

# SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

## Stakeholder Engagement Plan (SEP)

April 2021

## TABLE OF CONTENTS

INTRODUCTION .....	4
Introduction/ Project Description .....	4
PROJECT DESCRIPTION .....	4
Location of the Project Area .....	4
2.0 BRIEF SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES .....	7
3 STAKEHOLDER IDENTIFICATION AND ANALYSIS.....	10
3.1 Affected parties.....	14
3.2 Other interested parties .....	15
3.3 Marginalized /Disadvantaged / vulnerable individuals or groups .....	15
Stakeholder engagement programme .....	16
3.4.1 Purpose and timing of stakeholder engagement program .....	16
3.4.2 Principles of Stakeholder Engagement.....	16
3.4.3 Proposed strategy for information disclosure.....	17
3.4.4 Proposed strategy for consultation .....	18
3.4.5 Timelines .....	21
3.4.6 Review comments and Future Phases of Project.....	21
4.0 Resources and Responsibilities for implementing stakeholder engagement activities .....	21
4.1 Resources .....	21
4.2 Management functions and responsibilities .....	22
5.0 GRIEVANCE REDRESS MECHANISM (GRM).....	23
5.1 Procedures for grievance redress.....	24
5.2 Potential grievances .....	24
5.3 Management of grievances .....	24
GRM Principles.....	25
5.4 Grievance monitoring and reporting.....	25
5.5 Project GRM arrangements .....	25
5.6 Managing Complaints and appeals.....	26
5.7 GRIEVANCE MECHANISM UNDER PROJECT .....	28
6.0 MONITORING AND EVALUATION .....	30
Introduction.....	30
6.1 Level of Monitoring and Evaluation.....	30
6.2 Monitoring and Evaluation .....	30
6.3 Monitoring and Reporting .....	30
6.4 Monitoring and Evaluation Indicators.....	30
Annex 1: Sample Grievance Log .....	32
Annex 2: STAKEHOLDER ISSUES FOR VARIOUS COMMUNITIES .....	33
Annex 3 – Lists of Stakeholders consulted .....	50
(to be sent separately as scanned copies due to bulkiness).....	50

## LIST OF TABLES

Table 1: Key Stakeholder issues identified .....	7
Table 2: Stakeholder Analysis .....	11
Table 3: Types of grievances anticipated .....	24
Table 4: Monitoring and Evaluation Indicators for the SEP .....	31

## INTRODUCTION

### 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.<sup>1</sup> 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.<sup>2</sup>

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.

## PROJECT DESCRIPTION

### 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)

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

<sup>2</sup> Ministry of Water and Environment (2017). *Draft Final REDD+ National Strategy*

implemented by the NFA and collaborative resource use management (CRM) implemented by UWA, 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.<sup>3</sup>

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.

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

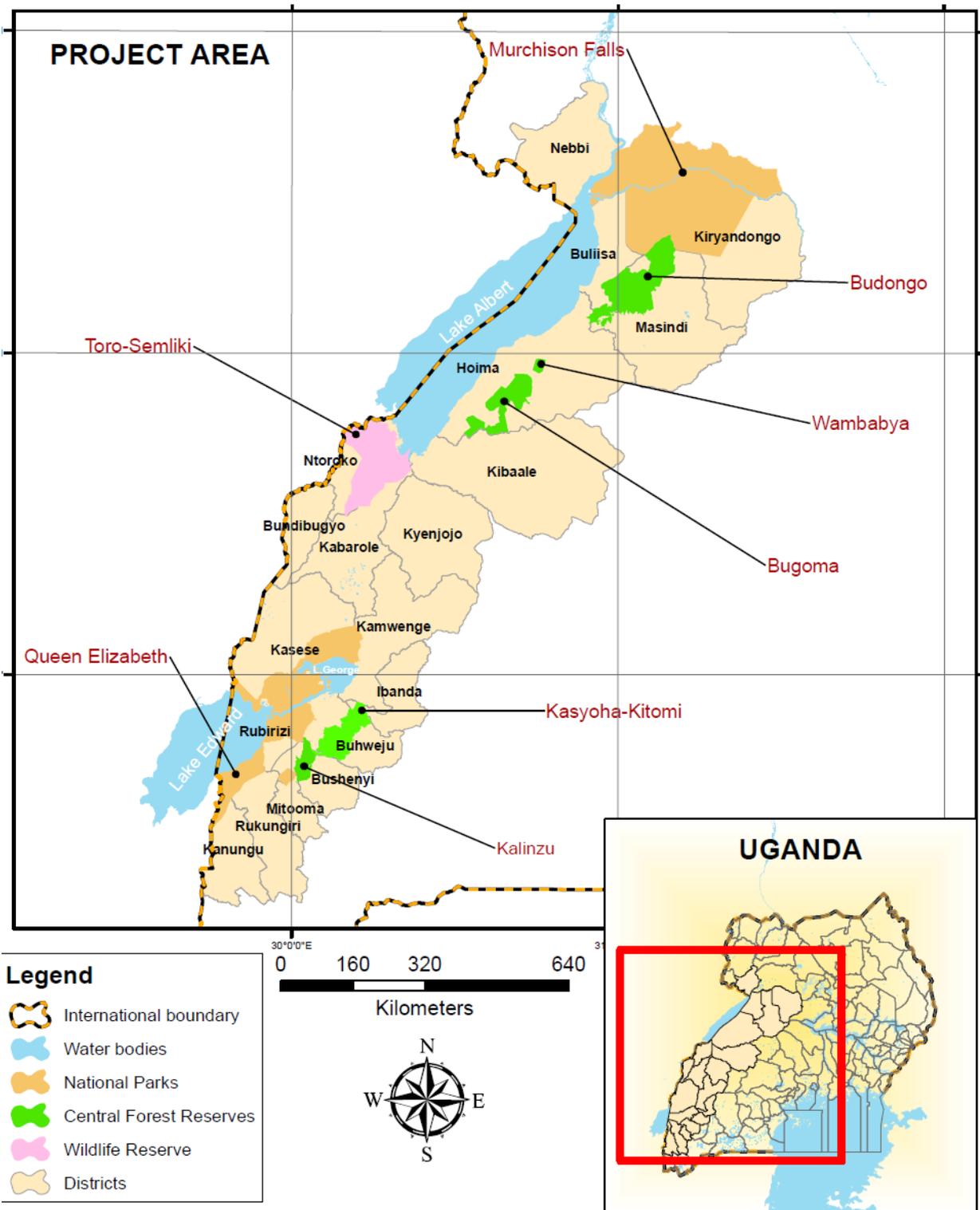


Figure 1: Map showing location of the project area

## 2.0 BRIEF SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

Previously, stakeholder consultations were carried out under the IFPA-CD Project; in late 2020 and early 2021 specific consultations on the *Securing Uganda's Natural Resource Base in Protected Areas*. Other consultations were carried with Project were carried out with NFA and UWA and other communities as shown below.

**Table 0-1: 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 <sup>th</sup> February, 2020	Ndakara Nyakiynja CFM group	Association members	Physical Consultative meeting
10 <sup>th</sup> February, 2020	Kidoma Conservation and Development Association	Association members	Physical Consultative meeting
15 <sup>th</sup> February, 2021	Kasyoha Kitomi Bata Group,	Association members	Physical Consultative meeting
15 <sup>th</sup> February, 2021	Kacafo, Budongo, Kabwoya Environmental Conservation Association, Bunca Budongo	Association members	Physical Consultative meeting
15 <sup>th</sup> February, 2021	NECODA, SEDA Groups	Association members	Physical Consultative meeting
16 <sup>th</sup> February 2021	Wabambya Forest Conservation Development,	Association members	Physical Consultative meeting
16 <sup>th</sup> February 2021	Mpanga Forest Conservation Development	Association members	Physical Consultative meeting
24 <sup>th</sup> February 2021	Bugungu Wildlife reserve, Nyamiranga Association Bee keeping Association	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.

**Table 0-2: Key Stakeholder issues identified**

Date of consultation and person consulted	Issues raised	Responses
9 <sup>th</sup> and 10 <sup>th</sup> 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><b>Implementation by NFA</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups).</li> <li>• 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.</li> </ul> <p><b>For implementation by UWA:</b></p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• Training of approximately five CRM groups in honey packaging and marketing from each PA.</li> <li>• Training of approximately two CRM groups from each PA in wood craft designs and market dynamics.</li> <li>• Training of 20 CRM group members from each PA in income generating practical skills.</li> <li>• Establishment and support to community wildlife scout groups to deal with problem animals outside PAs.</li> </ul> <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 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 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	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

	issues of child labor and violence against children? If Yes, please explain.	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 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 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.
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### 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 below indicates the stakeholder analysis matrix.

**Table 0-1: 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 influe	Powe	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 influe	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.

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.

## 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.<sup>4</sup>

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.<sup>5</sup>
- 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.

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<sup>4</sup>Meaningful 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.

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

- 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. Public hearings to inform the project activities will be carried out and minutes of the meeting provided to provide feedback.

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 below but its application shall be determined by the risk level of prevalence for COVID 19 in the target communities:

**Table 0-2 showing the proposed techniques for engagement**

<b>Technique for Engagement</b>	<b>Appropriate application of the technique</b>
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) guidance<sup>6</sup> 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 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:

Table 0-3: Channel for information disclosure

Project stage Timetable:	informati on to be disclose d	Methods proposed	Timetab le: Locatio ns/	Target stakehold ers	Percenta ge reached	Responsibili ties

<sup>6</sup> 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.

			<b>dates</b>			
Project startup	Project approach , project activities, project risks and impacts	District Office awareness raising meeting	Within 60 days of project start	Local government officials	80% of local government office	PCU
	Project documents	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 and progress reports	Report dissemination through UWA and NFA and WB website	Within 90 days of project closure	Any concerned stakeholders	All relevant central and local government officials	PCU

### **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 bi-weekly, monthly and 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 0-4 shows the following responsibility matrix that applies to the SEP:

Activity	Responsibilities	Documentation and tracking
<b>GRM</b>	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 after activities/meetings)	Program staff - responsible for facilitating reflection and discussion following all taskforce and village meetings. Responsible for documenting these as	Regular reporting during quarterly retreats. Documented meeting notes and workshop outcomes to be saved on the secure program drive and shared

Activity	Responsibilities	Documentation and tracking
	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	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

## 5.0 GRIEVANCE REDRESS MECHANISM (GRM)

A grievance redress mechanism (GRM) shall be established 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 0-1 below indicates examples of some potential grievances and the recommended redress measures to address each of them.

**Table 0-1: 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)

### **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.

### **5.4 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

### **5.5 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.

## **5.6 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.

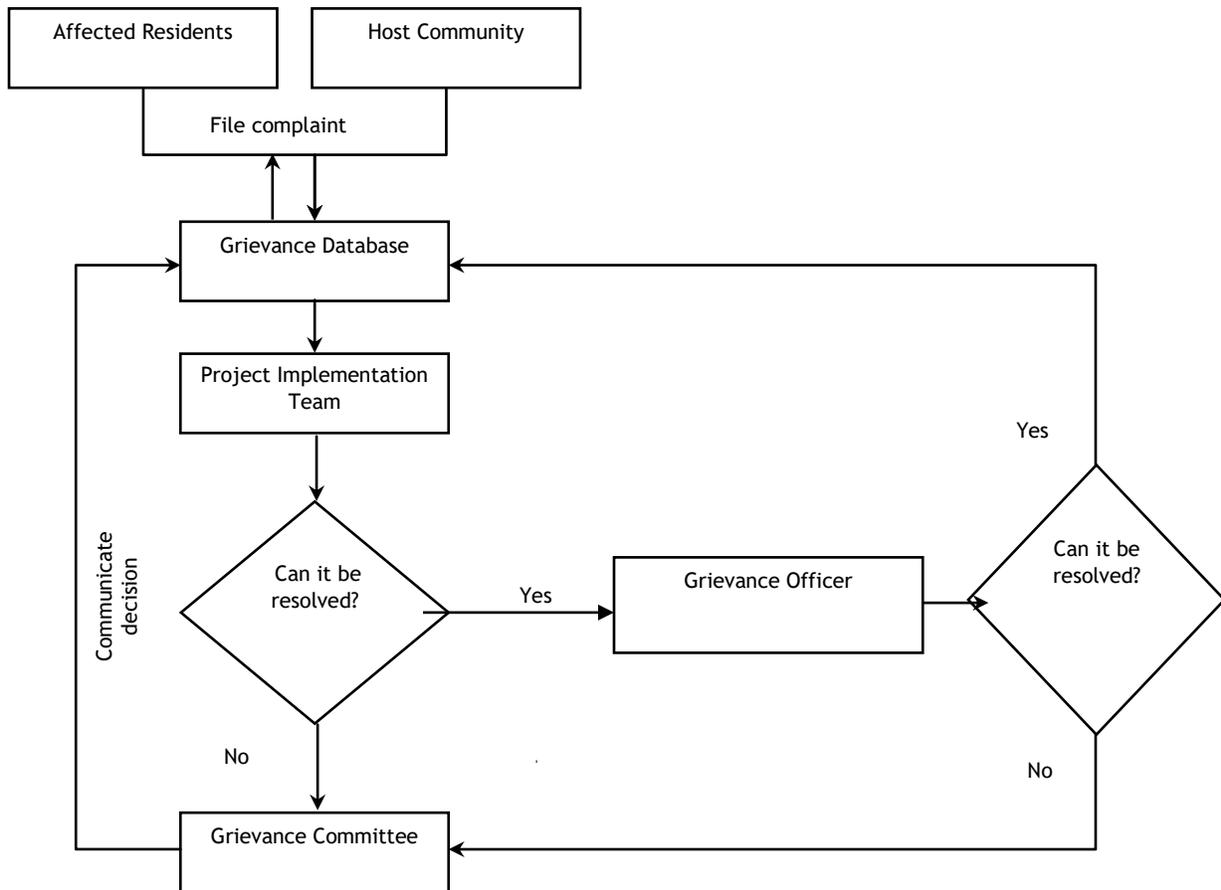
- i. This project will set up a community-based grievance redress mechanism through Grievance Management Committees (GMCs) at the parish level. The GMCs for this project should be established at community level with a minimum of 6 members (3 of whom represent PAPs; 2 represent opinion leaders, CBOs or Observers; and an LCI chairperson representative as an ex-official). These GMCs will be active throughout the project cycle including the defects liability period.
- 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.

A summary of the proposed indicative grievance management structure and flow procedure is illustrated in the Figure 2 below



**Figure 2: Grievance management mechanism**

### 5.7 GRIEVANCE MECHANISM UNDER PROJECT

Local grievance redress committees will be initiated at the village level to record grievances and also help in mediation in concert with the UWA teams at protected area level. This committee will comprise the Chief wardens, Community conservation wardens, conservation rangers and representative from the conservation groups. Disputes will be resolved at the village level as far as possible. In case the grievances cannot be resolved through these structures, then they are escalated to the chief warden at in the project area.

Similarly, the for NFA grievances are handled through the Collaborative Forest Management where they MoUs with various conservation groups. For the communities the court system is used to initiate grievance handling with the help of the Local council leaders and forest committees.

Therefore, complaints received by NFA and UWA through their respective staff shall be treated seriously and the following management procedures are guaranteed:

- a) Raising the complaint with the person rendering the service. Through this, NFA/UWA clients shall receive responses to the issues raised. The GO will be field based to ensure that community members and workers have easy access to lodge complaints
- b) Formation of the Grievance Committee housed at the sub-county.
- c) A Grievance Officer will receive the complaint which may be verbal or in writing addressed to the chair
- d) The Grievance Officer will ask claimant questions in their local language, write the answers in English and enter the answers in English onto the Grievance Form as shown in Annex 1.

- e) A local leader (LC1) will witness translation of the grievance into English.
- f) The LC1 and Complainant will both sign the Grievance Form after they confirm accuracy of the grievance.
- g) The Grievance Officer records the complaint in the Grievance Log book
- h) Where the client is not satisfied with the response provided, the client shall raise the issue with the relevant supervisor
- i) On failure to have a response from the supervisor, an appeal will then be raised to the respective head of departments who shall be able to resolve the complaint within 5 days - Timing
- j) In case the client is not satisfied with the response from the PCU, he or she shall refer the matter to the Executive Directors of both NFA/UWA who shall act on it within 7 working days from the date of receipt of a written communication on the matter.

## **5.8 The World Bank's Grievance Redress Service (GRS) GRS Definition and Purpose**

The GRS is the World Bank's easy way to provide communities an avenue to bring their complaints directly to the attention of Bank Management. The Project-level GRM will remain the primary tool to raise and address grievances in Bank-supported operations except issues that cannot be resolved at the Project level. The GRS facilitates corporate review and resolution of grievances by screening and registering complaints and referring them to the responsible Task Teams/Managers. The GRS undertakes the follow functions within defined time frame:

- Receives complaints from stakeholders;
- Evaluates and determines their eligibility and category;
- Refers complaints to appropriate Task Teams/Managers;
- Follows up with Task Teams to ensure complaints are resolved;
- Refers affected members of a community to the Borrower or other parties where appropriate.

### **Submitting a Complaint to GRS**

Complaints may be submitted by one or more individuals, or their representatives, who believe they are adversely affected directly by an active (i.e. not closed) Bank-supported operation (IDA). A complaint may be submitted in the English or local language. Processing complaints not submitted in English will require additional processing time due to the need for translation.

A complaint can be submitted to the Bank GRS through the following channels:

The complaint must clearly state the adverse impact(s) allegedly caused or likely to be caused by the Bank supported operation. This should be supported by available documentation and correspondence where possible and appropriate. The complainant may also indicate the desired outcome of the complaint, i.e., how it may be resolved. The complaint should have the identity of complainants or assigned representative/s, and address contact details.

By email: [grievances@worldbank.org](mailto:grievances@worldbank.org);  
 By fax: +12026147313  
 By mail: The World Bank, Grievance Redress Service,  
 MSN MC 10-1018, 1818 H St NW, Washington,  
 DC 20433, USA and/or  
 Through the World Bank Uganda Country Office in Kampala – Rwenzori House, 1 Lumumba  
 Avenue, P.O. Box 4463, Kampala (U); Tel: +256 414 3022 00.

## 6.0 MONITORING AND EVALUATION

### 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.

### 6.1 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 reports 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.

6.2 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 0-1.

**Table 0-1: 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"> <li>No and level of planned meetings accomplished</li> <li>No of planned presentations done</li> <li>No and type of disclosure materials developed and distributed</li> <li>No of daily activity reports submitted</li> <li>SEP developed and submitted on time</li> <li>Scoping report developed and submitted on time</li> </ul>	<ul style="list-style-type: none"> <li>Meeting and attendance registers</li> <li>Meeting minutes</li> <li>Debrief reports</li> <li>Activity reports and</li> <li>Sample materials and tools used</li> <li>Submission cover letters</li> </ul>
Planning and Assessment phase	Engagements of ESMP approaches and methodology including GM	<ul style="list-style-type: none"> <li>No and level of planned meetings accomplished</li> <li>No of planned presentations done</li> <li>No and type of disclosure materials developed and distributed/used (including radio ads)</li> <li>No of daily activity reports submitted</li> <li>No of stakeholder concerns recorded and responded to</li> <li>No and category of vulnerable groups engaged</li> </ul>	<ul style="list-style-type: none"> <li>Meeting and attendance registers</li> <li>Meeting minutes</li> <li>Debrief reports</li> <li>Activity reports and</li> <li>Sample materials and tools used</li> <li>Submission cover letters</li> </ul>
Implementation	Engagements over disclosure of approved ESMP	<ul style="list-style-type: none"> <li>No and level of planned meetings accomplished</li> <li>No of planned presentations done</li> <li>No and type of disclosure materials developed and distributed/used (including radio ads)</li> <li>No of daily activity reports submitted</li> <li>No and category of vulnerable groups engaged</li> <li>No of stakeholder concerns recorded and responded to</li> </ul>	<ul style="list-style-type: none"> <li>Meeting and attendance registers</li> <li>Meeting minutes</li> <li>Debrief reports</li> <li>Daily and monthly activity reports and</li> <li>Sample materials and tools used</li> <li>Grievance registers</li> </ul>

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 <sup>th</sup> and 10 <sup>th</sup> 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><b>Implementation by NFA</b></p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups).</li> <li>• 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.</li> </ul> <p><b>For implementation by UWA:</b></p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• Training of approximately five CRM groups in honey packaging and marketing from each PA.</li> <li>• Training of approximately two CRM groups from each PA in wood craft designs and market dynamics.</li> <li>• Training of 20 CRM group members from each PA in income generating practical skills.</li> <li>• Establishment and support to community wildlife scout groups to deal with problem animals outside PAs.</li> </ul> <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 <sup>th</sup> 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"> <li>• 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.</li> <li>• Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups).</li> <li>• 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.</li> </ul> <p>For implementation by UWA:</p> <ul style="list-style-type: none"> <li>• Support established CRM groups with alternative wood and nutritional requirements, through establishment of</li> </ul>

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"> <li>• Training of approximately five CRM groups in honey packaging and marketing from each PA.</li> <li>• Training of approximately two CRM groups from each PA in wood craft designs and market dynamics.</li> <li>• Training of 20 CRM group members from each PA in income generating practical skills.</li> <li>• Establishment and support to community wildlife scout groups to deal with problem animals outside PAs.</li> </ul> <p>This will highly improve their source of livelihood and boost household incomes</p>
	<p>Is there an effective grievance redress mechanism within the communities?</p>	<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>
	<p>Are there any possible potential social conflict and risk that could be triggered as a result of project implementation?</p>	<p>There are no anticipated potential risks and impacts envisaged that will be triggered as a result of project implementation</p>
	<p>Do you think project implementation can trigger issues of Sexual and gender-based violence? If Yes, please explain.</p>	<p>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.</p>
	<p>Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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?</p>	<p>Not any that is envisaged</p>

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 <sup>th</sup> 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 <sup>th</sup> 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
	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 <sup>th</sup> 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 <sup>th</sup> 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
	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
15 <sup>th</sup> February, 2021  NECODA, SEDA Groups	Do you think there are any minority and marginalized groups (such as the Batwa) community that could potentially be affected by this project? If yes, please describe	The area has no minority groups
	Do you think residents within the project will benefit from the project?	The communities will acquire knowledge on tree planting, bee- keeping which will improve on their livelihood
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	Improvement in protected areas which will facilitate clean water and reduced climate change
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	No, the communities have been sensitized about the project and we hope that there will be no resilience.
	Do you think project implementation might cause poverty?	No, the project is likely to improve on the community’s standard of living
	Is there an effective grievance redress mechanism within the communities?	The project will set up a GRC to handle grievance related concerns.
	Highlight some of the specific issues that may trigger conflict during implementation of the project	All communities need to be sensitized about the communities and inclusion of all including the vulnerable groups.
	Do you think project implementation can trigger issues of Sexual and gender based violence? If Yes, please explain.	Yes, this is likely to occur if both couples are not engaged in the project implementation.
	Do you think project implementation can trigger issues of child labor and violence against children? If Yes, please explain.	Yes, if the child protection Plan is not put into place, child labor is likely to happen and therefore clear policies should be put in place
	Do you think this project has the potential for discriminatory impact on particular groups of individuals? e.g products or services are inaccessible to certain disadvantaged groups–women and girls, PWDs, ethnic minorities, religious groups? If Yes, please explain.	All members of the communities will have equal access to services associated with the project implementation.
	Would the project discriminate against	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 <sup>th</sup> 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 – Lists of Stakeholders consulted**

**(to be sent separately as scanned copies due to bulkiness)**