



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

Stakeholder Engagement Plan (SEP)

Updated for Additional Financing

APRIL 2022

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LIST OF ACRONYMS

CFR	Central Forest Reserve
CDO	Community Development Officer
CSOs	Civil Society Organization
DLG	District Local Government
ESCP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
GRM	Grievance Redress Mechanism
LMP	Labour Management Plan
NEMA	National Environment Management Authority
NGOs	Non- Governmental Organization
MoLGSD	Ministry of Labor Gender and Social Development
NFA	National Forestry Authority
SEP	Stakeholder Engagement Plan
UWA	Uganda Wildlife Authority
WB	World Bank

1 INTRODUCTION

1.1 Introduction/ Project Description

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 forests covered 19.4 percent of the land area but this had been 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 72% of the annual carbon emissions for 2015.²

Although Uganda has a legal and policy framework to protect forests 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. Pressures on natural resources are exacerbated due to economic hardships imposed by the COVID-19 restrictions and economic losses.

There is, therefore, a need to secure existing natural resources by reinforcing the management of protected areas, natural resources management and building resilience, with particular attention to growing incomes of women.

The Uganda Wildlife Authority (UWA) and the National Forestry Authority (NFA) are leading preparation of the Securing Uganda's Natural Resource Base in Protected Areas Project (US\$2.5 million of grant financing from the Sweden International Development Agency through the World Bank) to address some of these pressures in specific areas most affected.

1.2 PROJECT DESCRIPTION

1.3 Location of the Project Area

The proposed project will have two components. 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), see Figure 1.

Participatory forest management approaches, including collaborative forest management (CFM) implemented by the NFA and collaborative resource use management (CRM) implemented by UWA,

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

are provided for in the national policy framework. Such approaches have been effective in many countries, but in Uganda, they have been adopted rather slowly. There is increased interest in participatory forest management, driven by increasing scarcity of forest products and services, shortage of private land, desire to access land within forest reserves, and emerging realization of the benefits that participatory forest management can bring for local communities.³

By the nature of its design, the project places a strong emphasis on improving stakeholder engagement and participatory forest management methodologies. The participation of the local communities is essential to ensure collaboration between NFA and UWA entities and local communities and to minimize and mitigate environmental and social risks related to the proposed Project activities.

The project is complementary to the recently approved World Bank Project *Investing in Forests and Protected Areas for Climate-Smart Development (IFPA-CD Project)* which is awaiting endorsement by the Parliament of Uganda and project effectiveness. UWA and NFA are implementing agencies of IFPA-CD Project as well.

Similarly, under AF the proposed project will be located in [Kyenjojo, Kyegegwa and Mitooma Districts](#). In [Kyenjojo District](#), the project traverses [Matiri, Ibambara, Kitechura, Kibego and Muhangi](#). In [Kyegegwa District](#), the project also traverses [Itwara and Rwesambya CFR](#) which is close proximity with [Kyaka II refugee settlement area](#). In [Mitooma](#) 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.

³ Ministry of Water and Environment. 2019. *A Review of Collaborative Forest Management in Uganda*.

Table 1: Summary of consultations that were undertaken for the project

Date	Stakeholder	Personnel engaged	Method of engagement
9th December, 2020	NFA	Director plantation development (Project focal person, Project Community liaison officer, Environmental issues focal person	Online (zoom video conferencing platform
10th December 2020	UWA	Project focal person, Focal officer on environmental issues, Focal officer on social issues	Online (zoom video conferencing platform
8th February, 2021	Kabaswiswi Nyekundire Tree Planting Project	Group members	Physical Consultative meeting
10 th February, 2020	Ndakara Nyakiynja CFM group	Association members	Physical Consultative meeting
10 th February, 2020	Kidoma Conservation and Development Association	Association members	Physical Consultative meeting
15 th February, 2021	Kasyoha Kitomi Bata Group,	Association members	Physical Consultative meeting
15 th February, 2021	Kacafa, Budongo, Kabwoya Environmental Conservation Association, Bunca Budongo	Association members	Physical Consultative meeting
15 th February, 2021	NECODA, SEDA Groups	Association members	Physical Consultative meeting
16 th February 2021	Wabambya Forest Conservation Development,	Association members	Physical Consultative meeting
16 th February 2021	Mpanga Forest Conservation Development	Association members	Physical Consultative meeting
24 th February 2021	Bugungu Wildlife reserve, Nyamiranga Association Bee keeping Association	Association members	Physical Consultative meeting
Stakeholders Engaged for updating the ESMF under AF			
18 th January 2022	Kyegegwa District Local Government and UNHCR	Association members	Physical Consultative meeting
18 th January 2022	Rwesambya CFR	Association members	Physical Consultative meeting
18 th January 2022	Matiri CFT	Association members	Physical Consultative meeting
26 th January 2022	North Maramagambo CFR	Association members	Physical Consultative meeting

Some of the activities under NFA include involvement of local communities in management of forest reserves, support livelihoods and employment opportunities in forest adjacent communities where as UWA activities will include training of CRM groups in honey packaging and marketing, training of CRM groups in wood craft and marketing, help and support in tree planting of both trees and mixed fruits, among others. Below are some of the key stakeholder issues raised during consultations with UWA and NFA. Details of issues raised by the stakeholders are shown in Annex 2.

Summary of key issues and concerns for communities under AF

- Under grievances redress mechanisms, there are LC courts and the groups have executive committees that handles discipline of members.
- On sexual and abuse, the communities indicated that there is a likelihood of this of being triggered by the project however, such issues are handled by the law enforcement and respective leadership structures in place.
- In regard gender balance especially regarding the participation in design and implementation or access to benefits and opportunities e.g., employment, provision of services- The project is expected to have an inclusion of women, men and the youth as well as the vulnerable groups.
- The project is also expected to promote and preserve human rights.
- The best strategy of enhancing public engagement and participation during project design implementation will be by involving all existing formed groups within the communities in project activities.
- The best strategy of managing community labor will be by training the recruits before the execution of any project related activity
- The project is likely to have a child protection policy and therefore issues of child labor are not anticipated.
- It is anticipated that the project will create gender balance by giving equal opportunity to both boys and girls and therefore improving on the livelihood. Additionally, the organization will purpose to mainstream gender balance in all project activities by considering specific activities that are gender biased to promote involvement of women include these will include craft making forest user group as well as bee keeping.
- The project has existing stakeholder's engagement procedure for other similar projects
- GBV and other social risks are not anticipated for now but the project will also have mitigation measures put in place to handle such issues.
- Sites of cultural significance are far from the project areas so there will be no impact on them.
- Women in the community are likely to face issues of land because men culturally own it but awareness will be done to reduce on such challenges.

Table 2: Key Stakeholder issues identified

Date of consultation and person consulted	Issues raised	Responses
9 th and 10 th December, 2020 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</p> <p>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 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.</p>
	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, for this project there is a likelihood of such potential risks but the implementers set systems to have this mitigated. Staff will be sensitized and trained regarding sexual and gender-based violence and as such will know how to relate and detect issues. In any event, where no resolutions

	Yes, please explain.	are not found at community, these will be escalated to the appropriate authorities as well as reported periodically in accordance with the project.
	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 providers.
	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. The same for NFA and the forest management plans.
	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.
	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?	Yes, the project area has no persons classified as vulnerable living in close proximity.
	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	Soil erosion and siltation would take place during civil works, but they are expected to be minimal

	degradation?	
	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 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.
Key stakeholder issues identified under AF		
	There are many widows within the project affected area that require support since their husbands died from the forest/park.	The project main focus is about securing the integrity of protected areas .However this has been noted and will be communicated to the relevant authorities.
	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.	<p>This is noted, However, the project will contribute to building resilience of displaced communities by addressing energy, food/nutrition and livelihood needs. There is not intervention that is specific to making of briquettes or energy cooking stoves.</p> <p>Appropriate options for the sustainable forest resources management to address energy needs and build resilience in the refugee context will also be assessed and make recommendations of practical and feasible action plans</p>
	- 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.	This is noted –NFA will work with the communities to work plausible measures toward effective landslide risk management and also encourage communities to keep away from the sensitive topographic hollows and old scars particularly on mid to upper slope positions in these forest areas which pose a risk to human life.
	The refugee settlement management banned tree cutting and charcoal burning in the settlement. 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.	Noted, NFA work jointly with refugee Environment and Natural resources implementing agency to devise sustainable ways of utilizing forest resources by the host and refugee communities.
	-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.	Appropriate options for the sustainable forest resources management to address energy needs and build resilience in the refugee context will be assessed and make recommendations of practical and feasible action plans that can help mitigate the challenge of accessing fuel wood

3 STAKEHOLDER IDENTIFICATION AND ANALYSIS

A stakeholder analysis is a process of identifying people before the project begins; grouping them according to their levels of participation, interest, and influence in the project; and determining how best to involve and communicate each of these stakeholder groups throughout. Table 3 below indicates the stakeholder analysis matrix.

Table 3: Stakeholder Analysis

Stakeholder Category	Stakeholders	Mandate /Interest	Influence on the project	Expectations	Level of influence on project (H,M,L)	Power	Engagement and Consultation Approach		
							Inform	Consult	Collaborate
Primary Level Stakeholder(s)									
Project Affected Communities	Project Affected people, land owners and or land users, property owners and users, business owners, transport and other services providers and community leaders	Sustainability of their livelihoods and identity; access to natural resources and social services; loss of social ties/support networks	Can influence the timing for project activities Can influence public interest in the project Social license to operate	Able to regain and access social and environmental services; and security of restored livelihood and property	H	M	✓	✓	✓
	Clan and cultural leaders, Religious institution leaders	Sustainability of livelihoods and social identity, loss of land and cultural/religious sites, loss/restricted access to land and traditional cultural sites, loss of power over land and community affairs, and loss of clan/community networks	Can influence community interest in the project Can define and influence ascertaining land rights Social license to operate	Restoration of livelihood and traditional/cultural sites; regain access to traditional cultural/religious sites property and security of tenure for restored lands as per customary practice	H	M	✓	✓	✓
	Vulnerable social groups (Women, Children, Disabled, Elderly, Refugees, Non-citizens)	Sustainability of their livelihoods and identity; access to natural resources and social services; loss of social ties/support networks	Can attract sympathy and indirectly influence regulators' and third-party interest in the project timings and activities	Able to regain and access natural resources; and security of restored livelihood	L	L	✓	✓	✓

Stakeholder Category	Stakeholders	Mandate /Interest	Influence on the project	Expectations	Level of influence	Power	Engagement and Consultation Approach		
District and Urban Local Governments affected by the project	All potential affected District Local Governments (District Technical Planning Committee Members, District Land Board, District Executive Committee Members;	Sustainable social services delivery planning and management of public services and implementation of development of plans; conflict management, access to social services along alignment, safety and social integrity of community in the project area	Can influence the timing for project activities Can influence choices made by affected communities Can influence and monitor local content considerations Can influence grievances management	access to environmental services; consideration for local content; involvement during assessments;	H	H	✓	✓	✓
Central Government Agencies	National Forestry Authority (NFA)	Sustainable management of forests and wildlife resources	Can influence the timing for project activities and entitlements Monitoring implementation of restored cover	Compliance to National Forestry and Environmental Laws in protected areas Compensation for lost ecosystem and services	M	M	✓	✓	✓
	Uganda Wildlife Authority	Overall project planning and implementation.	Provide guidance on conservation, economically develop and sustainably manage the wildlife and protected areas of Uganda in partnership with neighboring communities and other stakeholders for the benefit of the people of Uganda and global community	Needs to be engaged to guide on the implementation of development projects in the area eco-sensitive areas of the project	H	H	✓	✓	✓

Stakeholder Category	Stakeholders	Mandate /Interest	Influence on the project	Expectations	Level of influence	Power	Engagement and Consultation Approach		
	Funding Agencies such as World Bank	Overall project financing and ESSs compliance supervision and monitoring	Can influence project activities timings and implementation	Complete Project reports on time; compliance with relevant ESSs/laws	H	H	✓	✓	✓
Central Government Ministries and Agencies	NEMA	Overall ESIA clearance and ESSs compliance supervision and monitoring, activity permitting.	Can influence project activities timings and implementation	Complete ESMP reports on time; compliance with relevant ESSs/laws/regulations	H	H	✓	✓	✓
	Ministry of Gender Labour and Social Development	Mandate for Sustainable community development and cultural preservation Protection of human rights and vulnerable social groups. security of livelihoods Occupational and community health and safety. Labour rights and social justice at place of work	Can influence the timing for project activities and entitlements SEA approval decisions and Occupational Health and Safety (OHS) plans	Identification and protection of rights of vulnerable social groups; compliance to relevant ESSs/laws/regulations; and community safety plans	H	H	✓	✓	✓
	Ministry of Water and Environment	Overall mandate to monitor, assess and regulate water resource Monitor and guide the use of wetlands for sustainability	Can influence project activity timing and implementation	Provide timely input and guidance to allow proper planning and project implementation	H	H	✓	✓	✓
	Ministry of Tourism, Wildlife and Antiquities	The ministry has the responsibility to sustain tourism, wildlife and	Need to be engaged to provide guidance on sustainable	Provide timely input and guidance to allow proper planning and	H	H	✓	✓	

Stakeholder Category	Stakeholders	Mandate /Interest	Influence on the project	Expectations	Level of influence	Power	Engagement and Consultation Approach		
		cultural heritage through formulation and implementation of policies of tourism, wildlife and cultural heritage	implementation in areas that are close to wildlife conservation areas	project implementation					
Secondary Level Stakeholders									
	Civil Society Organizations / NGOs	They can provide supplementary support and carry out advocacy	Assistance programs for vulnerable social groups Protection of rights of vulnerable social groups	Provide timely input on issues of advocacy regarding of environmental conservation and human rights	M	M	✓	✓	

3.1 Affected parties

A number of stakeholders important to this project have been identified and analyzed in respect to location, interest, mandate, influence and vulnerability; and including level of literacy and potential mode of engagement (see **Error! Reference source not found.** 2). These criteria are explained below.

- 1) The location criterion has been used in respect to proximity to the proposed project area. All villages and community members where the project will be implemented have been considered as primary stakeholders using this criterion.
- 2) Interest criteria have been used in analysis to refer to the level of concern and significance to the project site and proposed project.
- 3) Mandate refers to consideration for the level of directive reasonability the stakeholder has in respect to the project or the affected project sites. This is usually considered together with influence which implies the ability or powers to influence encourage or discourage project activities.
- 4) Vulnerability refers to levels of susceptibility that compromise or makes a stakeholder unable to meaningfully participate in planned stakeholder engagements or equitably benefit from other project activities or outcomes such as the inability to resettle themselves, interpret messages, open bank accounts, and restore livelihoods among others. This can be a function of literacy, age, gender, physical barriers, relation to land tenure, income and livelihood activities.

The approach used to identify stakeholders in relation to the criteria involved:

- 1) Review of project relevant documents including the Project Initiation Document, Concept Environmental and Social Review Summary, Collaborative Forest Management Memorandum of Understanding and Guidelines for Natural Forest Restoration.
- 2) Consultations with District and sub-county leadership and technical staff in order to identify and categorize stakeholders including vulnerable social groups
- 3) Consultation with the project proponents (NFA&UWA) and other project development partners such as the World Bank
- 4) In-house brainstorming sessions by the consultant with guidance from UWA and NFA

Three categories of stakeholders have been mapped out (across three levels at the national, regional and community) and against the analysis criteria used.

- **Direct stakeholders** considered to have high influence and Power in respect to the project, project area and potential impacts and project implementation. These require regular engagements, information dissemination and consultations throughout the ESMP studies and other project phases. These include Project affected local communities, project proponent, UWA NFA, MoLGSD, WB, regulators like NEMA and all District and Sub-County Local Governments within the project area fall in this category. These are considered as key project promoters given their support, regulatory and or administrative mandate for the project; and or proximity to the project beneficiaries or area. The role of some of these stakeholders like District and Sub-County Local Governments in stakeholder mobilization, project information dissemination, and ESMP implementation as well as grievances resolution is critical to the success of the project. Vulnerable social groups with high interest but low influence will be identified, supported and encouraged to participated and be consulted as primary level
- **Indirect stakeholders** considered to have either high influence but low power or high power but low influence. These will require to be initially consulted and regularly kept informed. Several government ministries and agencies; CSOs working in the region in areas of livelihood support, conflict resolution, psycho-social support, human rights and vulnerability, environmental conservation and social services support.

3.2 Other interested parties

Other interested parties will include NGOs and CBOs that operate within the project area. Most of these CSOs are meso-level development intervention and advocacy agencies working in partnership with local governments and sometimes in direct contact with community level structures. Their inputs are valuable during project planning as well as well as being relevantly informed and or partnered with where necessary.

3.3 Marginalized /Disadvantaged / vulnerable individuals or groups

Individuals and enterprises that may not have all the beneficiary requirement, those led by individuals who might not understand/know the facilities offered under the project, those who feel excluded because of their background, limited education achievements, age, gender, nationalities, disability and sexual orientation/gender identity may be the most disadvantaged/vulnerable in this project. Others include members of minority groups in the tourism corridors such as the Batwa in the Western Uganda. In consultations with the stakeholders NFA and UWA, it was indicated that the project will not affect marginalized groups such as the Batwa.

In regard to the other vulnerable groups, the following approach to understand the viewpoints of these groups will be utilized by: — Identifying vulnerable or disadvantaged individuals or groups and the limitations they may have in participating and/or in understanding the project information or participating in the consultation process.

Similarly, the project proponent should put in place procedures to mitigate against the risk of excluding communities/stakeholders that are identified long after the project has commenced from the process of consultations. As such they should have mechanisms that strive to go beyond the usual stakeholders and proactively seek views and concerns of those who are either able but unwilling or unwilling but able to participate in the consultation process. To this end every effort should be made to remove any obstacles for their participation, since stakeholder engagement should be open to all responsible parties.

These communities will be informed through various media, consultation meeting, of local leaders, NGOs, DLGs, projects activities.

The project will use resources needed to enable the people to participate in the consultation process e.g. providing translation into a language known to them; choosing accessible venues for events; providing transportation for people in remote areas to the nearest meeting; having small, focused meetings where vulnerable stakeholders are more comfortable asking questions or raising concerns. If there are no organizations active in the project area that work with vulnerable groups, such as persons with disability, contact medical providers/DLG-CDOs, who may be more aware these groups and how best to communicate with them will be brought onboard.

3.4 Stakeholder engagement programme

3.4.1 Purpose and timing of stakeholder engagement program

This SEP is 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. This SEP as a tool also allows for stakeholder consultation as two-way process including managing the feedback process.⁴

The objectives of this 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.

3.4.2 Principles of Stakeholder Engagement

The project assessment and implementation procedures should promote and allow for meaningful and culturally appropriate consultation and participation, including that of host communities at the different levels; including the right to public information and disclosure. In order to realize this, the SEP has taken into consideration the following principles including those based on ESS10 and International Best Practice (IBP):

- i. Early and effective dissemination of relevant project information to ensure informed decision making and runs through project cycle.
- ii. Interaction with stakeholders based on honesty and transparency.⁵

⁴Meaningful 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.

⁵Transparency is important and is achieved when stakeholder information needs, other concerns and grievances are managed and responded to in a timely and open manner.

- iii. Commitment to meaningful and inclusive participation of all project stakeholders including vulnerable groups and the right to redress system in case of disputes.
- iv. Stakeholder engagements are culturally appropriate and conducted in ways that promote mutual respect; and recognises the rights, interests, cultural practices, language needs, values and beliefs of stakeholders. Inclusiveness is encouraged and promoted through appropriate and multiple stakeholder participation approaches to include highly visible stakeholders as well as those that are typically underrepresented, such as minority groups, women, youth, and vulnerable people.
- v. Proactive management of stakeholder events in line with the SEP schedule so that there is clear linkage between stakeholder engagement and key stages in the ESMP process.

3.4.3 Proposed strategy for information disclosure

NFA and UWA will disclose project information to allow stakeholders to understand the risks and impacts of the project, and potential opportunities

Such information will be made available to all stakeholders, who are likely to be affected by positive and adverse environmental or social impacts from the project. The information will include:

Purpose, nature, objectives and scale of the project.

- Duration of proposed project activities.
- Any risks to and potential impacts regarding the environment, land tenure changes (resettlement, land acquisition or expropriation), occupational and community health, safety and security, and any other potential adverse impact on communities arising from the project.
- Proposed mitigation plans.
- Available grievance mechanisms.
- Envisaged consultation process, if any, and opportunities and ways in which the public can participate (via the SEP) and

Time and venue of any envisaged public meetings

Avenues through which information will be disclosed include:

- **Brochure with information about the project**

A brochure will be prepared in local languages about the project and grievance mechanism including information on how to file a complaint and the processes for resolution of the grievance. This brochure will be distributed at community engagements, other meetings and will be published on UWA and NFA website.

- **Information on project activities**

Open public meetings organised by UWA and NFA to inform residents, local government and NGOs about the proposed project and requisite planning studies including potential impacts and possible mitigation measures, community responses; progress of the project, details on impacts, adopted mitigation measures and problems raised. The public can express comments and queries verbally at meeting. Anonymous comment boxes will be provided. The events will be announced in the national and local media. ESMPs will be disclosed at the project Districts. Public hearings to inform the project activities will be carried out and minutes of the meeting provided to provide feedback. For community members who will be absent during the meetings., they will be able to submit their comments through a phone number that will be provided.

Prior to any public meeting, risk analysis of COVID 19 infestation and its prevailing levels in the target communities will be reviewed and these will inform the project staff to select appropriate methods of meeting e.g. where possible a zoom meeting will mostly be encouraged or an open public meeting shall be undertaken with not more than ten members in order to mitigate/prevent cases of public infections. The strategy shall be guided by the availabilities and ease of access to infrastructures in the local community.

Therefore, the techniques mostly proposed to be used in the project are as shown in Table 4 below but its application shall be determined by the risk level of prevalence for COVID 19 in the target communities:

Table 4: Showing the proposed techniques for engagement

Technique for Engagement	Appropriate application of the technique
Correspondences (Phone, Emails, letters)	Distribute information to Government officials, NGOs, Local Government, and organisations/agencies Invite stakeholders to meetings and follow-up
One-on-one meetings	Seeking views and opinions Enable stakeholder to speak freely about sensitive issues Build personal relationships Record meetings
Formal meetings	Present the Project information to a group of stakeholders Allow group to comment – opinions and views Build impersonal relation with high level stakeholders Disseminate technical information Record discussions
Public meetings	Present Project information to a large group of stakeholders, especially communities, (host communities, Business firms if any) Allow the group to provide their views and opinions Build relationship with the communities, especially those impacted Distribute non-technical information Facilitate meetings with presentations, Power Point, posters etc. Record discussions, comments, questions
Focus group meetings	Present Project information to a group of stakeholders Allow stakeholders to provide their views on targeted baseline information Build relationships with communities Record responses
Project/Institutional websites	Present project information and progress updates Disclose ESIA, ESMP and other relevant project documentation
Project signs posts	Share information on project activities Reminders of potential impacts
Project leaflet.	Brief project information to provide regular update Site specific project information
Electronic Media such as Radios/TVs/print media.	Brief project information to provide regular update Site specific project information
Public address system	Drive through announcements, Church and Mosque announcements, Music, DJ mentions etc.

3.4.4 Proposed strategy for consultation

- **Online hearings**

Based on the existing World Bank (March 2020) guidance⁶ due to the COVID-19 situation in relation to physical meetings, the NFA and UWA should use online platforms such as Zoom, Google meet, Webex, WhatsApp and Email exchanges to conduct extensive, meaningful and timely consultations and also minimize the risk of contracting COVID19.

- **Public hearings**

Where feasible and safe, in line with World Bank guidelines of March 2020 and the COVID-19 related national legal and protocol parameters related to public consultations/hearing, the project should conduct public hearing, meeting in line with those guidelines especially for communities where it might be difficult to conduct online consultations because of connectivity issues in places like Budongo, Siiba, Busaju, Biiso, Nyakafunjo, Kitigo, east Waibira, West Waibira and Kaniyo-Pabidi. These guidelines include conducting consultations in small-group sessions, such as focus group meetings while following the physical distancing restrictions, wearing of masks and sanitization before commencement of these gatherings especially in project affected communities.

- **Meetings**

These are dedicated and select meetings between institutional level stakeholders and the project developer or consultant to share relevant project information and derive feed or build consensus at the four levels of engagements described above (initial disclosure, alignment set-up/feedback and GRM establishment, draft review and implementation arrangements stage). These meetings will take place in the form of Focus Group Discussions (FGDs) moderated by consultant or project developer. The FGDs will also be arranged at the community level especially for engagements between special interest groups such as vulnerable social groups, identified livelihood groups and community representatives like community leaders. There will also be special meetings in the form of Key Informant Interviews between expert stakeholders and or institutional stakeholder representatives and the consultant or project developer to share relevant project information and derive feedback or build consensus. These take place during the whole project, including the operation stage. In the event that meetings or public hearings are not feasible, the project will appoint field liaison persons with designated office premises where stakeholders can submit questions and comments on environmental and social safeguards materials that have been disclosed.

The preparation of the SEP was affected by prevailing COVID-19 effects that limited broad face to face meetings and travel to the project areas. Based on the practical situation that pertained during the preparation of stakeholder engagement plan, consultation involved use of online meetings and telephone calls with implementing agencies (NFA and UWA) staff from headquarters. In addition, the agencies through their field staff supported the process by organizing small focus group discussions guided by questionnaires, which contributed to the broad concerns included in this action plan.

Information disclosure will be undertaken through the following channels:

⁶ See World Bank Technical Note: Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings, March 20, 2020.

Table 5: Channel for information disclosure

Project stage Timetable:	informati on to be disclose d	Methods proposed	Timetab le: Locatio ns/ dates	Target stakehold ers	Percenta ge reached	Responsibili ties
Project startup	Project approach , project activities, project risks and impacts Project documents	District Office awareness raising meeting	Within 60 days of project start	Local government officials	80% of local government office	PCU
		Village-level awareness raising/introductory meeting	Within 60 days of project start	Village members	80% of all villages	Project Trainers
		Post on website	Within 30 days of project start	Donors, Board of Directors, any other interested parties	N/A	PCU
Project Implementation	Updated project documents (as necessary)	Post on website	Within 30 days of updates being confirmed	Donors, Board of Directors, any other interested parties	N/A	PCU
	Updated project approach , project activities, project risks and impacts	District Office meeting/consultation	Within 30 days of updates being confirmed	Local government officials	80% of local government office	PCU
		Village-level awareness raising/introductory meeting	Within 30 days of updates being confirmed	Village members	80% of all villages	Project Trainers
Project closure	Project handover/exit information	Village level and local government meetings	90 days prior to project close	Village members and local government officials	80% of all villages and local government officials	Project Trainers
	Project impact statements	Report dissemination	Within 90 days of	Any concerned stakeholders	All relevant central and	PCU

	and progress reports	through UWA and NFA and WB website	project closure		local government officials	
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3.4.5 Timelines

NFA, UWA and other Implementing Partners are committed to ensuring proper communication and appropriate information disclosure through the continuous consultations and meetings with stakeholder groups. For Implementing agencies, this will happen as follows:

- Daily with CRM/CFR' field staff and supervisor meet with project' Community Committee;
- Periodically quarterly visits by safeguard, Project management staff;
- UWA and NFA management will conduct field visits, urgently and immediately in case any complaints, GM and incidents happened; and
- All GM complaints and cases should be mitigated and treated within two weeks according to the Grievance Redress Mechanism (GRM). Also, the Grievance Register/log will be checked frequently to establish the status of complaints and if they have been resolved and the need to be treated immediately based on the urgency of the issues and concerns raised.

3.4.6 Review comments and Future Phases of Project

An effective mechanism to report back to stakeholder on their feedback, comments and grievance is one of the prerequisites to successful stakeholder engagement procedures. The project plans to deploy trained E&S team and E&S focal person especially field officers working with UWA/NFA to record feedbacks and comments from the stakeholders. They will also maintain a stakeholder engagement/feedback and grievance register that will be forwarded to the E&S Project team at the respective head offices for both implementing institutions. Urgent issues and grievances that need immediate attention will be communicated to the Environmental and Social safeguards specialist to take it up the chain of command as soon as practically possible. In addition, a number of comment boxes will be established in different locations and feedback form will be provided to stakeholders to provide input. Stakeholders can also make comments and suggestions through the project.

Stakeholder feedback will be collected, and the Environmental and Social safeguards team will analyze engagement data to identify stakeholder key issues, trends, suggestions and aspirations. During the Planning and implementation phases, a stakeholder engagement report will be produced at each consultation milestone and the report will include: (i) Number of various stakeholder consultations; (ii) Methods of engagement; (iii) Key issues raised during the consultations; (iv) Grievances and details of how they have been resolved; (v) During the Construction phase, the report will be produced monthly. The report will be submitted to CRM and CFR project coordination Units and relevant managers in order to help them address the issues that have come up in different management plans, such as the Labour management plan, health and safety plan, or Construction Contractor's various plans. Mitigation measures will be addressed systematically through the relevant management plans.

4.0. Resources and Responsibilities for implementing stakeholder engagement activities

4.1 Resources

Financial resources for undertaking these tasks have been availed through the project budget. NFA and UWA will be responsible for managing the project over a one year-period in collaboration with other stakeholders and partners. Similarly, they will also improve the capacity of the implementing partners to implement the stakeholder

engagement, environmental and social safeguard related issues effectively and ensure participation of the stakeholders through all project activities.

4.2 Management functions and responsibilities

The management, coordination and implementation of the SEP and its integral tasks will be the responsibility of Environmental and Social safeguards' dedicated team members within NFA/UWA under Project Coordination Unit and its local staff. The roles and responsibilities of the organizations are presented below.

UWA and NFA

UWA and NFA have a social performance team under the management of the Project Management Unit. The key tasks are inter alia to:

- Approve the content of the draft SEP (and any further revisions);
- Approve prior to release, all materials used to provide information associated with the Project ESMP (such as introductory letters, question and answer sheets, flyers, fact sheets posters, leaflets and brochures explaining the project and ESMP process).
- Approve and facilitate all stakeholder engagement events and disclosure of material to support stakeholder engagement events;
- Participate either themselves, or identify a suitable UWA/NFA representative, during all face-to-face stakeholder meetings
- Review and sign-off minutes of all engagement events; and
- Maintain the stakeholder database.

Additionally, UWA and NFA Project Coordination Team will hold monthly coordination meetings to discuss activities specific to the project; additional coordination will also be ensured through established mechanisms such as the ESMF, LMP, ESCP. The two agencies will prepare joint quarterly progress reports coordinating inputs and validating the final content of the report with before transmission to the WB team

Table 6 Shows the following responsibility matrix that applies to the SEP:

Activity	Responsibilities	Documentation and tracking
GRM	Program Staff - responsible for collecting information and socializing the system Project Officer - response for collecting grievances, categorizing them, allocating follow-up responsibilities across the organization as required, and tracking overall performance of the GRM Managing Director - Ultimately accountable for GRM performance	Regular reporting to the Project coordinator on GRM performance, and to donors
Activity-based consultations with beneficiaries (feedback and reflection during and	Program staff - responsible for facilitating reflection and discussion following all	Regular reporting during quarterly retreats. Documented meeting notes

Activity	Responsibilities	Documentation and tracking
after activities/meetings)	taskforce and village meetings. Responsible for documenting these as passing findings to Program management Provincial Program Managers - responsible for consolidating reporting and sharing feedback and actions during quarterly retreats, and for raising any serious issues to the Managing Director	and workshop outcomes to be saved on the secure program drive and shared with the Country Director and Managing Director
Central Government consultations	Managing Director + Policy Coordinator - responsible for documenting all meeting/workshop/conference outcomes Managing Director - responsible for regular meetings with central Government stakeholders and donors to identify and address any issues	Document all consultations and include in consolidated donor reports as required.
Information disclosure	Managing Director - accountable for all information disclosure actions, including ensuring projects reports and documents are available online and that community members and other project affected people are fully informed about the project. Responsibilities will be delegated across the communications and program teams as required.	Document all information disclosure activities undertaken

Table 7: Budget for Stakeholder Engagement

NO	ITEM	BUDGET(\$USD)
1	Mobilization and sensitization of the communities especially those living in those project areas	15,000
2	Training on the Grievance mechanism	10,000
3	Training materials to be used &venue	10,000
4	Transport allowances (After meetings)	10,000

	Total	45,000
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5.0 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.

A grievance redress mechanism (GRM) shall be operated by the NFA and UWA in line with the guidance provided in the 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 Project GRM will be augmented by the World Bank's Grievance Redress Service, which provides an easy way for Project-affected communities and individuals to bring their grievances directly to the attention of 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. It is expected that the GRC members should be qualified, experienced, and competent personnel who can win the respect and confidence of the communities who will likely to be affected. 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.

5.1 Procedures for grievance redress

In summary, where GRM will be applied, it shall include the following procedures for:

- Recording, registering, and sorting grievances
- Conducting an initial assessment of grievances

- Referring grievances to appropriate units or persons
- Determining the resolution process
- Making accurate and consistent decisions in relation to set parameters and standards
- Giving directions to relevant agencies responsible for implementing decisions
- Notifying complainants and other affected of the resolution process, and outcomes
- Tracking, monitoring and evaluation
- Developing a Grievance Log that will summarize all the registered grievances, resolutions reached, and feedback provided.

5.2 Potential grievances

The respective GRC in consultation with the complainants of potentially affected persons shall identify and decide on an approach for grievance resolution depending on the nature and the severity of the complaint(s).

With respect to this project, proposed boundary works may result in minor or small-scale construction among others which may generate some complaints. Such complaints may be described as environmental and social in nature, and include issues related to dust, noise, lost or restrictions on access, workers misbehavior, occupational hazards from potential work injuries, defilement/child abuse resulting in GBV etc. Table 8 below indicates examples of some potential grievances and the recommended redress measures to address each of them.

Table 8: Types of grievances anticipated

Grievance	Redress
Dust and noise during minor construction or refurbishment of equipment	Contractors should be informed and tasked to take appropriate action. Actions to include spray adequate water to reduce dust emissions.
Lost, or restrictions on, access to natural areas due to fencing and strict surveillance	In case of a complaint by the local community they should be sensitized on boundary limitations and the role of securing protected areas
Unpaid, under payment of workers, poor working conditions	The contractor should be tasked to abide by the CESMP

5.3 Management of grievances

The above grievances and any other issues that shall be experienced during the project design and implementation can be solved proactively before they even become grievances. NFA and UWA agencies should be aware and accept that grievances do occur, that addressing them is part of the work, and that they should be considered in the project implementation work plan.

The following can be done by the project proponents to prevent grievances or handle them successfully:

- Provide sufficient and timely information to communities
- Conduct meaningful community consultations
- Build capacity for project staff, particularly community facilitators and other field-level staff or Contractors (as well as the GRM committees)

5.4 GRM Principles

The proposed GRM will be informed by the following principles in line with both UWA and NFA's Manual procedure of handling grievances.

The GRM is binding and legitimate: the GRM resolutions should be binding and sufficiently legitimate and process free from interference.

- 1) **The GRM is affordable and accessible:** the GRM must be made known to all stakeholders including relevant time frames in the process, and provide adequate access points and services to promote use and trust.
- 2) **The GRM** is transparent in process and resolution/outcome implementation
- 3) **The GRM promotes equal opportunity** for all parties to use the system and it must be free of coercion and reprisals.

5.5 Grievance monitoring and reporting

The Safeguards staff for the sub-projects and Contractors or third-party service providers shall perform the following duties with regard to monitoring the sub-project impacts based on the GRM:

- a) Maintaining a database of all complaints related to environmental and social issues
- b) Assisting the complainants to submit their environment- or social-related complaints to the contractor or third-party service provider
- c) Maintaining a list of individuals or groups of people, if any, who are directly or indirectly affected by the operations and maintenance work, and monitoring the implementation of mitigation plans
- d) Consulting the affected individuals and communities, if any, and participating in grievance resolution processes

5.6 Project GRM arrangements

There are a number of aspects that potentially could bring a dispute or conflict. These will be localized to each specific area. Therefore, the forms of settling of such disputes and conflicts are not necessarily uniform. What is important is the use of locally appropriate dispute and conflict settlement mechanisms agreeable to all parties concerned. Such mechanisms include the use of:

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

In this ESMF, the following key elements are suggested for resolving disputes and conflicts:

- Specifying rights and penalties in the beginning of the project activities;
- Defining the roles of each party and, in particular, these roles must be specified in the agreements with CFM and CRM agreements;
- Identify potential mediators and their roles. For example, defining the roles of local leaders including the local councils;
- Defining corrective actions for implementing and feedback mechanism for the complainants;
- Identifying potential areas of conflicts. This must be identified at the community participatory planning;
- Defining the involvement of the district leadership particularly Community Development Officer, Forest Officers, Environmental Officers, Game Wardens, or other offices;
- Defining the role of the project staff;
- Defining the roles of CBOs/NGOs, if they are involved in the implementation;
- Defining the communication channels aimed at reducing disputes and conflicts;

Though it is expected that settlement of disputes and conflicts should as much as possible take place within the project structures, it does not replace existing legal processes. Settlement of disputes/conflict is expected to be based on consensus, guided by facts when making conclusions and as a basis of action. The procedures should be inclusive and participatory in nature with an aim of facilitating communication between conflicting parties,

promoting dialogue, and facilitating reasonable agreement between the parties to a dispute or conflict. It should seek to resolve issues quickly in order to expedite the receipt of what could be due or reaching settlements, without resorting to expensive and time-consuming legal actions. It is important to note that the implementing agencies will emphasize ways of receiving not only complaints and grievances but also constructive feedback and this will be incorporated in the initial training on the GRM.

5.7 Managing Complaints and appeals

This process will apply to the planning as well as the implementation phase. The following structures are proposed for the management of project related grievances in addition to the already existing UWA and NFA national level grievance management structure.

- i. This project will set up a community-based grievance redress mechanism through Grievance Management Committees (GMCs) at the parish level (second lowest administrative structure) of the project area. The GMCs for this project should be established at community/ village level which is the lowest administrative structure with a minimum of 6 members (3 of whom represent PAPs; 2 represent opinion leaders, CBOs or Observers; and an LCI chairperson representative as an ex-official). These GMCs will be active throughout the project cycle including the defects liability period and will be responsible for handling any project related grievance at the local level.
- ii. During project implementation, the contractor is expected to set up a project-based contractor grievance management structure. The Contractor will set up a grievances management committee and will be composed of at least seven members agreed to by the CFRs and CRMs for the respective stakeholders. The contractor-based grievances committee will handle grievances related to and coming from workers in relation to working conditions and cannot be resolved by the Human Resources Office, and from wider public and other stakeholders in relation to contractor project activities directly brought to its attention or referred from the GMCs and other stakeholders.

A verbal or a written complaint from aggrieved person will be received by the Project Manager or a person assigned in the project as the Grievance Officer (GO) and recorded in a grievance log (electronically if possible). Grievances can be lodged at any time, either directly to the Contractor, Sub-county/District Office or via the grievance committee member. The process for lodging a complaint is outlined below:

- a) The GO will receive a complaint from the complainant.
- b) The GO will ask the claimant questions in their local language write the answers in English and enter them in English onto the Grievance Form.
- c) A representative of the community shall witness translation of the grievance into English.
- d) The GO reads the complaint in English and translates it into the complainant's local language on the Grievance Form.
- e) The local leader and the complainant both sign the Grievance Form after they both confirm the accuracy of the grievance.
- f) The GO lodges the complaint in the Grievance Log.

5.8 CONTRACTOR WORKERS GRC

Workplace concerns are usually different from issues raised by project-affected communities and other stakeholders, and therefore call for a separate mechanism to address them. For better organization and management of workers' grievances and discipline, the contractor shall establish a Workers' GRM committee or a worker's council. Examples of worker's grievances include demand for employment opportunities; lack of PPE, lack of proper procedures or unreasonable overtime, labor wage rates; Sexual Harassment and GBV, delays of payment; disagreement over working conditions; and health and safety concerns in work environment among others.

A worker's committee/council shall be instituted headed by the Site Engineer and involving other safeguards members from the contractor and supervisor. The committee/council shall have such representatives from the workers as found appropriate. For effective confidence building and confidentiality, the contractor's Sociologist shall be the secretary to document and manage the grievance log, minutes, and writing the committee reports. At the time of recruitment, the project workers should be sensitized of the grievance mechanism and the measures put in place to protect them against any reprisal for its use. Measures will be put in place to make the grievance mechanism easily accessible to all such project workers.

Roles of Workers' Council

With management support from the contractor, supervising consultant and the project the workers' council shall play a significant role in proactive management of employer –employee relations, workers' welfare and grievances within the workplace. This council shall not interfere with either Management's authority or its obligation to manage their contracts but rather provides a formally recognized opportunity and avenue for their grievances to be lodged and managed and their rights to be heard and respected. Workers' Council shall;

- i. Provide a forum for consultation, frank exchange of information, discussion and joint problem solving between management and employee representatives on issues pertaining to staff welfare, rights, discipline; any proposed changes dealing with policies, procedures and working conditions.
- ii. Receive and report worker's complaints/grievances to management and negotiate for timely redress, / participate in arbitration of cases between workers and management through disciplinary hearings and / or between fellow workers through conflict resolution meetings
- iii. Represent the interests of workers pertaining to their terms and conditions of employment, staff welfare, staff development and other matters of concern to the workers, and to negotiate with the contractor's management on their behalf accordingly.
- iv. Educate Workers on their rights, discipline, code of conduct, spirit of staff unity across the project as well as on respect for cultural diversity pertaining to workers of different races, tribes, religion and other cultural differences
- v. Regularly solicit for employees' suggestions/opinions to management through appropriate and organized channels such as their representatives, suggestion box, or joint meetings from time to time
- vi. Act as a point of contact between the employees and management; establish and maintain good relations, foster effective two-way communication and mutual understanding between workers on one hand, and with management on another.
- vii. Identify and represent concerns of special interest groups on the project such as women, expectant and lactating mothers, workers with disability etc.
- viii. Organize and conduct monthly Workers' GMC meetings to review and discuss staff welfare, discipline and related matters; compile and share in timely manner meeting minutes with the contractor, supervising consultant and Project pointing to key action areas requiring attention.
- ix. Establishment of a Worker's Grievance Management Committee (GMC)/worker's council– handle within 5 days upon receipt of Grievance
- x. A GMC/worker's council will be established to manage grievances lodged by workers. The GMC shall also receive and handle/or refer unresolved matters to handed over project implementing team at the site.

At workers' level, the sociologist will first of all sensitize the workers about the grievance redress process, the importance and procedure to follow when reporting any concern.

The workers will then elect their own representatives who will represent all workers during the grievance meetings. The GMC at Site shall comprise of the following members;

- Project Manager (Chairperson and presides over all committee meetings).
- Consultant's Sociologist
- Contractor's Sociologist Secretary- (deals with correspondences and recording of Grievances in the Site Grievance Log Book kept at the contractors site office).

- Consultant's Environmentalist
- Contractor's Site Engineer
- Contractor's Health and Safety Officer
- Chairperson of Workers' Council - represents all workers concerns and interests.

The committee shall meet at least once every month, during working hours based on a meeting schedule prior agreed with project Management (contractor and supervising consultant). A special meeting, if required, may be held at the call of the Chairperson at short notice in consultation with the project management. The contractor shall make immediate responses to matters related to the Hotel construction, contractor's workers, agents, sub-contractors or suppliers.

Stages of handling workers' grievances;

Option 1: Informal discussion

If workers have a grievance or complaint regarding their work, they shall, wherever possible, raise their concern with a supervisor or manager as it may be possible to find a solution informally. This shall make it more likely that disputes can be resolved quickly, closer to the source of the problem, making it less likely that the issue escalates into an intractable problem. Nonetheless, the issue and response shall still be logged and tracked from the perspectives of checking outcomes and monitoring.

Option 2: Formal complaint

If the grievance is not resolved informally, the aggrieved shall proceed to resort to the formal grievance redress mechanisms as per the following steps;

Step 1: Lodging the complaint to Workers' Council

If the matter is serious and/or the worker wishes to raise the matter formally, the worker shall set out the facts of the grievance verbally or in writing to the committee, with support and guidance from the section representative who then forwards the complaint to the secretary. The secretary then records the complaint in the log book and notifies the chairperson. Alternatively, the worker may raise complaint through suggestion boxes, phone calls, text messages or e-mail to the secretary (Consultant's Site Sociologist).

Step 2: Assessment of complaint and investigation by Workers' Council within 5 days

On receipt of the complaint, the secretary shall make further investigations and in consultation with Chairperson shall schedule for a meeting (depending on the urgency of the complaint) to assess the complaint and determine the corrective action. The assessment shall also identify the key issues that have been raised, together with any root causes, and shall determine the outcome that the worker is looking for from the process. Any additional information shall be gathered to allow a full assessment.

The appropriate form of investigation will depend on the type of complaint and the seriousness of the allegation. In general terms, the committee shall try to understand the key issues and interview the individuals involved in a complaint, e.g. those managing the workers, or those responsible for the activity or service that is raised in the grievance.

The workers' council shall conclude the issues or escalate the issues either to the Site Disciplinary Committee (if it is of a disciplinary nature) or to the Site GMC if it is a grievance which needs redress. Concluded issues which require attention of management shall be communicated formally by the Secretary to Contract Manager for action with a copy to the Resident Engineer.

Step 3: Determination of corrective action Site GMC within 7 days

A GMC shall then hold hearings, and invite both the offender and the offended. The committee shall give fair hearing to anyone suspected as offender in order to make fair judgment guided by the Workers' Code of Conduct. On assessment of the complaint and judgement derived from hearings convened for complaints of disciplinary nature, the committee will advise / recommend to the contractor's management in writing on the appropriate course of action

to be taken against the suspected offender. The submission shall be made by the Chairperson to Contract Manager with a copy to the Project Manager.

Where a complaint is not of disciplinary nature, or is from a community member, the Site GMC shall hold hearings, and invite the complainant to provide detailed information; consider the settlements required and make effort to resolve the matter. The Site GMC shall give utmost consideration to the issue raised so as to salvage the after-effects this may cause to the project, the affected person(s); public amenities or natural systems.

Step 4: Feedback from the affected parties within 3 days

The contractor or worker shall give feedback to the committee on the implementation of the Committee recommendation and this shall be recorded in the log book.

On assessment of the non-disciplinary complaints and redress derived, if this is acceptable to the complainant, the Site GMC shall liaise with the complainant to document the redress agreed and have it signed by the complainant; this shall be recorded in the Log Book. The redress shall be implemented according to the timelines that shall be agreed upon during the discussions with the complainant. The feedback on corrective actions shall however be given in a period of 3 days.

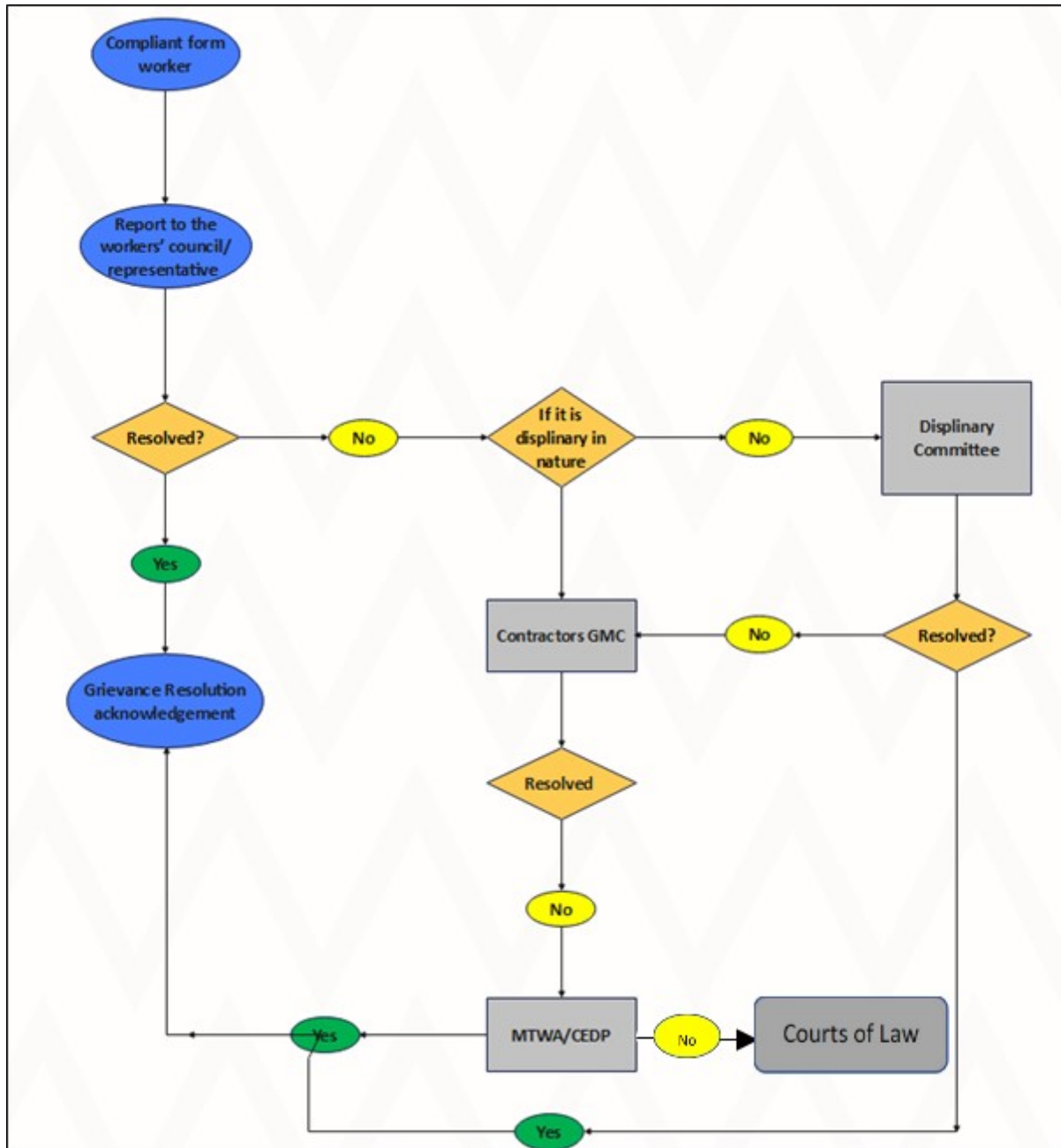


Figure 2: Workers grievance process

6.0 MONITORING AND EVALUATION

6.1 Introduction

UWA and NFA will maintain a database and activity file detailing all public consultations, disclosure of information and grievances collected throughout the project which will be available on request. Monitoring of the stakeholder engagement activities is important for several reasons such as:

- 1) Ascertaining whether planned stakeholder engagements and other related activities are progressing as planned

- 2) Whether intended outputs are being realized
- 3) For the effectiveness and efficiency of SEP to be evaluated, challenges to be identified and rectified in time.

6.2 Level of Monitoring and Evaluation

Two levels of monitoring are anticipated:

- 1) Process monitoring during the ESMP assessment phase engagement activities: short-term monitoring of stakeholder engagement activities to ascertain whether SEP is being followed and expected outcomes are being realized; necessary resources have been deployed and are being used efficiently; routine reporting is being undertaken and report are being used to make improvements in the SEP and its implementation; and whether necessary support supervision for the stakeholder engagement team is being realized.
- 2) At the completion of all planned engagement activities after the ESMP implementation phase, a review of activities, outputs and outcomes to evaluate the efficiency and effectiveness of the SEP.

Monitoring and Evaluation NFA/UWA will keep record of the number and the type of complaints received and addressed, allowing for performance management of the GRM. The Grievance Officer will be responsible for producing regular reports (quarterly) for senior management which include:

- Number of complaints received;
- Compliance with standards & policies (addressing within a certain time etc.);
- The issues raised and trends in these issues over time;
- Causes of grievance/feedback; ●
- Whether remedial actions were warranted;
- Redress actions actually provided;
- Recommendations to improve /prevent/limit recurrences

6.3 Monitoring and Reporting

The SEP implementation will be regularly monitored and reported on as part of overall ESMF monitoring by Spark. Monitoring will assess documented evidence of SEP activities conducted and verify them on a spot-check basis and/or where concerns arise.

6.4 Monitoring and Evaluation Indicators

By identifying key performance indicators that reflect the objectives of the SEP and the specific engagement activities, it is possible to both monitor and evaluate the process undertaken. The suggested indicators for M and E include this highlighted in Table 8

Table 9: Monitoring and Evaluation Indicators for the SEP

ESMP phase	Stakeholder activity	Monitoring Indicators	Verification source
Inception	Project scope and alignment disclosure and future engagements	<ul style="list-style-type: none"> ● No and level of planned meetings accomplished ● No of planned presentations done ● No and type of disclosure materials developed and distributed ● No of daily activity reports submitted 	<ul style="list-style-type: none"> ● Meeting and attendance registers ● Meeting minutes ● Debrief reports ● Activity reports and ● Sample materials and tools used

ESMP phase	Stakeholder activity	Monitoring Indicators	Verification source
		<ul style="list-style-type: none"> • SEP developed and submitted on time • Scoping report developed and submitted on time 	<ul style="list-style-type: none"> • Submission cover letters
Planning and Assessment phase	Engagements of ESMP approaches and methodology including GM	<ul style="list-style-type: none"> • No and level of planned meetings accomplished • No of planned presentations done • No and type of disclosure materials developed and distributed/used (including radio ads) • No of daily activity reports submitted • No of stakeholder concerns recorded and responded to • No and category of vulnerable groups engaged 	<ul style="list-style-type: none"> • Meeting and attendance registers • Meeting minutes • Debrief reports • Activity reports and • Sample materials and tools used • Submission cover letters
Implementation	Engagements over disclosure of approved ESMP	<ul style="list-style-type: none"> • No and level of planned meetings accomplished • No of planned presentations done • No and type of disclosure materials developed and distributed/used (including radio ads) • No of daily activity reports submitted • No and category of vulnerable groups engaged • No of stakeholder concerns recorded and responded to 	<ul style="list-style-type: none"> • Meeting and attendance registers • Meeting minutes • Debrief reports • Daily and monthly activity reports and • Sample materials and tools used • Grievance registers

The identification of project-related impacts and concerns is a key element of stakeholder engagement that will occur over the complete project life-cycle. As such, the identification of new concerns and impacts as the ESMP and project progresses will serve as an overall indicator for the utility of the stakeholder engagement process. In the ESMP Reports there will be a review of the engagement activities conducted; levels of stakeholder involvement (particularly for affected communities, women and vulnerable people/groups); the issues discussed and outcomes; and the extent to which stakeholder issues, priorities and concerns are reflected in the ESMP Report, particularly with respect to mitigation and monitoring strategies contained in the ESMP.

Annex 1: Sample Grievance Log

Name	Day received	Received by: complaint box, letter	Location complaint received	Issue type: Request, concern, grievance, classification,	Summary of Grievance	Classification	Action undertaken	Date of action	Status

Annex 2: Stakeholder Issues for Various Communities

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</p> <p>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 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.</p>
	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.

Date of consultation and person consulted	Issues raised	Responses
	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.
	What would be the best possible mechanisms to manage community labor?	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 civil works, but they are expected to be minimal

Date of consultation and person consulted	Issues raised	Responses
	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 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	

Date of consultation and person consulted	Issues raised	Responses
	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?	
	Project implementation has the potential to trigger labor influx and in-migration in project areas. What would be the best possible mechanisms to manage human capital	
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

Date of consultation and person consulted	Issues raised	Responses
		<p>mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming;</p> <ul style="list-style-type: none"> • 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 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.</p>
	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

Date of consultation and person consulted	Issues raised	Responses
	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.
	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 civil works, 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	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

Date of consultation and person consulted	Issues raised	Responses
Conservation and Development Association.	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 poverty?	No, the project will provide increased livelihood 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	No, the project being inclusive and non –discriminative, human rights will remain key

Date of consultation and person consulted	Issues raised	Responses
	interact with it especially marginalized groups?	
	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. If 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 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	Yes, some men within the communities do not allow their wives to attend project meetings.

Date of consultation and person consulted	Issues raised	Responses
16 th February, 2021 Kidoma Conservation and	violence? If Yes, please explain.	
	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	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project?	The area has no minority groups

Date of consultation and person consulted	Issues raised	Responses
Development Association	If yes, please describe	
	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,	No, all stakeholders need to be involved at all levels during project implementation.

Date of consultation and person consulted	Issues raised	Responses
	economic, social or cultural of people who interact with it especially marginalized groups?	
	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	Poverty levels are likely to be decreased

Date of consultation and person consulted	Issues raised	Responses
	cause poverty?	
	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 un clear 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	Clear boundaries of the project area should be spelt out.

Date of consultation and person consulted	Issues raised	Responses
15 th February, 2021 NECODA, SEDA Groups	and access to resources?	
	Are there are sites of natural, spiritual and cultural significance in the project area. If yes, please specify the location	Muhangaizima area for worshipping cultural “gods” before hunting
	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	The nature of work involved in the project may favor the men most especially.

Date of consultation and person consulted	Issues raised	Responses
	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, 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
	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

Date of consultation and person consulted	Issues raised	Responses
	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.

Date of consultation and person consulted	Issues raised	Responses
	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 Association Bee keeping 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	No, there are no minority groups
	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	All members of the communities will have equal access to services associated with the project implementation.

Date of consultation and person consulted	Issues raised	Responses
	individuals? e.g products or services are inaccessible to certain disadvantaged groups–women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	
	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 3: Summary of Consultations under Additional Financing.

Date of consultation and person/ people consulted	Key Issues	Response
18 th 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 ae 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	Yes,we have been working with some partners like

	for other similar projects	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 to resources?	The project is expected to resolve conflicts.
	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	This project is expected to promote rights, culture and political issues.

	with it especially marginalized groups.	
	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 to resources?	The project is expected to help in conflict resolution.
	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 leader etc.	Sensitizations need to be properly done to avoid such acts. Trainings need to be properly conducted when initiating the project.
	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	Is there an effective grievance redress mechanism within the	Yes, grievances are addressed using the existing structures.

UNHCR, (field Associate officer) Kyaka II	refugee settlement area?	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 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.	No. However, all projects in the resettlement 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. 	<p>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</p>
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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	None
	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	No.

	child labour and violence against children? If yes explain.	
	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 stream gender in all	This is still a young group that has only one project for

	project activities	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 through the community structures and leaders. However, some women are widows and own the land.

Annex 4: Sample pictures of stakeholder Engagement



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

