has been weak and forest laws are weakly and unevenly enforced. This is largely because the lack of (i) adequate access to the areas, (ii) basic infrastructure and equipment, and (iii) clearly marked boundaries. Another growing threat to effective forest management is more frequent and intense forest fires, due in part by climatic variability, but also by forest fragmentation which leads to edge effects leaving forest more vulnerable to damage from forest fires set to clear agricultural land. The spread of invasive and alien species is also having a severe impact on the landscape's protected areas. Invasive species contribute to the decline in biodiversity and is also driving an increase in human wildlife conflict. Where colonization of invasive species is extensive, such as in Queen Elizabeth NP, wildlife is driven outside the park in search of food, causing more frequent and dangerous encounters with communities. Delays in addressing the spread of invasive species can cause permanent changes to the landscape, and eradication becomes increasingly more expensive the longer the problem is left unaddressed. There is, therefore, a need to secure existing natural resources by reinforcing the management of protected areas.

As part of the effort to enhance livelihood in the forest protected areas, UWA and NFA, with project support, will undertake protection and forest restoration activities, including monitoring and patrolling activities, activities aimed at prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting, using labour from nearby communities, as per standard procedures in use by these agencies. The project will also support livelihoods and employment opportunities in forest-adjacent communities both host and refugee communities, through provision of inputs for alternative livelihoods (both natural-resource based and not) to create innovative income streams for these communities and support job creation.

⁴ Ministry of Water and Environment (2018). *Proposed forest reference level for Uganda*. Republic of Uganda. February 2018.

⁵ Ministry of Water and Environment (2017). Draft Final REDD+ National Strategy

2 PROJECT DESCRIPTION

2.1 Location of the Project Area

The proposed project will have two components that is Improved management of protected areas and Project monitoring. Geographically, project area management activities will be implemented in selected locations with highest existing pressures, with the focus on the Murchison Falls NP, Queen Elizabeth NP, and Toro-Semliki Wildlife Reserve areas for UWA and the following CFRs for NFA: Budongo, Bugoma, Kasyoha-Kitomi, Kalinzu, and Wambabya (in the Budongo Forest Range). The monitoring component will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

Similarly, under AF the proposed project will be located in Kyenjojo, Kyegegwa and Mitooma Districts. In Kyenjojo District, the project traverses Matiri, Ibambara, Kitchura, Kibego and Muhangi. In Kyegegwa District, the project also traverses Itwara and Rwesambya CFR which is close proximity with Kyaka II refugee settlement aread. In Mitooma district the project traverses Maramagambo CFR.

The project will also allow scale up the following activities for implementation by the NFA. These will be integrated into the Securing Uganda's Nature Base in Protected Areas Project.

- Scale up of the collaborative forest management arrangements – these activities promote participatory and gender-focused forest management. There is important focus on improving women's agency – through focus on their inclusion in the management bodies of the CFM groups.
- Provision of livelihoods skilling support through established CFM groups – typically, popular activities include support to bee keeping, poultry, agroforestry, women's crafts, and tree nursery establishment (on community land, not with gazetted forest reserves). These activities also have an important focus on women's empowerment and contribute to adaptation to climate change.
- Restoration (largely through enrichment planting) within target central forest reserves and support to management of these forest reserves, including continued community engagement and awareness activities. These activities have important climate change mitigation potential, as well as support local employment opportunities as the NFA uses a local community preference scheme for all its restoration activities, whereby contracts are given to local community contractors by default. In the refugee-hosting areas, the NFA will also target refugees for employment under these contracts, to help generate employment for them as beneficiaries.

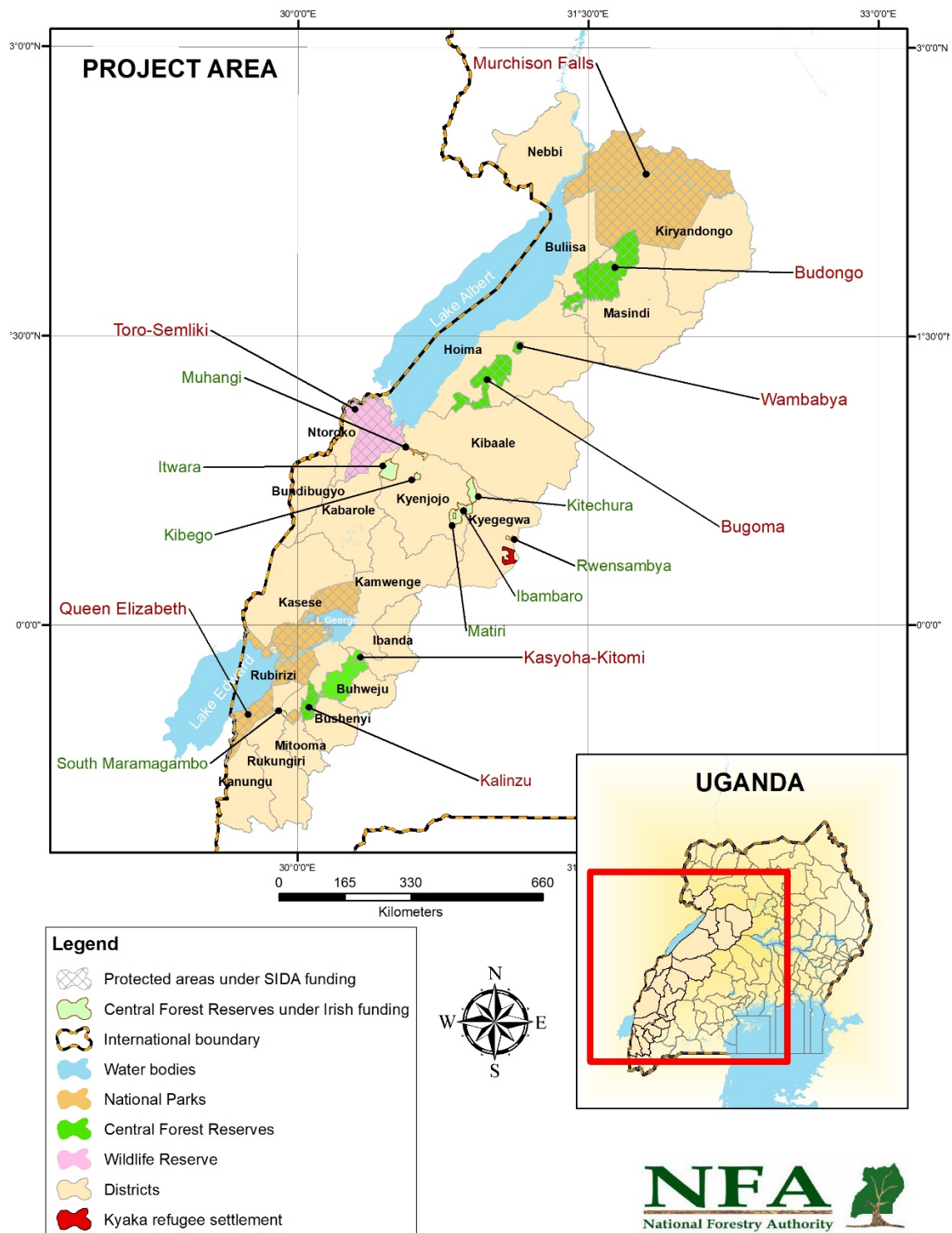


Figure 2-1: Map showing the project affected Districts and protected areas under AF

2.2 Project components

Component 1. Improved management of protected areas

Sub-Component 1.1. Improvement of infrastructure and equipment for the management of forest protected areas

This component will support UWA and NFA protection and forest restoration activities, including monitoring and patrolling activities, activities aimed at prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting, using community labor as per standard procedures in use by these agencies. This component will also support development of design documentation for some of the infrastructure that will be supported under IDA financing under the Investing in Forests and Protected Areas for Climate-Smart Development Project – initiating development of infrastructure activities designs early will allow fast track start of the actual construction.

Specifically, the following activities will be financed:

- Enhanced monitoring of target protected areas (including national parks and central forest reserves) – including provision of protective clothes (such as warm suits) and food rations to monitoring team and fuel for vehicles. For the NFA, the project will also provide for three motorbikes for improved forest monitoring in Budongo, Bugoma and Kalinzu CFRs. The project will not finance salaries of UWA and NFA staff which are covered by the Government of Uganda.
- Human-wildlife conflict prevention – using the approaches that have been piloted and tested in Uganda, including, where appropriate, construction of trenches (using community labor), planting of live fences using Mauritius thorn, planting of animal-repellent crops such as chilli and tea, and establishment of bee hives. These activities will have the double advantage of contributing to reduction of problem animal issues and providing paid employment and alternative livelihoods to the communities.
- Fire prevention and fire management activities, in cooperation with communities, including reviewing fire management plans (including community consultations) and opening new fire breaks.
- Restoration of forest cover through enrichment planting (in Bugoma and Kasyoha-Kitomi CFRs as well the CFRs under AF).
- Community awareness on need and importance forest conservation.
- Infrastructure activities design for priority infrastructure investments.

Sub-Component 1.2. Increasing the involvement of local communities in the management of forest and wildlife areas by increasing their access and benefits from these areas

This subcomponent will support livelihoods and employment opportunities in forest-adjacent communities, through provision of inputs for alternative livelihoods (both natural resource-based and not) and occupational / vocational training in non-tourism fields (in partnership with NGOs where possible) to create innovative income streams for

these communities and support job creation. The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CRM) arrangements under NFA and UWA respectively.

Specifically, the following activities will be financed:

For implementation by NFA:

- Review, re-negotiation, and signing of expired CFM agreements using the same terms as in the previously negotiated agreements (with approximately 10 groups around Bugoma, Kasyoha-Kitomi, and Budongo CFRs).
- Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills.
- Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups).
- Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs.

For implementation by UWA:

- Support at least two problem animal hotspot sub-counties around each of the three target PAs to develop and implement land use plans.
- Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming;
- Training of approximately five CRM groups in honey packaging and marketing from each PA.
- Training of approximately two CRM groups from each PA in wood craft designs and market dynamics.
- Training of 20 CRM group members from each PA in income generating practical skills.
- Support to valuation of monetary value equivalents for community resource access (as support for planning processes).
- Establishment and support to community wildlife scout groups to deal with problem animals outside PAs.
- Support to ecotourism community groups, including existing groups that protect natural habitats of chimpanzees and existing private conservation-livelihood model initiatives along the Murchison-Queen tourism road.

Sub component 1.4. Increased forest protection in CFRs in close proximity to refugee settlements

At a small number of locations in close proximity to refugee settlements, focused on the Itwara, Muhangi, Kitechura, Rwensambya, Ibambaro, and Matiri Central Forest Reserves, as well as other high pressure locations (South Maramagambo and Kibego Central Forest Reserves) the project will deploy additional resources to improve PA management where there are site-specific threats to high-value forest assets, either as a direct result of refugee incursion or indirectly by the added commercial demand for forest products arising from their presence. These resources will enable NFA to engage local communities in resource management efforts, including forest restoration, and strengthen enforcement efforts to better protect the remaining natural forests in these PAs.

Project-supported activities will include:

- Community livelihood activities (such as beekeeping and wild mushroom growing);
- Removal of invasive species.
- Forest restoration.
- Improvements for basic PA management (communication and other equipment, vehicles, ranger posts, and essential infrastructure).
- Improvements for wildfire management (fire observation towers and equipment).
- Boundary demarcation where required and appropriate.

Component 2 – Project monitoring

This component will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

2.3 Project Beneficiaries

The main beneficiaries of the project are Ugandan communities, refugee hosting communities and refugees that depend on forest resources in project target landscapes. Support to the natural-resource-based livelihoods and jobs-related training will create gainful employment. The GoU agencies in the natural resources sector and their staff (namely UWA and the NFA) will benefit from improved capacity for service delivery. Project interventions will also enhance ecosystem services from the landscape, for example, watershed protection, indirectly benefitting downstream water users through improved water flow, better water quality, and reduced soil erosion. The project will support higher inclusion and participation of women, boys, and girls in all activities, recognizing the gender gaps in women's voice and agency in forest management in Uganda. Project activities that are likely to trigger safeguards policies

The main project activity or component that will trigger environmental and social safeguards is the forest monitoring and community livelihoods engagements of the National Forestry Authority and Uganda Wildlife Authority in key protected areas within the Albertine landscape.

The project will also support livelihoods and employment opportunities in forest-adjacent communities, through provision of inputs for alternative livelihoods (both natural-resource based and not) to create innovative income streams for these communities and support job creation, sustaining forests and supporting resilient livelihoods.

2.4 Project Development Objective

To improve sustainable management of, and increase benefits to communities from, target protected areas in response to COVID-19 impacts.

The project will support the government agenda of increasing forest cover through afforestation and reforestation and slowing down the loss and degradation of the nation's forests.

2.5 The Environmental and Social Management Framework - ESMF

2.5.1 Purpose of ESMF

The Environmental and Social Framework and its Standards apply to all projects for which Bank Investment Project Financing is sought. The Bank requires that all environmental and social risks and impacts of the project be addressed as part of the environmental and social assessment conducted in accordance with the Environmental and Social Standards (ESS).

According to the World Bank Environmental and Social Framework 2017, an ESMF is an instrument that examines the risks and impacts within a Project Investment Financing (IPF) with multiple subprojects, the details of which will not be known until project implementation.

The ESMF has been prepared to assist in screening, assessment, and management of environmental and social risks of the project from an early stage in project planning, and to integrate mitigation measures during the design of project activities and their implementation. The ESMF will provide specific guidance on the policies and procedures to be followed for environmental and social assessment along with roles and responsibilities of the various implementing agencies. A systematic methodology has been provided in the ESMF that can be followed along with institutional interventions required for project activities to ensure effective integration of the environmental and social safeguards into project implementation. The objective of the ESMF is to provide a framework for effective management of the environmental and social issues and the impacts that are likely to emerge during project implementation. The specific objectives of the ESMF include;

- a) setting out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts;
- b) contain measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts; and
- c) includes adequate information on the area in which subprojects are expected to be sited, including any potential environmental and social vulnerabilities of the area; and on the potential impacts that may occur and mitigation measures that might be expected to be used.

2.5.2 Purpose and scope of the ESMF

The areas of direct intervention, as well the precise scope of project works have not been fully defined. As such, an Environmental and Social Management Framework (ESMF) will be prepared and implemented, including procedures for screening and excluding any intervention that could cause unprecedented environmental and social impacts. The ESMF will be valid for all activities supported by the project, examining the project overall risks and impacts, setting out the principles, rules, guidelines and procedures to assess, mitigate and monitor the environmental and social

risks and impacts along the project implementation. Additionally, the project will use and comply with the attendant E&S documents such as the Stakeholder Engagement Plan (SEP), Environmental and Social Commitment Plan (ESCP) and Labour Management Plan (LMP) as required by the World Bank Environment and Social Framework of 2017 with due regard to timelines throughout the project life cycle as highlighted in this ESMF.

The ESCP sets out material measures and actions, any specific documents, or plans, as well as the timing to ensure compliance with the Environmental and Social Standards (ESS). The ESCP will form part of the legal agreement. The legal agreement will include, as necessary, obligations of the Borrower to support the implementation of the ESCP.

2.5.3 Approach and Methodology in ESMF Preparation

This ESMF has been developed based on literature review and stakeholders' consultations. Reviewed documents include those that comprise the policy and legislative framework for the Government of Uganda (GoU).

2.5.4 Literature Review

Some of the key documents that were reviewed include:

- a) The World Bank Environmental and Social Framework 2017
- b) The Project Concept Environmental and Social Review Summary (ESRS) 2020
- c) District Development Plans
- d) Management Plans for Central Forest Reserves,
- e) Management Plans for National Parks and Wildlife Reserves

Stakeholder and Community ConsultationsDetailed community stakeholder consultations, engagement and sensitization were undertaken during project preparation and additionally as part of this update for the Additional Financing. Engagement will continue throughout implementation of the project activities. In the early stages of project preparation, due to the COVID-19 related restrictions, using the guidance provided in the Stakeholder Engagement Plan, preliminary stakeholder and community consultative meetings were conducted through telephone calls, online meetings such as Zoom, and email correspondence with the key stakeholders to document their input in the formulations of this ESMF. However, note that detailed aspects of the stakeholder consultations are covered in detail in the project's SEP as a separate document and some of the stakeholder concerns are detailed in Annex 7Screening

The project will also not support reforestation / forest restoration in areas that would require change in land use.

According to the World Bank Environmental and Social Framework⁶ for projects involving multiple project activities that are to be identified, prepared, and implemented during the course of the project whose categorization is Substantial Risk, Moderate Risk or Low Risk, the use of National Regulations will be permitted after review by the Bank. Therefore, during project activities implementation, it is expected that the Guidelines for Environmental Impact Assessment in Uganda (1997) will be used provided they consistent with the ESF.

Where there are gaps between the ESF and the Guidelines, gap-filling measures will be proposed.

The key regulations for environmental and social assessment in Uganda include: *The National Environment Act, 2019*, and the *National Environment (Environmental Impact Assessment) Regulations, 1998*. They both define the role of ESIA as a key tool in environmental management, especially in addressing potential environmental and social

⁶ The World Bank Environmental and Social Framework. Paragraph 36 page 8.

risks and impacts at the Pre-project stage. The Regulations define the ESIA preparation process, required contents of an ESIA, and the review and approval process including provisions for public review and comment. The regulations are interpreted for developers and practitioners through the *Guidelines for Environmental Impact Assessment in Uganda (1997)*.

2.5.5 LESSON LEARNT FROM THE WORLD BANK – SIDA PROJECT

Numerous lessons learned from the Parent Project will be applied during the implementation of this project and these include. These are highlighted below

- a) Stakeholder engagement is a continuous process and difficult to documents continuously. Continuous engagements with all stakeholders to create project awareness and ownership ensured the smooth implementation of RETF. Stakeholder engagement sessions have been held with district leadership, cultural and religious leaders. This is an activity that RETF should adopt to ensure project acceptance and ownership.
- b) Differentiating project related grievances from any other grievances is important as such the operationalization of GRC within each project district should be cognizant of this provided to minimize the logging grievances not related to the project.
- c) Community labour has to be trained before engaging in project activity this will greatly enhance community project acceptance and ownership.
- d) Similarly, in the interest of protecting labour against any forms of exploitation, it is mandatory that prior to commencement of works, an employee must sign a contract/engagement letter and code of conduct document
- e) Likely environmental risks should be identified at the start of the project to ensure that, at the very least, during project implementation, project related activities don't inadvertently harm people or the environment
- f) Early preparation and engagement of women as beneficiaries to participate and make decisions in the projects implemented.
- g) Timely documentation of all project events and issues raised to help address issues related to project design implementation.
- h) Working with already formed community groups eases project work and engagements.

2.6 BASELINE ENVIRONMENTAL AND SOCIAL ASPECTS

2.6.1 Baseline Environmental Information

2.6.1.1 Physical Environment

a) Topography

The topography of the Albertine Graben is mainly characterized by mountains and escarpments and is associated with valleys and flanks. The higher elevations support Afromontane and sub-montane forests, grasslands, and – on the highest peaks – afroalpine moorlands. Whereas the West Nile exerts a first-order influence on the climatic gradients lying between the drier East African Plateau and the wetter Congo Basin with a unimodal rainfall regime. The topography of the West Nile, especially the proposed project areas, generally varies largely from highlands dropping into broad flat-bottomed valleys and low slope gradient with high peaks in some areas like Mt. Otze at 1500m above sea level in Moyo, hills liek Midigo and Kei in the Northern District.

Specifically, **Kalinzu forest reserve** occupies rather flat land on the floor of the rift valley, where the topography is broken only by a number of small, incised rivers which drain off the escarpment and flow E-W into Lake Edward. This part of the forest lies on sedimentary rocks of the Kaiso and Epi-Kaiso (Semliki) series which give rise to soils of rather low fertility, which are easily eroded.

Budongo forest -The reserve occupies gently undulating terrain with an easy general slope NNW to the edge of the escarpment. It is drained by two small rivers, the Sonso and Waisoke. The underlying rocks are ancient gneisses, schists and granulites of the Basement Complex, overlain by Bunyoro Series sediments in a small area of the Siba block.

Bugoma forest reserve occupies rolling country, which drains towards Lake Albert in the west. The only permanent river is the Nkusi, which forms the southern boundary of the reserve, with the majority of the area drained by streams that flow only seasonally. The underlying rocks consist of schists, shales, quartzites and dolerites of the Karagwe-Ankolean Series, merging with those of the Bunyoro Series in the east.

For Kasyoha-Kitomi, the area is characterized by steeply undulating terrain, and is deeply dissected by two rivers, the Chambura and the Buhindagi, which drain the escarpment in a northerly direction, carrying water across the dry rift valley plains to the Kazinga Channel and Lake George. The area is geologically complex, the underlying rocks including quartzites, schists, gneisses, shales and phyllites of the Karagwe-Ankolean and Toro systems

North Maramagambo CFR is located in Ruhinda county of Mitooma district in the sub-counties of Bitereko, Kiyanga and Kanyabwanga. It lies on the floor of the Western Rift Valley between Lake Edward to the West and the escapement to the East. The wide strip of entire forest rises about 1,000 metres at the lake to about 1,400 metres above sea level at the escarpment. River Sherere forms the northern boundary with Kalinzu CFR. The western flank joins to Queen Elisabeth National Park, to the east is the Kati-Kichwamba escarpment and to the South it joins into South Maramagambo CFR. On the grid reference, the CFR is located on Latitude: 00° 33' 00" S, Longitude: 29° 53' 00" E.

The total boundary length of North Maramagambo is 85.1 Km with 8.7km of cut line and 76.4km of Natural features. The Eastern boundary is marked by concrete pillars and rivers which include Nchwera and Rugazi. North Maramagambo covers an area of 29,127ha.

Maramagambo Forest was first gazetted in Legal Notice No.87 of 1932 as an un-demarcated crown forest of approximately 12,500 ha in Rujumbura County of the then Kigezi District. In Legal Notice No. 41 of 1948, it was re-gazetted as un-demarcated Central Forest Reserve (CFR) reserved primarily for production. A large part of the forest (27,000ha) lies in Queen Elisabeth National Park and is subject to the Uganda Wildlife Act Cap 200. 2004.

The most recent gazettment was by SI 63 of 1998 classifies both South and North Maramagambo as Joint and dually managed CFRs totaling 44,302 ha (Map sheets 75/4, 84/2, 76/3 and Boundary Plan Number 1084, 1518). Both North and South Maramagambo are managed jointly by NFA and UWA in

accordance with the National Forestry and Tree Planting Act of 2003 and the Uganda Wild Life Act Cap 200.2004 which was reviewed in 2019.

Matiri (5431 Ha) and **Rwensambya** (671Ha) CFRs are among the six forest reserves within Matiri Sector management area. Part of Rwensambya CFR is degraded by Refugees from KYAKA, the remaining area has mature trees and their vegetation type consists of woodland, grassland, bush land, and wetlands. Matiri CFR has fewer disturbances compared to Rwensambya and this leaves it rich in biodiversity (both flora and fauna) composition. The topography of these two forest reserves is mostly gentle sloping and few hills, with altitudes ranging between 1170-1500m with 19% exceeding 1500m.

TOPOGRAPHY

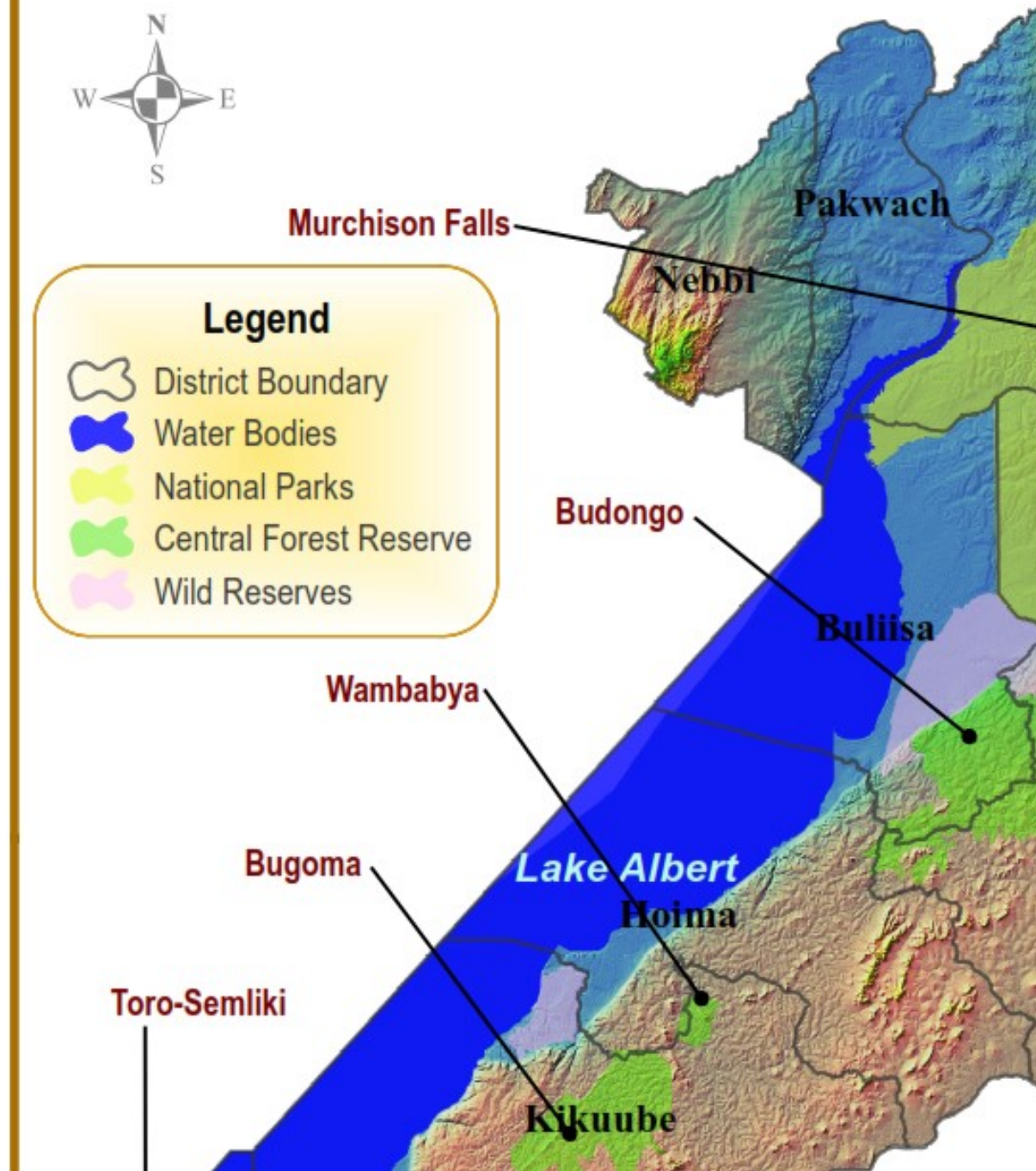


Figure 2-2-Topographic map of project site 1

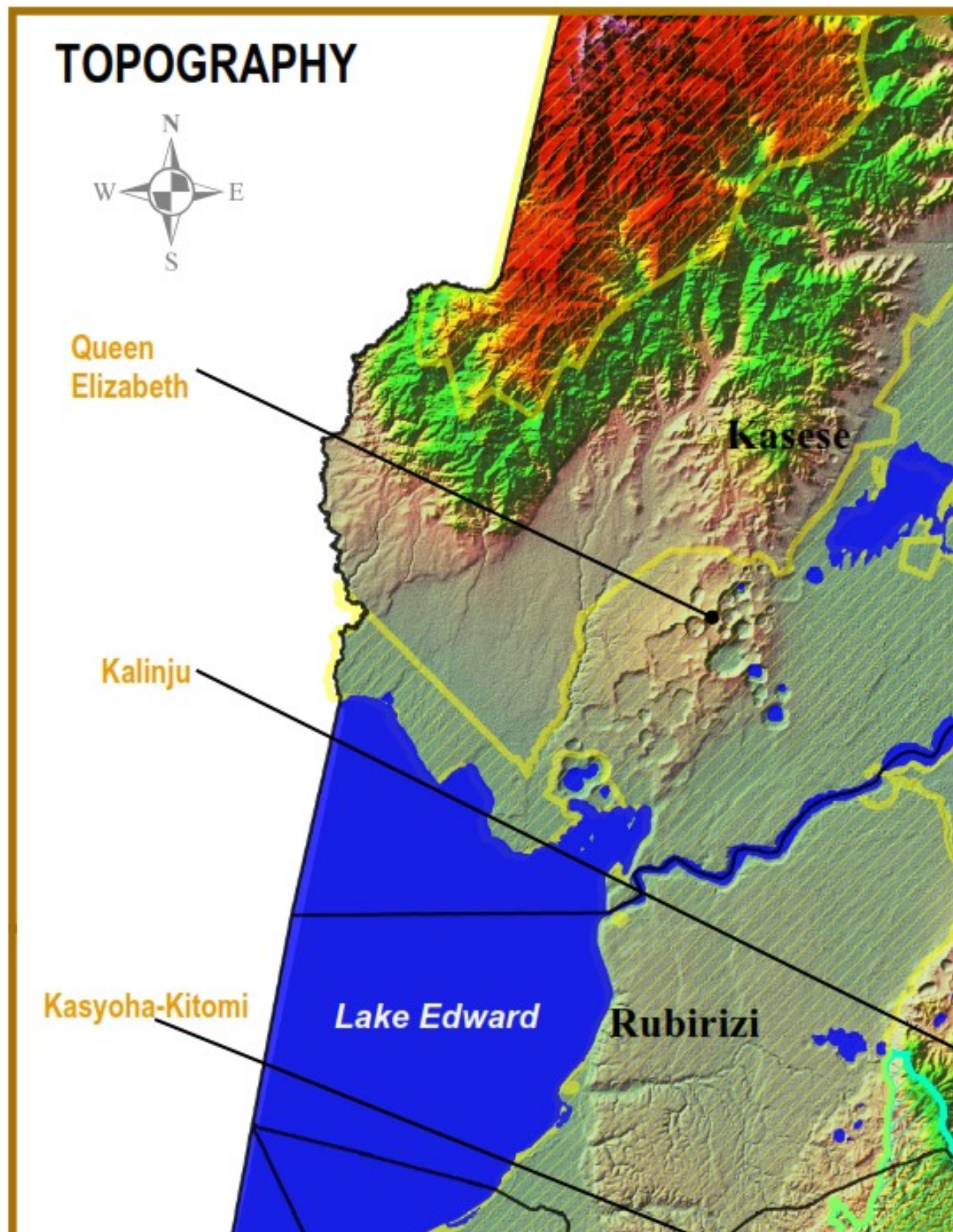


Figure 2-3-Topographic map of project site 2

b) Soils & Geology

The geological and geophysical data suggest that the Albertine Graben region has undergone substantial tectonic movements and thick sediments have been deposited especially in the Albertine graben in fluvial deltaic and lacustrine environments. The sedimentary rocks are predominantly sandstones, siltstones, clay stones and shales. The sandstones and siltstones are mostly of high porosity and permeability. Whereas the most of West Nile is under laid by rocks of the basement complex of Precambrian age which are composed largely of granite fascia grade rocks, which generally form enclaves in the gneiss complex. On hilltops, Grey granite and gneiss are left exposed in many places. These granites and gneiss are intensively metamorphosed and deformed. The underlain Precambrian crystalline basement rocks are modified and altered by subsequent geological events including the rifting and volcanic activity, as well as the deposition of associated sediments. The rocks are overlain by predominantly ferrallitic sand loams with fine textile and a lesser extent ferruginous soil. The commonest soil types in the region include: dark cotton soils, clay loams latosols varying from dark grey to dark brownish which are slightly acidic and mainly derived from granite, gneissic and sedimentary rocks. They occur on gently undulating - hilly topography of the region. Some sections are Brown - yellow clay loams with laterite horizon and Light - grey- white mottled loamy soils with laterite horizon ground, structure-less loamy sands.

c) Hydrology

The Albertine Graben has numerous hydrological features including rivers, streams and lakes. The three main lakes are L. Albert, L. Edward, and L. George with L. Albert as the major drainage feature in the region. The principal affluent streams for Lake Albert are Semliki, originating from L. Edward through the western edge of the great Ituri rain forest in DR Congo and the Victoria Nile. The region has other numerous small streams entering L. Albert from both Uganda and DR Congo, some of which are highly seasonal and of only minor importance to the hydrology. Whereas the west Nile region generally lacks adequate surface and ground water resources. The sources of water include ground water, rivers, springs, wells, gravity flow scheme. The coverage of water resources in the region is over various counties is fairly equal. Major problems attributed to water are largely experienced in several areas of the region including Koboko, Yumbe district, Madi-Okollo County in Arua where there are fewer water bodies and water quality is rather low.

d) Climate

Due to variations in the landscape, the Albertine region has a sharp variation in rainfall amounts. The landscape ranges from the low-lying Rift Valley floor to the rift escarpment, and the raised hill ranges. The Rift Valley floor lies in a rain shadow and has the least amount of rainfall. The region is characterized with a bimodal rainfall pattern with totals ranging from about 800 mm in the Lake Albert flat rising rapidly the further east above the Escarpment. The Albertine Graben region lies astride the equator and hence experiences small annual variation in temperatures; and the climate may be described generally as hot and humid, with average monthly temperatures varying between 27°C and 31°C, and maximums consistently above 30°C.

Temperature analysis based on different meteorological stations in the region, indicate that the highest temperatures are experienced between January and March (31 – 33 °C) and the lowest between July and November (27– 29 °C). This region experiences high rates of evapotranspiration, which has a resultant effect on runoff, groundwater recharge and dry season flows, increasing drought risks.

2.6.2 Biological Environment

e) *Fauna*

According to Andrew J. Plumtree (2007) the Albertine region is one of the most important regions for biodiversity conservation in Africa. It has a greater variety of vertebrate and invertebrate species than any other region on the continent and therefore contains many high global conservation priority sites harboring a variety of mammals, birds, reptiles, amphibians, and butterfly's species. Some of the globally threatened mammals in the region include eastern gorilla (*Gorilla beringei*), golden monkey and Rwenzori otter shrew. Based on Bird Life International (Stattersfield et al., 1998), Conservation International (CI) and WWF, this region is defined as a 'Global-200' priority ecoregion and part of the Eastern Afromontane Hotspot in the second global analysis. However, there is a spread of invasive and alien species in the landscape's protected areas in the region like Queen Elizabeth NP. Invasive species are capable of causing extinctions of native plants and animals, reducing biodiversity, competing with native organisms for limited resources, and altering habitats. This can result in huge economic impacts and fundamental disruptions in the eco-system as wildlife move to other areas in search of food which occasions more dangerous encounters with communities, resulting into increased conflict between humans and wildlife.

This contributes to the decline in biodiversity rising due to wildlife movement in search for food causing more frequent and dangerous encounters with communities and hence increasing human wildlife conflict.

f) *Flora*

Forests, savannah grassland, woodland and swamps are the main kind of vegetation within the Project targeted areas. Natural habitats are highly threatened by human activities influencing the natural vegetation. This in turn brings about the spread of invasive and alien species which also have a severe impact on the landscape's protected areas. Within the forest reserves and natural parks, a combination of human activities and wildlife grazing like elephants, hippopotamuses, buffalos, and antelope species have a major influence on the vegetation of the parks.

g) *Protected Areas*

Geographically, project activities will be implemented in selected locations with highest existing pressures on natural resources, with the focus on populated areas around the Murchison Falls National Park, Queen Elizabeth National Park, and Toro-Semliki Wildlife Reserve areas for the Uganda Wildlife Authority (UWA) and the Central Forest Reserves (CFR) in the Budongo Forest Range, Rwensambya forest reserve, Matiri Forest reserve and North Maramagambo CFR as Itwara, Muhangi, Kitechura, Ibambaro, Matiri and Kibego for the National Forestry Authority (NFA).

h) *Forests*

Natural forest types include those found at higher and lower altitudes and those with various plant compositions ranging from primarily evergreen to deciduous to bamboo forests. Various forest specialist species of conservation concern are associated with the various forest types.

Central Forest Reserves (CFRs) in Uganda fall in two main categories namely those for production and those for protection. Production forests which include savanna bushland and grassland areas were gazetted for supply of forest products and future development of industrial plantations. The protection forests include all the tropical high forests, savanna woodlands and/or grasslands that protect watersheds and water catchments, biodiversity, ecosystems and landscapes that are prone to degradation under uncontrolled human use. The National Forestry Authority has characterized CFRs according to the following criteria: i) CFRs of ecological value (watershed protection, protection of water bodies and river courses); ii) CFRs of biodiversity importance; iii) CFRs with tropical high forest; iv) CFRs of

importance for industrial plantations (especially timber and plywood). In this case the targeted CFRs are: Budongo, Bugoma and Wambabya CFRs in Budongo systems Range , Kalinzu and Kasyoha-Kitomi CFRs in South West Range, Rwensambya forest reserve, Matiri Forest reserve and North Maramagambo CFR : Itwara, Muhangi, Kitechura, Rwensambya, Ibambaro, Matiri and Kibego for the NFA. by.

i) Ecosystems and Land Cover

The Project area is not only important for biodiversity but also for the ecological processes and ecosystem services. In Budongo, Wambabya Bugoma, Kasyoha Kitomi , Kalizu, Rwensambya, Matiri and North Maramagambo central forest reserves as well as Itwara, Muhangi, Kitechura, Rwensambya, Ibambaro, Matiri and Kibego, the savanna parks contained some of the highest biomasses of large mammals recorded on earth in the 1960s. The Albert Nile serves as the main river within the area and has many tributaries starting at the outflow of Lake Albert and follows the western arm of the East African Rift Valley into South Sudan, where it joins the Aswa River and becomes the Bahr el Jebel or White Nile River and hence supports the land cover of the area as well as a resource that enhances social economic activities.

According to the Nature Conservation in Uganda's Tropical Forest Reserves (1991), the 428 km² Budongo forested portion supports a variety of different forest types, but can be broadly classified as medium altitude moist semideciduous forest, since several of the dominant species are, at least briefly, deciduous (Langdale-Brown *et al.*, 1964) while the Maramagambo and Kalinzu forest reserves is 580 km²; is comprised of 291 km² (North Maramagambo), 152 km² (South Maramagambo) and 137 km² (Kalinzu). 299 km² of the area lies within the Queen Elizabeth National Park, which forms part of a very large transnational network of adjoining protected areas including Zaire's Virungas National Park (7,800 km²) among others.

Bugoma forest covers 365 km², partially demarcated by cut lines and direction trenches, but these have received little or no maintenance over the past decade or more. The reserve is isolated from other protected areas by land that has already been settled or is earmarked for settlement.

Kasyoha-Kitomi forest reserve covers 399 km², demarcated since the boundaries were finally re-aligned in 1965, by rivers and streams and cut-lines marked at the corners by cairns and direction trenches.

North Maramagambo CFR is one of Uganda's most extensive track of the near-pristine tropical forest and a valuable representative of East Africa's medium altitude, moist, semi-deciduous forest.

The CFR supports a variety of species some of which are dependent on the intact forest. North Maramagambo supports more tree species (242) than any other recorded forest system in Uganda. (Howard 1991). North Maramagambo supports 194 bird species (MUIENR 1992).

The forest provides a safe haven for some of the rare and endangered mammalian species including elephant (*Loxodonta africana*), Leopard (*Panthera pardus*), Chimpanzees (*Pan troglodytes*) and the Uganda's largest recorded population of l'Hoe's monkey (*Cercopithecus l'hoesti*). The Uganda Forestry Nature Conservation Master Plan (FNCMP 2002) classified North Maramagambo as a Strict Nature Reserve. North Maramagambo is surrounded by farmlands on the East and protected by Queen Elizabeth National Park to the West, Kalinzu CFR to the North and South Maramagambo CFR to the South.

The forest plays other important ecological roles as well as providing a suitable habitat to the diverse flora and fauna. Various rivers originate from the escarpments to the east, cross through the forest and drain to Lake Edward. The

forest slows down these fast flowing rivers, allowing for deposition of eroded material thus acting as a sieve.

There are no significant wetlands in the CFR. Deep rooted tropical species of trees in the forest, rivers and stream banks are stable with typical riverine vegetation.

Numerous steep slopes exist towards the escarpment to the East. The standing crop has buffered them against erosion. The Maramagambo craters to the North represent one of the un-tempered areas in Uganda. There are some grassland patches on the fringes of some parts of the CFR and this makes them prone to fires.

Matiri CFR is composed of diverse biodiversity (both flora and fauna) composition interacting as a functional unit and the vegetation type consists of fully stocked tropical high forest (THF), woodland, bush land and wetlands distributed as shown in the table below.

Unlike Matiri, **Rwensambya CFR** has low biodiversity with fairly stable ecosystem due to some human disturbance. It's currently undergoing restoration by both natural and artificial regeneration. Its vegetation type is predominantly woodland/Natural forest with some grassland, bush lands as well as wetlands also distributed as in table below;

Table 2-1:showing Land Cover and Vegetation Distribution in Matiri and Rwensambya CFRs

Forest Reserve /Vegetation type	Matiri (Ha)	Rwensambya (Ha)	Total (Ha)
THF (stocked)	4,391	00	4,4391
THF (Degraded)	00	00	00
Woodland	94	362	456
Grassland	752	247	994
Wetland	28	00	28
Bush land	00	26	26
Farmland	166	37	203
Impediments (rocky areas)	00	00	00
Total	5,473	672	6,145

j) National Parks

The tourism sector has demonstrated high potential for generating revenue and employment form the country's protected areas. Uganda's tourism is nature based and 80% of tourists are interested at the wildlife and scenery. This region is currently ongoing oil exploitation which could contribute to disruption if not well planned. The prominent Murchison Falls and Queen Elizabeth National Parks, and Toro- Semliki Wildlife Reserve areas and Budongo ,Wambabya and Bugoma Forest Reserves, along with other protected areas are inside and outside the Graben linked by wildlife corridors providing exchange of genes, allow animal interactions, act as dispersal routes and increase species diversity.

2.7 Socio-economic Environment

The population structure in the Albertine graben reflects similar trends as those in the rest of the country with a pyramid structure reflecting a large dependent age. The social economic profile of the project area is presented below

2.7.1 Population trends

The combined population living within the project area is approximately 1,670,582 with 830,957males and 839,625 females for project site one and a combined population of 914,636 with 444,856 males and 469780 respectively for

project site two. With a projected population growth rate of 3.6%, encroachment on forest reserves is inevitable which requires guided interventions to secure the natural resources.

Table 2-2: Population trend in the districts traversed by this Project site-1

District	Sub-county (2014)	Males	Females	Population
Kabarole	Hakibale	18703	18031	36734
Kabarole	Kicwamba	17591	17509	35100
Kabarole	Kyaitamba	5668	5039	10707
Kibaale	Burora	6388	6763	13151
Kibaale	Kiryanga	12316	12306	24622
Kibaale	Kyakabadiima	4428	4981	9409
Kibaale	Kyaterekera	11708	12331	24039
Kibaale	Kyenzige	7831	8406	16237
Kibaale	Mabaale	10304	11010	21314
Kibaale	Mpeefu	19047	20154	39201
Kibaale	Ndaiga	4599	4224	8823
Kibaale	Paacwa	7876	8188	16064
Kibaale	Rugashari	7759	8095	15854
Kibaale	Ruteete	8918	9054	17972
Kiryandongo	Bweyale	15178	16432	31610
Kiryandongo	Kigumba	22667	22612	45279
Kiryandongo	Kigumba TC	8934	9764	18698
Kiryandongo	Kiryandongo	40661	39705	80366
Kiryandongo	Kiryandongo RSC	6507	6975	13482
Kiryandongo	Kiryandongo TC	2939	2997	5936
Kiryandongo	Masindi Port	4745	4307	9052
Kiryandongo	Mutunda	31910	31855	63765
Masindi	Budondo	24843	26717	51560
Masindi	Karujubu	14948	12862	27810
Masindi	Pakanyi	30003	30159	60162
Nebbi	Pakwach	11068	11994	23062
Nebbi	Pakwach TC	10499	11861	22360
Nebbi	Panyimur	15121	15446	30567
Ntoroko	Butungama	5176	4871	10047
Ntoroko	Bweramule	3086	3177	6263
Ntoroko	Kanara	6640	7135	13775
Ntoroko	Kanara TC	3990	3867	7857
Ntoroko	Karugutu	3206	3092	6298
Ntoroko	Karugutu TC	4981	5258	10239
Ntoroko	Nombe	3979	4091	8070

Ntoroko	Rwebisengo	2347	2235	4582
Ntoroko	Rwebisengo TC	1366	1622	2988
Nwoya	Anaka (Payira)	5400	5897	11297
Nwoya	Anaka TC	6462	7027	13489
Nwoya	Koch-Goma	17558	18091	35649
Nwoya	Purongo	13556	13746	27302
Oyam	Aber	16770	17610	34380
Oyam	Kamdini	19878	21327	41205
Oyam	Minakulu	18299	19754	38053
Oyam	Myene	13263	13868	27131

Table 2-3- Project site 2

District	Sub-county (2014)	Males	Females	Population
Buhweju	Bihanga	7164	7337	14501
Buhweju	Burere	9661	10006	19667
Buhweju	Engaju	9405	10068	19473
Bushenyi	Bitooma	6610	6900	13510
Bushenyi	Kyamuhunga	17733	18233	35966
Ibanda	Kicuzi	7908	8474	16382
Kamwenge	Buhanda	11775	12759	24534
Kamwenge	Kahunge	17703	19098	36801
Kamwenge	Kamwenge	10918	12039	22957
Kamwenge	Kamwenge TC	9514	9726	19240
Kamwenge	Kanara	6640	7135	13775
Kamwenge	Kicheche	13023	13860	26883
Kamwenge	Mahyoro	14566	14700	29266
Kamwenge	Ntara	14028	15135	29163
Kamwenge	Nyabbani	10526	11442	21968
Kanungu	Kihiihi	8656	9218	17874
Kanungu	Nyamirama	9123	9872	18995
Kasese	Central	41107	38682	79789
Kasese	Karusandara	5975	5915	11890
Kasese	Katwe-Kabatoro	3297	3114	6411
Kasese	Kisinga	19346	21285	40631
Kasese	Lake Katwe	11881	11678	23559
Kasese	Muhokya	9607	9924	19531
Kasese	Mukunyu	15102	16752	31854
Kasese	Nyakatonzi	14746	16090	30836
Kasese	Nyakiyumbu	2595	2425	5020
Kasese	Nyamwamba	26865	29944	56809
Mitooma	Bitereko	13065	14822	27887

Mitooma	Kiyanga	9721	10638	20359
Rubirizi	Katanda	9010	9944	18954
Rubirizi	Katerera	4901	5490	10391
Rubirizi	Katerera TC	4419	4782	9201
Rubirizi	Katunguru	2325	1684	4009
Rubirizi	Kicwamba	17591	17509	35100
Rubirizi	Kirugu	5418	5903	11321
Rubirizi	Kyabakara	6053	6583	12636
Rubirizi	Magambo	5491	6016	11507
Rubirizi	Rubirizi	3790	4350	8140
Rubirizi	Rutoto	6069	7074	13143
Rubirizi	Ryeru	6113	7179	13292
Rukungiri	Bwambara	15416	15995	31411

Relatedly, the project area is also close to Kyaka II refugee settlement which is home to 126,833 refugees as of September 2021 with 78% of this population being women and children and 3% elderly⁷. As such, the project will need to co-opt refugees and offer the willing ones opportunities to work on the project which can help to increase household level income to meet basic needs and thus attaining self-reliance and increase resilience for the refugees.

2.7.2 Education and literacy

Literacy rates among youth aged 15 to 24 and from 24 years and above is the test of an educational system, and the overall trend in the Uganda and the project area is positive, owing largely to the expansion of educational opportunities within the country. The literacy rates show that 70 percent of Uganda's population was literate, with males having higher literacy rates than females. However, the literate population is unevenly distributed among district as shown Figure 2-4.

⁷ UNHCR, Uganda - Refugee Statistics September 2021 - Kyaka II

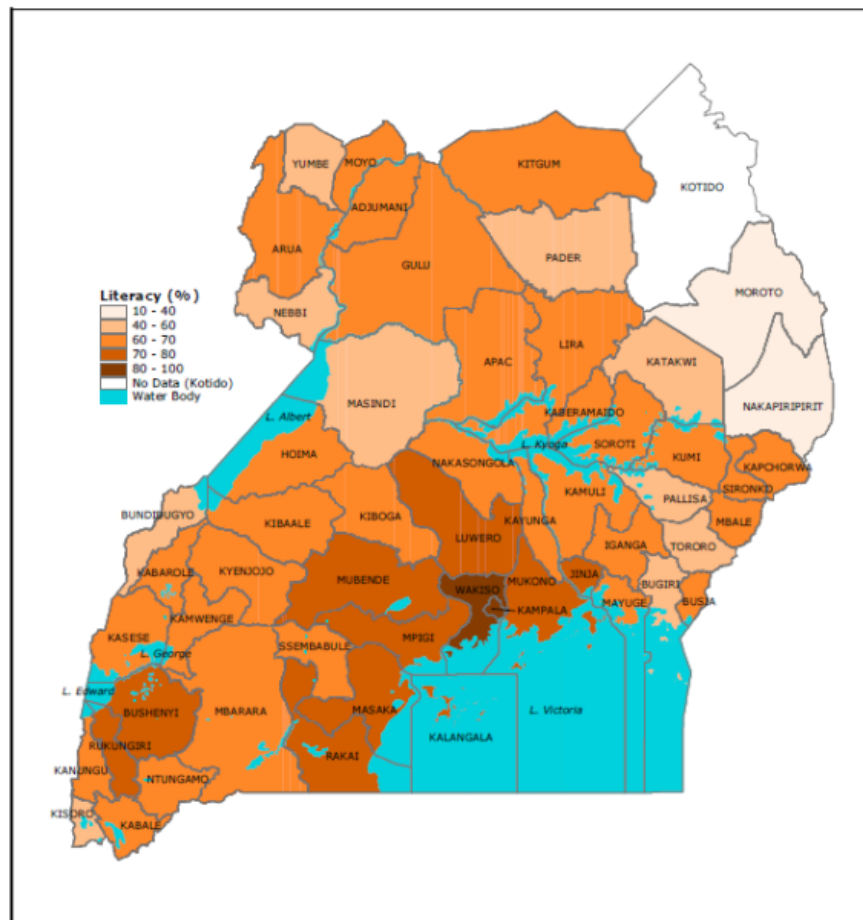


Figure 2-4: Literacy levels in Uganda

2.7.3 Economic activities

2.7.4 Agriculture

The economy of Uganda is primarily based on the agricultural sector, with over 70 percent (UBOS, 2014) of the working population being employed by the sector. Agricultural exports account for over 45 percent of the total export earnings with coffee, tobacco and fish continuing to be the main export commodities that bring in foreign exchange. In the project area/districts, major food crops grown include cereal crops such as; maize, finger millet, sorghum, rice, pearl millet and wheat in that order of importance. Other than wheat, these crops provide staple food for well over 50% of the population⁸. Maize is grown in most parts of Uganda but most intensely in western in (Masindi, Kamwenge, Kyenjojo, Kabarole whole wheat is also grown in Nebbi albeit in small quantities. Cash crops include coffee, cotton and sugar cane. Fruits and vegetables include tomatoes, paw paws, avocados, mangoes, oranges, limes, onions and cabbages.

⁸ <http://www.yieldgap.org/uganda>

2.7.5 Livelihoods in Central Forest reserves

Uganda's forests hold critical biodiversity and are central to the country's economy and people's livelihoods, especially for the 80% of the population living in rural areas and relying on rain-fed agriculture and natural resource utilization. Urgent action is needed to enhance forest conservation and reforestation in ways that sustainably support and improve rural livelihoods, i.e. achieve both climate change mitigation and adaptation simultaneously. Collaborative Forest Management (CFM) can play a critical role in achieving these ends. Collaborative Forest Management aims to establish a mutually agreed upon and beneficial relationship between an eligible local community group and the governing authority of either a Central Forest Reserve (CFR) or a Local Forest Reserve (LFR) i.e., the "responsible body". Specifically, in these areas, firewood and medicinal herb collection, beekeeping poultry, women's crafts, and tree nursery within the reserve and gathering fruits and vegetables which serve as the main sources of livelihood and would require skilling support to empower women and contribute to their adaptation to climate change.

2.7.6 Farming systems

The country has eleven farming systems which are related to climatic differences, relief variation, and socioeconomic characteristics. The Farming systems in Uganda are presented in the figure below. Annual cropping and cattle systems are mainly found in the northern part of Uganda and coffee and banana systems are mainly found in southern Uganda.

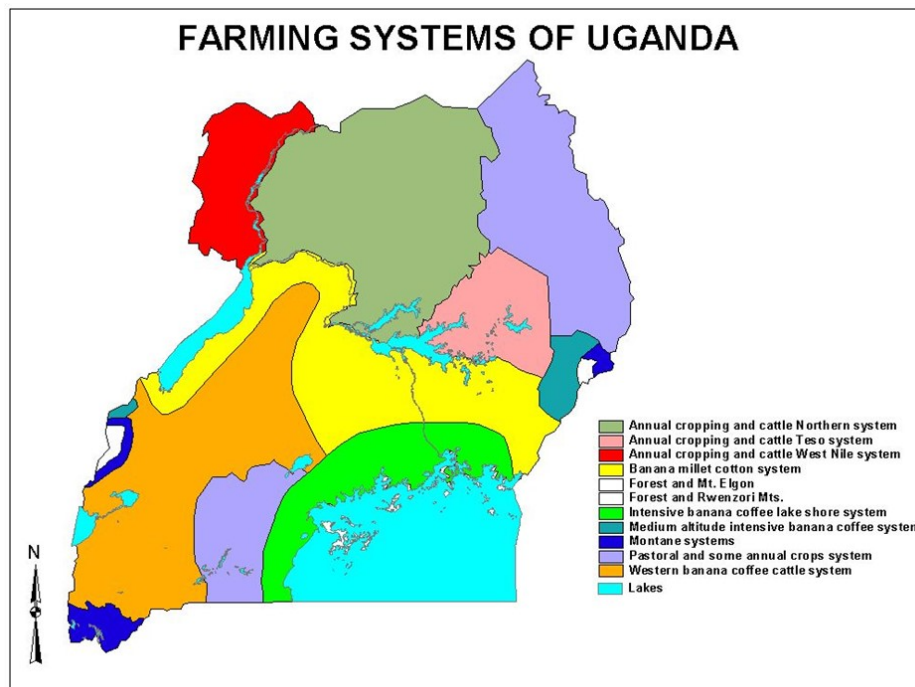


Figure 2-5: Farming systems in Uganda

2.7.7 Settlement Patterns

Patterns of population distribution have been changing in Uganda in the recent past, leading to the formation of urban and peri-urban areas. Factors influencing these changes include: internal social strife, geographical distribution of resources, emergence of settlements, increased in-migration of people into forest reserves and rangelands and appropriation protected areas such as wetlands for settlement and other economic activities such as fishing, mining and the like. Consequently, due to the combined effects of the above factors, the current settlement patterns in the country have been realized. Part of this spontaneous and uncontrolled population migration and informal settlement has manifested through the encroachment and settlement on nominally protected areas such as game reserves, forest reserves including swamps and wetlands. Notably, the settlement patterns have taken two distinct forms: first by families who had traditionally settled in the areas around these reserves and merely expanded their farming operations and other economic activities such as sand mining and artisanal fishing. Secondly by families who have migrated for settlement from areas of severe land shortage into the reserves, which they perhaps viewed as unoccupied and apparently available land.

2.7.8 HIV/AIDs prevalence

The prevalence of HIV among adults aged 15 to 64 in Uganda is 6.2%: 7.6% among females and 4.7% among males. This corresponds to approximately 1.2 million people aged 15 to 64 living with HIV in Uganda. HIV prevalence is higher among women living in urban areas (9.8%) than those in rural areas (6.7%). According to UPHA, (2017), HIV prevalence peaks at 14.0% among men aged 45 to 49 and 12.9% among women aged 35 to 39. Among young adults, there is a disparity in HIV prevalence by sex. HIV prevalence is almost four times higher among females than males aged 15 to 19 and 20 to 24. HIV prevalence is nearly three times higher in men and women aged 20-24 compared to those aged 15-19. According to the recent 2017 prevalence rates, central and south western Uganda regions had the highest prevalence level at 8% and (7.9%). Although community labour is going to be used, the Project should be cognizant of the propensity of projects to trigger the spread HIV/AIDs as workers tend to interact each other, this might result into sexual relations which can potentially trigger the risk of spreading HIV.

2.7.9 SARS-COV-2 pandemic

Covid-19 is also another top disease that has affected the whole country. According to the MoH⁹, by October 2021, Uganda had confirmed 124,924. 96,337 of whom had recovered and 3,179 had died (Ministry of Health (MoH, 2021). Of the 45.74 million (World Bank, 2020) people in Uganda, only 1,906,039 (4%) people are vaccinated (MoH, 2021). Human interaction will take place during the course of executing field activities including infrastructure activities, meetings and travel within the different geographical locations. Such interactions increase the risk to spread COVID-19. Hence, the project will need to continue having mitigation measures to curb the spread of Covid-19. These are detailed in section 4.4.7. below.

⁹ <https://twitter.com/MinofHealthUG/status/1444678908511727620>

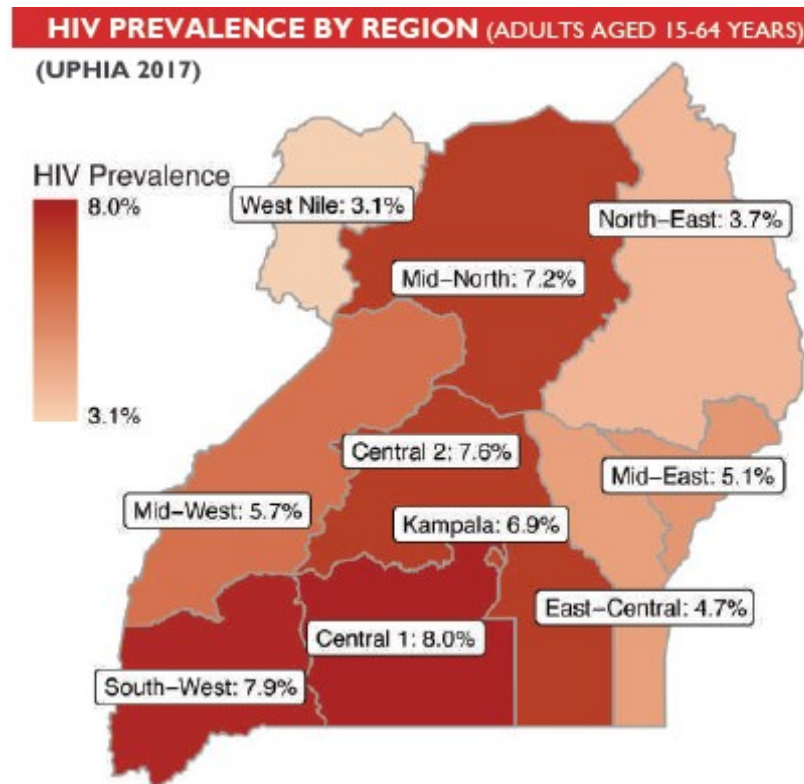


Figure 2-6: HIV/AIDs prevalence by region

2.7.10 Prevalence of child labour in Uganda

Children around the world are routinely engaged in paid and unpaid forms of work that are not harmful to them. However, they are classified as child labourers when they are either too young to work or are involved in hazardous activities that may compromise their physical, mental, social or educational development. In the least developed countries, slightly more than one in four children (ages 5 to 17) are engaged in labour that is considered detrimental to their health and development. According to the UNICEF 2019, the prevalence of child labour is at 18% for males and 17% for females.

2.7.11 Land Management

The Land Act set up an ambitious structure of decentralized land management institutions providing for the establishment of District Land Boards, District Land Offices and Registries, Sub County Area Land Committees and District Land Tribunals. However, despite land being a social economic growth engine, the land management and administration in Uganda is still a major challenge owing largely to the multiple land tenure systems which limit land use planning and utilization. More so, despite the systems in place management of protected areas remains relegated to few institutions which face significant challenges in enforcement. This is reflected by the reclaiming of over 7% of original wetlands as of 2005. This has been further exacerbated by human activity around these protected areas where 80% of the population are involved in agricultural activities such as livestock keeping that entails grazing of animals and crop farming.

2.7.12 Land Holding and Tenure System

Uganda's formal land tenure system was initially established by the British during that country's colonial time. Since independence (1962), Uganda has reformed its formal legislation regarding property rights several times. The most recent is the 1998 Land Act. In addition to modifications in formal law, other processes have influenced land tenure systems. The Land Act principally addresses four issues namely; holding, control, management and land disputes. As regards tenure, the Act repeats, in Section 3, provisions of Article 237 of the Constitution which vests all land in the citizens of Uganda, to be held under customary, freehold, mailo¹⁰ or leasehold tenure systems. However, the Land Act provides for acquisition of land or rights to use land for execution of public works. Land holding in Central Uganda is predominantly Mailo mainly inhabited by smallholders under customary and in other parts of Uganda the land tenure is predominantly customary and freehold.

2.7.13 Culture and religion

Uganda's population is made up of different ethnic groups with varying customs and norms. These play a major role in shaping the behaviours and ways of life of the people in the country. Some of the traditional values have changed due to the integration of the people as a result of migration and/or intermarriages. The cultural groupings, such as, Baganda, Basoga, Batoro, Banyoro, Itesoit, etc., are headed by traditional kings or chiefs who are not politically elected but have an indirect role in community governance and moral build up. There are a number of languages spoken because of the many tribes in Uganda; however, English is the official language. Similarly, the project area has a variation of tribes that include the Banyankole, Bakiga, Bakonjo among other tribes.

2.7.14 Gender issues and sustainable forest management

Women's forest livelihoods and employment depend on their access to and ownership of forest resources, which are mainly determined by laws and socio-cultural norms. Laws and socio-cultural norms prevent women from accessing resources and land, having control and ownership rights and restrict their participation in decision-making processes. Lack of tenure rights also impacts women's access to financial resources and women's income-generating opportunities (Kiptot, 2015)¹¹.

¹⁰ The Mailo Land Tenure System is where land is registered and owned in eternity or perpetuity with its holder having a land title for it. This land tenure in Uganda has its basis from the allocation of land pursuant to the 1900 Uganda Agreement, subject to legislative qualifications. Land in Uganda held under mailo tenure is mainly confined to the Central region of Uganda. The system confers freehold granted by the colonial government in exchange for political co-operation under the 1900 Buganda Agreement.

¹¹ Gender and forestry in Uganda Policy, legal and institutional frameworks, 2012

Additionally, although the Land Act (1998) also provides for non-discrimination against women, there are still gender disparities in land ownership: most land is acquired through inheritance, which favours men over women. Only 7% of the land in Uganda is owned by women, limiting their participation in private forest management and tree planting. Opportunities exist for women to participate in tree planting schemes supported by the National Forestry Authority (NFA) either on private land or in central forest reserves. However, women's limited control over productive resources, including land, also affects their access to credit facilities that are crucial for initial investment. This occurs because one must first have financial resources to be allocated land from the central forest reserves for private tree planting and management. The NFA has made some progress in implementing community forest management, which has reduced forest degradation. However, collaborative forest management (CFM) is only implemented in a few of the central forest reserves; the NFA lacks adequate institutional and human capacity to ensure that men, women, youth and the poor are actively involved in CFM processes. As such, there is need for the project to focus on women's inclusion in the management bodies of the CFM groups and scale up participatory and gender focused forest management.

2.7.15 Gender and level of education at grass roots.

Gender responsive planning and decision making processes require visibility of women, men, girls and boys. Hence, statistics must be collected, analysed and disaggregated by sex, to reflect gender equality issues and problems in society. Similarly, according to UBOS (2014), literacy among females was lower (68 percent) than for males (77 percent)¹². The low literacy level of women at grassroots levels causes lack of confidence and also limits women's participation in forestry management. Election as a councillor at district level requires an A-level certificate; it is not easy to find many women with this level of education in upcountry districts. Women's places at district councils are therefore often taken by urban women (who do not reside in the area and so do not understand the problems of rural women) or are given to the few rural women who cannot even express themselves. At the lower government, parish and village levels, lack of confidence makes women passive participants, leaving men to make all decisions.

¹² Uganda Bureau of Statistics: Women and Men in Uganda Facts and Figures ,2016

3 POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

This section summarizes applicable policy, legal and administrative framework within which, this ESMF has been prepared. Both the World Bank ESSs and the relevant GoU legislation are summarized although there still exist some gaps between the two. According to Uganda's Country Environment and Social Systems Analysis Report, several major legal, policy, and institutional reforms are currently underway to address these gaps. When these reforms are complete, the legal, policy, and regulatory frameworks governing environment and social risk management in Uganda will have been comprehensively transformed.

3.1 THE POLICY FRAMEWORK

3.1.1 The National Environment Management Policy-NEMP, 1994

The key objective of the policy (NEMP), is enhancement of the health, quality of life and promotion of long-term, sustainable socio-economic development through sound environmental and natural resource management and optimizing resource use.

Relevance: This policy is relevant to the Project as it requires that an ESIA is conducted prior to development.

3.1.2 Forest Policy, 2001

The Forest Policy puts an emphasis on the ecological and socio-economic importance of protecting the country's forest resources and promotion of forest regeneration strategies. Implementation of the Policy is a responsibility of the National Forestry Authority (NFA), which also provides guidelines for management of forest reserves, community forests and private forests.

The Forest Policy entails provisions for safeguard and conservation of forests so as to ensure sufficient supplies of forest products, protect water resources, soils, fauna and flora. The policy also mandates government with responsibility to control illegal practices, monitor best practice, measure environmental and social impacts.

Relevance: This policy potentially has relevance to the Project in that it includes provisions for the protection of forested areas in important watershed areas.

3.1.3 National Policy for the Conservation and Management of Wetland Resources, 1995

The Policy has established principles by which wetlands resources can be optimally used and their productivity maintained in the future to curtail existing unsustainable exploitative practices in wetlands. All proposed modifications and restorations on wetlands shall be subject to an ESIA, the result of which shall determine whether such restoration or modification shall proceed and if so to what extent. The Project shall have measures for controlling degradation of wetlands and their siltation.

Relevance: This policy is relevant to the Project in case the proposed project traverses any wetland.

3.1.4 The National HIV/AIDS Policy, 2004

The policy provides the principles and a framework for a multi-sectoral response to HIV/AIDS in Ugandan's workplace. The policy applies to all current and prospective employees and workers, including applicants for work, within the public and private sectors. It also applies to all aspects of work, both formal and informal. The Project implementation will comply with the policy requirements.

Relevance: This policy is relevant to the project if implementation of proposed project results in in-migration into project communities by people seeking construction jobs and possibly sexual fraternization associated with HIV/AIDS risk.

3.1.5 The National Cultural Policy, 2006

The National Culture Policy, 2006 complements, promotes, and strengthens the overall development goals of the country. Its specific objectives include amongst others, the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. This ESMF outlines how the project will take cognizance of and avoid impacts on cultural heritage during implementation of project activities. In addition, Chance Finds Procedures (attached in Annex 4) are included in case tangible cultural heritage / artefacts are unexpectedly encountered during implementation of project activities such as excavation, earthworks, to ensure their protection and conservation.

3.1.6 The Occupational Health and Safety Policy, 2006

This policy will be especially relevant for Occupational Health and Safety (OHS) of the workers and the public in the implementation of the Project components. Its focus is on safety and wellbeing of workers in work environment. These are all important considerations in the Project implementation and operations in particular during development of small-scale infrastructure and grading of tracks and trails in protected areas.

Relevance: This policy will be especially relevant for OHS of the project activities. This also will have relevance in mitigation measures that protect the public from health and safety impacts.

3.1.7 The Uganda Gender Policy, 2007

The Uganda Gender Policy is an integral part of the national development policies. It is a framework for redressing gender imbalances as well as a guide to all development practitioners. The aim of this policy is to guide all levels of planning, resource allocation and implementation of development programs with a gender perspective. The emphasis on gender is based on the recognition that "gender" is a development concept useful in identifying and understanding the social roles and relations of women and men of all ages, and how these impact on development.

Relevance: This policy would especially apply to recruitment of labour during the project implementation where women should have equal opportunity as men for available jobs. This policy also requires provision of a work environment that is conducive to women as well as for men in addition to gender-disaggregated impacts and vulnerabilities.

3.1.8 The National Action Plan on Gender Based Violence (GBV)

Findings on the National Situation Gender Based Violence Analysis (2010) revealed that, Uganda has much Gender Based Violence which afflicts both females and males. The findings further indicated that, GBV issues in Uganda originate from institutionalized male dominance as opposed to female subordination, leading to unequal power distribution in the home and the society plus resultant GBV violations based on male dominance and male superiority tendencies. Therefore, the Action Plan on Gender Based Violence has specific actions that operationalize the Uganda National GBV Policy (2011-2015) through:

- Reducing rates of GBV incidences reported by GBV Intervening stakeholders;
- Reducing rates of GBV in the Uganda households, institutions and communities due to increased female Empowerment and decreased subordination tendencies;
- Decreasing the influence of harmful and negative traditional values and beliefs at all levels;
- Decreasing root causes of GBV incidences, more specifically patriarchy/male dominance tendencies in the Uganda society;
- increasing male involvement and participation in curbing GBV incidences at the household, institutional and community levels;
- increasing coordination and collaboration networks on GBV interventions; and
- increasing capacities for effective intervention provision by the GBV stakeholders.

Both males and females need to be given opportunities during planning and implementation, to ensure that no or minimum impacts arises due to Project implementation.

3.2 National Legal Framework

3.2.1 The Constitution of the Republic of Uganda, 1995

The right to a clean and healthy environment is enshrined in Article 39 of the Constitution of Uganda, 1995 as well as integration of people in the development process. In particular, the Constitution guarantees a range of basic human rights to the people of Uganda which include: gender balance and fair representation of marginalized groups in development process; protection of the aged; the right to development; access to clean and healthy Environment to mention a few. These are some of the fundamental socio-economic aspects which are key for sustainability of humankind and the sustainability of the planned Project to focus its interventions on protection of forests and other protected areas without compromising with the constitutional obligations in the laws of Uganda.

3.2.2 The National Environment Act, 2019

Part V of the Act talks about the Management of the Green Environment such as special conservation areas, wetlands, conservation of Biological Diversity areas such as Conservation of biological resources in situ, Conservation of biological resources ex situ, management of genetically modified organisms, management of forests, management of rangelands, protection of cultural and natural heritage, management of climate change impacts on ecosystems, etc. This ESMF therefore has been prepared taking into consideration of this Act.

Relevance: This Act is relevant to the Project as it will have environmental and Social impacts that require mitigation.

3.2.3 National Forestry and Tree Planting Act, 2003

The National Forestry and Tree Planting Act 2003 is the main law that regulates and controls forest management in Uganda by ensuring forest conservation, sustainable use and enhancement of the productive capacity of forests, to provide for the promotion of tree planting and through the creation of forest reserves in which human activities are strictly controlled. Specifically, the Act will provide guidance for afforestation and other tree nursery activities under the Project.

Relevance: This Act has relevance to the Project as this guides all forestry-related activities in Uganda, especially those undertaken within protected forest areas.

3.2.4 The Land Act, Cap 227

The Acts provides for the tenure, ownership and management of land. It recognizes four tenure systems, i.e. Customary, Mailo, Freehold and Leasehold tenure systems. Section 34 provides that a person who owns land should utilize it in accordance with governing environment and forestry sectors. Section 44 (1) of the act provides the need to control environmentally sensitive areas including natural lakes, rivers, ground water, natural ponds, natural streams, wetlands, forest reserves, national parks and any other land reserved for ecological and touristic purposes. Section 44 (2) further stipulates that the local government may, upon request to the Government, be allowed to hold any of the resources referred to in subsection (1). The Act and the Constitution of the Republic of Uganda all vest land ownership in Uganda to the hands of Ugandans and guide matters of land acquisition for development Project through compensation which must be fair, timely and adequate. There will be no land acquisition financed under the project.

3.2.5 The Occupational Safety and Health Act, 2006

The Act provides for the prevention and protection of persons at all workplaces from injuries, diseases, death and damage to property. The key provision of this Act is safety and welfare of workers which is consistent with a range of safeguards policies such as ILO Core Labour Standards. The ESMF provides for provision of safety wear for workers during implementation of project activities especially for public works among other activities as well as PPE use during activities as per COVID protocols.

Relevance: This Act is relevant to the project since workers will be required to use PPE during the activities in line with COVID-19 SOPs. The Act also governs all OSH requirements applicable to the project.

3.2.6 The Employment Act, 2006

This Act spells out general principles regarding forced labor, discrimination in employment, sexual harassment and provisions to settle grievances. It further provides that, a child under the age of twelve years shall not be employed in any business, undertaking or workplace. The Project implementers are required to not engage any child workers at the Project site during the Project lifecycle and to also ensure that there is no forced labor under the Project.

Relevance: This Act will regulate labour conditions for the project activities both during its implementation and operation

3.2.7 Local Government (Amendments) Act 2010

An Act to amend, consolidate and streamline the existing law on local governments in line with the Constitution to give effect to the decentralization and devolution of functions, powers and services; to provide for decentralization at all levels of local governments to ensure good governance and democratic participation in, and control of, decision making by the people; to provide for revenue and the political and administrative setup of local governments; and to provide for election of local councils and for any other matters connected to the above. At district, sub-county and parish level the Project will be fully mainstreamed into existing structures.

Relevance: This Act is relevant to the Project as all District Local Governments traversed by project activities will be stakeholders and will have jurisdiction over implementation of the Project.

3.2.8 The Plant Protection Act (Cap 31)

The Act provides for the prevention of the introduction and spread of disease destructive to plants. Section 4(i) states “Every occupier or, in the absence of the occupier, every owner of land shall take all measures as he or she may be required to take by virtue of any rules made under section 3 and, in addition, such other measures as are reasonably necessary for the eradication, reduction or prevention of the spread of any pest or disease which an inspector may by notice in writing order him or her to take, including the destruction of plants. The services governed under this Act are implemented by MAAIF through the respective DAOs at the district level

3.2.9 Historical Monument Act, 1967

The Act provides for the preservation and protection of historical monuments and objects of archaeological, paleontological, ethnographical and traditional interest. Section 10(2) requires that any person who discovers any such object takes such measures as may be reasonable for its protection. The Project will adopt the Chance Finds Procedures in addressing possible encounters of any archaeological resources during Project implementation (Annex 4 5).

Relevance: All reasonable measures will need to be taken to ensure that the integrity of any historical monuments and objects of archaeological, paleontological, ethnographical and traditional interest along the project area is not affected by the implementation of the project.

3.2.10 The Wildlife Act (2019)

The purpose of the Act is to provide for the conservation and sustainable management of wildlife; to strengthen wildlife conservation and management; to continue the existence of the Uganda Wildlife Authority; to streamline the roles and responsibilities of institutions involved in wildlife conservation and management and ensure that both humans and animals have the space they need is possible. Protecting key areas for wildlife, creating buffer zones and investing in alternative land uses are proposed as some of the solutions to human-wildlife conflicts.

Relevance: The Act needs to be considered when implementing projects in the Wildlife Areas.

3.3 NATIONAL ENVIRONMENT REGULATIONS

3.3.1 Environmental Impact Assessment Regulations, 1998

The procedures for conducting EIAs are stipulated in the EIA Regulations. The Regulations require environmental assessments to be conducted to determine possible environmental impacts, and measures to mitigate such impacts. At the end of the study, the environmental assessment report is submitted to NEMA to take a decision as to whether to approve or reject the Project. The Guidelines also stipulate that the ESIA process will be participatory, that is the public will be consulted widely to inform them and get their views about the proposed Project which in this case, has been undertaken to capture views of stakeholders for inclusion in the ESMF. The environmental screening guidelines for project activities' will be developed and their use monitored by implementing agencies, with support and guidance from a dedicated environmental and social specialist who will be contracted into the Project Coordination Unit.

3.3.2 The National Environment (Audit) Regulations, 2006 (12/2006)

The Audit Regulations apply to environmental audits under the Environment Act, environmental audits under the ESIA regulations, voluntary environmental audits by the owner and any other audits as may be required or prescribed [Regulation 3]. Financial management requirements for this project provide for the compliance annual audits of the Project during implementation.

3.3.3 The National Environment (Wetlands, Riverbanks and Lakeshores Management) Regulations, 2000

This regulation consisting of 4 Parts, describes management policy and directions for important wetlands, riverbank and lakeshore areas that exist in Uganda. Any development Projects, within those registered areas need ESIA studies and permission to be granted by NEMA in accordance with Regulation 34 of this law depending on nature of the Project to be implemented. The Project will ensure that any project activities to be established along riverbanks or in wetlands comply with the above regulations.

3.3.4 The National Environment Regulations (Noise Standards and Control), 2003

The National Environment (Noise Standards and Control) Regulations, 2003 Section 7 of these regulations requires that no person shall emit noise in excess of permissible noise levels, unless permitted by a license issued under these Regulations. Section 8 imparts responsibility onto the owner of a facility to use the best practicable means to ensure that noise do not exceed permissible noise levels. The Project is obliged to observe these Regulations by monitoring mitigation measures as they shall be proposed in the project activities to minimize noise. Monitoring shall be done by implementing agencies, with support and guidance from a dedicated environmental and social specialist who will be contracted into the Project Coordination Unit.

3.3.5 National Population Council Act 2014

The National Population Council is a government agency that was established by an Act of Parliament in 2014 to coordinate the implementation of the National Population Policy and Population Programme, and to advocate for the integration of population factors in development planning in accordance with the agreed framework under the National Development Plan. The Council shall, to the greatest extent possible, cooperate with Government, line Ministries, Local Governments, institutions and civil society organisations in carrying out its functions under this Act.

3.4 INSTITUTIONAL FRAMEWORK

This section outlines relevant institutions and authorities that shall be involved in specific Project implementation depending on the nature of the Project as detailed in 3-1 below.

Table 3-1: Institutions with their respective responsibilities in Project implementation

Institution	Roles in the Project	Remarks
<i>NFA</i>	<ul style="list-style-type: none"> Implement forestry activities in and around central forest reserves Monitors and reports on activities 	NFA leads activities within CFRs. Responsible for implementation of activities in components that fall under NFA mandate.
<i>UWA</i>	<ul style="list-style-type: none"> Implement national parks and wildlife reserves activities Monitors and reports on activities 	Responsible for implementation of activities in and around NPs and wildlife reserves in components that fall under UWA mandate.
<i>Local Government Level (District, Sub-County, Parish and LCI)</i>	<ul style="list-style-type: none"> Supporting in supervision, advisory, coordination and planning of Project relevant activities Liaise with the agencies on Project implementation Providing technical personnel for review and assessing compliance, learning lessons, and improving future of Project Handle issues and supervise issues of integration/mainstreaming of gender, ethnic minority and marginalized group involvement in all Project activities 	Work in close cooperation with other agencies on issues of: grievance, training, reviews, integration/mainstreaming of gender, ethnic minority and marginalized group and progress reporting and communication. Lead in activities supporting local forest reserves, forest outside protected areas, erosion control measures and household energy interventions.
<i>Collaborative Forest Management Groups (CFM)</i>	<ul style="list-style-type: none"> Review, re-negotiation, and signing of expired CFM agreements using the same terms as in the previously negotiated agreements (with approximately 10 groups around Bugoma, Kasyoha-Kitomi, and Budongo CFRs). Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). Promotion and support to craft making projects among women groups, including training of women groups on craft making 	The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CFM) arrangements under NFA and UWA respectively.

Institution	Roles in the Project	Remarks
	and business skills and provision them with craft inputs.	
<i>Collaborative Resource Management Groups (CRM)</i>	<ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills like soap and candle making. 	Will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

3.4.1 The World Bank Environment and Social Standards that will be triggered by this project and therefore applicable are summarized in Table 3-2

Table 3-2: Summary of how the planned project activities trigger WB ESSs

Environmental and Social Standard	Triggered/Not Triggered	Remarks
ESS1 Assessment and Management of Environmental and Social Risks	Triggered	Assessment and management of Environmental and Social risks and impacts. This Project will create Environment and Social risks considering the baseline Environment and Social fabrics that will be affected directly and indirectly. Mitigation measures will be proposed for both Environment Impacts that will be caused
ESS2 Labor and Working Conditions	Triggered	Since the project involves some infrastructure and use of community based labour, it recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Therefore, the Borrowers are expected to promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.

Environmental and Social Standard	Triggered/Not Triggered	Remarks
ESS3 Resource Efficiency and Pollution Prevention and Management	Triggered	Implementation activities such as infrastructure activities will contribute to both dust, and air pollution although minimal. This project through ESMP will take efforts to determine the baseline levels of the Environment for purposes of monitoring through the project life cycle.
ESS4 Community Health and Safety	Triggered	The project should addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Not Triggered	There will be no Land acquisition
ESS6 Bio diversity Conservation and Sustainable Management of Living Natural Resources	Triggered	The project impact on the vegetation cleared during implementation will affect habitats for biodiversity. In respect to theESS6 standards, efforts will be taken to protect and conserve biodiversity and their habitats. Mitigation measures to promote sustainable development will be proposed for implementation during project construction and implementation phases through the Environment and Social Impact Statement.
ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Not triggered	No known Indigenous Peoples exist in the project area.
ESS8 Cultural Heritage	Triggered	A systematic procedure for protection and treatment of discovered artefacts during project implementation will be taken according to the Ugandan cultural and national requirements, and an adequate provision for handling of chance finds will be included in all contracts for infrastructure activities Workers will be instructed to remain vigilant during excavation works, identify chance finds immediately and alert the site foreman.
ESS9: Financial Intermediaries	Not triggered	This ESS is not triggered because the project works do not involve FIs
ESS10: Stakeholder Engagement and Information Disclosure	Triggered	The project will have an effective stakeholder engagement among all the relevant stakeholders in order to improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

3.5 International Environmental And Social Instruments Conventions Or Treaties Ratified By Uganda

Uganda is a signatory to several international instruments on environmental management. These are summarized in below.

Table 3-3-3 below.

Table 3-3: International Laws and Conventions/Obligations applicable to Uganda

Convention	Objective
The African Convention on the Conservation of Nature (1968)	To encourage individual and joint action for the conservation, utilization and development of soil, water, flora and fauna for the present and future welfare of mankind, from an economic, nutritional, scientific, educational, cultural and aesthetic point of view.
The Ramsar Convention (1971) on wetlands of International Importance	To stop the progressive encroachment on and loss of wetland now and in the future, recognizing the fundamental ecological functions of wetlands and their economic, cultural, scientific and recreational values
The Protection of World and Cultural Heritage convention (1972)	To establish an effective system of collective protection of the cultural and natural heritage of outstanding universal values
The Convention on the International Trade in Endangered Species of Wild Flora and Fauna (CITES 1973)	To protect certain endangered species from overexploitation by means of a system of import/export permits
The Convention on the conservation of migratory species of wild animals (1979).	To protect those species of that migrate across or outside National boundaries
The Vienna Convention for the protection of the Ozone Layer (1985)	To protect human health and the environment against adverse effects resulting from modification of the ozone layer
Montreal Protocol on Substances that deplete the Ozone layer (1987)	To protect the ozone layer by taking precautionary measures to control global emissions of substances that depletes it.
Convention on Biological Diversity- (CBD 1992)	To promote diversity and sustainable use and encourage equitable sharing of benefits arising out of the utilization of genetic resources
United Nations Framework Convention on Climate Change (UNFCCC, 1992)	To regulate the levels of greenhouse gases concentration in the atmosphere so as to avoid the occurrence of climate change on a level that would impede sustainable economic development, or compromise initiative in food production
United Nations Convention to combat Desertification (UNCCD, 1994)	To combat desertification and mitigate the effects of drought in countries experiencing serious drought and or desertification

3.6 World Bank Environmental and Social Framework

Projects financed by the World Bank need to comply with the requirements of the World Bank Environmental and Social Standards (ESS) contained in the Environmental and Social Framework (ESF). Key provisions of the ESSs relevant to this project are summarized in table 3-4

Table 3-4 Key provisions of relevant ESSs

ESS Scope/Objective	Description of ESS
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts	
<ul style="list-style-type: none"> - identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. - To adopt a mitigation hierarchy approach to: <ul style="list-style-type: none"> (a) Anticipate and avoid risks and impacts (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible. 	<p>The standard provides guidance on assessing the Project's potential environmental and social risks and impacts and addressing potential impacts through planning and mitigation hierarchy approach.</p>
ESS2: Labour and Working Conditions	
<ul style="list-style-type: none"> - To promote safety and health at work, fair treatment, non-discrimination and equal opportunity of project workers including vulnerable workers such as women, persons with disabilities, children - To prevent the use of all forms of forced labor and child labor. • To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law. • To provide project workers with accessible means to raise workplace concerns. 	<p>ESS2 promotes the fair treatment, non-discrimination and provision of equal opportunities for workers engaged on projects it supports. It strongly encourages protection of all project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers and primary supply workers, as appropriate. It provides certain requirements that the project must meet in terms of working conditions, protection of the work force (especially the prevention of all forms of forced and child labour), and provision of a grievance mechanism that addresses concerns on the project promptly and uses a transparent process that provides timely feedback to those concerned.</p>
ESS3: Resource Efficiency and Pollution Prevention and Management	
<p>To achieve the sustainable use of resources, including energy, water and raw materials, as well as implement measures that avoids or reduces pollution resulting from project activities and to minimize and manage the risks and impacts associated with pesticide use.</p>	<p>The ESS3 provides requirements for projects to achieve the sustainable use of resources, including energy, water and raw materials, as well as implement measures that avoids or reduces pollution resulting from project activities. The standard places specific consideration on hazardous wastes or materials and air emissions (climate pollutants) given that the current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of present and future lives.</p>
ESS4: Community Health and Safety	
<ul style="list-style-type: none"> - To anticipate and avoid adverse impacts on the health and safety of project affected communities during the project life-cycle from both routine and nonroutine circumstances. 	<p>This standard recognizes that project activities, project equipment and infrastructure increase the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus</p>

<ul style="list-style-type: none"> - To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams. - To ensure that safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities. 	<p>recommends that projects implement measures that avoids or limits the occurrence of such risks. It provides further requirements or guidelines on managing safety, including the need for projects to undertake safety assessment for each phase of the project, monitor incidents and accidents and preparing regular reports on such monitoring. ESS4 also provides guidance on emergency preparedness and response.</p>
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	
<ul style="list-style-type: none"> - To protect and conserve biodiversity and habitats. • To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity. - To promote the sustainable management of living natural resources. - To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities. 	<p>ESS6 promotes the conservation of biodiversity or natural habitats. and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation.</p>
ESS8: Cultural Heritage	
<ul style="list-style-type: none"> - To protect cultural heritage from the adverse impacts of project activities and support its preservation. - To address cultural heritage as an integral aspect of sustainable development. - To promote meaningful consultation with stakeholders regarding cultural heritage. - To promote the equitable sharing of benefits from the use of cultural heritage. 	<p>This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities. It addresses physical or tangible cultural resources, which are defined as movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Physical cultural resources may be in urban or rural settings, and may be above or below ground, or underwater. It also addresses intangible cultural heritage such as practices, representations, expressions, instruments, objects and cultural spaces that communities recognize as part of their cultural heritage. Projects involving significant excavations, demolition, movement of earth, flooding, or other environmental changes are to take cognizance of this standard in the ESMF.</p>
ESS10: Stakeholder Engagement and Information Disclosure	
<ul style="list-style-type: none"> - To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties. To assess the level of stakeholder interest and support for the project and to enable 	<p>ESS10 seeks to encourage open and transparent engagement between the Borrower and the project stakeholders (project-affected parties) throughout the project life cycle. The standard establishes a systematic approach to stakeholder engagement that potentially helps the Borrower to identify stakeholders and build</p>

<p>stakeholders' views to be taken into account in project design and environmental and social performance</p> <ul style="list-style-type: none"> - To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life-cycle on issues that could potentially affect them. - To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format. - To provide project-affected parties with accessible and inclusive means to raise issues and grievances, and allow Borrowers to respond to and manage such grievances. 	<p>and maintain a constructive relationship with them, as well as disclose information on the environmental and social risks and impacts to stakeholders in a timely, understandable, accessible and appropriate manner and format. It recommends that stakeholder engagements are commenced as early as possible in the project development process and continued throughout the lifecycle of the Project. This allows for stakeholders' views to be considered in the project design and environmental and social performance. The Borrower is also expected to implement a grievance mechanism to receive and facilitate resolution of concerns and grievances.</p>
--	--

Table 3-5 Comparison of Uganda's national system for handling E&S risks and World Bank ESF

World Bank ESS provisions	National Instruments provisions	Legal	Gaps identified in the two	How the gaps have been addressed (if applicable)
ESS 1: Assessment and Management of Environmental & Social Risks and Impacts	Constitution (1995) requires GOU to ensure environmental protection & provides Ugandans a right to clean & healthy environment. National Environment Management Policy (1994) calls for sustainable development that maintains and enhances environmental quality & resources to meet needs of present & future generations.		Component 1 under project is likely generate environmental and social risks and impacts. Social risks and impacts may arise from influx of labor for potential employment during refurbishment activities, the risk of spreading HIV/AIDS and COVID-19 among project workers and local communities, potential for gender based violence (GBV), impact on indigenous peoples and local communities, and inadequate grievance redress mechanism (GRM). These activities detail the need to conduct environmental and social assessment to determine the specific risks and impacts, and measures to	By preparing the ESMF, the gap that exists for the projects whose activities and locations are not known is bridged

World Bank ESS provisions	National Instruments Legal provisions	Gaps identified in the two	How the gaps have been addressed (if applicable)
		mitigate them consequently triggering the ESS1.	
ESS 2: Labor and Working Conditions	National Industrial Policy 2008 provides strategies for OHS. Workers Compensation Act, 2000 provides for the provision of financial compensation for work related injury or illness. Occupational Safety and Health Act of 2006 consolidates, harmonizes and updates the law relating to occupational safety and health.	There is still no policy to guide its implementation of the Occupational Safety and Health Act (2006). This, along with the poor staffing and funding of MoGLSD, has left many workers in unsafe working conditions.	The project has followed ESS2 and developed labour management procedures with relevant provisions to bridge the gap.
ESS 3: Pollution Prevention and Resource Efficiency	Environment Management Act (1996) Environmental Management (Waste Management and Sanitation) Regulations (2008) NEA 2019, Section 5 (d) includes the principle that there shall be "optimum sustainable yield in the use of renewable natural resources" 2011 EIA Guidelines for water resources related projects assist planners, developers, practitioners safeguarding water resources through EIAs.	Pollution remains a significant problem throughout Uganda (air, soil, water and noise). As with most other safeguards, adherence to best practice is relatively good for bank or donor funded projects, and those of stock-exchange listed companies, but poor when it comes to smaller proponents, many government projects and where contractors from some countries are involved.	The project will follow provisions of ESS3 on resource efficiency in its activities to ensure compliance with the requirements.
ESS 4: Community Health and Safety) Safety, Health, and Environmental issues are included in the Occupational	Occupational Safety and Health Act, No 9 of 2006 and the Workers Compensation Act, No 8 of 2000.	Health and safety issues are generally taken care of in World Bank and donor funded projects, but less so otherwise	The project has included identification of community health and safety risks and mitigation measures in its environmental and social screening process and the labour management procedures
ESS 6: Biodiversity Conservation &	Environment Management Act (1996) Parks and	Implementation is variable – good in the case of	Mitigation hierarchy is explicitly required by the

World Bank ESS provisions	National Instruments Legal provisions	Gaps identified in the two	How the gaps have been addressed (if applicable)
Sustainable Management of Living Natural Resources	Wildlife Act (1997) National Biodiversity Strategic Action Plan	donor or Bank funded projects, but modest to poor otherwise. Even though screening of projects is undertaken by NEMA at an early stage to identify potential biodiverse areas, political interference puts certain natural habitats at risk especially wetlands and forests.	NEA (2019) (section 5.2(j) and further elaborated (section 115) - (avoid, minimize, restore, offsets)
ESS 10: Stakeholder Engagement & Information Disclosure	When consultations are held, explanations must be given in a form, manner and language understandable to affected people	Gap - There are no explicit provisions for consultations and disclosure	The project has followed ESS5 and developed SEP procedures with relevant provisions to bridge the gap.

3.7 WORLD BANK POLICY ON DISCLOSURE OF INFORMATION

Under ESS10 – Stakeholder Engagement and Information Disclosure - the Bank sets out the need to ensure that appropriate project information on environment and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner and format. In addition, it recommends the Borrower to maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement consulted, a summary of feedback received and a brief explanation of how the feedback was considered or reasons why it was not. The Borrower (MWE) will, therefore, need to disclose the relevant documents and instruments at key stages, such as prior to appraisal, prior to:

Environmental and social guiding documents that will be disclosed include:

- (1) This Environmental and Social Management Framework (ESMF)
- (2) Stakeholder Engagement Framework (SEP);
- (3) Environmental and Social Commitment Plan (ESCP);
- (4) Labor Management Plan (LMP)

For the present ESMF document, information disclosure was initiated with the stakeholder consultations and public meetings held in selected Project sites and Ministries or Agencies. The meetings provided an opportunity for stakeholders to provide comments and useful inputs to be taken into consideration when planning and implementing the proposed Project. Once completed, the NFA and UWA shall ensure the availability of the full ESMF in their Public Library and Website, including websites and offices of NEMA, NFA, UWA and participating Districts; for public access.

4 STAKEHOLDER CONSULTATIONS AND DISCLOSURE

4.1 Overview

ESS10 Stakeholder Engagement and Information Disclosure recognizes the importance of open and transparent engagement with project stakeholders. Success of any project depends on the level and quality of stakeholder engagement, which is to be an inclusive process expected to occur throughout the project life cycle. Engagement is more useful when introduced in the early phases of project development and is mainstreamed into all levels of decision-making. To this end, a Stakeholder Engagement Plan (SEP) has been prepared and will be disclosed as part of the environmental and social safeguards documents for the proposed Project.

4.2 Objectives of stakeholder consultations

The consultations with key stakeholders was carried out to specifically achieve the following objectives to:

- a) Provide background information of the proposed Project;
- b) provide opportunities to stakeholders to discuss their opinions and concerns respectively;
- c) solicit the stakeholders' views on the project and discuss their involvement in the various project activities;
- d) Ensure that stakeholders understand what the development of the ESMF and its associated tools for the for the proposed project in line with the World Bank ESF.
- e) Discuss potential environmental and social risks and impacts, related to the proposed project

- f) Capture and document all feedback from stakeholders and responding where appropriate.
- g) To assess the level of stakeholder interest and support for proposed project and to enable stakeholders' views to be taken into account in project design and environmental and social performance.
- h) To understand the technical capacity and gaps of the implementing partners, and implementing agencies in regard to environmental and social safeguards

4.3 Engagement with stakeholders

Stakeholder engagement is essential to the proposed project components. The project will establish a structured approach to engagement with stakeholders the three implementing agencies, key relevant statutory government institutions, affected communities, Civil Society Organizations and relevant development partners working in the same field) that is based upon meaningful consultation and disclosure of appropriate information, considering the specific challenges associated with the project.

The project community consultation for this component should also focus on awareness raising about the project which will be capturing information regarding sustainable forest management and access to services and benefits from forest and wildlife PAs can help vulnerable communities to better absorb and adapt to the impacts of shocks and stressors, among them, climate change. Uganda's Nationally Determined Contributions to the Paris Climate Agreement place a strong emphasis on adaptation to ensure that all people and communities are resilient to climate impacts.

The SEP was developed as an instrument for mapping and prioritizing stakeholders across levels and regions; for guiding or managing the planned information disclosure or communication and consultation processes with identified stakeholders during the development of ESMPs, as well as the project implementation. The SEP as a tool also allows for stakeholder consultation as two-way process including managing the feedback process¹³.

. The objectives of the SEP include the following:

- i. To design stakeholder engagement framework and requirements of the project
- ii. Describe the legal requirements for consultation and disclosure;
- iii. Provide an inventory of key stakeholder who are likely to be affected by the project directly or indirectly.
- iv. Provide summary of all public consultation and information disclosure activities to date
- v. Propose an effective approach and strategy for meaningful and standardised disclosure of relevant project information
- vi. Propose an appropriate stakeholder feedback mechanism and a process for receipt and resolution of project grievances;
- vii. Draft a public consultation and disclosure program and schedules against the different stages of the project;
- viii. Indicate related budgets and management staffing requirements.

¹³Meaningful consultation is understood as a two-way process, where stakeholder engagement should meet the following criteria: (a) Begins early in the project planning process to gather initial views on the project proposal and inform project design; (b) Encourages stakeholder feedback, particularly as a way of informing project design and engagement by stakeholders in the identification and mitigation of environmental and social risks and impacts; (c) Continues on an on-going basis, as risks and impacts arise; (d) Is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timeframe that enables meaningful consultations with stakeholders in a culturally appropriate format, in relevant local language(s) and is understandable to stakeholders; (e) Considers and responds to feedback; (f) Supports active and inclusive engagement with project-affected parties; (g) and is free of external manipulation, interference, coercion, discrimination, and intimidation; and (h) Is documented and disclosed by the Borrower.

4.4 Future Consultations

4.4.1 Issues for Consultation

The project, its intended objectives, the locations, enhancement mechanisms, its ownership as well as the need of public consultation have to be briefly discussed to the participants as well, so that they can forward their views on the issues of the proposed project. All implementing partners (UWA, NFA, MWE) will have to refine and clearly indicate the issues that have to be pointed out and discussed during public consultations.

4.4.2 Consultation during Mobilization and Sensitization

In line with the existing World Bank (March 2020) guidelines in relation to physical meetings, the consultant used online platforms such as Zoom and Email exchanges to conduct extensive, meaningful, and timely consultations with relevant NFA and UWA stakeholders. To ensure that stakeholders have a clear understanding of the purpose for being engaged, an email together with a checklist was sent out to the project liaison personnel for both institutions. This helped the consultant to have an entry point in the organizations where the consultations had to be conducted and to ensure prompt and exhaustive feedback from the stakeholders.

However, under AF, the consultant had physical engagements with the stakeholders' evidence of such engagements is captured in Annex 8 of the report.

4.4.3 Ongoing Consultations

The World Bank also requires that the consultation process is ongoing during the project implementation phase. To this effect, implementing entities will be required to maintain long term and mutually beneficial open dialogue in relation to the project with local authorities and the public through its Social and Environmental Safeguards Specialists and Officers during implementation. A key role of this post consultation will be to ensure that local stakeholders have an opportunity to raise questions, comments or concerns and that all issues raised are answered promptly and accurately.

Therefore, disclosure of information will also continue throughout project life cycle. The primary emphasis here will be to assure stakeholders that the environmental and social mitigation, monitoring and management practices established in the ESIA and ESMPs are being implemented and the environmental and social standards and guidelines required by National laws and guideline and the World Bank are being met through a comprehensive monitoring and reporting process.

In that regard, the implementing agencies will have to maintain Environment and Social Registers of written records with respect to environmental and social impacts from the planned project activities. In addition, an annual report containing information relating to the monitoring program will be prepared by the implementing agencies and submitted to country environmental regulators, UWA, NFA and the World Bank.

4.4.4 Consultation of Special Disadvantaged or Vulnerable Groups

Some of the target beneficiaries might include widows, orphans, people living with HIV/AIDS, female-headed households, child mothers, unskilled and unemployed youth, child head families, refugees and persons with disability.

Consequently, interest in the project will therefore vary among different vulnerable groups (and individuals) in the respective communities where the specialized equipment is going to be installed and may be affected differently. As such, it will be pertinent to keep the variations in interests in mind during the consultation process, and in some

cases, it may be more appropriate to consider the needs and views of different vulnerable groups as opposed to the whole community. The consultative and communication strategy has to lay special emphasis on the participation of vulnerable groups where applicable in decision making throughout entire project planning, implementation and evaluation. This is because, consultations require time and an effective system of communication amongst interested parties to ensure that it adequately deals with their needs, priorities, and preferences. This will be best achieved through discussions in focus groups specific to each category. Where participation of certain group of people in community meetings is difficult, due for example to geographical distance or social segregation, other methods such as door-to-door visits, structured and unstructured interviews, separate community meetings or other participatory techniques will be considered. Local languages should be used, and efforts should be made to include all community members.

People with disabilities are the world's poorest of the poor and vulnerable in countries even where the World Bank has invested in a number of development projects. This is because sometimes PWDs are not systematically consulted and therefore excluded in the planning and implementation of projects.

In cases where PWDs exist, they will be consulted, particularly those in leadership positions.

4.4.5 Some of the Preliminary Key Stakeholder Concerns and views

Consistent with best practice in developing ESMFs, a virtual meeting was held with NFA and UWA on 9th and 10th December respectively. A checklist was developed to have an understanding of the issues regarding the project. The stakeholders raised concerns and key issues related to the proposed project components and their concerns and views are indicated in Annex 7

4.4.6 Stakeholder consultation for Additional Financing

World Bank secured Additional Financing from the Republic of Ireland to support National Forestry Authority towards implementation of the Securing Uganda's natural resource base in protected areas currently financed by a grant from SIDA in 5 Central Forest Reserves to include another eight CFRs with one in close proximity with the refugees.

The nature of the project emphasizes on improving forest protection and community livelihoods as response to impacts due to COVID 19. The participation of the local communities as primary stakeholder is essential to ensure collaboration with NFA and the local communities to minimize and mitigate environmental and social risks related to the proposed project activities. Other stakeholders like districts leaders, agencies handling refugees is important since the impacts of refugee activities on the environment is very critical.

A field visit was conducted in Kyegegwa and Kyenjojo districts on the 18th January 2022 specifically in the forests of Rwensambya which is adjacent to Kyaka II refugee settlement and Matiri which all have CFM groups.

UNHCR were also engaged as secondary stakeholder which handles refugees in Kyaka II. The Office of the Prime Minister in Kyaka II were not present for the engagement at the time.

The activity was conducted by: The Partnership officer, Range Manager- Muzizi River Range, Sector Manager – Matiri sector and Forest Supervisor – Matiri Beat

A subsequent field visit was conducted in South Western Range, Mitooma District on 26th January 2022 specifically in the forest of North Maramagambo CFR which has one CFM group. We specifically interacted with the CFM group members on various aspects concerning the group and the World Bank supported projects.

The activity was conducted by: The Partnership officer, Ecotourism Officer, Range Manager- South Western Range, Sector Manager – Kalinzu sector and Forest Supervisor.

. The purpose of the engagement was to: -

- To disseminate relevant project information to the project beneficiaries/ local communities as well as other stakeholders.
- To interact with the stakeholders based on transparency of the project activities and commitment to meaningful and inclusive participation of all project beneficiaries at local levels.
- To find out the likely environment and social safeguard issues within the project area.

. Below are some of the key issues and concerns that were identified during the field visit and a summary of issues discussed in the meetings that were conducted through focus group discussions are indicated in Annex 8 –

Other issues captured in the project areas under AF include the following:

- There are many widows within the project affected area that require support since their husbands died from the forest/park.
- Due to scarcity of fuel wood in the forest adjacent communities, they would wish to be support with briquette making machine as for domestic purposes but also an income generating activity to the CFM group as well as energy saving stoves.
- There are incidences of mud slides within the community land which requires urgent attention. Communities suggested to be give bamboo for planting in such areas to prevent the soils.

The refugee settlement management banned tree cutting and charcoal burning in the resettlement. However, this can put pressure on Rwensambya CFR as some refugees come in to illegal get firewood and sometimes charcoal which is posing a threat to the forest.

4.4.7 -Due to scarcity of fuel wood in the forest adjacent communities of Rwensambya CFR, they would wish to be support with briquette making machine as for domestic purposes but also an income generating activity to the CFM group. Stakeholder Engagement Strategy in the context of COVID-19

As a result of mandated social distancing, and in some cases restrictions of movement and large gatherings by WHO and Ministry of Health Uganda and development partners such as IFC, World Bank among others, many projects and their operations have been required to limit activities, including those related to stakeholder engagement, consultation processes linked to new and existing projects. Developing safe and effective COVID-19 stakeholder engagement is an important part of maintaining a proactive communication process and providing communities with information in a timely manner. As such, this project will adopt the following measures to ensure the health and safety of stakeholders while conducting community and key informant engagements.

Use of channels and influential social structures

Identify existing channels and social structures (for example, through FGDs with community/local leaders, community-based organizations, and women's cooperatives) in situations where communities or a subset of a community have limited connectivity and access to technology, or where there are literacy issues. The project will utilize existing social structures and identify the preferred communication method(s), the project will disseminate information and engage target audiences while adhering to government directives related to safety, group sizes, and social distancing.

Practice good respiratory and hand hygiene. Covid-19 can be passed through sneezing and coughing. Using a tissue or a flexed elbow (not your hands) to cover coughs and sneezes can limit transmission. Hands can transfer Covid-19 if this guidance is not followed. Therefore, to ensure compliance with health guidelines, all stakeholders who come for the meetings will wash their hands with soap and water, use hand sanitizers and especially before and after interacting with others.

Physical distancing.

Where interactions with communities are required and important, the project will adopt physical distancing measures to avoid inhaling or having other contact with liquid droplets that may contain the virus. These measures include: avoiding body contact, including shaking hands during the community meetings and this will be achieved through maintaining a distance of at least 2m (6 feet) between persons in the meeting by arranging the sitting format with that distance in mind. In case of large gatherings – for this road project, gatherings that have of 10 or more where, consultation meetings will be held in open spaces to lower the risk of transmission.

5 GRIEVANCE REDRESS MECHANISM (GRM)

Both NFA and UWA, under their Human Resource Departments, have a dispute handling and resolution mechanism that helps in resolving conflicts wherever they obtain such feedback. In addition, CFM agreements (under the NFA) spell out dispute handling procedures in relation to resource access. Also, under the NFA, CFM committees participate in joint patrols and monitor fuel wood extraction and report fuel wood extraction.

Notably, both institutions to ensure expeditious handling of grievances at the community level, through their community conservation Department committees have been established to handle grievances at the field level. However, from the consultations held with UWA and NFA staff the composition and representation in terms of gender, age, level of education, livelihood source, vulnerability of the committees is well defined.

Therefore, the project, through the existing structures, the NFA and UWA will need to establish a grievance handling mechanism specific to the project with a clear referral pathway. This will ensure transparency and accountability. In order to ensure the accessibility and effectiveness, the department shall have a clear set of goals and objectives and a well-defined scope for its interventions, especially geographical area coverage. The GRM shall include a set of procedures for receiving, recording, and handling complaints. It has been learned from many years of experience that open dialogue and collaborative grievance resolution simply represent good business practice both in managing social and environmental risk and in furthering Project and community development objectives. In voicing their concerns, they also expect to be heard and taken seriously. Therefore, the NFA and UWA must assure people that they can voice grievances and the Project will work to resolve them without bias.

Details of the grievances and how they will be handled in the well elucidated in the Stakeholder Engagement Plan.

6 PROJECT POTENTIAL GENERIC RISKS/IMPACTS AND MITIGATION MEASURES

Overall Project implementation is expected to have positive environmental and social impacts such as enhancing prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting protection and forest restoration activities through monitoring and patrolling activities, prevention of human-wildlife as well as employment opportunities for local communities. The project will therefore contribute to improved sustainable management of natural resources, thus increasing benefits to communities from, target protected areas.

It is important to identify potential risks early in Project preparation and design, both in terms of the Project's overall design and of the specific investment activities. Impacts can be divided into positive such as improvements in the local biodiversity, employment and livelihood enhancement among others and negative environmental and social impacts and these depend specifically on the size and nature of Project activities and the environmental and social sensitivities associated with the location of these activities.

The project will support design of infrastructure activities in some areas managed by the NFA and UFA and that will be financed through separate investments outside of the project – under the World Bank ESF, these are considered TA activities. When implemented, such TA activities may generate moderate to substantial environmental concerns that include occupational health and safety risks, public nuisance due to presence of debris and air pollution, community health and safety risks related with disposal and handling of hazardous waste and also substantial risks to human health and the environment due to handling construction site waste.

Principally, Environmental Screening is intended to ensure that, proposed projects are subjected to appropriate extent and type of environmental assessment (EA) under ESS1 and applicable provisions of other ESS. It is recognized that project investments under Component 1 and could pose localized environmental impacts arising from proposed forest restoration and management activities; as well as small infrastructure development on the boundaries of protected areas owing largely to their susceptibility to spread of invasive species in the conservation areas and national parks, uncontrolled forest fires, soil erosion and disturbance, land clearance and fauna disturbance among others. Cognizant of this, attention to the implementation of appropriate mitigation measures and monitoring is needed.

This assessment concludes that ***risk ratings of moderate are recommended for both environmental and social risks***. Hence specific mitigation measures per activity are recommended in Table 6, and these will be complemented overall by capacity-building in environmental and social risk management which is already planned for both UWA and NFA under the IFPA-CD project.

UWA and NFA routinely undertake EIAs consistent with the legal framework and have specialist staff assigned for this purpose as well as staff responsible for community engagement.

Social Risk Rating is Moderate. The project is meant to increase the resilience of beneficiary communities. All planned works will be carried out using community labor and in very close proximity to selected National Parks and therefore away from communities. These two facts will significantly reduce the risks associated with influx of labor (GBV, VAC, etc.) and those related to health and safety of communities in general. Land acquisition and restriction of access are not expected. The project will also have a risk of exclusion of certain community members during the provision of inputs under component 1.1 and training under component 1.2. The training to be provided under the project will also have to be consistent with the ESF.

The implementing agencies (NFA and UWA) have experience from past and on-going projects, which are supported by the World Bank. The Recipient has opportunity to learn from the on-going activities. Therefore, the risk rating will continuously be reviewed during implementation and be updated accordingly.

6.1 Environmental and Social Risk Rating and Classification- ESRC

The World Bank ESF 2018 classifies all projects (including projects involving Financial Intermediaries (FIs) into one of four classifications: High Risk, Substantial Risk, Moderate Risk or Low Risk. In determining the appropriate risk classification, the following parameters are taken into consideration:

- the type of project;
- its location;
- sensitivity of the project;
- scale of the project;
- the nature and magnitude of the potential environmental and social risks and impacts; and

- the capacity and commitment of the Developer/Borrower (including any other entity responsible for the implementation of the project) to manage the environmental and social risks and impacts in a manner consistent with the ESSs.

Table 5-1- Summary of project categorization based on ESF 2018

Aspect	High Risk	Substantial Risk	Moderate Risk	Low Risk
Project type, location, sensitivity, scale	Complex large to very large scale in sensitive location(s).	Not as complex; large to medium scale not such sensitive location.	No activities with high potential for harming people or environment; located away from sensitive areas.	Few or no adverse risks and impacts.
Nature & magnitude of risks & impacts, available mitigation	Mitigation unproven: unable to entirely address significant risk; high residual value.	Mitigation more reliable: significant risks but possible to avoid or address.	Easily mitigated: site specific, low magnitude risks.	Nothing to mitigate-no further assessment after screening.
Borrower capacity and commitment	Challenges and concerns about record of accomplishment regarding E&S issues, significant stakeholder engagement capacity, commitment, track record concerns.	Some concerns about borrower track record, engagement capacity but readily addressed.	Sufficient borrower experience, record of accomplishment, stakeholder engagement capacity.	Minimal or negligible risks to and impacts on human populations and/or the environment
Context of risk relevant to ES measures	Significant effects on ability to mitigate risk - significant contextual risks outside project control impacting E&S performance and outcomes.	Some effects on ability to mitigate risk-known and reliable mechanisms to prevent or minimize, enforcement could be weak in some respects.	No effects on ability to mitigate risk – no contextual risks with effects on E&S performance	Negligible risk.

Based on the available information regarding this project, this assessment concludes that **risk ratings of moderate are recommended for both environmental and social risks**. Hence specific mitigation measures per activity are recommended in Table 5-2, and these will be complemented overall by capacity-building in environmental and social risk management which is already planned for both UWA and NFA under the IFPA-CD project.

UWA and NFA routinely undertake EIAs consistent with the legal framework and have specialist staff assigned for this purpose as well as staff responsible for community engagement.

Social Risk Rating is Moderate. The project is meant to increase the resilience of beneficiary communities. All planned works will be carried out using community labor and in very close proximity to selected National Parks and

therefore away from communities. These two facts will significantly reduce the risks associated with influx of labor (GBV, VAC, etc.) and those related to health and safety of communities in general. Land acquisition and restriction of access are not expected. The project will also have a risk of exclusion of certain community members during the provision of inputs under component 1.1 and training under component 1.2. The training to be provided under the project will also have to be consistent with the ESF.

The implementing agencies (NFA and UWA) have experience from past and on-going projects, which are supported by the World Bank. The Recipient has opportunity to learn from the on-going activities. Therefore, the risk rating will continuously be reviewed during implementation and be updated accordingly.

Table 5-2: Potential risk/impact and mitigation measures

Activity	Impact	Proposed mitigation measures
Reforestation activities within Forest Reserves	If non-indigenous tree species are used, there may be potential negative impacts on biodiversity	Use of only trees species local to the restoration areas. This will be assured by raising wildlets found in the forest in the nurseries and using these seedlings for forest restoration activities within reserves.
Under activities under component 1.2 will involve a number of capacity building activities for the benefiting communities and also very small infrastructure activities related to boundary protection to prevent human wildlife conflict (such as digging of trenches)	Occupational health and safety risks such as accidents and falls during infrastructure activities . injuries to workers due to handling working tools for trench excavations; falls in the trenches;	Workers will be required to wear suitable Personal Protective Equipment (PPE), including hardhats, safety boots, and gloves as needed. Workers will be sufficiently trained in the safe methods pertaining to their area of work to avoid injuries. There should be provision of first aid equipment on site
	Issues of biological hazards - skin irritation and other infections from plants or animal and snake bites	The project should create awareness on how to deal with encounters with animals, snakebite, among others
	Public nuisance due to presence of debris and air pollution Noise pollution as a result of construction works	-Restrict construction activities to daytime hours only, when noise pollution is least felt. -No activities will be allowed on site beyond 7.00 pm in order to check on the noise pollution much felt at night. -Put in place a code of conduct to be followed by the workforce and avoid causing unnecessary inconvenience to the community. -Provide protective gear to the workforce operating equipment that generates noise. In case of air pollution there should be monitoring of the weather conditions and adjusting the work program as required to respond to dry or windy conditions. Ensure regular maintenance of any mechanized equipment.to reduce on the noise And for construction waste such as debris adding waste management should be put in place following 3Rs: reduce,

		reuse, recycle, plus proper disposal of residual waste
	Community health and safety risks related with disposal and handling of hazardous waste	Board off the construction site area, provision of barricades and warning signs at the site Provision of measures to segregate, safely store, and finally dispose of hazardous waste.
	Risks to human health and the environment due to handling construction site waste	Construct/Provide adequate secondary containment (containment bunds) for any fuel storage facilities.
	Risk due to improper fuel storage	Provide adequate facilities for the temporary storage of waste oil if any.
	Risks related with COVID-19 pandemic are expected mainly, during operationalization of TA activities	Sensitize all project employees about the signs and symptoms of COVID-19 as well as the ways to control its spread. Screen local employees/contractors for COVID-19 during recruitment. Management of potential COVID-19 cases – in case, any workers develop the above symptoms, isolate them and immediately contact the respective District Health Officers (DHOs) to pick and transport the patients for treatment and providing masks and sanitizers to the workers
Since the project involves minimal infrastructure activities , there is the potential for chance find of cultural or archeological significance during such activities especially trench digging. There are also potential risks related to intangible cultural heritage, such as disruption to religious/cultural festivity in the community by infrastructure activities		Implementers of activities will follow chance Find Procedures included in this ESMF. Provisions related to cultural heritage (including locations of identified sites of cultural significance) are included in PA management plans.
Fire and oil spill prevention		Fire will be prevented during decommissioning by ensuring that there is adequate availability of fire extinguishers onsite. Personnel undertaking equipment removal will be trained in fire-fighting practices. All equipment and machines with potential of spilling or leaking oil and fuel will be checked and necessary safeguard procedures developed before their dismantling. If oil spills or leaks occur, control and site clean will be undertaken immediately.

6.2 ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

Principally, screening is intended to ensure that, proposed project activities are subjected to appropriate extent and type of environmental assessment (EA) under ESS1 and applicable provisions of other ESS. It is recognized that project investments under Component 1 could pose localized environmental impacts arising from proposed forest

restoration and management activities; as well as small infrastructure development on the boundaries of protected areas.

Other potential environmental risks and impacts are related with the TA activity that will support the preparation and development of technical designs for small-scale infrastructure activities such as construction of fire towers, housing (construction and renovation) for staff, bird hides, and replacement entry gates. Since these areas are environmentally-sensitive, attention to the implementation of appropriate mitigation measures and monitoring is needed.

To curb the spread of COVID-19 the project should introduce the following safety measures to prevent or minimize exposure to COVID-19, as well as for addressing situations where there are cases of symptomatic workers:

- Set up a system at the community level that links up with health facilities and sub-county system for the management of COVID-19 related matters
- Set up an online system (use WhatsApp for instance) to provide the VHTs with updates on COVID-19;
- Establish a referral system that will allow the VHTs to refer people with various COVID-19 related symptoms and questions. The online system could also assist with the triage of sick community members as necessary;
- Develop training materials that will also give the volunteers accurate information on COVID-19 including prevention and control measures;
- Equip the workers with basic protective equipment such as masks and sanitizers

6.3 ESMF process and procedures

The steps below shall be incorporated in any future project activities' preparation and approval process.

Step 1: Screening of Project Activities

Project activities supported under the project will be screened for environmental and social risks through the following process:

UWA and NFA and other entities will be responsible for applying the screening checklist at site level to determine the commensurate ESMP for the activities. A screening checklist for the project has been developed and can be found in Annex 1. The Project Coordination Unit will provide support to implementing agencies and oversight of environmental and social risk screening across the project.

The proposed project activities will be subjected to an environmental and social screening process before it is selected for implementation. The activities will be screened for national EIA requirements as well as WB's ESSs. An environmental and social checklist will be developed and used during the screening (see Annex 1 for an example). A social screening process will also be undertaken in site specific location to determine the extent of any possible adverse impacts and prospective losses, to identify any vulnerable groups, and to ascertain any losses related to land acquisition. Details of the acquired or restricted land (if any) will be collected and an asset verification survey will be done to assess the loss of land and land-based assets.

Environmental and social screening of each project activity will be coordinated by the Project co-ordination Unit (PCU) during preparation of the project's annual work plan. Since many of the project activities will take place within participating districts clear guidance will be provided by PCU for Local Governments and their service providers to ensure that screening takes place to categorize activities and that all concerned local stakeholders such as conservation groups and local communities are consulted and involved in this.

The results of the screening form the basis for assigning the environmental and social risk category of activities and informs decisions on the extent and depth of environmental and social due diligence that will be undertaken. The process of screening identifies the key aspects that may need to be further examined and managed. Activity categorization is essential for early understanding of the type, nature and scale of any impacts.

Based on the ESRS, this project has been classified as moderate and its associated activities are those for which there is a 'moderate risk of impact' which requires preparation of ESMPs. An activity is classed as Moderate if its potential adverse environmental or social impacts on human and/or on the environment are less adverse. Impacts will be limited to a specific site, will be reversible and mitigation measures will be known or can easily be designed. A few project-supported activities such as construction of trenches may fall under this category.

Step 2: Preparation of the ESMP and ESIA, as required

If required by the screening process, the entity shall be responsible for the preparation an ESMP and or ESIA. ESMP/ESIA should contain detailed information on: (1) measures to be taken during implementation of certain activities in order to eliminate adverse environmental and social impact or reduce it to an acceptable level; and (2) actions necessary to implement the said measures. If it is determined that an ESIA is required, then this shall be prepared by the entity and submitted to NEMA for review and approval.

The Implementation of the ESMF will follow a semi-decentralized system where the Project proponent will empower the District Local Government Authorities / Local Authorities to undertake screening of proposed sub-projects and subsequent development and implementation of Environmental and Social Management Plans for specific sites based on the results of screening.

At the district level, the District Environmental Committee (DEC) which is a sub-committee of the District Executive Committee responsible for coordinating of environmental programs in the district will take the lead in the coordination of environmental and social screening. The DEC is comprised of heads of sectors which are key to environment and natural resources management at district level. These include heads of sectors for Agriculture, Forestry, Fisheries, Lands, Environmental Health, Education and representatives of selected Non-Governmental Organizations implementing environment related programs in the district. The DEC is chaired by the Director of Planning and Development and the Environmental District Officer provides secretarial services. DESC reports to the District Executive Committee (DEC) which in turn reports to the District Council which is the final decision-making body at District Level. At community level, the DEC works through the Local Council Area Executive Committee (LCAEC) has frontline extension staff from government departments and relevant non-governmental organizations operating in an area under a Local council (LC).

The DEC in collaboration with the AEC and community project implementation committee will carry out screening and develop the Environmental and Social Management Plans. Depending on the outcome of the screening exercise in reference to the NEMA EIA guidelines (1998), the ESMPs for small and less risky subprojects will be endorsed by the DESC for implementation. However, for sub projects requiring more detailed ESMPs or an ESIA, due processes of approval will be followed as laid down in the NEMA EIA Guidelines (1998). It is expected that developed

Environmental and Social Management Plans will be implemented by the subproject implementation committees with support from the frontline staff and the DEC. The District Environmental Officer will maintain records on number of projects screened, number of projects for which ESMPs were developed and approved, number of projects for which ESMPs are being implemented or were completed.

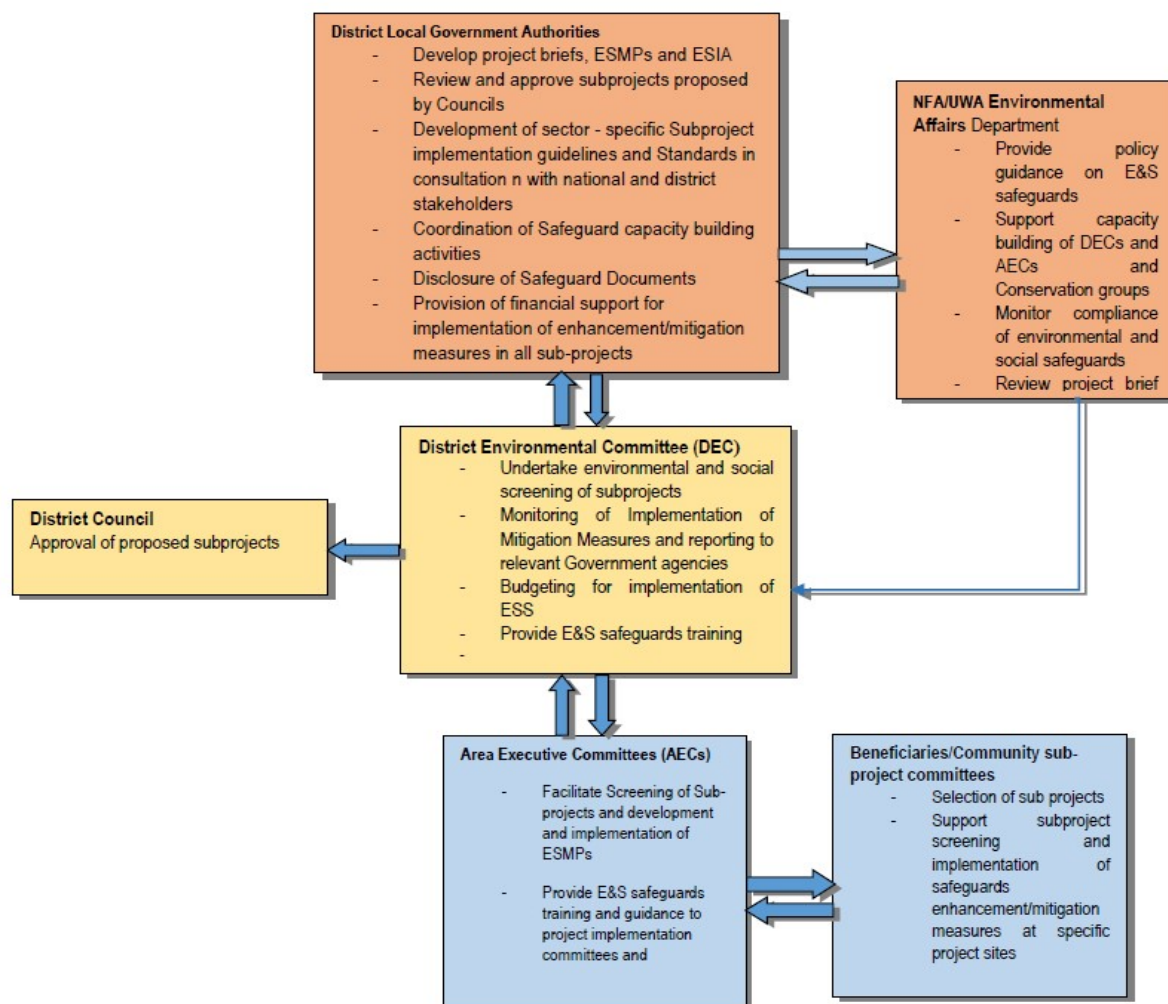


Figure 5-1 Coordination Arrangements for Environmental and Social Assessments

Step 3: Stakeholder Engagement and Consultation

A stakeholder Engagement report (SEP) was developed to conduct a series of inclusive consultation processes with participatory approaches to ensure that all stakeholders are informed of key aspects of project design and implementation. Records of consultation and engagements were documented and incorporated in the reports. Principles to guide effective and meaningful consultation processes are included, interactions with the relevant stakeholders.

The principles are followed by a table describing some engagement techniques to be used during the Project implementation, depending on the group, objective and context.

- Commitment, Commitment is intended when there is a need to understand, involve, and identify the community recognized and followed up in the initial process;
 - Integrity, integrity occurs when engagement is conducted through growing the sense of respect and trust one another.
 - Respect, Respect arises when the stakeholders' and the surrounding people's rights, trust, culture, values, and interests are recognized;
- Transparency, it is shown when people's concerns are responded on time, openly, and effectively;
- Inclusiveness, it is attained when a wide participation is promoted and supported by a proper participation opportunity; and
 - Trust, it is attained through an open and meaningful dialogue which respects and upholds belief, values, and opinions in the community

Table 5-3: Engagement techniques for the project stakeholders

Involvement techniques	Application and Approach	Stakeholder	Timeframe
Stakeholder Record sheets	Create an information board containing record sheets related to Stakeholder Engagement for the project.	<ul style="list-style-type: none"> • CFM, CRM groups the locals and the District officials 	Phase (commencing in Year 1 and ongoing)
Regular correspondence (via phone/WA/text message/email/others)	Build a communication platform such as WAG (WhatsApp Group) Personal communication via either phone, text message, WA, email, or other communication devices.	<ul style="list-style-type: none"> • CFM, CRM groups and the locals. 	Project Implementation Phase (commencing in Year 1 and ongoing)
Participative Public Consultation Distribute non-technical project information to each community and other communities.	Provide relevant information related to Strengthening Social Forestry (SSF) to public from the village, district up to national level Facilitation for building trust among the stakeholders. Facilitate a meeting of village level by using poster, film, pamphlet, or other project information documents. Record the discussion, comments/questions or responses conveyed Design and facilitate a consultation process in a participative manner according to Guidelines of Organizing a Public Consultation Give an opportunity to the stakeholder group to give their views and opinions.	CFM, CRM groups and the locals	Project Planning Phase, for design and ESMF development Project Implementation Phase Project Completion Phase
Participative Public Consultation	Provide relevant information related to Strengthening	CFM, CRM groups and the locals	Project Planning Phase, for design and ESMF

	project activities to public from the village, district up to national level Facilitation for building trust among the stakeholders. Design and facilitate a consultation process in a participative manner. Give an opportunity to the stakeholder group to give their views and opinions. Distribute non-technical project information to each community and other communities.		development Implementation Project Completion Phase
Formal Meeting	Present information of project to the stakeholders equally. Build trust and mutual respect among the stakeholders. Give an opportunity to the stakeholder group to give their views and opinions. Build an impersonal relation to all stakeholders in all levels. Distribute technical documents to the relevant groups. Facilitate a meeting by utilizing an attractive instrument. Record the discussion, comments/questions or responses conveyed	• CFM, CRM groups and the locals	Project Implementation Phase Project Completion Phase
Focus Group Discussion (FGD)	Facilitate a smaller group consisting of 8 – 15 people to give them views and opinions on targeted thing. Design and facilitate a process in a participative manner Facilitation for building trust among the stakeholders Use key questions as guidelines for facilitating FGD Record the discussion, comments/questions or responses conveyed	• CFM, CRM groups and the locals	Project Planning Phase, for design and ESMF development Project Implementation Phase Project Completion Phase
Interview (one by one)	Collect views and opinions Facilitate the stakeholders to talk freely but confidentially about controversial and sensitive problems. Build a personal relation to the stakeholders Build trust through an attractive	All / any stakeholder type	Project Planning Phase, for design and ESMF development Project Implementation Phase Project Completion Phase

	conversation Recording the interview.		
Field Survey Collect opinions and views from each stakeholder	Collect the primary data or the secondary data Record the data Develop a basic database to monitor the impact	All / any stakeholder type	Project Implementation Phase

Step 4: Review , Approval and Monitoring

For project activities subject to an ESMP as a result of limited and site-specific impacts, the ESMPs shall be approved by the PCU. Project activities shall be eligible for financing only after ESMPs approval. ESMP approval shall follow public disclosure and completion of public consultations. NFA and UWA will be responsible for monitoring adherence to the ESMP/ESIA.

For activities which require an ESIA, once the ESIA study is concluded the NFA and UWA will submit three (3) copies of the Environmental Impact Statement (EIS) which includes the social aspects of the assessment to NEMA for their review and approval. Once submitted to NEMA, EIS becomes a public document. Within two (2) weeks from date of receipt of the EIS, NEMA is mandated, if it finds it necessary; to publicize receipt of the EIS, identify the concerned region and stakeholders, the places for inspection of the EIS, and makes copies or summaries of the statement available for public inspection. However, since the Bank is supporting this project, public disclosure is mandatory, and should not left to the discretion of NEMA, this must include availability of the document in the affected area, in local language, with sufficient time to review and submit comments. NEMA also sends copies of the EIS within 14 days from the date on which the EIS was received to relevant agencies and experts for comments. Some of the key agencies in this Project include; NFA, UWA, MTWA, and MoLGSD amongst others. Public comments and/or objections are submitted to NEMA within 3 weeks of receipt of the EIS. It is, therefore, government policy to have the Statement disclosed by NEMA during the review process but the level of disclosure is at the discretion of NEMA.

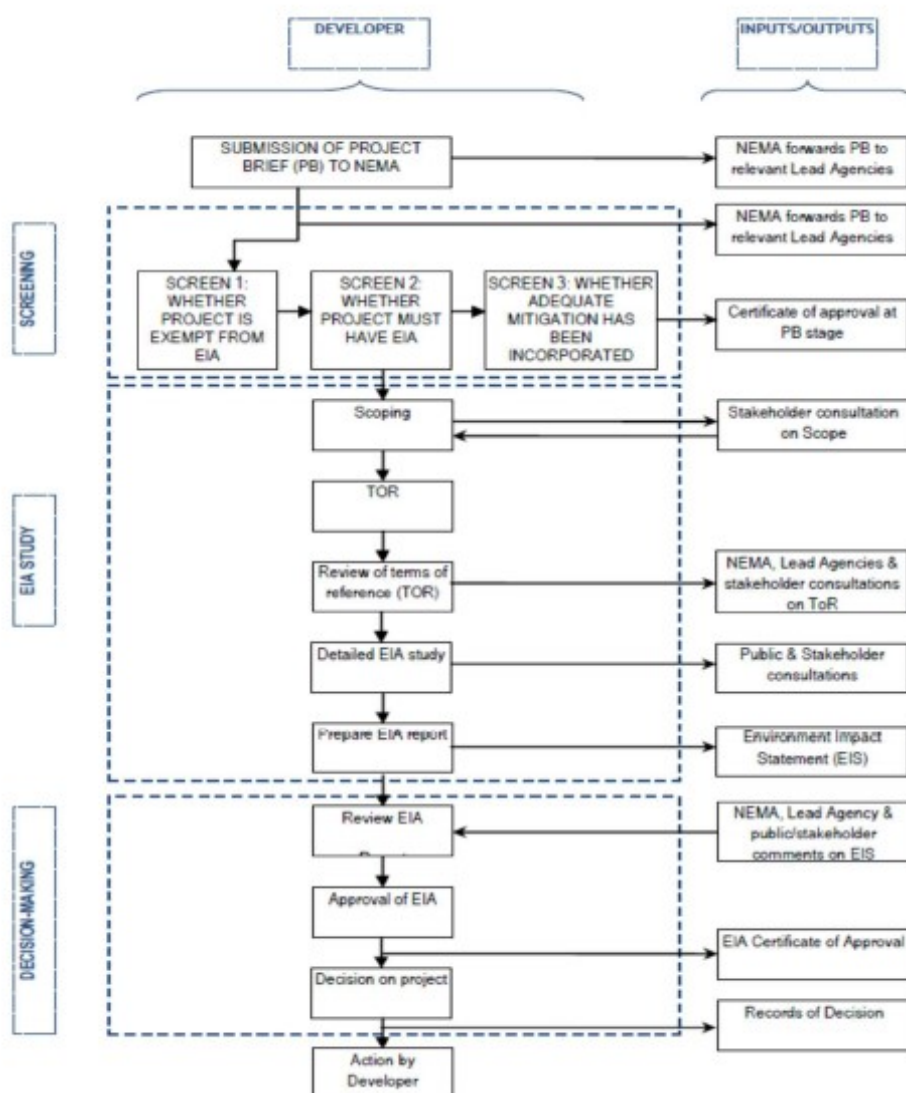


Figure5-2: Schematic flow of EIA process in Uganda

6.3.1 Integration of environmental and social provisions in tendering documents

The implementing agencies will ensure that the recommendations and other environmental and social management measures and mitigation measures from sub-project and site-specific ESS instruments are integrated in bidding documents and works to be performed by contractors or consultants. This will ensure that potential bidders are aware of environmental and social performance standards expected from them and are able to reflect that in their bid proposals and works/assignments once a contract has been awarded.

Integration of environmental and social provisions in tendering documents

The implementing agencies will ensure that the recommendations and other environmental and social management measures and adaptation measures from sub-project and site-specific safeguard instruments are integrated in bidding documents and works contracts to be performed by contractors or consultants.

7 CAPACITY BUILDING AND TRAINING

Project activities will be implemented by the NFA and UWA, under overall management of their headquarters teams and with direct implementation on the ground by the respective teams on the ground. Both NFA and UWA have experience of implementing World Bank financed projects. They are also implementing agencies of the Uganda: Investing in Forests and Protected Areas for Climate-Smart Development Project (IDA funded), approved by the World Bank Board in April 2020. Prior to implementation of this project, all key staff including E&S specialists have undergone a training on the essentials of the ESF aimed at improving environmental and social risk management. NFA and UWA will provide overall E&S risk management for this project

The below capacity building and training activities have been identified for the project:

Table 7-1: Key capacity building activities

	Type of training / Targeted Groups	Timeframe for Delivery	Trainers
CS1	Training on screening of project activities and key provisions of the project ESMF and SEP / Staff leading implementation of project supported activities in targets areas – Park Wardens (UWA), senior rangers (UWA), Sector Managers and rangers (NFA), project focal points	At project start	NFA and UWA, with support from the Association
CS2	Information on World Bank's Safeguards Incidents Reporting Tool (SIRT) provided to all implementing agencies / All implementing agencies' staff involved in project activities	At project start	Staff of the Association
CS3	Use of Personal Protective Equipment (PPE) / All workers and project staff.	At induction and continuous	UWA and NFA responsible staff
CS4	Occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations. / All workers and project staff.	At induction and continuous	UWA and NFA responsible staff
CS5	Environmental Awareness / All workers and project staff.	Continuous	UWA and NFA responsible staff

8 MONITORING AND EVALUATION

Overview

The purpose of environmental and social standards monitoring includes:

- f) Ensure that proper appraisals on the effects of project activities takes place and that proper measures are put in place to mitigate the effects;
- g) Set out the basis for compliance and enforcement of terms and conditions for approval;
- h) Design compliance strategies;
- i) Assess compliance with and management of the environment and social safeguards.
- j) Ensure that all stakeholders participate in the Sub-Project processes.

Monitoring

The environmental and social safeguards monitoring will be carried out by UWA and NFA, working closely with District Local Governments to carry and ensure effective monitoring of environmental and social risks. Monitoring of environmental and social standards will also cover all project activities.

Monitoring reports will be compiled and sent to responsible UWA and NFA staff at headquarters. Quarterly monitoring reporting on ESS risk management will be compiled by the two implementing entities (NFA and UWA) and shared with the Bank.

- a) Annual reporting on E&S risk management will capture the experience with implementation of the ESMF procedures. The purpose of these reports is to provide:
- b) An assessment of extent of compliance with ESMF procedures, lessons learned, and improve future ESMF performance;
- c) To assess the occurrence of, and potential for, cumulative impacts due to Project-funded and other development activities; and
- d) A record of progress, experiences, challenges encountered, lessons learnt and emerging issues from year-to-year implementation of ESMF that can be used to improve performance.

A project of this scale will require quarterly environmental and social monitoring. As such all project processes and activities will be captured and evaluated to ensure that they meet the safeguard standards disclosed before the project implementation. This report shall include the following key information:

- 1) An introduction, reporting period and monitoring locations;
- 2) Scope of works and status of implementation of activity being reported on;
- 3) ESMF management actions undertaken during the reporting period;
- 4) Progress to date in implementing the ESMF, including key aspects monitored: such as waste management, health and safety practices, procurement/storage/and use of pesticides including their disposal, dust management, water quality, other environmental incidents and accidents, environmental awareness and training undertaken, etc.;
- 5) Key recommended follow up issues, actions, time frame and responsibility center.

8.1 Compliance Monitoring

UWA and NFA will prepare and submit to the Association quarterly 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).

8.2 Impact Monitoring

When implementation commences, monitoring of the risks, impacts and mitigation measures of project activities should be the sole responsibility of the respective Government's Implementing Agency (UWA and NFA) in the project area. It is expected that the environmental and social safeguards documents will be given to the contractor and the Implementing Agencies will monitor to ensure that works are proceeding in accordance with the laid down mitigation measures as stipulated in the ESMF, SEP and ESCP.

The monitoring and evaluation of the environmental and social impacts measure will also include aspects related to grievances, impacts on communities, the spread of Covid-19, occupational health and safety, HIV/AIDS and stakeholder engagement among others.

An independent consultant will be contracted by NFA and UWA on a competitive basis to audit compliance to environmental and social safeguards implementation on the project as well as verification of project results. This will include assessing adherence at all implementation levels to the procedures set out in the ESMF and associated tools and in verifying outputs of all project activities. The audit compliance report will serve as a management tool to provide UWA and NFA with timely third-party information on weaknesses in implementation of environmental and social safeguards that require corrective actions to keep the Project on track. The scope and methodology of the independent consultant will be agreed with the World Bank, and quarterly monitoring reports will be shared by UWA and NFA.

The World Bank will equally supervise and assess the environmental and social performance through review of the quarterly monitoring reports and through regular field missions.

9 ESMF BUDGET AND DISCLOSURE

Financial resources are required to support implementation of this ESMF based on estimates summarized **Table 9-1** below. However, the final costs will be confirmed during project appraisal

Table 9-1: Indicative ESMF Budget

NO	ITEM	BUDGET(\$USD)
1	Mobilization and sensitization of the communities especially those living in those project areas	15,000
2	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	20,000
3	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESIA's, ESMPs and related safeguard management plans for investments funded from component 1 and 2	15,000
	Total	55,000
4	Budget under Additional Financing	
	Mobilization and sensitization of the communities especially those living in those project areas	15,000
	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	10,000
	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESIA's, ESMPs and related safeguard management plans for projects under AF.	15,000

	Total	40,000
	GRAND TOTAL	95,500

ESMF DISCLOSURE

This ESMF will be disclosed in compliance with relevant Ugandan regulations and the World Bank Environmental and Social Framework. NFA/UWA will upload the ESMF and other safeguards for the project onto their websites <https://www.nfa.org.ug/> and <https://www.ugandawildlife.org/> and invite the public to access and review the documents. Similarly, the ESMF will also be disclosed in line with the COVID- 19 guidelines of WHO, World Bank public consultations guidelines of March 2020 and MoH SOPs. The Implementing agencies will also provide copies of the ESMF to the public and in the NEMA library. The ESMF alongside other safeguards documents will be disclosed at the World Bank's website and made available to any interested persons for public access

LIST OF ANNEXES

Annex 1: Screening Form

1. Activity Brief Description

Activity name:	
Activity Location (include map/sketch):	(e.g. Water Management Zone, District, etc.).
Type of activity:	(e.g. new construction, rehabilitation, periodic maintenance)
Estimated Cost: (x)	
Proposed Date of Commencement of Activity:	
Site area in ha	
Extension of or changes to existing alignment	
Feasibility Study, Technical Drawing/Specifications Reviewed:	(circle answer): Yes No

This report is to be kept short and concise.

2. Sensitivity of the Project

Issues	Site Sensitivity			
	Very Low	Low	Medium	High
Natural habitats	No natural habitats present of any kind	No critical natural habitats or other natural habitats	Receptor has a limited capacity to accommodate physical or chemical changes or influences	Critical natural habitats present
Water quality and water resource availability and use	Project activities does not need use of available water resource	Water flows exceed any existing demand; low intensity of water use; potential water use conflicts expected to be low; no potential water quality issues	Medium intensity of water use; multiple water users; water quality issues are important	Intensive water use; multiple water users; potential for conflicts is high; water quality issues are important
Natural hazards vulnerability, floods, soil, stability/ erosion	No known volcanic/seismic/ flood risks	Flat terrain; no potential stability/erosion problems;	Medium slopes; some erosion potential; medium risks from volcanic/seismic/ flood/ hurricanes	Mountainous terrain; steep slopes; unstable soils; high erosion potential; volcanic, seismic or flood risks

Issues	Site Sensitivity			
	Very Low	Low	Medium	High
Cultural Heritage	No known or suspected cultural heritage (Tangible and intangible).	Suspected cultural heritage sites; known heritage sites in broader area of influence	Known heritage sites in Project area that shall have interaction with the project activities	Known heritage sites in Project area which can be affected by project activities.
Stakeholder engagement	The stakeholders are in support of the project and have been well engaged.	Stakeholders are in support of the project but do not have not been well engaged	Some of stakeholders are in agreement with the project while another group is not.	Stakeholders are not well engaged or not in agreement with the proposed project activities

3. Checklist of environmental and social impacts in various project activities

Roads and Trails	Potential for Adverse Impacts				
	None	Low	Moderate	High	Unknown
Soil erosion or flooding concerns (e.g., due to highly erodible soils or steep gradients)					
Number of stream crossings or disturbances					
Wet season excavation					
Creation of quarry sites or borrow pits					
Significant vegetation removal					
Wildlife habitats or populations disturbed					
Environmentally sensitive areas disturbed					
Cultural or religious heritage (Tangible and intangible).					
New settlement pressures created / Access protection					
Other (specify):					

Catchment, Forestry, Grasslands Projects	Potential for Adverse Impacts				
	None	Low	Moderate	High	Unknown
New access (road) construction					
Wet season soil disturbance					
Potential for debris flows or landslides					
Sensitive downstream ecosystems					
Removal of native plant/tree species					

Introduced plant/tree species					
Invasion of native species					
Wildlife habitats or populations disturbed					
Environmentally sensitive areas disturbed					
Insufficient capacity to manage catchment ponds					
Insufficient capacity to prohibit or control open grazing					
Insufficient capacity to manage new plantations/pastures					
Use of pesticides					
Other (specify):					

Infrastructure Projects	Potential for Adverse Impacts				
	None	Low	Moderate	High	Unknown
Alteration of existing drainage conditions					
Vegetation removal					
Wet season soil disturbance					
Construction materials impact on adjacent forests/lands					
Quarries and borrow pits created					
Cultural or religious sites disturbed					
Water supply development effects in available supply					
Effect of sanitation development on existing disposal sites					
In-migration/settlement induced by facilities development					
Local incapacity/inexperience to manage facilities					
Labor influx					
Other (specify):					

Preliminary Environmental Information:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.
State the source of information available at this stage (proponents report, ESIA or other environmental study).	
Has there been litigation or complaints of any environmental nature directed against the proponent or activity	
Refer to application and/or relevant environmental authority for this information.	
Identify type of activities and likely environmental impacts:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.

Preliminary Environmental Information:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.
What are the likely environmental impacts, opportunities, risks and liabilities associated with the sub-project?	
Refer to ESMF– Impact Mitigation, Disclosure and Monitoring Guidelines	
Determine environmental screening category:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.
After compiling the above, determine which risk level the sub-project falls under based on the environmental risk categorization in accordance with the ESSs i.e. High Risk subprojects, (b) Substantial Risk, Moderate Risk and Low Risk	
Refer to ESMF– Screening and Review Process	
Mitigation of Potential Pollution:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.
Does the Activity have the potential to pollute the environment, or contravene any environmental laws and regulations?	
Will the Activity require pesticide use?	
Does the design adequately detail mitigating measures?	
Refer to ESMF– Impact, Mitigation and Monitoring Guidelines	
If screening identifies environmental issues that require an ESIA or a study, does the proposal include the ESIA or study?	
Indicate the scope and time frame of any outstanding environmental study.	
Required Environmental Monitoring Plan:	
If the screening identifies environmental issues that require long term or intermittent monitoring (effluent, water quality, soil quality, air quality, noise, etc.), does the proposal detail adequate monitoring requirements?	
Refer to ESMF– Impact, Mitigation and Monitoring Guidelines	
Public participation/information requirements:	Yes/No answers and bullet lists preferred except where descriptive detail is essential.
Does the proposal require, under national or local laws and the project Stakeholder Engagement Plan, the public to be informed, consulted or involved?	
Has consultation been completed?	

Annex 2 : Sample ToR for Design of Civil Works, including E&S due diligence

Background of the Project

Uganda's natural forests are being lost and degraded at one of the highest rates in the world despite their importance for tourism and the role they play in supporting other natural resource-based activities. The total net loss of Uganda's forests during the period 2000-2015 was estimated at 1.8 million ha, equivalent to an average annual loss rate of 4 percent. In the year 2000 forest covered 19.4 percent of the land area but this had reduced to 12 percent by 2015.¹⁴ Several factors have been identified as drivers of forest loss and degradation and these include: the need for more land for agricultural expansion; wood extraction for energy; increased urbanization as a result of high population growth; free grazing animals and wildfires that constituted to 72% of the annual carbon emissions for 2015.

Against that background, GOU has come up with intervention measures to improve sustainable management of, and increase benefits to communities from, target protected areas in consideration with required measures of managing COVID-19 impacts. The proposed project will support forest monitoring and community livelihoods engagements of the National Forestry Authority and Uganda Wildlife Authority in key protected areas within the Albertine landscape. These activities have been severely affected by COVID-19. The project will support UWA and NFA protection and forest restoration activities, including monitoring and patrolling activities, activities aimed at prevention of human-wildlife conflict, and restoration of forest cover through enrichment planting, using community labor as per standard procedures in use by these agencies. The project will also support livelihoods and employment opportunities in forest-adjacent communities, through provision of inputs for alternative livelihoods (both natural-resource based and not) to create innovative income streams for these communities and support job creation.

Since these areas are environmentally and socially sensitive, particular attention is needed to make interventions related with construction of trenches and carry out small-scale infrastructure activities such as construction of fire towers, housing (construction and renovation) for staff, bird hides, and replacement entry gates.

Objectives of the project

The main objective of the design consultancy work is to prepare the typical designs of civil structures of trenches, fire towers, housing (construction and renovation) for staff, bird hides, and replacement entry gates, in consideration with environmental and social risks and impacts. The specific objectives of design of building structures are:

- a) To prepare number of typical architectural designs as per the guideline of concerned government authorities.
- b) To prepare structural analysis and report of the approved architectural drawings.
- c) To prepare the detailed estimates of the designed buildings/structures.

To prepare the specification of the materials and methodologies to be used in construction works.

SCOPE OF SERVICES, TASKS AND EXPECTED DELIVERABLES

The scope of consultancy services will involve responsibility for all technical investigations and preparation of essential documents for executing the assignment.

Preliminary Investigations

- Conduct comprehensive site analyses, topographical surveys, geo-technical investigations and checks with local area development plans; inter alia indicating existing natural/man-made features, utility service lines/sources, main/access roads and planned future developments.

¹⁴ Ministry of Water and Environment (2018). *Proposed forest reference level for Uganda*. Republic of Uganda. February 2018.

- Undertake an environmental and social risk /impacts screening of each site and specific project (infrastructure activities);
- Study and ensure full compliance with the public health, building, and environmental planning regulations, including all required approvals and permits
- Prepare a preliminary Environmental and Social Management Plan (ESMP) including code of conduct and LMP provisions for the project site.
- Prepare climate-responsive, energy-efficient and sustainable & engineering designs/calculations/principles, construction methods & finishes schedules
- Prepare preliminary site layout plans fire towers, housing (construction and renovation) for staff, bird hides and entry gates in compliance with the required environmental and social safeguard requirements and ESMPs

Detailed design and Tender documents

- Complete the Environmental and Social Management Plans (ESMP) for the project site and obtain NEMA and/or other relevant statutory approvals and ensure that the E&S risks are incorporated in the final technical design options. in consistent with the Bank ESSs, taking into account key objectives or restrictions such as: avoid or minimize waste generation; avoid or minimize involuntary resettlement; avoid adverse impacts on natural habitat; protect cultural heritage.
- Finalize the design process and assist in preparation of tender and contracts documents that should include ESMPs and clauses on E&S impacts/risks, LMP provisions and mitigation measures respectively.
- Submit plan services layouts to the respective statutory authorities for no-objection including anticipated E&S impacts and risks and their mitigation measures (e.g. installation of electricity, water, sewerage as appropriate).
- Prepare detailed, site layout plans for fire towers, housing (construction and renovation) for staff, bird hides and entry gates including all civil building services and external works in guidance with ESMPs.
- Prepare detailed architectural and engineering drawings (including floor plans, sections, elevations, 3D drawings, working details and finishes/fittings schedules), as well as building interior and hard/soft landscaping designs, furniture/equipment positioning and accessories for housing (construction and renovation) for staff
- Prepare detailed technical specifications, un-priced bills of quantities and detailed confidential cost estimates (priced bills of quantities) for the infrastructure activities , furniture and equipment.

Expected deliverables

- a) Inception Report with detailed methodology and work schedule within seven days of contract.
- b) Draft Report with detailed methodology, findings, conclusion, and recommendation.
- c) Final Report incorporating the feedback from the client
- d) Site Specific ESMPs

The final delivery shall include

- 1) Typical architectural design and detail working drawings for the specific structures.
- 2) Structural analysis, report and detail structural drawings of the designs.
- 3) Electrical layout, sanitary drawings.
- 4) Detail estimation of design.
- 5) Specification of materials and methodology to be conducted during the construction period.
- 6) Site Specific ESMPs

The report shall be submitted in English in the form of:

- A hard and electronic copy of the Inception Report

- Two hard copies and an electronic copy (PDF and DWG format) of the designs and report.
- One hard copy and electronic copy (PDF and DWG format) of the designs and report.
- One hard copy and electronic copy (PDF and XLS format) of the detailed estimate

Duration:

The project will start immediately after the agreement signed by both parties and must be completed within a period of 6 months from signing of the contract.

General qualifications of consultant

A registered firm/ individual with an authorized agency of the Government of Uganda and having proven experience in the field of 'Designing and Analysis ' are eligible to apply.

Composition of designing team:

The nature of the assignment requires the consultant to assemble a well-qualified and experienced team of experts (inclusive of Environmental and Social Expert) ,of sufficient size and capacity, covering all the professional disciplines required for successful preparation of infrastructure designs who might include the following;

Lead architect

- shall have at least a Master Degree Architecture and possess strong working knowledge of design, estimation, structural analysis and preparation of specification of materials and work methodology.
- The incumbent shall be responsible for ensuring that the designs are correctly prepared and reported. S/he shall have an extensive knowledge in building design and analysis work for rural area.
- Be responsible for coordinating all the activities mentioned in this ToR.
- Possess very good interpersonal, technical and communication skills.
- Have proficiency in written and spoken English

Civil Engineer (one):

The Civil Engineer shall have a Bachelor's Degree in Civil Engineering and with at least three years of work experience in construction field.

Sub Engineer (two):

The Sub Engineer shall have a Diploma in Civil Engineering or Architecture and with at least 3 years of work experience in construction field.

Environmental and Social Specialist

The E&S Specialist will have a Bachelor's Degree in environmental Science, with three years of work experience in management of Environmental and Social Risks and Impacts in infrastructure projects and with particular bias in managing protected areas – in forestry and wildlife sectors. In addition, the Specialist must be conversant with community engaging and participation in management of protected areas.

Annex 3: Incident Reporting Form

Incident Reporting: Project-Related

This form is to be used for reporting all incidents, as per commitments in the Environment and Social Commitments Plan (ESCP)

(Note: It is important that incidences of child abuse and sexual harassment and severe criminality / social risks that may involve Project staff are documented and brought to attention of MWE for information and determination if further investigation is needed to avoid any possible negative consequences on the Project)

1	From:	
2	Title	
3	To:	
4	Title / Organisation	
5	Date of submission:	
6	Date of re-submission	
7	Details of Incidence	
8	Incident No. (month/No) e.g. first fatal in October	
9	Nature of Incident (e.g. Multiple Fatality)	
10	Severity of incident	
11	Who is the victim?	
12	Name / Occupation of Project staff involved / suspected to be involved? (if known at this stage)	
13	Date Incident Happened	
14	Location of Incident	
15	Date / Time Incident Reported to Contractor / Consultant	
16	Details of Person(s) Who Reported	
17	To Whom was incident Reported?	
18	Mode of Reporting (verbal/written report) – <i>if written attach report.</i>	
19	Details of the Incident (key facts pertaining to the incident and how it happened)	
20	Who else was informed about this incident?	
21	What Action (s) has been taken by Contractor / Consultant to address the problem? And When?	
	Details of Actions By NFA / UWA	
	Name / position of NFA or UWA staff incident was reported	
	Comments / Recommendations for NFA / UWA staff for which Incident was first reported	
	2 nd Name/Position / Department for which incident was reported to in MWE Comments / Follow up Action Recommended.	

Indicative Incident

Environmental	Social	Occupational Health & Safety
Small-volume hydrocarbon or chemical spills	Small-scale crop damage or livestock deaths	Underuse of personal protective equipment (PPE) by Works Contractor
Localized dust, light, or noise pollution	Grievances due to Project use of public roads	Local increase in the occurrence of communicable disease
Illegal hunting of wildlife (non-endangered)	Project interference with locally significant practices or sites	Minor job site injuries
Small volume sediment, pesticide, or fertilizer run-off into local waterways	Vehicle damage to public or private roads caused by Works Contractors	Poor “housekeeping” at site, e.g., littering and random disposal of solid waste
Minor off-site disposal of solid waste from Project	Nuisance-level contact between employees and community	Lack of understandable warning or traffic control signage
Poor quality or delayed site restoration and revegetation	Minor instances of inappropriate behavior of security forces or other	Almost empty first aid kit at work site
Poorly functioning erosion- control measures	Overloading of local commercial services from use by Project personnel	Poorly organized or sporadic health & safety induction and
	Minor impacts on livelihood restoration and/or access to community natural resources	Multiple “slip and trip” hazards throughout the site
	Minor impacts on cultural sites/areas	Lack of Health & Safety plan and/or training for staff
	Minor social conflict related to or affecting the Project	
	Some problems with consultation/outreach about the Project	
	Delays by GRM in handling/addressing grievances	

Serious Incidents

Environmental	Social	Occupational Health & Safety
Large-volume hydrocarbon or chemical spills, or other hazardous substances impacting the	Widespread crop damage or livestock deaths	Injury/ies requiring off-site medical attention
Over-exploitation of local natural resources	Cases of mistreatment of communities potentially, including vulnerable groups, by Project workers or security forces, including	Instances of serious communicable diseases among workforce
Large-volume or long-term sediment, pesticide, or herbicide runoff into	Significant impacts to protected physical cultural resources	Consistent lack of health & safety plans and training at work site
Medium to large-scale deforestation	Works have commenced without compensation and resettlement	Chronic non-use of PPE at Project work site
Lack of implementation of agreed environmental restoration program	Significant and repeated community impacts from Project vehicles and	Repeated non-compliance or failure to remedy non-compliance

Environmental	Social	Occupational Health & Safety
	Lack of clarity about consultations with Indigenous Peoples and broad community support for the Project	
	GRM not functioning	
	Inadequate consultation and engagement of stakeholders in the Project leading to significant conflict and/or delays	
	Non-violent community protests against the Project, or mild community unrest	

Severe Incidents

Environmental	Social	Health & Safety
Hydrocarbon or chemical spills, or release of other hazardous substances into the environment, causing widespread impacts, and/or	Forced evictions or resettlement of communities without due process or compensation	Any fatality Permanent disability
Poaching or hunting and trafficking of threatened or endangered species	Abuses of community members (including vulnerable groups e.g., women, children, youth, elderly, disabled/sick, LGBT) by site security forces or other Project workers, including but not limited to GBV	Outbreak of life threatening communicable disease
Sediment, pesticide, or herbicide runoff causing permanent damage to <u>waterways</u>	Significant damage to nationally protected areas or to UNESCO World Heritage sites	Criminal and political attacks at worksite
Destruction of internationally recognized critical habitat	Human trafficking and child labor	Forced labor by Project's Works Contractor
Major river contamination causing decimation of fish population or other <u>aquatic resources</u>	Violent community protests against the Project	Works Contractor is unresponsive regarding ongoing <u>worksite risks of bodily injury</u>
	Significant impacts on Indigenous Peoples' land/natural resources and/or culture and there is no evidence of consultation, broad community support, mitigation of harm and/or culturally appropriate benefit-sharing	Persistent non-compliance and/or inability or unwillingness to remedy non-compliance that could result in bodily injury or harm Murders, kidnappings, manslaughter and assaults, while criminal matters and not safeguards incidents per se, have occurred in Bank Projects and should be treated as severe incidents. These incidents would

Annex 4: Chance Finds Procedures

Overview

Cultural resources are important as sources of valuable historical and scientific information, as Assets for economic and social development, and as integral parts of people's cultural identity and practices. The loss of such resources is irreversible, but fortunately, it is often avoidable.

The World Bank **ESS8; Cultural heritage** requires the Identification of stakeholders and carrying out of meaningful consultations with local or national authorities for cultural heritage. It further stipulates the need to attend to the chance finds and identify mitigation measures thereafter. Its objective is to 1) Protect cultural heritage from the adverse impacts of project activities and support its preservation, 2) Address cultural heritage as an integral aspect of sustainable development, 3) Promote meaningful consultation with stakeholders regarding cultural heritage. 4) Promote the equitable sharing of benefits from the use of cultural heritage.

Protection of Cultural Heritage

Cultural heritage in the project context includes cultural sites within and outside the forests, sites of significance points of view, and other defined assets and structures having archaeological, historical, architectural, or religious significance, and natural sites with cultural values. This also includes cemeteries, graveyards and graves.

A systematic procedure for protection and treatment of discovered artefacts during project implementation will be taken according to the Ugandan cultural and national requirements, and an adequate provision for handling of chance finds will be included in all contracts for infrastructure activities Workers will be instructed to remain vigilant during excavation works, identify chance finds immediately and alert the site foreman.

If the chance finds occur, they will be handled according to the Historical Monuments Act, Cap 46. Under the Act, any chance finds should be reported to the Department of Museums and Monuments (DoMM) of the Ministry of Tourism, Wildlife and Antiquities and the Chief Administrative Officer. If the finds are not of interest to the DoMM, they should be reburied on a site set aside for such purpose. If they are unknown human remains, police need to be alerted and remains will be handled according to their instructions. All relocation and reburial costs shall be borne by the contractor.

Chance Find Procedures

Chance find procedures will be used as follows:

- a. Stop the project activities in the area of the chance find;
- b. Delineate the discovered site or area;
- c. Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be deployed until the responsible local authorities and the DoMM take over;
- d. Notify the project supervisor who in turn will notify the responsible local authorities and the National Museum immediately (within 24 hours or less);
- e. The local authorities and the National Museum will take charge of protecting and preserving the site in case the finds are of interest to the Department
 - i. This would require a preliminary evaluation of the findings to be performed by the archaeologists of the National Museum (within 72 hours). The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values;

- ii. Decisions on how to handle the finding shall be taken by the responsible authorities and the National Museum. This could include changes in the layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration and salvage;
- iii. The local authority/ National Museum decision concerning the management of the finding shall be communicated in writing by the National Museum; and
- iv. Findings will be recorded in World Bank Implementation Supervision Reports (ISRs), and Implementation Completion Reports (ICRs) will assess the overall effectiveness of the project's cultural property mitigation, management, and activities, as appropriate.
- v. Project works could resume after permission is given from the responsible local authorities and the National Museum concerning safeguard of the heritage;
- f. The above procedure when applicable must be referred to as standard provisions during the project activities and therefore site supervisors shall monitor the procedure for any chance find encountered during project activities
- g. If the finds are not of interest to the Department of Museums and Monuments, they should be reburied on a site set aside for such purpose and project works continue

In case of Chance finds, the Implementing partners for the project will ensure that the chance finds procedure is adequately utilised and monitored.

Annex 5: Instructions for preparing a Health, Safety and Environment Management Plan (HSE-MP)

- 1) Within a specified period from signing the Contract, the Contractor shall prepare an HSE-MP to ensure the adequate management of the health, safety, environmental and social aspects of the works, including implementation of the requirements of these general conditions and any specific requirements of an ESMP for the works. The contractor's EHS-MP will serve two main purposes:

The contractor's HSE-MP shall provide at least;

- a description of procedures and methods for complying with these general environmental management conditions, and any specific conditions specified in an ESMP;
 - a description of specific mitigation measures that will be implemented in order to minimize adverse impacts;
 - a description of all planned monitoring activities and the reporting thereof; and
 - the internal organizational, management and reporting mechanisms put in place for such.
- 2) The contractor's HSE-MP will be reviewed and approved by the Client before start of the works. This review should demonstrate if the contractor's HSE-MP covers all of the identified impacts, and has defined appropriate measures to counteract any potential impacts

HSE Reporting

The Contractor shall prepare monthly progress reports to the Client on compliance with these general conditions, the sub-project ESMP if any, and his own HSE-MP. The contractor's reports will include information on:

HSE management actions/measures taken, including approvals sought from local or national authorities;

- (i) Problems encountered in relation to HSE aspects (incidents, including delays, cost consequences, etc. as a result thereof);
 - (ii) Non-compliance with contract requirements on the part of the Contractor;
 - (iii) Changes of assumptions, conditions, measures, designs and actual works in relation to HSE aspects; and
 - (iv) Observations, concerns raised and/or decisions taken with regard to HSE management during site meetings.
- 3) The reporting of any significant HSE incidents shall be done as soon as practicable. Such incident reporting shall therefore, be done individually. The Contractor should keep his own records on health, safety and welfare of persons, and damage to property. It is advisable to include such records, as well as copies of incident reports, as appendixes to the monthly reports. Details of HSE performance will be reported to the Client.

Training of Contractor's Personnel

- 4) The Contractor shall provide sufficient training to its own personnel to ensure that they are all aware of the relevant aspects of these general conditions, any project ESMP, and its own HSE-MP, and are able to fulfil their expected roles and functions. Specific training will be provided to those employees that have particular responsibilities associated with the implementation of the HSE-MP. Training activities will be documented for potential review by the Client.

Amongst other issues, training will include an awareness session for all employees on

- HIV-AIDS
- Sexual and Gender based violence
- Child labour
- Sexual Exploitation and Assault

Annex 6: Views of the community stakeholders that were consulted

Date of consultation and person consulted	Issues raised	Responses
9 th and 10 th December UWA and NFA stakeholders	Do you think members of the community within the project will benefit from the project? How? Briefly explain.	<p>Yes, the project will highly benefit the communities through Implementation by NFA</p> <ul style="list-style-type: none"> • Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. • Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). • Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs. <p>For implementation by UWA:</p> <ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills. • Establishment and support to community wildlife scout groups to deal with problem animals outside PAs. <p>This will highly improve their source of livelihood and boost household incomes</p>
	Is there an effective grievance redress mechanism within the communities?	<p>Both UWA and NFA, under their Human Resource Department, have a dispute handling and resolution mechanism that helps in resolving conflicts wherever they obtain such feedback.</p> <p>Notably both institutions have standing community-based committees to ensure expeditious handling of grievances at community level, and this is spearheaded by their community</p>

Date of consultation and person consulted	Issues raised	Responses
		conservation Department committees that been established to handle grievances at the field level. However, from the consultations held with UWA and NFA staff the composition and representation in terms of gender, age, level of education, livelihood source, vulnerability of the committees is well defined.
	Are there any possible potential social conflict and risk that could be triggered as a result of project implementation?	There are no anticipated potential risks and impacts envisaged that will be triggered as a result of project implementation
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, for any project there is a highly likelihood of such potential risks but the implementers have their staff sensitized and trained regarding sexual and gender-based violence and as such know how to relate and detect issues that need to be escalated and reported periodically as and when they happen.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	During the meeting with the stakeholders, it was cited that there are potential risks of child labor however, the TORs are clear of what is expected from the service provider.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g. products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	Given the geographical scope of the project, there are certainly many special interest groups such as women and girls, PWDs, religious groups that could be omitted from the project unknowingly. However, the project will use its existing infrastructure to ensure that all relevant interest groups are sensitized about the project and its associated benefits.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	Not any that is envisaged
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	The project will engage the communities continuously, meaningfully and proportionately to ensure that information related to the project is fully disclosed
	Do you have any existing stakeholder engagement procedure for other similar projects?	It is UWA policy to involve all stakeholders in all its activities and the process is well stipulated the GMPs.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to	No, the project will have no land take.

Date of consultation and person consulted	Issues raised	Responses
	land tenure and access to resources?	
	What would be the best possible mechanisms to manage community labour?	Under UWA, the agreements will be signed by a developer and NFA will enter into community agreements
	Are there any sites of natural, spiritual and cultural significance in the project area? If Yes, please specify the location?	There sites of cultural, spiritual and religious significance such Tooro-Semliki hot spring but this fall out of the project scope.
	Is the project located in proximity of protected areas or other areas classified as vulnerable?	No
	Can the project cause disruption of wildlife migratory routes	It is highly unlikely
	Can the project introduce alien species	No
	Is the project likely to affect soil erosion, siltation or degradation?	Soil erosion and siltation would take place during infrastructure activities , but they are expected to be minimal
	Will the project require accommodation services for the workers?	Community based workers are going to be hired for the project and therefore the need for accommodation isn't anticipated.
	Are there any safeguards capacity building needs in the RETF Project (Institutional level)	Currently the existing of both NFA and UWA are equipped with basic social protection skills. However, if possible, acquainting them with social and environmental social safeguards knowledge specific to the WB ESF 2017 would help in augmenting their knowledge base and facilitate compliance with the expected standards during project implementation.
8 th February, 2021 Kabaswiswi Nyekundire Tree Planting Project	Do you think there are any minority community that could potentially be affected by this project? If Yes, please describe	There are no minority groups
	Do you think residents within the project will benefit from the project?	All members will benefit because they have been working together on many projects
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	The project will improve on the Livelihoods of the communities
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	The project is highly supported by the community
	Do you think project implementation might cause poverty?	No, the project will provide increased livelihood and therefore reduced conflict.
	Is there an effective grievance redress mechanism within the communities?	Grievances raised in the project can be handled effectively through meetings.
	Highlight some of the specific	Lack of transparency, corruption and poor sensitization on

Date of consultation and person consulted	Issues raised	Responses
	issues that may trigger conflict during implementation of the project	the project among others
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	There an HR manual from both NFA and UWA will be used to handle issues on GBV and SEA.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	No
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	No, the project will have to consider all in groups during the implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g., employment, provision of services?	The project will give equal opportunity to women and girls and have measures such as a gender and equity plan in place to safeguards against in form of discrimination.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, the project being inclusive and non –discriminative, human rights will remain key
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Continuous and regular stakeholder engagements with stakeholders
	Do you have any existing stakeholder engagement plan for the project?	Planning meetings with project leaders and local leaders
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	There will be no land acquisition hence there will be no impacts related to land tenure and access to resources by members of the community
	Project implementation has the potential to trigger labour influx	Community based labour is going to be used for this project, therefore there will be no issues related to in-migration and

Date of consultation and person consulted	Issues raised	Responses
	and in-migration in project areas. What would be the best possible mechanisms to manage human capital	labour influx and a labour management plan has been developed and will be used to manage the workers
Date of consultation and person consulted	Issues raised	Responses
9th and 10th December UWA and NFA stakeholders	Do you think members of the community within the project will benefit from the project? How? Briefly explain.	<p>Yes, the project will highly benefit the communities through Implementation by NFA</p> <ul style="list-style-type: none"> • Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. • Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). • Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs. <p>For implementation by UWA:</p> <ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills. • Establishment and support to community wildlife scout groups to deal with problem animals outside PAs. <p>This will highly improve their source of livelihood and boost household incomes</p>
	Is there an effective grievance redress mechanism within the communities?	<p>Both UWA and NFA, under their Human Resource Department, have a dispute handling and resolution mechanism that helps in resolving conflicts wherever they obtain such feedback.</p> <p>Notably both institutions have standing community-based committees to ensure expeditious handling of grievances at community level, and this is spearheaded by their community conservation Department committees that been established</p>

Date of consultation and person consulted	Issues raised	Responses
		to handle grievances at the field level. However, from the consultations held with UWA and NFA staff the composition and representation in terms of gender, age, level of education, livelihood source, vulnerability of the committees is well defined.
	Are there any possible potential social conflict and risk that could be triggered as a result of project implementation?	There are no anticipated potential risks and impacts envisaged that will be triggered as a result of project implementation
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, for any project there is a highly likelihood of such potential risks but the implementers have their staff sensitized and trained regarding sexual and gender based violence and as such know how to relate and detect issues that need to be taken escalated and reported periodically as and when they happen.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	During the meeting with the stakeholders, it was cited that there are potential risks of child labor however, the TORs are clear of what is expected from the service provider.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g. products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	Given the geographical scope of the project, there are certainly many special interest groups such as women and girls, PWDs, religious groups that could be omitted from the project unknowingly. However, the project will use its existing infrastructure to ensure that all relevant interest groups are sensitized about the project and its associated benefits.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	Not any that is envisaged
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	The project will engage the communities continuously, meaningfully and proportionately to ensure that information related to the project is fully disclosed
	Do you have any existing stakeholder engagement procedure for other similar projects?	It is UWA policy to involve all stakeholders in all its activities and the process is well stipulated the GMPs.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	No, the project will have no land take.

Date of consultation and person consulted	Issues raised	Responses
	What would be the best possible mechanisms to manage community labour?	Under UWA, the agreements will be signed by a developer and NFA will enter into community agreements
	Are there any sites of natural, spiritual and cultural significance in the project area? If Yes, please specify the location?	There sites of cultural, spiritual and religious significance such Tooro-Semliki hot spring but this fall out of the project scope.
	Is the project located in proximity of protected areas or other areas classified as vulnerable?	No
	Can the project cause disruption of wildlife migratory routes	It is highly unlikely
	Can the project introduce alien species	No
	Is the project likely to affect soil erosion, siltation or degradation?	Soil erosion and siltation would take place during infrastructure activities , but they are expected to be minimal
	Will the project require accommodation services for the workers?	Community based workers are going to be hired for the project and therefore the need for accommodation isn't anticipated.
	Are there any safeguards capacity building needs in the RETF Project (Institutional level)	Currently the existing of both NFA and UWA are equipped with basic social protection skills. However, if possible, acquainting them with social and environmental social safeguards knowledge specific to the WB ESF 2017 would help in augmenting their knowledge base and facilitate compliance with the expected standards during project implementation.

10 th February, 2020 Ndakara Nyakiynja CFM group, Kidoma Conservation and Development Association.	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	There are no minority groups
	Do you think residents within the project will benefit from the project?	The project will help in improving oh household income It will also improve on the infrastructure of the landscape. There will be improvement on Eco- Tourism industry
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	The project will help in improving oh household income.
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	The project is highly supported by the community
	Do you think project implementation might cause	No, the project will provide increased livelihood

	poverty?	and therefore reduced conflict.
	Is there an effective grievance redress mechanism within the communities?	The committee has a grievance committee that handles grievances in the project area. They also work hand in hand with the local leaders at the village level.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Lack of transparency, corruption and poor sensitization on the project among others
	Do you think project implementation can trigger issues of Sexual and gender- based violence? If Yes, please explain.	There an HR manual from both NFA and UWA will be used to handle issues on GBV and SEA.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups– women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	No, the project will have to consider all in groups during the implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, the project being inclusive and non – discriminative, human rights will remain key
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Continuous and regular stakeholder engagements with stakeholders
	Do you have any existing stakeholder engagement plan for the project?	Planning meetings with project leaders and local leaders
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	
Cultural and Paleontological sites	Are there are sites of natural, spiritual and cultural significance in the project area. I f yes, please specify the location	There is a family of chimpanzee that its habitat needs to be protected. They also spiritual rituals such as Kyasanduka.
15 th February, 2021 Kasyoha Kitomi Bata Group, Kacafa, Budongo, Kabwoya Environmental Conservation Association, Bunca Budongo	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	There will be employment opportunities
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	There will be more access to forests products and services. Income through employment
	Do you think project implementation might have opposition from the communities where the	No, the communities have been sensitized about the project and we hope that there will be no

	implementation is going to take place?	resilience.
	Do you think project implementation might cause poverty?	This is not a likely impact
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Bad influence from some of the community members about the project.
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, some men within the communities do not allow their wives to attend project meetings.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Trainings and meetings about the project should be regular
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Clear boundaries of the project area should be spelt out.
	Are there are sites of natural, spiritual and cultural significance in the project area. If yes, please specify the location	There are no such sites in the project area
16 th February, 2021 Kidoma Conservation and Development Association	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	There will be employment opportunities
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	There will be more access to forests products and services. Income through employment
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	No, the communities have been sensitized about the project and we hope that there will be no resilience.

	Do you think project implementation might cause poverty?	This is not a likely impact
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Bad influence from some of the community members about the project.
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, some men within the communities do not allow their wives to attend project meetings.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Trainings and meetings about the project should be regular
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Clear boundaries of the project area should be spelt out.
	Are there are sites of natural, spiritual and cultural significance in the project area. If yes, please specify the location	There are no such sites in the project area
Bio- diversity	Is the project located in proximity of protected areas or other areas classified as vulnerable	It is near Bugoma Central Forest reserve
	Can the project introduce alien species	There is a possibility of introducing alien species and therefore the project should emphasize the use of indigenous species
16 th February 2021 Wabambya Forest Conservation Development, Mpanga Forest Conservation Development	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	There is hope that there is interest loans to farmers.

	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	Anticipated standard of living in the project area
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	No, the communities have been sensitized about the project and we hope that there will be no resilience.
	Do you think project implementation might cause poverty?	Poverty levels are likely to be decreased
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Bad influence from some of the community members about the project.
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, some men within the communities do not allow their wives to attend project meetings.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	There are unclear forest boundaries
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Clear boundaries of the project area should be spelt out.
	Are there are sites of natural, spiritual and cultural significance in the project area. I f yes, please specify the location	Muhangaizima area for worshipping cultural “gods” before hunting
15 th February, 2021 NECODA, SEDA Groups	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	The communities will acquire knowledge on tree planting, bee- keeping which will improve on their livelihood

	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	Improvement in protected areas which will facilitate clean water and reduced climate change
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	No, the communities have been sensitized about the project and we hope that there will be no resilience.
	Do you think project implementation might cause poverty?	No, the project is likely to improve on the community's standard of living
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	All communities need to be sensitized about the communities and inclusion of all including the vulnerable groups.
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, this is likely to occur if both couples are not engaged in the project implementation.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen and therefore clear policies should be put in place
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Trainings and meetings about the project should be regular
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Clear boundaries of the project area should be spelt out.
	Are there are sites of natural, spiritual and cultural significance in the project area. I f yes, please specify the location	There are no such sites in the project area
	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	There will be employment opportunities
	In your opinion do you think the project might	There will be more access to forests products

	affect livelihoods of people living in the project area? If Yes, please explain.	and services. Income through employment
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	No, the communities have been sensitized about the project and we hope that there will be no resilience.
	Do you think project implementation might cause poverty?	This is not a likely impact
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Bad influence from some of the community members about the project.
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, some men within the communities do not allow their wives to attend project meetings.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen.
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Trainings and meetings about the project should be regular
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Clear boundaries of the project area should be spelt out.
	Are there are sites of natural, spiritual and cultural significance in the project area. If yes, please specify the location	There are no such sites in the project area
	Is the project located in proximity of protected areas or other areas classified as vulnerable	No, there is no known protected area under NECODA but SEDA the project is located near Budongo CFR
	Can the project introduce alien species	There is a possibility of introducing alien species and therefore the project should emphasize the use of indigenous species
24 th February 2021 Bugungu Wildlife reserve, Nyamiranga	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by	No, there are no minority groups

Association Bee keeping Association	this project? If yes, please describe	
	Do you think residents within the project will benefit from the project?	Communities are willing to implement the project
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	Communities will engage in bee keeping which will improve on their livelihood
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	None has been envisaged
	Do you think project implementation might cause poverty?	It is likely to reduce poverty
	Is there an effective grievance redress mechanism within the communities?	
	Highlight some of the specific issues that may trigger conflict during implementation of the project	Yes, in case there is no gender balance
	Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.	Yes, it is likely to trigger GBV in case some women are employed and their husbands are against the idea and therefore there is need for massive sensitization
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	No likelihood
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g., products or services are inaccessible to certain disadvantaged groups—women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against women and girls based on gender especially regarding participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	The nature of work involved in the project may favor the men most especially.
	Can the project have adverse impacts on human rights such as civil, political, economic, social or cultural of people who interact with it especially marginalized groups?	No, all stakeholders need to be involved at all levels during project implementation.
	What would be the best way of enhancing adequate public engagement and participation during project design and implementation?	Trainings and meetings about the project should be regular
	Do you have any existing stakeholder engagement plan for the project?	Yes.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	No
	Are there are sites of natural, spiritual and cultural significance in the project area. If yes, please specify the location	There are no such sites in the project area

Annex 7: Summary of Consultations under Additional Financing.

Date of consultation and person/ people consulted	Key Issues	Response
18th January 2022. Rwemsambya – CFM group (57 members present for consultation - 21 F & 36 M)	Is there an effective grievance redress mechanism within the communities?	Yes, there are LC courts and the group has an executive committee that handles discipline of members
	Are there possible potential social conflicts and risk that could be triggered as a result of project implementation.	No conflicts have been foreseen since the project has not yet started but existing grievance structures will be used to address any social conflicts that might arise during project implementation .
	Highlight some specific issues that may trigger conflict during implementation of the project	Non, but the we would wish to be trained on all the necessary requirements before the project starts.
	Do you think project implementation can trigger issues of sexual and gender-based violence? Explain.	Yes, there is a likely hood of that risk because communities have people of different nature and behavior. However, they are always handled by the law enforcement and respective leadership structures in place.
	Do you think the project implementation can trigger issues of child labour and violence against children? If yes explain.	No. children have gone back to schools and we are aware of the laws against child labour and don't encourage them to engage in contract works in the forest.
	Do you think this project has the potential for discriminatory impacts on particular groups of individuals e.g. products or services are inaccessible to certain disadvantaged groups, women, girls, PWDs, ethnic minorities, religious leader etc.	We expect the project to support all sections of the CFM group members / communities.
	How do you think the project will affect women and girls as compared to the men and boys (addressing gender balance) especially regarding the participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	Our groups already has active women and girls and hope they will benefit from the project.
	Can the project have adverse impacts on human rights such as civic, political, economic, social or cultural of people who interact with it especially marginalized groups.	The projects expected to promote and people rights.
	What would be the best way of enhancing adequate public engagement and participation during project design n implementation?	By involving all existing formed groups within the communities in project activities.
	Do you have any existing stakeholder's engagement procedure for other similar projects	Yes,we have been working with some partners like Developed Response to displaced Impact Project (DRDIP)
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access	The project is expected to resolve conflicts.

	to resources?	
	What would be the possible mechanism to manage community labour	Training the recruits before they execute any project related activity.
	Do you have any women in community associations and organizations related to agroforestry, if yes would you provide the number of women in community forestry institution serving in executive capacity and decision making	There are 54 women in Rwensambya group. 4 women are executive committee out of 9.
	In this community are women consulted in project design and implementation.	Yes, women are consulted when projects are designed and being implemented
	Does your organization purpose to main stream gender in all project activities?	This is still a young group that has only one project for now- tree planting which will include more projects in future and involve women.
	Do women in the community face challenges in accessing and controlling land.	Yes, though these issues are handled though the community structures and leaders.
18th January 2022 Matiri CFM groups- 36 members present for consultation: 22 F & 14M	Is there an effective grievance redress mechanism within the communities?	There are community courts of the LCI and disciplinary committee for the group. However, there are less conflicts and grievances.
	Are there possible potential social conflicts and risk that could be triggered as a result of project implementation.	The project is expected to solve conflicts and not trigger them and therefore members welcome the project.
	Highlight some specific issues that may trigger conflict during implementation of the project	No. However the community expects trainings to be done.
	Do you think the project implementation can trigger issues of child labour and violence against children? If yes explain.	This is very unlikely since the project is expected to fight child labour
	Do you think this project has the potential for discriminatory impacts on particular groups of individuals e.g. products or services are inaccessible to certain disadvantaged groups, women, girls, PWDs, ethnic minorities, religious leader etc.	The project is expected to promote and support inclusivity for all groups within the community irrespective of gender, creed ,ethnicity and religion .
	How do you think the project will affect women and girls as compared to the men and boys (addressing gender balance) especially regarding the participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	By improving their livelihood conditions
	Can the project have adverse impacts on human rights such as civic, political, economic, social or cultural of people who interact with it especially marginalized groups.	This project is expected to promote rights, culture and political issues.
	What would be the best way of enhancing adequate public engagement and participation during project design n implementation?	By involving organized groups and existing CFM groups within the project areas.
	Do you have any existing stakeholder's engagement procedure for other similar projects	There is the presence of other partners and project like WWF, JESE etc.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access	The project is expected to help in conflict resolution.

	to resources?	
	What would be the possible mechanism to manage community labour	Providing subsidies and engagement with the communities which will enable labour opportunities with the communities.
	Do you have any women in community associations and organizations related to agroforestry, if yes would you provide the number of women in community forestry institution serving in executive capacity and decision making	Matiri CFM group has 180 women. 4 women are members on the executive committee out of 9 members.
	In this community are women consulted in project design and implementation.	Yes
	Does your organization purpose to main stream gender in all project activities?	Yes, the group has women groups within the main group. Mainstreaming gender equality at all levels of the forestry sector has positive effects on many forest management issues including resource sustainability, forest regeneration and conflict management. Specific activities that are gender biased to promote involvement of women include; craft making forest user group. Women also work in the tree nursery as well as the bee keeping project.
	Do women in the community face challenges in accessing and controlling land.	All issues are handled within the group. However, if its crosscutting on the forest they involve the forest supervisor.
18th January 2022. Kyegegwa District local Government (DFO- Kyegegwa, LCV- Kyegegwa, District speaker, LCIII- Kyegegwa Sub County, LCII- Kabweza)-	Is there an effective grievance redress mechanism within the communities?	Structures exist at every level. LCI level, Subcounty level and the RDC's office handles grievances as well. Awareness is done depending on the nature of grievance.
	Are there possible potential social conflicts and risk that could be triggered as a result of project implementation.	The likely conflicts will be resolved using the above structures but for now we don't envisage any.
	Highlight some specific issues that may trigger conflict during implementation of the project	More engagements need to be conducted to mitigate any likely conflicts.
	Do you think project implementation can trigger issues of sexual and gender-based violence? Explain.	We can't foresee any for now.
	Do you think the project implementation can trigger issues of child labour and violence against children? If yes explain.	Child labour and violence is unacceptable and through the responsible offices, we shall create awareness in the communities to discourage these acts. We need to package the information very well and disseminate it to the communities.
	Do you think this project has the potential for discriminatory impacts on particular groups of individuals e.g., products or services inaccessible to certain disadvantaged groups, women, girls, PWDs, ethnic minorities, religious	Sensitizations need to be properly done to avoid such acts. Trainings need to be properly conducted when initiating the project.

	leader etc.	
	How do you think the project will affect women and girls as compared to the men and boys (addressing gender balance) especially regarding the participation in design and implementation or access to benefits and opportunities e.g., employment, provision of services?	Everyone should be inclusion in the project to promote social cohesion.
	Can the project have adverse impacts on human rights such as civic, political, economic, social or cultural of people who interact with it especially marginalized groups.	Not expected.
	What would be the best way of enhancing adequate public engagement and participation during project design n implementation?	Using for instance the office of the CDO, LCIII, II, I, Church leaders to mobilize people to participate. The district has a media house (radio) that can be used to reach out to the people.
	Do you have any existing stakeholder's engagement procedure for other similar projects	Yes, individual offices are used to supervise activities on behalf of government.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	Everyone owns land and there are no squatters. Other than those in the refugee settlement camp.
	What would be the possible mechanism to manage community labour	Identify the poorest of the poor to work and generate an income.
	Are there sites of natural, spiritual and cultural significance in the project area	Spiritual sites are far from the forest and have no impact.
	In this community are women consulted in project design and implementation.	Women are always consulted. When KDLG is promoting any activities within the communities they are equally involved.
	Do women in the community face challenges in accessing and controlling land.	Sometimes yes since culturally men own land. But awareness raising can be done to reduce such challenges.
18th January 2022 UNHCR, (field Associate officer) Kyaka II	Is there an effective grievance redress mechanism within the refugee settlement area?	Yes, grievances are addressed using the existing structures. Collaboration is extended to the host communities.
	Are there possible potential social conflicts and risk that could be triggered as a result of project implementation.	No
	Highlight some specific issues that may trigger conflict during implementation of the project within the refugee settlement.	There is always friction between the host communities and the refugees mainly over work and resources. This comes with some risks in implementation.
	Do you think project implementation can trigger issues of sexual and gender-based violence with the refugee settlement? If yes please explain.	No. However, there are structures have been strengthened to handle GBV and a focal person to records all cases. Reporting mechanism has been established in the settlement to prevent and mitigate GBV. A tracking tool is in place to analysis the trends.
	Do you think the project implementation can trigger issues of child labour and violence against children without the refugee settlement? If yes, explain.	No, the existing projects don't encourage child labour and try to avoid exploitation.
	Do you think this project has the potential for	No. However, all projects in the resettlement

	discriminatory impacts on particular groups of individuals e.g., products or services inaccessible to certain disadvantaged groups, women, girls, PWDs, ethnic minorities, religious leader etc.	are non-discriminatory.
	How do you think the project will affect women and girls as compared to the men and boys (addressing gender balance) especially regarding the participation in design and implementation or access to benefits and opportunities e.g., employment, provision of services?	Participation in the resettlement is interest driven through cash for work. Women participate at 40: 60 ratios for all activities. Age, gender and diversity is the approach used.
	What would be the best way of enhancing adequate public engagement and participation during project design n implementation?	Mobilization through respective partners.
	Do you have any existing stakeholder's engagement procedure for other similar projects	Yes, UNHCR partners who implement activities on its behalf. These include: - Nsamizi as the main implementer, Joint efforts to Save the Environment, Oxfam. And Good neighbors.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	No
	What would be the possible mechanism to manage community labour in the refugee settlement?	Standard rates have been established and standardized payment made through the banking agents, mobile money to avoid complacency. Mobilization is done through partners. The refugees have CBOs that implement projects in the area. The youth are mobilized and engaged in identified alternatives including skills.
	Are there sites of natural, spiritual and cultural significance in the project area	No
	Do these sites have potential for presence of cultural and natural heritage remains	No
	Is the project refugee settlement area located in proximity of protected areas or other areas classified as vulnerable?	Yes. It is approximately 10km from Rwensambya CFR.
	Can the project cause disruption of wildlife migratory routes?	The forest in question is not within the migratory route.
	Can the project introduce alien species?	No
	Is the project likely to affect soil erosion, siltation or degradation?	No
	Will the project require accommodation services for the workers?	No. Workers are not accommodated as they come from within the same locality.
	Is the project located in an area prone to recurrent natural disasters?	No although this area dries so fast.
	Are there safeguard capacity building needs at community level?	More capacity building is required.
	Are there safeguard capacity building needs in the RETF project (institutional level).	No. Though capacity building and skills development is done by UNHCR implementing partners.

	Do you have any women in community associations and organizations related to agroforestry, if yes would you provide the number of women in community forestry institution serving in executive capacity and decision-making capacity?	Yes, they do. We use the 40: 60 ratio for every project implemented.
	Does your organization purpose to main stream gender in all project activities?	Yes, with the 40:50 ratios. There are also many women groups supporting and skilling women in the resettlement area.
	Do women in the community face challenges in accessing and controlling land.	Men are the heads of the family and therefore they have a higher say. However, we are advocating and sensitizing the communities on the women and male roles.
	In this community are women consulted in project design and implementation.	Yes and their views are presented to the sector working group meetings and coordination meetings
	<p>Other issues captured include the following:</p> <ul style="list-style-type: none"> -The refuge settlement management banned tree cutting and charcoal burning in the resettlement. However, this can put pressure on Rwensambya CFR as some refugees come in to illegal get firewood and sometimes charcoal which is posing a threat to the forest. -Due to scarcity of fuel wood in the forest adjacent communities of Rwensambya CFR, they would wish to be support with briquette making machine as for domestic purposes but also an income generating activity to the CFM group. 	This has been noted. Where feasible community demonstrations can be held by relevant implementing partners to teach the community simpler, cheaper and cleaner cooking methods such as the use of, biomass briquettes and an energy saving mud stove to mitigate the risk encroachment and depletion of existing forest resources

Date of consultation and person/ people consulted	Key Issues	Response
26 th January 2022. North Maramagambo CFM group. (26 members present for consultation - 9 F & 18 M)	Is there an effective grievance redress mechanism within the communities?	Yes, there are LC courts and the group has an executive committee that handles discipline of members
	Are there possible potential social conflicts and risk that could be triggered as a result of project implementation.	No conflicts have been foreseen since the project has not yet started.
	Highlight some specific issues that may trigger conflict during implementation of the project	Non

	Do you think project implementation can trigger issues of sexual and gender-based violence? Explain.	Yes there might be such risks because communities have people of different nature and behavior. However, they are always handed by the law and respective structures in place as well as police.
	Do you think the project implementation can trigger issues of child labour and violence against children? If yes explain.	No.
	Do you think this project has the potential for discriminatory impacts on particular groups of individuals e.g. products or services are inaccessible to certain disadvantaged groups, women, girls, PWDs, ethnic minorities, religious leader etc.	We expect the project to support all sections of the CFM group members / communities.
	How do you think the project will affect women and girls as compared to the men and boys (addressing gender balance) especially regarding the participation in design and implementation or access to benefits and opportunities e.g. employment, provision of services?	We are a newly formed (2020) group and trying our best to incorporate women in all activities we do.
	Can the project have adverse impacts on human rights such as civic, political, economic, social or cultural of people who interact with it especially marginalized groups.	The projects expected to promote and people rights.
	What would be the best way of enhancing adequate public engagement and participation during project design n implementation?	By involving all existing formed groups within the communities in project activities.
	Do you have any existing stakeholder's engagement procedure for other similar projects	Yes. We have been working with some partners like UWA, NFA and District leaders for support and capacity building.
	Do you think the project has the potential to cause social problems and exacerbate conflicts for instance related to land tenure and access to resources?	The project is expected to resolve conflicts.
	What would be the possible mechanism to manage community labour	Trainings before they execute an activity.
	Are there sites of natural, spiritual and cultural significance in the project area	N/A
	Do these sites have potential for presence of cultural and natural heritage remains	N/A
	Do you have any women in community associations and organizations related to agroforestry, if yes would you provide the number of women in community forestry institution serving in executive capacity and decision making	There are 78 women in Kigyende group. 3 women are executive committee out of 9.
	In this community are women consulted in project design and implementation.	Yes
	Does your organization purpose to main	This is still a young group that has only

	stream gender in all project activities	one project for now- training and making energy saving stoves.
	Do women in the community face challenges in accessing and controlling land.	Yes, though these issues are handled though the community structures and leaders. However, some women are widows and own the land.

Annex 8: Pictorial Evidence of the consultations that were carried out under AF



Range manager – Muzizi and Partnership Officer addressing the community members of Rwensambya CFR in Kibuye B village



Meeting with Matiri CFM group



Field visit at Matiri CFM groups tree nursery



Range Manager- South Western Range addressing the community group members



Annex 9 : ESMP Mitigation Plan

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
Creation of Employment opportunities	<ul style="list-style-type: none"> ▪ Make a provision in the contract which compels the contractor recruits all non-skilled workers from the local community. ▪ Widely advertise for the potential jobs in the local media (radio stations); also publicise the jobs through local fora (church/mosque and other public gatherings), pinning job adverts in strategic places in the locality and using local leaders to disseminate information for the available jobs ▪ Involve the local leaders in the respective countries to support identify workers from the local community. ▪ Worker grievance redress mechanism be established with involvement of Labor officers in respective countries ▪ Qualified women be targeted and encouraged to apply for jobs. 	<ul style="list-style-type: none"> ▪ Notices on project jobs displayed in public places, ▪ Numbers of women employed in the project. ▪ Area Local employed on the project 	<ul style="list-style-type: none"> ▪ Contractor ▪ UWA, NFA 	Records and interviews	Project site visits done monthly	<ul style="list-style-type: none"> ▪ Equal opportunity employment ▪ Employment of project area local community members

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
Capacity Building of technical personnel	<ul style="list-style-type: none"> Development of criteria for prioritizing training Mainstreaming and sustainability of the capacity development and retention of competences 	Trained technical personnel	NFA and UWA	Record of training	Throughout project lifecycle	Trained technical personnel proficient in their respective professional disciplines
Risk of Gender Based Violence	<ul style="list-style-type: none"> The Contractor should have deliberate measures for mainstreaming GBV interventions in the project. Instituting Grievance redress mechanism with provisions on effective handling of GBV complaints in the project. Involving the Local authorities and Family Protection Unit in handling complaints on gender-based violence. Contractor to prepare and implement a Gender Action plan to guide in the management of GBV in the project. 	<ul style="list-style-type: none"> Displayed sexual harassment policy Reported cases of gender-based violence Records of instituted Grievance Redress committees Availability of Gender sensitive facilities such as changing rooms, toilets, among others. 	<ul style="list-style-type: none"> UWA/ NFAContract or Local leaders 	Records Site visits	Continuous through project implementation phase in all project sites	<ul style="list-style-type: none"> Minimise the incidences GBV resulting from project implementation activities through sensitisation campaigns, instituting reporting systems and working closely with the GMCs and local leadership
HIV/AIDS, STDs	<ul style="list-style-type: none"> HIV/AIDS sensitization and awareness for the workers and the community within the Riparian countries. 	Reports of; number of HIV/AIDs programs conducted by the Contractor Number of testing,	Contractor, /UWA/ NFA environmental and social safeguards team	HIV/AIDs testing and counselling, community outreach activities, condom distribution	Quarterly	<ul style="list-style-type: none"> To reduce the transmission rate/spread of HIV/AIDs and other related infection as a result of

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	<ul style="list-style-type: none"> provision of health and safety gears, first aid kits that include condoms, involving existing health providers and services. The project will establish HIV/AIDS Workplace policy develop and implement Joint HIV/AIDS Community work plans with relevant Health Officials 	counselling provided Prevalence of prostitution, HIV/AIDS and STDs in the area during various project phases				project implementation activities
Risk of Inadequate access to Grievance Redress Mechanism	<ul style="list-style-type: none"> Publicize the existence of the GRM and the procedure for using it in languages that apply in those respective areas. Where members of the community are illiterate pictorial illustrations will be used to sensitize them about the GRM and the procedures of lodging a complaint. Receive and log requests for dispute resolution Track and document efforts at grievance/dispute resolution and their outcomes. Review and 	Established project GMCs				<ul style="list-style-type: none">

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	make improvements to the GRM that would enhance its effectiveness,					
Risk of contracting and spreading COVID19	<ul style="list-style-type: none"> Screen local workers for COVID-19 at recruitment Wear masks Practice social distancing Prioritize sanitation 	Establishment and observance to standard operating procedures(SOP)	NFA/UWA/contractor	Testing and tracing workers for any signs and symptoms of COVID-19	Every 3 months	Minimise the risk of spreading COVID-19
Environment impact and risks	<ul style="list-style-type: none"> Mitigation/Enhancement Measures 	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
Occupational Health and Safety Risks for workers	<ul style="list-style-type: none"> Contractor to provide shade at stationary workplaces and at welfare facilities. Having only trained and experienced persons use chemicals and operate the equipment. Providing safety awareness and training as well as emergency preparedness procedures for all project workers. Varying job functions to avoid excessive motions as well as granting workers rest days for them to recuperate. Provide on-site and throughout 	<ul style="list-style-type: none"> OSH Plan prepared by the contractor . First Aid Kits and PPEs procured and being used. OSH training program prepared and training reports in place. OHS provisions integrated in works Method Statements. NO SMOKING signs posted in no smoking zones in the project 	<ul style="list-style-type: none"> Contractor RE 	Inspection of premises and project sites. Reports and Records. Interviews.	Campsite, equipment yards. monitoring	<ul style="list-style-type: none"> Training on safety, First Aid administration,

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	<p>working hours, adequate and easily accessible supplies of safe drinking water, access to washing facilities in case of chemical and biological hazards, proper eating-places, and waste disposal facilities.</p> <ul style="list-style-type: none"> ▪ Provide adequate signs, fencing and guards to unauthorized persons are kept off the site with respect to materials storage areas for oils and lubricants, the workshop and power lines amongst others. . ▪ The contractor shall keep the site free from all unnecessary obstructions and shall store or dispose any equipment or surplus of materials. ▪ The project will hire and deploy flag-persons to guide traffic through safe zones during 	areas.				

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	<p>construction works.</p> <ul style="list-style-type: none"> ▪ The project to provide and ensure workers have and appropriately wear PPEs while on the site. ▪ There will be on site, modestly stocked First Aid consumables such as iodine, bandages, pain killers and plasters. ▪ The project to have, a site clinic operated by a senior nurse whose is backed by medical officer who routinely is available to attend to cases beyond the capacity of the nurse. ▪ There will be collaboration established between the project and some existing medical facility such as Health Centre III or IV. ▪ The Project to recruit in his team a Safety Officer who shall be responsible for management and of OSH aspects in the 					

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	<p>project and preparing monthly OSH reports; and</p> <ul style="list-style-type: none"> All accidents shall be reported and analyzed by the Contractor in order to prevent similar accidents in the future. 					
Soil disturbance and erosion	<ul style="list-style-type: none"> The clearance of vegetation should to the extent possible, be limited to areas required for specified works and establishment of project axillary infrastructure. Levelling and landscaping of cleared areas to thereby reducing exposure of open surfaces to erosion; and Once the areas are landscaped, this is to be followed with re-planting of grass and associated vegetation on restored sites. 	<ul style="list-style-type: none"> Availability of well-designed conservation structures Silted channels Restored/revegetated areas <p>Excavated sites</p>	<ul style="list-style-type: none"> Contractor RE DEO <p>Local leaders</p>	Records Observation	Regularly in all workstations	Workers' sensitization
Potential spread of invasive plant species	<ul style="list-style-type: none"> Invasive species especially Doda weed transfer of spoil across vegetation zones shall be 	<ul style="list-style-type: none"> Sites for cut-to-spoil material disposal identified Inspection of 	<ul style="list-style-type: none"> Contractor RE 	Inspection Records review	Continuous at worksites	

Environmental & Social Impact/Risk	Mitigation/Enhancement Measures	Monitoring Indicators	Agency Responsible for Monitoring and implementation	Monitoring Activities to be undertaken	Monitoring Frequency and Location	Desired outcome/target
	<p>limited. The Environment team shall identify suitable sites for spoiling in all vegetation zones identified.</p> <ul style="list-style-type: none"> ▪ Topsoil generated during bush clearance and grubbing will be stockpiled on site to facilitate restoration and landscaping. ▪ Equipment shall be washed before they are moved between work sites areas. 	<p>equipment before on set of works on new sites.</p> <p>Records/evidence of invasive weeds in different sections of project area</p>				

Annex 10:Stakeholder consultations record under NFA and UWA

Plot 10/20, Spring
Road, Bugolobi,
PO Box 70863
Kampala, Uganda
www.nfa.org.ug

NFA
National Forestry Authority



Tel: 0312-264 035/6
0414 360400
Fax: 0414 230369
info@nfa.org.ug

BUDONGO SYSTEM - KISINDI SECTOR. Date -----

Attendance list for ESMF Social and Environmental Safeguards engagements with CFM groups.

Name	Contact	Title	CFM name	Signature
1. Nyakoojo Stephen	0774687800	Chair Person	Nyanga Conservation and Devt Association	[Signature]
2. KACIKA DESER	0779063227	FOREST SUPERVISOR	Kisindi BEAT	[Signature]
3. KAHIGWA PETER	0774370283	Gen. Sec. MCODA	MCODA	[Signature]
4. Ktomukama Xavier	0773458867	PUBLICITY MCODA	MCODA	[Signature]
5. KABUKOYE Z	0783588204	MEMBER	"	[Signature]
6. Mbabazi JADE	0787981352	MEMBER	MCODA	[Signature]
7. KIIZA ANNEL	0787433478	YOUTH REPRESENTATIVE	MCODA	[Signature]
8. KATIRANGIDA M	0773391525	MEMBER	MCODA	[Signature]
9. MUBAZI NINA NIMAZI	0784345740	TREASURER	MCODA	[Signature]
10. KUGONZA SCOTIA	0776028639	MEMBER	MCODA	[Signature]
11. NIYAMAZI MONICA	0782066331	MEMBER	MCODA	[Signature]
12. RYBASTIA DUBARA	0776641791	MEMBER	MCODA	[Signature]
13. Bayite C	0777706126	MEMBER	MCODA	[Signature]
14. Kyosaba L	078090672A	MEMBER	MCODA	[Signature]
15. KAIRAGURA L	0773685852	MEMBER	MCODA	[Signature]
16. MUKISA EDWARD	0776714250	MEMBER	MCODA	[Signature]
17. MUNAKU JOSEPH	0779842316	MEMBER	MCODA	[Signature]
18. KAHUNA WILK	0783748928	MEMBER	MCODA	[Signature]
19. ISARONGI TH	0788369509	MEMBER	MCODA	[Signature]
20. IRUMBA ALONZUS	0773432335	CP Bee keeping	MCODA	[Signature]
21. MUNAKU RICHARD	078095892	MEMBER	MCODA	[Signature]
22. MURULI GSETH	0785345279	Tree Planting Contact	MCODA	[Signature]
23. NYANDORO BEATRICE	0771401671	MEMBER	MCODA	[Signature]
24. MURULI CARLOS	0782587551	MEMBER	MCODA	[Signature]
25. E. S. S. C.	0782641964	Member	MCODA	[Signature]
26. KIBATENDA G	0789889067	MEMBER	MCODA	[Signature]
27. Kamukama Apollos	0776622618	MEMBER	MCODA	[Signature]
29. Kibatenda J.	0770361596	MEMBER	MCODA	[Signature]

10/20 Spring
Road
PO Box 70863
Kampala,
Uganda
www.nfa.org.ug



Tel: 031-264 035/6
041 230365/6
Fax: 041 230369
info@nfa.org.ug

**BUDONGO SYSTEMS RANGE
BUDONGO SECTOR**

No.	Name	Contact	Title	CFM Group	Signature
1	FWACHAM JOCE	- - -	CIP F&R	KICODA	<i>[Signature]</i>
2	PENJUNGA MUSO	0774991992	member	Kicoba	<i>[Signature]</i>
3	LEMÉRIGA FRED	0788761145	CIP Bee keeping	KICODA	<i>[Signature]</i>
4	ACEMA MANSURU	0774266770	CIP Ctn	KICODA	<i>[Signature]</i>
5	Banyaga Sam	0776211045	SM NFA	NFA	<i>[Signature]</i>

Plot 10/20 Spring
Road, Bugolobi,
PO Box 70863
Kampala, Uganda
www.nfa.org.ug

NFA
National Forestry Authority

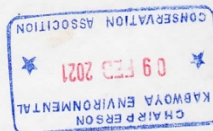


Tel: 0312-264 035/6
0414 360400
Fax: 0414 230369
info@nfa.org.ug

BUDONGO SYSTEM - KISINDI SECTOR. Date -----











Attendance list for ESMF Social and Environmental Safeguards engagements with CFM groups.

Name	Contact	Title	CFM name	Signature
1. KARAHWA JAMES	0782872107	C/PERSON	KABWOYA ENVIRONMENTAL CONSERVATION ASSOCIATION	[Signature]
2. MUSA DAVID	071856572		KECA	[Signature]
3. MEMBABA KALERA	0713572991		KECA	[Signature]
4. KACANGA GERALD	0782043500		KECA	[Signature]
5. LINDIYERU VICENT	0774095522		KECA	[Signature]
6. KUNYIMBA KALERA	0788752257	MEMBER	KECA	[Signature]
7. MIBO GIZI (SALOME)	0787901770	TREASURER	KECA	[Signature]
8. MASIKA PEIER	0779063227	Forest supervisor	KISINDI BEAT	[Signature]
9. MITETO TORHASSO	0775645880		KECA	[Signature]
10. MUKUMBA DAVIS	0782001212	member	KECA	[Signature]
11. KIBIBERWA NAM	077616359	CFM member	KECA	[Signature]
12. MUGBO JOHN	0782854145	VICE C/P	KECA	[Signature]
13. KACANGA GERALD	0775612460		KECA	[Signature]
14. Jwiraane Kalera	0771931169	Member	KECA	[Signature]
15. LUMUSHE MUKERZA	0787578441	member	KECA	[Signature]
16. TUHIRIRWE G	0773768254	Secretary	KECA	[Signature]
17. TA TEAWA J	0778845362	member	KECA	[Signature]
18. Mbebezi Joseph	0774956734	member	KECA	[Signature]
19. OBA MOZES	0758418709	Member	KECA	[Signature]
20. Mugabe Robert	0787483205	Member	KECA	[Signature]
21. Jwiraane Kalera	0771931169	Member	KECA	[Signature]
22. T. J. J. J.	0775726756	member	KECA	[Signature]
23. Abigabe Grace	075055827	member	KECA	[Signature]



STAKEHOLDERS ATTENDANCE LIST					
CFM GROUP ... <u>UDANGARO ENVIRONMENTAL CONSERVATION ASSOCIATION (UECA)</u>					
CENTRAL FOREST RESERVE ... <u>KALYOTIA - KITIOMI</u>					
DATE ... <u>1.5/02/2021</u>					
No	NAME	TEL:	SEX	TITLE	SIGNATURE
1	Barungi Sarah	0750118030	F	CLPERSON NECA	Barungi
2	Magezi Geoffrey	0706637071	M	General Secretary	Magezi
3	Jovia Bahwiramu	0701133778	F	Vice Sec NECA	Jovia
4	Zibenyangi E	0788637424	M	Partral	Zibenyangi
5	Kiyakimuri G	0702728944	M	Publicity	Kiyakimuri
6	Medadi	0787392743	M	Partral	Medadi
7	Kiconco M.	0751199381	F	TREASURER	Kiconco
8	Baranyasa David	0752923847	M	Member	Baranyasa
9	Minsiima Paulina	0702907800	F	Member	Minsiima
10	Bagamba Jackson	0775211124	M	Member	Bagamba
11	Wijelugana John	0783708428	M	CLPERSON/Lands	Wijelugana
12	Mugisha Charles	0702741480	M	Member	Mugisha
13	ARINATWE FRANK	0703832785	M	COORDINATOR	ARINATWE
14	Kuanyisa John	0700753052	M	Member	Kuanyisa
15	NDIHIYI E LAU	0751624657	M	KODINETA	NDIHIYI
16	Picimwachab	0787263155	M	member	Picimwachab
17	Koester pull N	0703020350	M	Member	Koester pull N
18	Zadoki Igungoma	0703980384	M	Member	Zadoki
19	Ahimbisiwe Robert	0702096491	M	Member	Ahimbisiwe
20	Makiminda Ndubuisi	0701829431	F	Member	Makiminda
21	Gugasiine Juliet	0755780634	F	Partral team	Gugasiine
22	Mamanga Allen	0704656619	F	Partral team	Mamanga
23	Tushabe Elikia	0704717971	F	COORDINATOR	Tushabe
24	Nampya Evelyn	070665386	F	Member	Nampya
25	Kyambukuru Hope	077538681	F	Member	Kyambukuru
26	Tumukule And	07624444	F	FLS	Tumukule
27	Komuhangi Bony	071183747	F	nature guards	Komuhangi

ATTENDANCE LIST FOR A CONSULTATIVE MEETING HELD ON
15/12/2021 [NECADA EXECUTIVE; KATANGA BERT, BURONGO]

	NAME	VILLAGE/ADDRESS	TEL	SIGN
1.	MURKUFEMI GEORGE	SECRETARY KABAROTO	0786028096	
2	KIWANUKA VICENT	C/PERSON	0787067754	
3	OSMAN MIRAJI	Puberty bed	—	
4	AZETIA CHRISTINE	C/PEASTON/Other	0780862306	
5	Nantongo Lucy	V.C. C/person	0780942639	Lucy
6	PROCOVIA KYAHURWA K. BURUNGI	TREASURER-KALIGOT	0788178248	
7	Manandi Joseph	V/P	0779-407725	
8	ASABA JENET	MEMBER	0770850229	ASABA
9	Kityikira JOICE	MEMBER	—	—
10	MUTUMUZA NOBERT	ELDER ADVISOR	0774113522	
11	ANDAMA BENJAMIN	MEMBER	0776082320	
12	ARARU LUCY	SEC/WOMEN'S	0782196695	
13	KADARU ISARE	FL/Supervisor	0776911726	

ATTENDANCE LIST AS OF 16/02/2021 CEDA			
NAME	TITLE	TEL. NO	SIGN-
1. OKUNGU JOSEPH	MEMBER CMF	0774253371 0753749864	<i>Joseph</i>
2. MHHONGOMA SEDU	MEMBER CMF	0774632863	<i>Sedu</i>
3. KATUSABE JULIUS	SEC	0781060228	<i>Julius</i>
4. ATUHAIRWE JAMES	CHAIR/PARSON CMF	0782-326066	<i>James</i>
5. Aheebwa Annet	Treasurer CMF	0786806393	<i>Annet</i>
6. INWA Michael	NFA	0776211051	<i>Michael</i>
7. KABASEKE Juliet	member	0789920883	<i>Juliet</i>
8. NSENKANYEBERWIE STELLA	member	0707103451	<i>Stella</i>
9. GLORIA KATUSIIME	member	0788255510	<i>Gloria</i>
10. ZULIA NAMUBIRU	member	0779388155	<i>Zulia</i>
11. Bawye Sam	NFA	0776211045	<i>Sam</i>

Note that no details are in the documents stored

S/N	Names	Sex	Title	Phone no	Sign
1-	OBURE MOSES	m	CPerson	0789655411	MOSES
2-	Victoria Kyomya	F	V/CP	0782245023	V. Kyomya
3-	Abiti Geoffrey	m	Ass Sec	0779727735	Abiti
4-	AZABO RLG	m	Member	0780177729	AZABO
5-	Kahwa Christine	F	member	0787986600	Kahwa
6-	Abiru Betty	F	member	0777374450	Abiru
7-	Kabatumba Winnie	F	member	0783466892	Winnie
8-	Aseera Evar	F	Member	0787113892	- Aseera
9-	Arikazito Kwebuka	m	Member	0786551181	- Arik
10-	Mabone semaremensi	F	elder	0773415956	- Mabone
11-	NGENDANWE - PAUL	m	member	0747615634	- Paul
12-	BIRUNGI ANNET	F	member	0780634666	- Birungi
13-	Kasangaki Micheal	m	Mobiliser	0786305643	Kasangaki
14-	Akenda hamber	m	member	0785319343	- Akenda
15-	Obamba LIZABO	M	Member	0773298652	

S/N	Names	Sex	Title	Phone no	Sign
16	Wanok Geoffrey	m	Sec Publicity		Wanok
<p>COMPILED BY CFM GROUP OF NORTH BUDONGO FOREST CONSERVATION ASSOCIATION (NOBUFOCA)</p>					
1	OBURE MOSES	m	CPerson	0789655411	MOSES
2	Victoria Kyomya	F	V/CP	0782245023	V. Kyomya
3	Abiti Geoffrey	m	Ass Sec	0779727735	Abiti
4	AZABO RLG	m	Member	0780177729	AZABO
5	Kahwa Christine	F	member	0787986600	Kahwa
6	Abiru Betty	F	member	0777374450	Abiru
7	Kabatumba Winnie	F	member	0783466892	Winnie
8	Aseera Evar	F	Member	0787113892	- Aseera
9	Arikazito Kwebuka	m	Member	0786551181	- Arik
10	Mabone semaremensi	F	elder	0773415956	- Mabone
11	NGENDANWE - PAUL	m	member	0747615634	- Paul
12	BIRUNGI ANNET	F	member	0780634666	- Birungi
13	Kasangaki Micheal	m	Mobiliser	0786305643	Kasangaki
14	Akenda hamber	m	member	0785319343	- Akenda
15	Obamba LIZABO	M	Member	0773298652	

ESM SOCIAL & ENVIRONMENTAL SAFEGUARDS SCREENING
 ENGAGEMENT CHECKLIST ATTENDANCE LIST HELD ON 15/02/2021
 AT KABALWE FOREST STATION WITH KATAKA CFM

NAME	RESPONSIBILITY	CONTACT	SIGN
1. OZUNGA ELISA	CHAIRMAN KATAKA	0774047380	(Signature)
2. TABU KEZIA		0773065424	(Signature)
3. DRAMANI JULIUS	patron	0783177805	(Signature)
4. DRIWARU SARAH	SECRETARY	0778928593	(Signature)
5. IKA ELIZABETH	TREASURER	—	(Signature)
6. NAMI Sandra	mobilizer	0779195783	NAMI
7. KAMUTURAKI YAKOBU	MEMBER	0784876772	(Signature)
8. Itung Faridha	Patrol lady		(Signature)
9. Karam Geoffrey	member	0788481161	(Signature)
10. BAGUMU EDWARD	member	0785126499	(Signature)
11. Kusima Ihamati	member	0782117324	(Signature)

Plot 1/470 Spring
Road, Jinjolobi
PC Box 00863
Kampala, Uganda
www.nfa.org.ug

NFA
National Forestry Authority



Tel: 0312-264 035/6
0414 360400
Fax: 0414 230369
info@nfa.org.ug



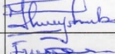
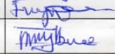

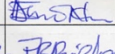
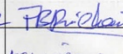
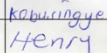

BUDONGO SYSTEM - KISINDI SECTOR Date 10/02/2021

Attendance list for ESMF Social and Environmental Safeguards engagements with CFM group. KASETA UGANDA MUMATO CONSERVATION ASSOCIATION

	Name	Contact	Title	CFM name	Signature
1	MUGISA PAUL	079528824	C/PERSON	KASETA Uganda Mumato Conservation Association	
2	HARUNA CHARLES		m	Ndonga	
3	ASHIMWE B	0778765965		Ndonga	
4	SUNDAY MARTIN		m	Nyansoke	
5	KABAGABAGI	0788633303	m	Ndonga	
6	NYIRASHUKIZO B	0793204430	F	Ndonga	
7	ATUBURU PROSSA	0773846377	F	Rwengabi	
8	MURUGA ADAM	077247300	CPD L.C.II	KASETA Uganda Mumato Conservation Association	
9	KABAGABAGI RICHARD	078089872	m	Ndonga	
10	OMUTIKAZI	078346235	m	Ndonga	
11	CHAKES	0786180869	m	Ndonga	
12	ASABA DRO	0777376595	m	Nyansoke	
13	MURUGA ADAM	0774102180	m	Ndonga	
14	ANDAMU	0774840298	V/PERSON	KASETA Uganda Mumato Conservation Association	
15	BUNGI STEVEN	0772785108	SECRETARY	Ndonga	
16	ONGETO LAURENCE	0781353791	Member	Rwengabi	
17	BYONANTUNG AFRICA	0786271160	member	Ndonga	
18	KUSIIMA MUKUNGI	0788391188	member	Ndonga	

(KICODA)

GROUP NAME: KIDOMA CONSERVATION AND DEVELOPMENT ASSOCIATION



















NO.	Names	Title	Contact	Signature
1.	Mutabanzi Fred	clperson	0775165258	
2.	Tomukanye Yesita	Vice / person	0781470507	
3.	TULIATEMBA LEBDINUS	GEN SEC	0772915291	
4.	MUGYENTI FELESIANO	Vice / sec	0778051538	
5.	TURMATHABWE APPOLO	TREASURER	0782904922	
6.	Ngambwaki Denis	member	0773328074	
7.	ILUSINGWE Richard	member	0775153782	
8.	Kobusingye Jackline	member	0786822236	
9.	Henry Katamba	REPORT PROTECTION	075173300	
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				
21.				
22.				
23.				
24.				
25.				

NFA
National Forestry Authority




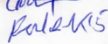

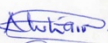
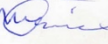


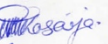

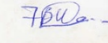

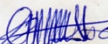

BUDONGO SYSTEM - KISINDI SECTOR. Date 10/02/2021

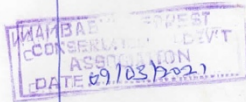
Attendee list for ESMF Social and Environmental Safeguards engagements with CFM group. **KASEKA YU GENDE MUMATSO CONSERVATION ASSOCIATION**

	Name	Contact	Title	CFM name	Signature
1	MURONGA PAUL	0779528824	C/PERSON	Kaseema Tugate	
2	HARGRA CHARLES		m	Ndongo	
3	ASHIMWELE B	0778765965		Ndongo	
4	SUNDAY MARTIN		m	NYANSEKE	
5	Kaseema J	0788633703	m	Ndongo	
6	MURONGA PAUL	078204430	F	Ndongo	
7	Atuhura P	0773946377	F	Rwengabi	
8	MURONGA ADAM	077247750	CIP LC II	KASEEMA NYANSEKE	
9	MURONGA RICHARD	0778089873	m	KIDONGO	
10	CMU LITZ	078302235	m	Ndongo	
11	CHURCH	0786180869	m	Ndongo	
12	ASABA DOR	0777376595	M	Ndongo	
13	MURONGA EMMANUEL	0774102180	m	Ndongo	
14	ANDREAS	0774840298	V/PERSON	Kaseema Tugate	
15	BUNGI STEVEN	077285108	SECRETARY	nyanaseke	
16	ONGETO LAWRENCE	0781353791	Member	Rwengabi	
17	BYRON HANS	0786271160	member	Ndongo	
18	KUSI MA MURONGA	0788391189	MEMBER	Ndongo	

STAKEHOLDERS ATTENDANCE LIST				
CFM GROUP				
CENTRAL FOREST RESERVE				
DATE				
No	NAME	TEL:	SEX	TITLE
1.	Bwambizi Richter	078383596	M	PERSON
2.	TUMUSIIME AIGERI	0755026564	M	STAKEHOLDER
3.	NABAASA Julius	0702432538	M	STAKEHOLDER
4.	David Dushyungu	075379613	M	STAKEHOLDER
5.	Twesigye Rachael	0757319620	F	Manager
6.	Byomuganda Suzanna	0755213066	M	Stakeholder
7.	Namara Paul	0755459323	M	"
8.	Komugisha Alice	0757974150	F	Stakeholder
9.	Rusimunda Grace	075533622	F	Gen. Secretary

CFM MEMBERS ATTENDED

NO.	Name	Contact	CFM group	Title	Signature
1	MUHWIZI JULIUS	0782389365	WAFOCODR	CFPERSON	
2	BASHIMUYA F	-	"	MEMBER	
3	Mwinda AYBELI	0783734096	WAFOCODA	MEMBER	
4	A TUHAIRE GEOFFREY	0785143481	WAFACODA	Member	
5	Rwomwe Atabu	0775279178	"	Member	
6	OWARIMPA AGGLEY	0785163636	WAFOCODR	member	
7	Kyomukama Ewade	0785720241	"	"	
8	KASALJA ROBERT	0787888965	"	member	
9	Kidunira Wilber	0788597400	WAFACODA	member	
10	Kanyonyo's Thuyensio	0787291201	WATOCODA	Member	
11	ORADIA B. FRANCIS	0775153538	WAFOCODR	member	
12	AGABA GERALD	0781177271	WAFOCODA	VIC/PERSON	
13	TWIKIRIZE GENEVIO	-	WAFOCODR	MEMBER	



STAKEHOLDER RECORD

Name of Assignment: _____

Purpose of consultation (tick appropriate box):

ESMF	<input type="checkbox"/>	ESIA	<input type="checkbox"/>
RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
ESIA	<input type="checkbox"/>	Other (specify)	<input type="checkbox"/>

Date: _____

Location: _____

Project name: _____

Proponent: _____

Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
YALLO JOHAL	✓		Bullawa	Community	BUGOLIC	0782648730 0782648730	
RAHMAN KASIM	✓		"	"	"	"	
YANJO EVERLIN	✓		"	"	"	"	
PAUPAGA AGNES	✓		"	"	"	"	
ONYICHA AHEI	✓		"	"	"	"	
ATUHAN ZAIRA	✓		"	"	"	"	
AFORUNWA ZUMA	✓		"	"	"	"	
LEWISA AMAKLE	✓		"	"	"	"	
ORCCINA UGUA	✓		"	"	"	"	
OLAR JENNEGA	✓		"	"	"	"	
OKECHI THOMAS	✓		"	"	"	0780640341	

STAKEHOLDER RECORD

Name of Assignment:							
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>		ESIA	<input type="checkbox"/>		
	RPF	<input type="checkbox"/>		RAP	<input type="checkbox"/>		
	ESIA	<input type="checkbox"/>		Other (specify)			
Date: 03.02.2021							
Location: KABASWISI CELL, KYESAGARA WARD - KIJURA TOWN COUNCIL, KABAROLE DISTRICT							
Project name: KABASWISI - NYEKUNDIRE TREE PLANTING PROJECT (KATP) - TSWR							
Proponent:							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
Byabanza L.	<input checked="" type="checkbox"/>		Kabarole	KABASWISI	member	0784960890	Byabanza
Debita Lesile	<input checked="" type="checkbox"/>		Kabarole	NYEKUNDIRE TREE PLANTING PROJECT	member		Debita
AGABIRE MARGRE	<input checked="" type="checkbox"/>		Kabarole	(KATP)	member	0783777212	Agabire
Gauda Tumusiime	<input checked="" type="checkbox"/>		Kabarole		tmuhi wabwagye		Tumusiime
KARUETI ALLEN	<input checked="" type="checkbox"/>		Kabarole		member		Allen
Bakunzi muhamad	<input checked="" type="checkbox"/>		Kabarole		member	0788714147	Bakunzi
Mugisha Pasumo	<input checked="" type="checkbox"/>		Kabarole		member		Mugisha
Byabanza S.	<input checked="" type="checkbox"/>		I	Kabuswisi	member	0778814340	Byabanza
Bani busya Yonasi	<input checked="" type="checkbox"/>			NYEKUNDIRE	member	0788446180	Bani busya
Kabera James	<input checked="" type="checkbox"/>		Kabarole	Tree Planting	member		Kabera
Murondirwe Jolly	<input checked="" type="checkbox"/>		I	Project	member	0780933366	Murondirwe

-TSWR

Asimwe Jas.	✓	Kabarore		member	0788068215	Asimwe
Mugisha Prisen	✓	"	KABUSWISI	Sec		Mugisha
Mushabe Wilber	✓	"	NEKUNDIRE	Member	0784535052	Mushabe
Mukawizi Alex	✓	"	TREE PLANTING PROJECT	Member	0718047264	Mukawizi
Betubiza Nwisi	✓	KABAROLE		Member		Betubiza
Rubarika Shtany	✓		"	C/persan		Rubarika
Bonabana Rana	✓	"	"	Adi.uga	0787338102	Bonabana
Ntalungira James	✓	"	"	Treasury	0779303172	Ntalungira
Kabete Amos	✓			Member		Kabete
Mugurura Atani	✓	"	"	Member	0789623198	Mugurura
Kanyigire posyan	✓			Member		Kanyigire
Berinde Robert	✓	"	"	Diffence	0781114330	Berinde
Mujuni Nyansya	✓	KABAROLE	"	Member	0775706250	Mujuni
Ndesiga Lezo	✓		"	Member	0784594337	Ndesiga
Ntamba James	✓		-do-	Member		Ntamba
Mujuniye Dorah	✓		"	member	0777773913	Mujuniye
Mujuni Brian	✓		"	member	0779676727	Brian
Musimenta Vastus	✓		"	member		Musimenta

Turgethomuwa K	✓	Kabalore	(KNTF)	member		Turgethom
Tijengo Bernard	✓	"	"	member	074830695	Tijengo
Rusamwaga chag	✓	"	Kabuswisi	member		Rusamwaga
Tibesigwa G	✓	"	Nyekundire	member		Tibesigwa
Tumuhimbise K	✓	"	Tree project	secretary	0772095948	Tumuhimbise
BIRYOMUNABABO B	✓	"	"	MOBILIZER	0782461152	Biryo
shababurira citi	✓	"	"	member	0771038952	shababurira
MUSUNDA MARGRE	✓	"	"	MEMBER	0787810366	Munda
MUGUNGU GEORGE	✓	"	"	MEMBER	0789136179	Mugungu
Ahigishwa	✓	"	"	member		Ahigishwa
Tindimwehwa H	✓	"	"	member	0779303172	Tindimwehwa
Tesemerecewe J.	✓	"	"	member	0786066115	Tesemerecewe
MUNESIMWA HENRY	✓	"	"	member	0721488929	Munesimwa
prilio pany	✓	Kabarole	"	member	0782908374	prilio
Arimwile Alen	✓	"	"	member		Arimwile
Kachelbezgi S	✓	Kabarole	"	member	0774180194	Kachelbezgi
Byabazweja	✓	"	"	member		Byabazweja
mwatoni	✓	"	"	member		Mwatoni

myulidi	✓	Kabakora		member	077970605	
Basigaga ba Leta	✓		Kabuswisi	member		Kesaga
Selini Hebert	✓	✓	Hyperandine	member	0788026815	Selini
Rukwa Jansen	✓		Tree project	member	0771446237	Hand
Kangumisinge	✓			member	0771072281	Kangum
Muganga Josep	✓			member		Muganga
Tumuhimbise B	✓			member	0772263088	Tumuhimbise
Katusime Topst	✓	Kabavole		member	0783763568	Katusime

Annex 11:Stakeholder consultations record under AF

Kyegegwa District Leaders and UNHCR

STAKEHOLDER RECORD							
NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>	<input type="checkbox"/>	
	RPF	<input type="checkbox"/>	<input type="checkbox"/>	RAP	<input type="checkbox"/>	<input type="checkbox"/>	
				Other (specify) SEP			
Date:	18/01/2022						
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Proponent: Stakeholder Engagement - Kyegegwa District Leaders, UNHCR							
Name of person/ official met:	Gender M F	District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial	
NATIMANYI SETHUN	<input checked="" type="checkbox"/>	KYELEGWA	KYELEGWA DLG	DFO	[REDACTED]	[Signature]	
MAYOBA JOEL	<input checked="" type="checkbox"/>	KYELEGWA	KYELEGWA DLG	District Speaker		[Signature]	
HAPPY PETER	<input checked="" type="checkbox"/>	KYELEGWA	KYELEGWA SLG	F. Speaker		[Signature]	
Mugamba Patricia	<input checked="" type="checkbox"/>	KYELEGWA	KYELEGWA SLG	C/P Lt. Kahwe		[Signature]	
Mukeshimana Harriet	<input checked="" type="checkbox"/>	KYELEGWA	KDL	Publicity sec		[Signature]	
Muhanda Julius	<input checked="" type="checkbox"/>	"	UNHCR	Field Associate		[Signature]	

Matiri CFR

STAKEHOLDER RECORD						
NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT						
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	<input type="checkbox"/>	RAP	<input type="checkbox"/>	<input type="checkbox"/>
				Other (specify) SEP		
Date:	12/11/2025					
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT						
Proponent: Stakeholder engagement meeting for additional funding						
Name of person/ official met:	Gender	District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F				
Tumukwase Gadi	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
Abigaba Alor	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
ALUSATISA EDWARD	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
Bromulube Ignatius	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
Taremuia Ronald	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
Kabajulizi Janet	<input checked="" type="checkbox"/>		Kyenjojo	member		<i>[Signature]</i>
Agaba Milton	<input checked="" type="checkbox"/>		Kyenjojo	SM. MARIKI		<i>[Signature]</i>
MUSEERA E.T.	<input checked="" type="checkbox"/>		Kyenjojo	MANAGER		<i>[Signature]</i>

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
		<input type="checkbox"/>	Other (specify) SEP	

Date:

18th/01/2022

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Proponent: <u>Engagement meetings to additional funding - RRAK</u>						
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (tel/email)
	M	F				
KOBUSINGI SHEILA	<input checked="" type="checkbox"/>		KTENJOJO	MANRUA	MEMBER	
KOBUSINGI MARI	<input checked="" type="checkbox"/>		KTENJOJO	MANRUA	MEMBER	
KABATABAZI JOYCE	<input checked="" type="checkbox"/>		KTENJOJO	MANRUA	Secretary for youth	
Iibagwa Mary		F	Kyenjojo	MANRUA	member	
Kamudu Monica		F	Kyenjojo	MANRUA	member	
KATULIME PRISCILLA	<input checked="" type="checkbox"/>		KTENJOJO	MANRUA	MEMBER	
Kabaja Julius	<input checked="" type="checkbox"/>		Kyenjojo	MANRUA	MEMBER	
KABAGAMBA	<input checked="" type="checkbox"/>		Kyenjojo	MANRUA	C/P	
KACHAKI OLIVER	<input checked="" type="checkbox"/>		Kyenjojo	MANRUA	member	
KOBUSINGI SARAH	<input checked="" type="checkbox"/>		KTENJOJO	MANRUA	MEMBER	

STAKEHOLDER RECORD








NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
		<input type="checkbox"/>	Other (specify) SEP	

Date:

18th / 01 / 2022

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Proponent: <u>Engagement meetings for additional funds - MARI</u>							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
Birungi S.	✓		Kyenjojo	MANRUA	member		Birungi
Bagonza Aslam	✓		Kyenjojo	MANRUA	Member		
Nyanjira Stela		✓	Kyenjojo	MANRUA	Member		
Rev. Solomon Zove	✓		Kyenjojo	"	member		N.A
Mwambiwa Annet		✓	Kyenjojo	"	member		Kababuto
KABALIJO LEONIDA		✓	Kyenjojo	MANRUA	clperson nursery		
MUBANGI COSMA	✓		Kyenjojo	MANRUA	Member		
TUMWINE EDSON	✓		Kyenjojo	MANRUA	Member		
KUSEMERERWA GERARD	✓		Kyenjojo		MEMBER		
Tweheyo Dickson	✓		Kyenjojo		Member		

STAKEHOLDER RECORD							
NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>	<input type="checkbox"/>	
	RPF	<input type="checkbox"/>	<input type="checkbox"/>	RAP	<input type="checkbox"/>	<input type="checkbox"/>	
				Other (specify) SEP			
Date: 12th/01/2022							
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Proponent: Engagement meetings for additional funding - Maitiri							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
KEMIGABO ELIZABETH		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		KEMIGABO
ATURAMBA DEES	<input checked="" type="checkbox"/>		Kyenjojo		member		Dees
Nyamitumbi E		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		Nyamitumbi
Kabanihiza Elizabeth		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		Kabanihiza
MUKIZA VIYAN		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		VIYAN
D. Kalubare		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		D. Kalubare
ASHIMWE MOSES		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		ASHIMWE
Bondana Peter		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		Bondana
Kamuli Sarah		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		Kamuli
Kamungaro Forest		<input checked="" type="checkbox"/>	Kyenjojo	MANRUA	member		Kamungaro

Rwesambya CFR

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	ESIA <input type="checkbox"/>
	RPF <input type="checkbox"/>	<input type="checkbox"/>	RAP <input type="checkbox"/>
	Other (specify) SEP <input type="checkbox"/>		

Date:

18/01/2022

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Proponent:

Stakeholders Engagement meeting for additional findings

Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/initial
	M	F					
Mugumbe Patrick	<input checked="" type="checkbox"/>		KYESEGWA	KATGA	C/P KATGA		Mugumbe
MAKIANZI SERWAP		<input checked="" type="checkbox"/>	KYESEGWA	KYESEGWA DLG	DFO		Serwap
Mukubya Robert	<input checked="" type="checkbox"/>		Kyegegwa	K DLG	ATO		Mukubya
Rebecca Busingye	<input checked="" type="checkbox"/>		Kyegegwa	KATGA member	member		Rebecca
Kabuye Shaban	<input checked="" type="checkbox"/>		Kyegegwa	KATGA	member/officer		Kabuye
Kakunda scaria	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Kyegegwa	KATGA	member		Kakunda
Tumukunde	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Kyegegwa	Dindvesi	member		Tumukunde
Ningsima	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Kyegegwa	KATGA	member		Ningsima
Kamwaka Wally	<input checked="" type="checkbox"/>		Kyegegwa	NFA	FLS		Kamwaka
Agaba Milton	<input checked="" type="checkbox"/>		Kyegegwa	NFA	ST/M-MATIRI		Agaba

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
	Other (specify) SEP			

Date:

18/01/2023

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Proponent:		Stakeholder meeting - Rwenzori by a CFP						
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial	
	M	F						
HAPPY PETER	<input checked="" type="checkbox"/>		Kyegwa	Kabwera tree growers	Gen. sec		HP	
omuherez a R. w. ewangizi			Kyegwa	Katiga	member		omuherez a R. w. ewangizi	
Imahimbi O. Katiga	<input checked="" type="checkbox"/>		Kyegwa	KAIGA	member		Imahimbi O. Katiga	
Kushemavura	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		Kushemavura	
KIIZA R	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		KIIZA R	
Kyamanyama J.	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		Kyamanyama J.	
Katundu Sajab	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		Katundu Sajab	
Musiguzi Jame	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		Musiguzi Jame	
KANSIMI ZIMMUN	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		KANSIMI ZIMMUN	
MASE REKA NESA	<input checked="" type="checkbox"/>		Kyegwa	Katiga	member		MASE REKA NESA	

STAKEHOLDER RECORD							
NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>		ESIA	<input type="checkbox"/>		
	RPF	<input type="checkbox"/>		RAP	<input type="checkbox"/>		
				Other (specify) SEP			
Date: 15/07/2022							
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Proponent: Stakeholders meeting Kye-Rwenzori by a ZFR							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
Mutalezi ESOI	✓		Kyegegwa	Katga	member		ESOI
Nsamba Vi	✓		Kyegegwa	Katga	member		
ACIRO AGNESS		✓	Kyegegwa	Katga	member		ACIRO
AGNESS		✓	Kyegegwa	Katga	member		Agness
TORARETI K.		✓	Kyegegwa	Katga	member		TORARETI
MUYAKATO J		✓	Kyegegwa	Katga	member		MUYAKATO
MUAMBE JOHN B	✓		Kyegegwa	Katga	MEMBER		MUAMBE
KASALIJA		✓	Kyegegwa	Katga	member		KASALIJA
MIDINES KABUNDIGA		✓	Kyegegwa	Katga	member		MIDINES
BAGMWA		✓	Kyegegwa	Katga	PAYLA		BAGMWA

STAKEHOLDER RECORD











NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
		<input type="checkbox"/>	Other (specify) SEP	

Date:

18th/01/2023

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Proponent: Stakeholders meeting - Rwenzori CFR							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
MUWAGABA JENIS	<input checked="" type="checkbox"/>		KYEGERWA		member KATIGA		
MPAIRWE GOLIEMH	<input checked="" type="checkbox"/>		KYEGERWA		Member		
Kiiza Riizig	<input checked="" type="checkbox"/>		KYEGERWA		member		
Kiiza Gerard	<input checked="" type="checkbox"/>		KYEGERWA		member		
IBANDA M	<input checked="" type="checkbox"/>		KYEGERWA		Member		
Turyamukwera J.			KYEGERWA		member		
Ngumbur R.			KYEGERWA		member		
Kwixiriza Jacob	<input checked="" type="checkbox"/>		KYEGERWA	Katiga	member		
MUKERA STEVENA	<input checked="" type="checkbox"/>		KYEGERWA	KATIGA	MEMBER		
KIJARIMPA	<input checked="" type="checkbox"/>		KYEGERWA	Katiga	member		

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Purpose of consultation (tick appropriate box):	ESMF		<input checked="" type="checkbox"/>		ESIA		<input type="checkbox"/>
	RPF		<input type="checkbox"/>		RAP		<input type="checkbox"/>
			<input type="checkbox"/>		Other (specify) SEP		
Date: 12/01/2022							
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT							
Proponent: Stakeholders meeting - Rosalinda CR							
Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
MUMBERE JOSEPH	✓		KYEGEWA	KATGA	MEMBER		Joseph
MAHANI EVELYN		✓	KYEWEA	KATGA	MEMBER		Moham-
Ndagiri Vincent	✓		KYEGEWA	KATGA	MEMBER		
Katungunda P	✓	✓	KYEGEWA	Katiga	member		P
Koragoza Mwigiti	✓	✓	KYEGEWA	Katiga	member		K
ALI BAKKITA S	✓	✓	KYEGEWA	Katiga	member		Katiga
Mwesige mwanu	✓		KYEGEWA	Katiga	member		AD
Danigye Caleb	✓		KYEGEWA	Katiga	member		Caleb
Tulume Ambrose	✓		KYEGEWA	Katiga	member		
WIMANA ZYADA	✓		KYEGEWA	Katiga	member		

STAKEHOLDER RECORD						
NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT						
Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>		ESIA	<input type="checkbox"/>	
	RPF	<input type="checkbox"/>		RAP	<input type="checkbox"/>	
	Other (specify) SEP					
Date: 18/01/2022						
PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT						
Proponent: Stakeholders meeting - Rakasimbya CR						
Name of person/ official met:	Gender M F	District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
MUSIMONTA GATHY	<input checked="" type="checkbox"/>	Kyegwa	Katiga	For med/member		Imp...
FURAHWA WILLIAM	M	Kyegwa	Katiga	member		FAB
Bahemuka G.	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...
MUSIMONTA RASHA	M	Kyegwa	KATIGA	MEMBER		...
MUKESHUMANA KAINET	F	Kyegwa	KATIGA	member		...
Nahabwe Celia	<input checked="" type="checkbox"/>	Kyegwa	KATIGA	member		Celia
MAHUBA JOEL	<input checked="" type="checkbox"/>	KATIGA	For LCY CP	For LCY CP		...
Muhumuza	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...
Katuku Immaculate	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...
Naguma & Scovia	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...
Ori Shabo hope	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...
Ryamukama	<input checked="" type="checkbox"/>	Kyegwa	Katiga	member		...

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
		<input type="checkbox"/>	Other (specify) SEP	

Date: 26/01/2022

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

NFA - Stakeholders Engagement Meeting in ^{North} Magesongoro CFR

Proponent:		Gender	District	Organisation/Company	Designation	Sign/initial
Name of person/ official met:						
	M	F				
Muhereza Erika	M		Mitooma	Kyendesi	KECC CP	
Tukwasibuse Apule	M		Mitooma	KECC	Sec	
Tugumenget Nelson	M		Mitooma	KECC	Mobilizer	
Byamukama I	M		Mitooma	KECC	Chair Person	
Kihangire John	M		Mitooma	KECC	Usec / security	
Aharizira Horace	F		Mitooma	KECC	Treasurer	
Tumuhimbise Ruth	F		Mitooma	KECC	member	
Ngabirano Jastina	F		Mitooma	KECC	member	
Mukigisha S	F		Mitooma	KECC	member	
Muhumusa	F		Mitooma	KECC	member	

STAKEHOLDER RECORD

NAME OF ASSIGNMENT: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Purpose of consultation (tick appropriate box):	ESMF	<input checked="" type="checkbox"/>	ESIA	<input type="checkbox"/>
	RPF	<input type="checkbox"/>	RAP	<input type="checkbox"/>
		<input type="checkbox"/>	Other (specify) SEP	

Date:

28th Oct 2022

PROJECT NAME: SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

NFA-Stakeholders engagement meeting in North Karamoja CR

Proponent:

Name of person/ official met:	Gender		District	Organisation/Company	Designation	Contact (Tel/email)	Sign/ initial
	M	F					
NATURINDA BENSON	<input checked="" type="checkbox"/>		MITOMA	KCG			Naturinda
TURINAWA FRED	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Turinawa
MUMUGIIM S. P	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Mumugiim
ACAMPILLO MORGEN	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Acampillo
AMUNIRI PHONAH	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Phonah
KATSIGERI WILSON	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Katsigeri
BAGUMA ALEX	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Baguma
BYAMPURU ALEX	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Byampur
Byamugabe	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Byamugabe
USINGWIRE ELLI	<input checked="" type="checkbox"/>		MITOMA	K.C.G.			Usingwire