



SECURING UGANDA'S NATURAL RESOURCE BASE IN PROTECTED AREAS PROJECT

Environmental and Social Management Framework (ESMF)

April 2021

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LIST OF ACRONYMS

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

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

EXECUTIVE SUMMARY

INTRODUCTION

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

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

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

PROJECT DESCRIPTION

The proposed project will support forest monitoring and community livelihoods engagements of the National Forestry Authority and Uganda Wildlife Authority in key protected areas within the Albertine landscape. These activities have

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

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

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

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

Furthermore, activities under component 1.2 will involve a number of capacity building activities for the benefiting communities and also the technical designs for very small civil works such as construction of fire towers, housing (construction and renovation) for staff, bird hides, and replacement entry gates.

The proposed project will have two components that is, improved management of protected areas and Project monitoring. This component will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff. Geographically, project activities will be implemented in selected locations with highest existing pressures, with the focus on the Murchison Falls NP, Queen Elizabeth NP, and Toro-Semliki Wildlife Reserve areas for UWA and the following CFRs for NFA: Budongo, Bugoma, Kasyoha-Kitomi, Kalinzu, and Wambabya (in the Budongo Forest Range) See Figure 2-1 .

POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

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

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

Table showing Institutions with their respective responsibilities in Project implementation

Institution	Roles in the Project	Remarks
<i>NFA</i>	<ul style="list-style-type: none"> Implement forestry activities in and around central forest reserves Monitors and reports on activities undertakings 	NFA leads activities within CFRs. Responsible for implementation of activities in components that fall under NFA mandate.
<i>UWA</i>	<ul style="list-style-type: none"> Implement national parks and wildlife 	Responsible for implementation of activities in

Institution	Roles in the Project	Remarks
	reserves activities <ul style="list-style-type: none"> • Monitors and reports on activities 	and around NPs and wildlife reserves in components that fall under UWA mandate.
<i>Local Government Level (District, Sub-Count, Parish and LCI)</i>	<ul style="list-style-type: none"> • Supporting in supervision, advisory, coordination and planning of Project relevant activities • Liaise with the agencies on Project implementation • Providing technical personnel for review and assessing compliance, learning lessons, and improving future of Project • Handle issues and supervise issues of integration/mainstreaming of gender, ethnic minority and marginalized group involvement in all Project activities 	Work in close cooperation with other agencies on issues of: grievance, training, reviews, integration/mainstreaming of gender, ethnic minority and marginalized group and progress reporting and communication. Lead in activities supporting local forest reserves, forest outside protected areas, erosion control measures and household energy interventions.
<i>Collaborative Forest Management Groups (CFM)</i>	<ul style="list-style-type: none"> • Review, re-negotiate, and sign expired CFM agreements using the same terms as in the previously negotiated agreements (with approximately 10 groups around Bugoma, Kasyoha-Kitomi, and Budongo CFRs). • Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. • Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). • Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs. 	The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CFM) arrangements under NFA and UWA respectively.
<i>Collaborative Resource Management Groups (CRM)</i>	<ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. 	Will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

Institution	Roles in the Project	Remarks
	<ul style="list-style-type: none"> • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills like soap and candle making. 	

STAKEHOLDER CONSULTATIONS AND DISCLOSURE

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

Objectives of stakeholder consultations

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

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

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

Project activities will be implemented by the NFA and UWA under the overall management of their headquarters teams and with direct implementation by the respective teams on the ground. Both NFA and UWA have experience of implementing World Bank financed projects. They are also implementing agencies of the Uganda: Investing in

Forests and Protected Areas for Climate-Smart Development Project (IDA funded), implementation of which is expected to start in 2021 and is also governed by the ESF.

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

GRIEVANCE REDRESS MECHANISM (GRM)

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

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

The Project 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 Grievance Redress Committee members will be drawn from the community and given basic training and facilitation to carry out their tasks. The GRC members will comprise of the following:

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

PROJECT POTENTIAL GENERIC RISKS/IMPACTS AND MITIGATION MEASURES

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

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

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

		reuse, recycle, plus proper disposal of residual waste Ensure regular maintenance of any mechanized equipment to reduce on the noise
	Community health and safety risks related with disposal and handling of hazardous waste	Hoard off the construction site area The contractor should also consider segregation, temporary secure storage before proper final disposal
	Risks to human health and the environment due to handling construction site waste	Provide adequate facilities for the temporary storage of waste oil if any.
	Risks related with COVID-19 pandemic are expected mainly, during operationalization of TA activities	Sensitize all project employees about the signs and symptoms of COVID-19 as well as the ways to control its spread by providing masks and hand sanitizing stations. Screen local employees/contractors for COVID-19 during recruitment. Management of potential COVID-19 cases – in case, any workers develop the above symptoms, isolate them and immediately contact the respective District Health Officers (DHOs) to pick and transport the patients for testing and treatment.
Since the project involves minimal civil works mainly trench digging, there is the potential for chance find of cultural or archeological significance during such activities especially trench digging. There are also potential risks related to intangible cultural heritage, such as disruption to religious/cultural festivity in the community by civil works		Implementers of activities will follow chance Find Procedures included in this ESMF. Provisions related to cultural heritage (including locations of identified sites of cultural significance) are included in PA management plans.

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

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

ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

Principally, environmental screening is intended to ensure that, proposed projects are subjected to appropriate extent and type of environmental assessment (EA) under ESS1 and applicable provisions of other ESS. It is recognized that project investments under Components 1 and could pose localized environmental impacts arising from proposed forest restoration and management activities; as well as small infrastructure development on the boundaries of protected areas. Since these areas are environmentally sensitive, attention to the implementation of appropriate mitigation measures and monitoring is needed. However, the planned works will be carried out using community labor and in very close proximity to selected National Parks, and therefore away from communities. These two facts will significantly reduce the potential risks associated with influx of labor (GBV, VAC, COVID-19, potential fire outbreaks) and those related to health and safety of communities in general. Moreover, both implementing agencies (NFA and UWA), which will provide overall E&S risk management for this project have experience of implementing World Bank financed projects; the most recent one being the Uganda: Investing in Forests and Protected Areas for Climate-Smart Development Project (IDA funded), approved by the World Bank Board in April 2020. Therefore, this assessment concludes that ***risk ratings of moderate are recommended for both environmental and social risks.*** Hence, specific mitigation measures per activity in a manner proportionate to the risks and impacts are recommended in Table 6. These will be complemented overall by capacity-building in environmental and social risk management which is already planned for both UWA and NFA under the IFPA-CD project. UWA and NFA routinely undertake ESMPs consistent with the legal framework and have specialist staff assigned for this purpose as well as staff responsible for community engagement.

CAPACITY BUILDING AND TRAINING

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

MONITORING AND EVALUATION

Overview

The purpose of environmental and social standards monitoring includes:

- a) Ensure that proper appraisals on the effects of project activities takes place and that proper measures are put in place to mitigate the effects;
- b) Set out the basis for compliance and enforcement of terms and conditions for approval;
- c) Design compliance strategies;

- d) Assess compliance with and management of the environment and social safeguards.
- e) Ensure that all stakeholders participate in the Sub-Project processes.

Monitoring

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

ESMF BUDGET AND DISCLOSURE

Financial resources are required to support implementation of this ESMF based on estimates summarized **Table 11-1**. However, the final costs will be confirmed during project appraisal

Table showing indicative ESMF Budget

NO	ITEM	BUDGET(\$USD)
1	Mobilization and sensitization of the communities especially those living in those project areas	15,000
2	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	20,000
3	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESIA's, ESMPs and related safeguard management plans for investments funded from component 1 and 2	15,000
GRAND TOTAL		75,000

ESMF DISCLOSURE

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

1 INTRODUCTION

1.1 Project Background

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

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

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

2 PROJECT DESCRIPTION

2.1 Location of the Project Area

The proposed project will have two components that is Improved management of protected areas and Project monitoring. Geographically, project area management activities will be implemented in selected locations with highest existing pressures, with the focus on the Murchison Falls NP, Queen Elizabeth NP, and Toro-Semliki Wildlife Reserve areas for UWA and the following CFRs for NFA: Budongo, Bugoma, Kasyoha-Kitomi, Kalinzu, and

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

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

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

Specifically, the following activities will be financed:

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

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

This subcomponent will support livelihoods and employment opportunities in forest-adjacent communities, through provision of inputs for alternative livelihoods (both natural resource-based and not) and occupational / vocational training in non-tourism fields (in partnership with NGOs where possible) to create innovative income streams for these communities and support job creation. The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CFM) arrangements under NFA and UWA respectively.

Specifically, the following activities will be financed:

For implementation by NFA:

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

For implementation by UWA:

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

Component 2 – Project monitoring

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

2.3 Project Beneficiaries

The main beneficiaries of the project are Ugandan communities that depend on forest resources in project target landscapes. Support to the natural-resource-based livelihoods and jobs-related training will create gainful employment. The GoU agencies in the natural resources sector and their staff (namely UWA and the NFA) will benefit from improved capacity for service delivery. Project interventions will also enhance ecosystem services from

the landscape, for example, watershed protection, indirectly benefitting downstream water users through improved water flow, better water quality, and reduced soil erosion. The project will support higher inclusion and participation of women, boys, and girls in all activities, recognizing the gender gaps in women's voice and agency in forest management in Uganda. Project activities that are likely to trigger safeguards policies

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

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

2.4 Project Development Objective

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

2.5 The Environmental and Social Management Framework - ESMF

2.5.1 Purpose of ESMF

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

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

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

- a) setting out the principles, rules, guidelines and procedures to assess the environmental and social risks and impacts;
- b) contain measures and plans to reduce, mitigate and/or offset adverse risks and impacts, provisions for estimating and budgeting the costs of such measures, and information on the agency or agencies responsible for addressing project risks and impacts, including on its capacity to manage environmental and social risks and impacts; and

- c) includes adequate information on the area in which subprojects are expected to be sited, including any potential environmental and social vulnerabilities of the area; and on the potential impacts that may occur and mitigation measures that might be expected to be used.

2.5.2 Purpose and scope of the ESMF

The areas of direct intervention, as well the precise scope of project works have not been fully defined. As such, an Environmental and Social Management Framework (ESMF) will be prepared and implemented, including procedures for screening and excluding any intervention that could cause unprecedented environmental and social impacts. The ESMF will be valid for all activities supported by the project, examining the project overall risks and impacts, setting out the principles, rules, guidelines and procedures to assess, mitigate and monitor the environmental and social risks and impacts along the project implementation. Additionally the project will use and comply with the attendant E&S documents such as the Stakeholder Engagement Plan (SEP), Environmental and Social Commitment Plan (ESCP) and Labour Management Plan (LMP) as required by the World Bank Environment and Social Framework of 2017 with due regard to timelines throughout the project life cycle as highlighted in this ESMF.

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

2.5.3 Approach and Methodology in ESMF Preparation

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

2.5.4 Literature Review

Some of the key documents that were reviewed include:

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

2.5.5 Stakeholder and Community Consultations

Direct stakeholder consultations and community meetings were not undertaken given the COVID-19 pandemic lockdown restrictions imposed to curtail spread of the disease. Detailed community stakeholder consultations, engagement and sensitization will be undertaken before commencement of the project activities. Using the guidance provided in the Stakeholder Engagement Plan, preliminary stakeholder and community consultative meetings were conducted through telephone calls, online meetings such as Zoom, and email correspondence with the key stakeholders to document their input in the formulations of this ESMF. However, note that detailed aspects of the stakeholder consultations are covered in detail in the project's SEP as a separate document and some of the stakeholder concerns are detailed in Annex 7

2.5.6 Screening

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

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

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

The key regulations for environmental and social assessment in Uganda include: *The National Environment Act, 2019, and the National Environment (Environmental Impact Assessment) Regulations, 1998*. They both define the role of ESIA as a key tool in environmental management, especially in addressing potential environmental and social risks and impacts at the Pre-project stage. The Regulations define the ESIA preparation process, required contents of an ESIA, and the review and approval process including provisions for public review and comment. The regulations are interpreted for developers and practitioners through the *Guidelines for Environmental Impact Assessment in Uganda (1997)*.

2.6 BASELINE ENVIRONMENTAL AND SOCIAL ASPECTS

2.6.1 Baseline Environmental Information

2.6.1.1 Physical Environment

a) Topography

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

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

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

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

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

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

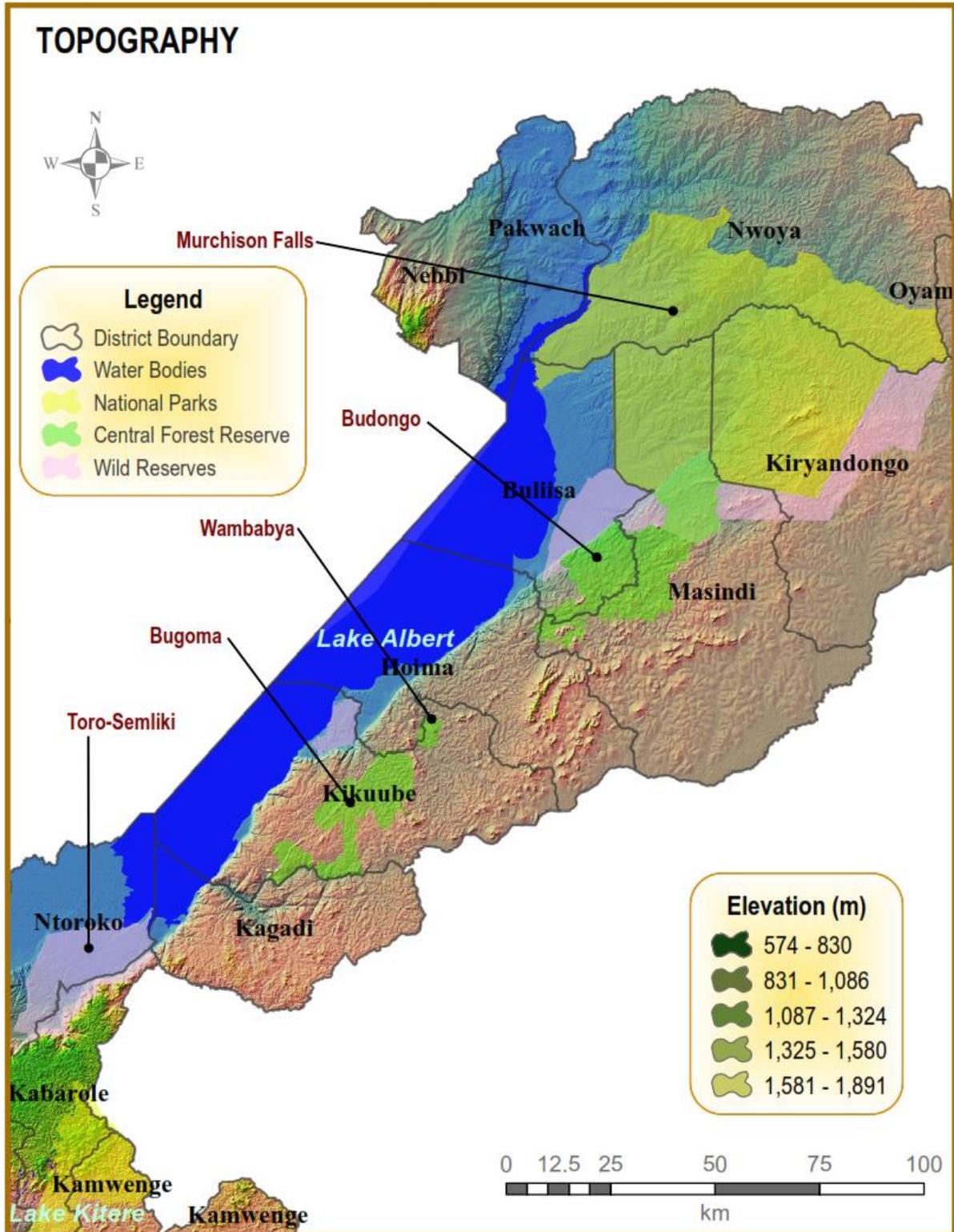


Figure 2-2-Topographic map of project site 1

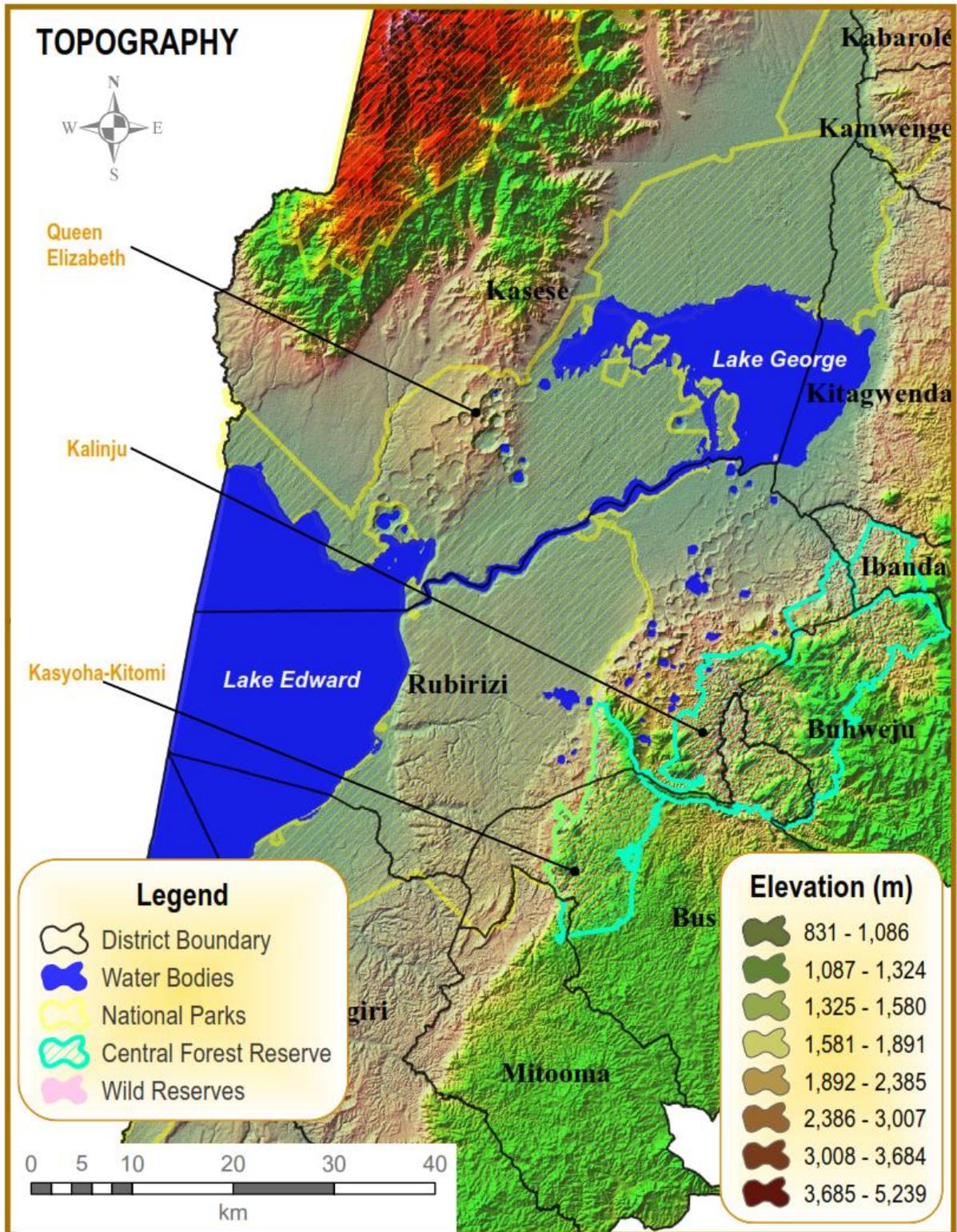


Figure 2-3-Topographic map of project site 2

b) Soils & Geology

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

c) Hydrology

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

d) Climate

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

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

2.6.2 Biological Environment

e) Fauna

According to Andrew J. Plumptre (2007) the Albertine region is one of the most important regions for biodiversity conservation in Africa. It has a greater variety of vertebrate and invertebrate species than any other region on the continent and therefore contains many high global conservation priority sites harboring a variety of mammals, birds, reptiles, amphibians, and butterfly's species. Some of the globally threatened mammals in the region include eastern gorilla (*Gorilla beringei*), golden monkey and Rwenzori otter shrew. Based on Bird Life International (Stattersfield et al., 1998), Conservation International (CI) and WWF, this region is defined as a 'Global-200' priority ecoregion and part of the Eastern Afrotropical Hotspot in the second global analysis. However, there is a spread of invasive and alien species in the landscape's protected areas in the region like Queen Elizabeth NP. This contributes to the decline in biodiversity rising due to wildlife movement in search for food causing more frequent and dangerous encounters with communities and hence increasing human wildlife conflict.

f) Flora

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

g) Protected Areas

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

h) Forests

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

Central Forest Reserves (CFRs) in Uganda fall in two main categories namely those for production and those for protection. Production forests which include savanna bushland and grassland areas were gazetted for supply of forest products and future development of industrial plantations. The protection forests include all the tropical high forests, savanna woodlands and/or grasslands that protect watersheds and water catchments, biodiversity, ecosystems and landscapes that are prone to degradation under uncontrolled human use. The National Forestry Authority has characterized CFRs according to the following criteria: i) CFRs of ecological value (watershed protection, protection of water bodies and river courses); ii) CFRs of biodiversity importance; iii) CFRs with tropical high forest; iv) CFRs of importance for industrial plantations (especially timber and plywood). In this case the targeted CFRs are: Budongo, Bugoma and Wambabya CFRs in Budongo systems Range and Kalinzu and Kasyoha-Kitomi CFRs in South West Range for the NFA. These are managed by the NFA.

i) Ecosystems and Land Cover

The Project area is not only important for biodiversity but also for the ecological processes and ecosystem services. In Budongo, Wambabya Bugoma, Kasyoha kitomi and Kalinzu central forest reserves, the savanna parks contained

some of the highest biomasses of large mammals recorded on earth in the 1960s. The Albert Nile serves as the main river within the area and has many tributaries starting at the outflow of Lake Albert and follows the western arm of the East African Rift Valley into South Sudan, where it joins the Aswa River and becomes the Bahr el Jebel or White Nile River and hence supports the land cover of the area as well as a resource that enhances social economic activities.

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

Bugoma forest covers 365 km², partially demarcated by cut lines and direction trenches, but these have received little or no maintenance over the past decade or more. The reserve is isolated from other protected areas by land that has already been settled or is earmarked for settlement. **Kasyoha-Kitomi** forest reserve covers 399 km², demarcated since the boundaries were finally re-aligned in 1965, by rivers and streams and cut-lines marked at the corners by cairns and direction trenches.

j) National Parks

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

2.7 Socio-economic Environment

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

2.7.1 Population trends

The combined population living within the project area is approximately 1,670,582 with 830,957 males and 839,625 females for project site one and a combined population of 914,636 with 444,856 males and 469,780 respectively for project site two. With a projected population growth rate of 3.6%, encroachment on forest reserves is inevitable which requires guided interventions to secure the natural resources.

Table 2-1: Population trend in the districts traversed by this project.

Table 2-2-Project site 1

District	Sub-county (2014)	Males	Females	Population
Buliisa	Biiso	8125	8470	16595

Buliisa	Buliisa	8390	8640	17030
Buliisa	Buliisa TC	3812	3473	7285
Buliisa	Butiaba	16554	12627	29181
Buliisa	Kigwera	7113	6899	14012
Buliisa	Kihungya	5857	6454	12311
Buliisa	Ngwedo	8225	8930	17155
Bundibugyo	Kasitu	10164	10833	20997
Bundibugyo	Kirumya	5291	5753	11044
Bundibugyo	Ngamba	5280	5387	10667
Hoima	Bugambe	15284	14831	30115
Hoima	Bujumbura	10850	11954	22804
Hoima	Buseruka	22105	20913	43018
Hoima	Kabwoya	32239	30879	63118
Hoima	Kigoroby	33772	34630	68402
Hoima	Kigoroby TC	2732	3135	5867
Hoima	Kitoba	17646	17694	35340
Hoima	Kiziranfumbi	17832	17758	35590
Hoima	Kyabigambire	20972	20152	41124
Hoima	Kyangwali	49598	47768	97366
Kabarole	Hakibale	18703	18031	36734
Kabarole	Kicwamba	17591	17509	35100
Kabarole	Kyaitamba	5668	5039	10707
Kibaale	Burora	6388	6763	13151
Kibaale	Kiryanga	12316	12306	24622
Kibaale	Kyakabadiima	4428	4981	9409
Kibaale	Kyaterekera	11708	12331	24039
Kibaale	Kyenzige	7831	8406	16237
Kibaale	Mabaale	10304	11010	21314
Kibaale	Mpeefu	19047	20154	39201
Kibaale	Ndaiga	4599	4224	8823
Kibaale	Paacwa	7876	8188	16064
Kibaale	Rugashari	7759	8095	15854
Kibaale	Ruteete	8918	9054	17972
Kiryandongo	Bweyale	15178	16432	31610
Kiryandongo	Kigumba	22667	22612	45279
Kiryandongo	Kigumba TC	8934	9764	18698
Kiryandongo	Kiryandongo	40661	39705	80366
Kiryandongo	Kiryandongo RSC	6507	6975	13482
Kiryandongo	Kiryandongo TC	2939	2997	5936
Kiryandongo	Masindi Port	4745	4307	9052
Kiryandongo	Mutunda	31910	31855	63765

Masindi	Budondo	24843	26717	51560
Masindi	Karujubu	14948	12862	27810
Masindi	Pakanyi	30003	30159	60162
Nebbi	Pakwach	11068	11994	23062
Nebbi	Pakwach TC	10499	11861	22360
Nebbi	Panyimur	15121	15446	30567
Ntoroko	Butungama	5176	4871	10047
Ntoroko	Bweramule	3086	3177	6263
Ntoroko	Kanara	6640	7135	13775
Ntoroko	Kanara TC	3990	3867	7857
Ntoroko	Karugutu	3206	3092	6298
Ntoroko	Karugutu TC	4981	5258	10239
Ntoroko	Nombe	3979	4091	8070
Ntoroko	Rwebisengo	2347	2235	4582
Ntoroko	Rwebisengo TC	1366	1622	2988
Nwoya	Anaka (Payira)	5400	5897	11297
Nwoya	Anaka TC	6462	7027	13489
Nwoya	Koch-Goma	17558	18091	35649
Nwoya	Purongo	13556	13746	27302
Oyam	Aber	16770	17610	34380
Oyam	Kamdini	19878	21327	41205
Oyam	Minakulu	18299	19754	38053
Oyam	Myene	13263	13868	27131

Table 2-3- Project site 2

District	Sub-county (2014)	Males	Females	Population
Buhweju	Bihanga	7164	7337	14501
Buhweju	Burere	9661	10006	19667
Buhweju	Engaju	9405	10068	19473
Bushenyi	Bitooma	6610	6900	13510
Bushenyi	Kyamuhunga	17733	18233	35966
Ibanda	Kicuzi	7908	8474	16382
Kamwenge	Buhanda	11775	12759	24534
Kamwenge	Kahunge	17703	19098	36801

Kamwenge	Kamwenge	10918	12039	22957
Kamwenge	Kamwenge TC	9514	9726	19240
Kamwenge	Kanara	6640	7135	13775
Kamwenge	Kicheche	13023	13860	26883
Kamwenge	Mahyoro	14566	14700	29266
Kamwenge	Ntara	14028	15135	29163
Kamwenge	Nyabbani	10526	11442	21968
Kanungu	Kihiihi	8656	9218	17874
Kanungu	Nyamirama	9123	9872	18995
Kasese	Central	41107	38682	79789
Kasese	Karusandara	5975	5915	11890
Kasese	Katwe-Kabatoro	3297	3114	6411
Kasese	Kisinga	19346	21285	40631
Kasese	Lake Katwe	11881	11678	23559
Kasese	Muhokya	9607	9924	19531
Kasese	Mukunyu	15102	16752	31854
Kasese	Nyakatonzi	14746	16090	30836
Kasese	Nyakiyumbu	2595	2425	5020
Kasese	Nyamwamba	26865	29944	56809
Mitooma	Bitereko	13065	14822	27887
Mitooma	Kiyanga	9721	10638	20359
Rubirizi	Katanda	9010	9944	18954
Rubirizi	Katerera	4901	5490	10391
Rubirizi	Katerera TC	4419	4782	9201
Rubirizi	Katunguru	2325	1684	4009
Rubirizi	Kicwamba	17591	17509	35100
Rubirizi	Kirugu	5418	5903	11321
Rubirizi	Kyabakara	6053	6583	12636
Rubirizi	Magambo	5491	6016	11507
Rubirizi	Rubirizi	3790	4350	8140
Rubirizi	Rutoto	6069	7074	13143
Rubirizi	Ryeru	6113	7179	13292
Rukungiri	Bwambara	15416	15995	31411

2.7.2 Education and literacy

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

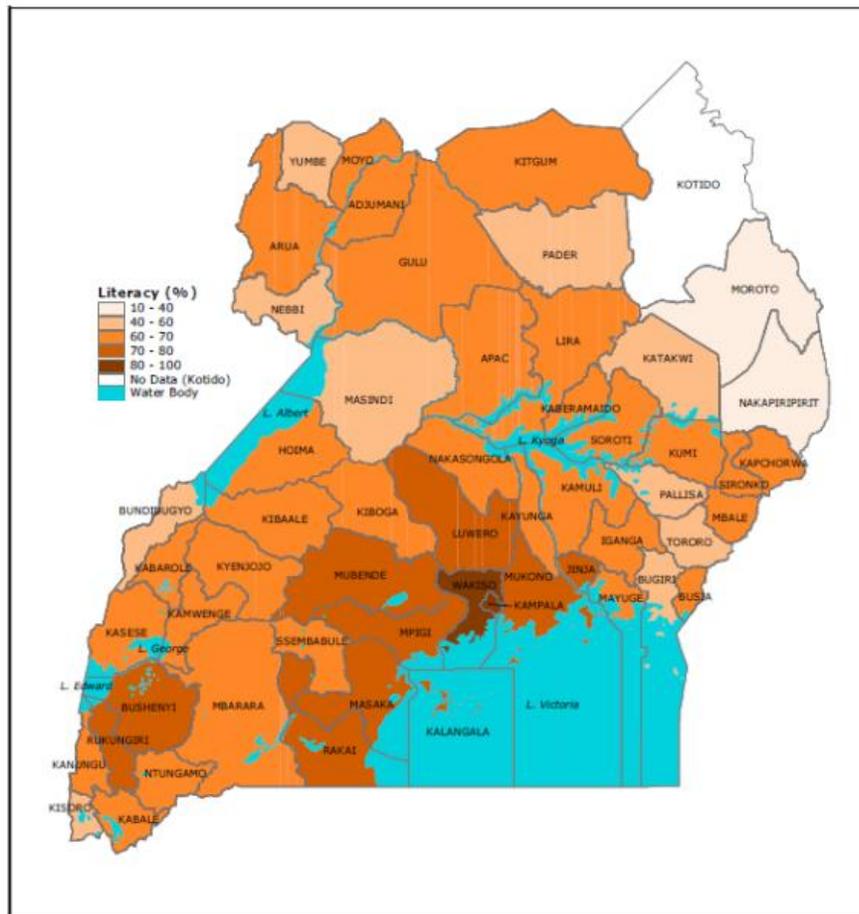


Figure 2-4: Literacy levels in Uganda

2.7.3 Economic activities

2.7.4 Agriculture

The economy of Uganda is primarily based on the agricultural sector, with over 70 percent (UBOS, 2014) of the working population being employed by the sector. Agricultural exports account for over 45 percent of the total export earnings with coffee, tobacco and fish continuing to be the main export commodities that bring in foreign exchange. In the project area/districts, major food crops grown include cereal crops such as; maize, finger millet, sorghum, rice, pearl millet and wheat in that order of importance. Other than wheat, these crops provide staple food for well over 50% of the population⁷. Maize is grown in most parts of Uganda but most intensely in western in (Masindi, Kamwenge, Kyenjojo, Kabarole whole wheat is also grown in Nebbi albeit in small quantities. Cash crops include coffee, cotton and sugar cane. Fruits and vegetables include tomatoes, paw paws, avocados, mangoes, oranges, limes, onions and cabbages.

⁷ <http://www.yieldgap.org/uganda>

2.7.5 Farming systems

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

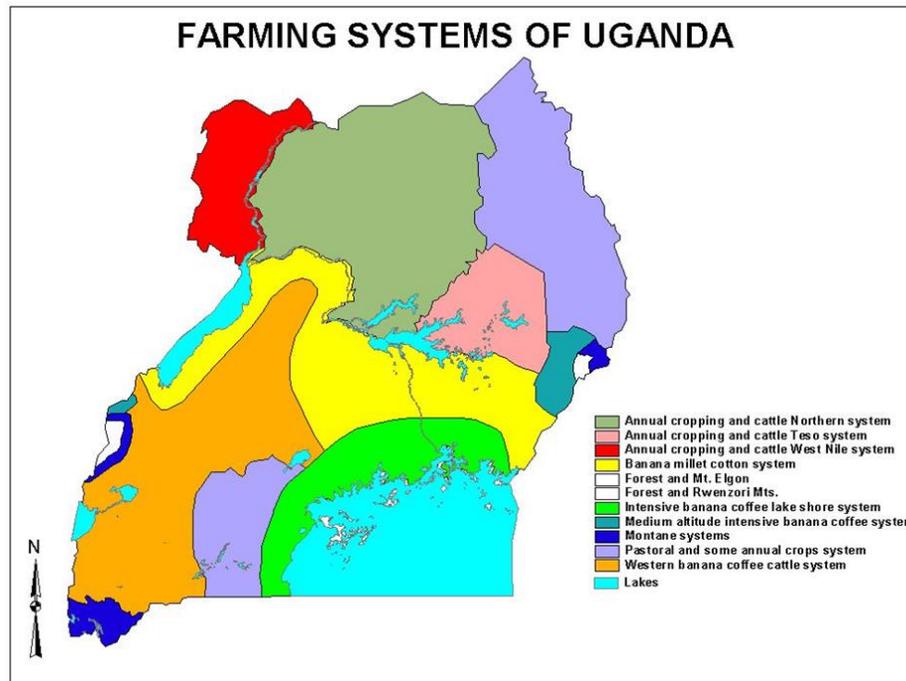


Figure 2-5: Farming systems in Uganda

2.7.6 Settlement Patterns

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

2.7.7 HIV/AIDs prevalence

The prevalence of HIV among adults aged 15 to 64 in Uganda is 6.2%: 7.6% among females and 4.7% among males. This corresponds to approximately 1.2 million people aged 15 to 64 living with HIV in Uganda. HIV prevalence is higher among women living in urban areas (9.8%) than those in rural areas (6.7%). According to UPHA, (2017),

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

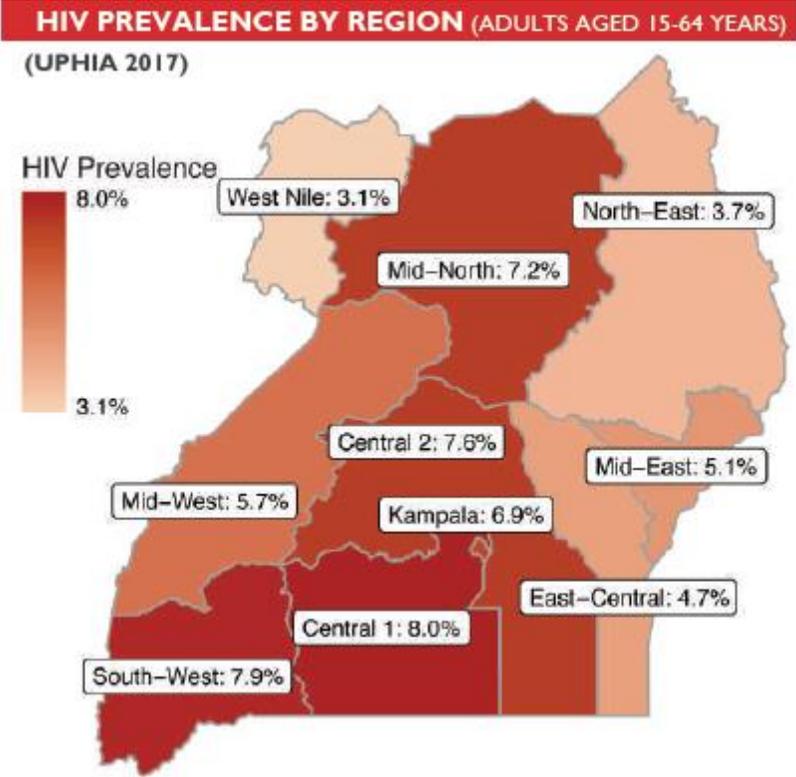


Figure 2-6: HIV/AIDS prevalence by region

2.7.8 Prevalence of child labour in Uganda

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

2.7.9 Land Management

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

2.7.10 Land Holding and Tenure System

Uganda's formal land tenure system was initially established by the British during that country's colonial time. Since independence (1962), Uganda has reformed its formal legislation regarding property rights several times. The most recent is the 1998 Land Act. In addition to modifications in formal law, other processes have influenced land tenure systems. The Land Act principally addresses four issues namely; holding, control, management and land disputes. As regards tenure, the Act repeats, in Section 3, provisions of Article 237 of the Constitution which vests all land in the citizens of Uganda, to be held under customary, freehold, mailo⁸ or leasehold tenure systems. However, the Land Act provides for acquisition of land or rights to use land for execution of public works. Land holding in Central Uganda is predominantly Mailo mainly inhabited by smallholders under customary and in other parts of Uganda the land tenure is predominantly customary and freehold.

2.7.11 Culture and religion

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

3 POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

This section summarizes applicable policy, legal and administrative framework within which, this ESMF has been prepared. Both the World Bank ESSs and the relevant GoU legislation are summarized although there still exist

⁸ The Mailo Land Tenure System is where land is registered and owned in eternity or perpetuity with its holder having a land title for it. This land tenure in Uganda has its basis from the allocation of land pursuant to the 1900 Uganda Agreement, subject to legislative qualifications. Land in Uganda held under mailo tenure is mainly confined to the Central region of Uganda. The system confers freehold granted by the colonial government in exchange for political co-operation under the 1900 Buganda Agreement.

some gaps between the two. According to Uganda's Country Environment and Social Systems Analysis Report, several major legal, policy, and institutional reforms are currently underway to address these gaps. When these reforms are complete, the legal, policy, and regulatory frameworks governing environment and social risk management in Uganda will have been comprehensively transformed.

3.1 THE POLICY FRAMEWORK

3.1.1 The National Environment Management Policy-NEMP, 1994

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

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

3.1.2 Forest Policy, 2001

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

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

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

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

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

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

3.1.4 The National HIV/AIDS Policy, 2004

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

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

3.1.5 The National Cultural Policy, 2006

The National Culture Policy, 2006 complements, promotes, and strengthens the overall development goals of the country. Its specific objectives include amongst others, the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. This ESMF outlines how the project will take cognizance of and avoid impacts on cultural heritage during implementation of project activities. In addition, Chance Finds Procedures (attached in Annex 5) are included in case tangible cultural heritage / artefacts are unexpectedly encountered during implementation of project activities such as excavation, earthworks, to ensure their protection and conservation.

3.1.6 The Occupational Health and Safety Policy, 2006

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

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

3.1.7 The Uganda Gender Policy, 2007

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

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

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

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

- Reducing rates of GBV incidences reported by GBV Intervening stakeholders;

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

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

3.2 National Legal Framework

3.2.1 The Constitution of the Republic of Uganda, 1995

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

3.2.2 The National Environment Act, 2019

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

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

3.2.3 National Forestry and Tree Planting Act, 2003

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

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

3.2.4 The Land Act, Cap 227

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

3.2.5 The Occupational Safety and Health Act, 2006

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

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

3.2.6 The Employment Act, 2006

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

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

3.2.7 Local Government (Amendments) Act 2010

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

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

3.2.8 The Plant Protection Act (Cap 31)

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

3.2.9 Historical Monument Act, 1967

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

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

3.2.10 The Wildlife Act (2019)

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

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

3.3 NATIONAL ENVIRONMENT REGULATIONS

3.3.1 Environmental Impact Assessment Regulations, 1998

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

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

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

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

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

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

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

3.3.5 National Population Council Act 2014

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

3.4 INSTITUTIONAL FRAMEWORK

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

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

Institution	Roles in the Project	Remarks
NFA	<ul style="list-style-type: none">Implement forestry activities in and around central forest reservesMonitors and reports on activities	NFA leads activities within CFRs. Responsible for implementation of activities in components that fall under NFA mandate.
UWA	<ul style="list-style-type: none">Implement national parks and wildlife	Responsible for implementation of activities in

Institution	Roles in the Project	Remarks
	reserves activities <ul style="list-style-type: none"> • Monitors and reports on activities 	and around NPs and wildlife reserves in components that fall under UWA mandate.
<i>Local Government Level (District, Sub-Count, Parish and LCI)</i>	<ul style="list-style-type: none"> • Supporting in supervision, advisory, coordination and planning of Project relevant activities • Liaise with the agencies on Project implementation • Providing technical personnel for review and assessing compliance, learning lessons, and improving future of Project • Handle issues and supervise issues of integration/mainstreaming of gender, ethnic minority and marginalized group involvement in all Project activities 	Work in close cooperation with other agencies on issues of: grievance, training, reviews, integration/mainstreaming of gender, ethnic minority and marginalized group and progress reporting and communication. Lead in activities supporting local forest reserves, forest outside protected areas, erosion control measures and household energy interventions.
<i>Collaborative Forest Management Groups (CFM)</i>	<ul style="list-style-type: none"> • Review, re-negotiation, and signing of expired CFM agreements using the same terms as in the previously negotiated agreements (with approximately 10 groups around Bugoma, Kasyoha-Kitomi, and Budongo CFRs). • Support to development of bee-based value chain within 10 CFM groups, including provision of inputs and training of the communities on bee keeping, value addition, and business skills. • Support to communities for establishment of commercial tree nurseries, using mixed tree and fruit species (10 CFM groups). • Promotion and support to craft making projects among women groups, including training of women groups on craft making and business skills and provision them with craft inputs. 	The project will work through established community groups under the Collaborative Forest Management (CFM) and Collaborative Resource Management (CFM) arrangements under NFA and UWA respectively.
<i>Collaborative Resource Management Groups (CRM)</i>	<ul style="list-style-type: none"> • Support established CRM groups with alternative wood and nutritional requirements, through establishment of mixed tree and fruit nursery in each PA for free seedling distribution and provision of inputs and training on rabbit farming; • Training of approximately five CRM groups in honey packaging and marketing from each PA. 	Will support overall project management and monitoring, environmental and social risk management, financial management and procurement, including cost of field supervision by UWA and NFA headquarters staff.

Institution	Roles in the Project	Remarks
	<ul style="list-style-type: none"> • Training of approximately two CRM groups from each PA in wood craft designs and market dynamics. • Training of 20 CRM group members from each PA in income generating practical skills like soap and candle making. 	

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

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

Environmental and Social Standard	Triggered/Not Triggered	Remarks
ESS1 Assessment and Management of Environmental and Social Risks	Triggered	Assessment and management of Environmental and Social risks and impacts. This Project will create Environment and Social risks considering the baseline Environment and Social fabrics that will be affected directly and indirectly. Mitigation measures will be proposed for both Environment Impacts that will be caused
ESS2 Labor and Working Conditions	Triggered	Since the project involves some civil works and use of community based labour, it recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Therefore, the Borrowers are expected to promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.
ESS3 Resource Efficiency and Pollution Prevention and Management	Triggered	Implementation activities such as civil works will contribute to both dust, and air pollution although minimal. This project through ESMP will take efforts to determine the baseline levels of the Environment for purposes of monitoring through the project life cycle.
ESS4 Community Health and Safety	Triggered	The project should addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable

Environmental and Social Standard	Triggered/Not Triggered	Remarks
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Not Triggered	There will be no Land acquisition
ESS6 Bio diversity Conservation and Sustainable Management of Living Natural Resources	Triggered	The project impact on the vegetation cleared during implementation will affect habitats for biodiversity. In respect to the ESS6 standards, efforts will be taken to protect and conserve biodiversity and their habitats. Mitigation measures to promote sustainable development will be proposed for implementation during project construction and implementation phases through the Environment and Social Impact Statement.
ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Not triggered	No known Indigenous Peoples exist in the project area.
ESS8 Cultural Heritage	Triggered	A systematic procedure for protection and treatment of discovered artefacts during project implementation will be taken according to the Ugandan cultural and national requirements, and an adequate provision for handling of chance finds will be included in all contracts for civil works. Workers will be instructed to remain vigilant during excavation works, identify chance finds immediately and alert the site foreman.
ESS9: Financial Intermediaries	Not triggered	This ESS is not triggered because the project works do not involve FIs
ESS10: Stakeholder Engagement and Information Disclosure	Triggered	The project will have an effective stakeholder engagement among all the relevant stakeholders in order to improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

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

Uganda is a signatory to several international instruments on environmental management. These are summarized in Table 3-3 below.

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

Convention	Objective
The African Convention on the Conservation of Nature (1968)	To encourage individual and joint action for the conservation, utilization and development of soil, water, flora and fauna for the present and future welfare of mankind, from an economic, nutritional, scientific, educational,

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

3.6 World Bank Environmental and Social Framework

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

Table 3-4 Key provisions of relevant ESSs

ESS Scope/Objective	Description of ESS
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts	
<ul style="list-style-type: none"> - identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. - To adopt a mitigation hierarchy approach to: <ul style="list-style-type: none"> (a) Anticipate and avoid risks and impacts (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) Where significant residual impacts remain, 	The standard provides guidance on assessing the Project's potential environmental and social risks and impacts and addressing potential impacts through planning and mitigation hierarchy approach.

<p>compensate for or offset them, where technically and financially feasible.</p>	
<p>ESS2: Labour and Working Conditions</p>	
<ul style="list-style-type: none"> - To promote safety and health at work, fair treatment, non-discrimination and equal opportunity of project workers including vulnerable workers such as women, persons with disabilities, children - To prevent the use of all forms of forced labor and child labor. • To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law. • To provide project workers with accessible means to raise workplace concerns. 	<p>ESS2 promotes the fair treatment, non-discrimination and provision of equal opportunities for workers engaged on projects it supports. It strongly encourages protection of all project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers and primary supply workers, as appropriate. It provides certain requirements that the project must meet in terms of working conditions, protection of the work force (especially the prevention of all forms of forced and child labour), and provision of a grievance mechanism that addresses concerns on the project promptly and uses a transparent process that provides timely feedback to those concerned.</p>
<p>ESS3: Resource Efficiency and Pollution Prevention and Management</p>	
<p>To achieve the sustainable use of resources, including energy, water and raw materials, as well as implement measures that avoids or reduces pollution resulting from project activities and to minimize and manage the risks and impacts associated with pesticide use.</p>	<p>The ESS3 provides requirements for projects to achieve the sustainable use of resources, including energy, water and raw materials, as well as implement measures that avoids or reduces pollution resulting from project activities. The standard places specific consideration on hazardous wastes or materials and air emissions (climate pollutants) given that the current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of present and future lives.</p>
<p>ESS4: Community Health and Safety</p>	
<ul style="list-style-type: none"> - To anticipate and avoid adverse impacts on the health and safety of project affected communities during the project life-cycle from both routine and nonroutine circumstances. - To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams. - To ensure that safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities. 	<p>This standard recognizes that project activities, project equipment and infrastructure increase the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus recommends that projects implement measures that avoids or limits the occurrence of such risks. It provides further requirements or guidelines on managing safety, including the need for projects to undertake safety assessment for each phase of the project, monitor incidents and accidents and preparing regular reports on such monitoring. ESS4 also provides guidance on emergency preparedness and response.</p>
<p>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	
<ul style="list-style-type: none"> - To protect and conserve biodiversity and habitats. • To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity. - To promote the sustainable management of living 	<p>ESS6 promotes the conservation of biodiversity or natural habitats. and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that</p>

<p>natural resources.</p> <ul style="list-style-type: none"> - To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities. 	<p>address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation.</p>
ESS8: Cultural Heritage	
<ul style="list-style-type: none"> - To protect cultural heritage from the adverse impacts of project activities and support its preservation. - To address cultural heritage as an integral aspect of sustainable development. - To promote meaningful consultation with stakeholders regarding cultural heritage. - To promote the equitable sharing of benefits from the use of cultural heritage. 	<p>This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities. It addresses physical or tangible cultural resources, which are defined as movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Physical cultural resources may be in urban or rural settings, and may be above or below ground, or underwater. It also addresses intangible cultural heritage such as practices, representations, expressions, instruments, objects and cultural spaces that communities recognize as part of their cultural heritage. Projects involving significant excavations, demolition, movement of earth, flooding, or other environmental changes are to take cognizance of this standard in the ESMF.</p>
ESS10: Stakeholder Engagement and Information Disclosure	
<ul style="list-style-type: none"> - To establish a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties. To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be taken into account in project design and environmental and social performance - To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life-cycle on issues that could potentially affect them. - To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format. - To provide project-affected parties with accessible and inclusive means to raise issues and grievances, and allow Borrowers to respond to and manage such grievances. 	<p>ESS10 seeks to encourage open and transparent engagement between the Borrower and the project stakeholders (project-affected parties) throughout the project life cycle. The standard establishes a systematic approach to stakeholder engagement that potentially helps the Borrower to identify stakeholders and build and maintain a constructive relationship with them, as well as disclose information on the environmental and social risks and impacts to stakeholders in a timely, understandable, accessible and appropriate manner and format. It recommends that stakeholder engagements are commenced as early as possible in the project development process and continued throughout the lifecycle of the Project. This allows for stakeholders' views to be considered in the project design and environmental and social performance. The Borrower is also expected to implement a grievance mechanism to receive and facilitate resolution of concerns and grievances.</p>

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

World Bank ESS provisions	National Instruments Legal provisions	Gaps identified in the two	How the gaps have been addressed (if applicable)
ESS 1: Assessment and Management of Environmental & Social Risks and Impacts	<p>Constitution (1995) requires GOU to ensure environmental protection & provides Ugandans a right to clean & healthy environment.</p> <p>National Environment Management Policy (1994) calls for sustainable development that maintains and enhances environmental quality & resources to meet needs of present & future generations.</p>	<p>Component 1 under project is likely generate environmental and social risks and impacts. Social risks and impacts may arise from influx of labor for potential employment during refurbishment activities, the risk of spreading HIV/AIDS and COVID-19 among project workers and local communities, potential for gender based violence (GBV), impact on indigenous peoples and local communities, and inadequate grievance redress mechanism (GRM). These activities detail the need to conduct environmental and social assessment to determine the specific risks and impacts, and measures to mitigate them consequently triggering the ESS1.</p>	<p>By preparing the ESMF, the gap that exists for the projects whose activities and locations are not known is bridged</p>
ESS 2: Labor and Working Conditions	<p>National Industrial Policy 2008 provides strategies for OHS.</p> <p>Workers Compensation Act, 2000 provides for the provision of financial compensation for work related injury or illness.</p> <p>Occupational Safety and Health Act of 2006 consolidates, harmonizes and updates the law relating to occupational</p>	<p>There is still no policy to guide its implementation of the Occupational Safety and Health Act (2006). This, along with the poor staffing and funding of MoGLSD, has left many workers in unsafe working conditions.</p>	<p>The project has followed ESS2 and developed labour management procedures with relevant provisions to bridge the gap.</p>

World Bank ESS provisions	National Instruments	Legal	Gaps identified in the two	How the gaps have been addressed (if applicable)
	safety and health.			
ESS 3: Pollution Prevention and Resource Efficiency	Environment Management Act (1996) Environmental Management (Waste Management and Sanitation) Regulations (2008) NEA 2019, Section 5 (d) includes the principle that there shall be "optimum sustainable yield in the use of renewable natural resources" 2011 EIA Guidelines for water resources related projects assist planners, developers, practitioners safeguarding water resources through EIAs.		Pollution remains a significant problem throughout Uganda (air, soil, water and noise). As with most other safeguards, adherence to best practice is relatively good for bank or donor funded projects, and those of stock-exchange listed companies, but poor when it comes to smaller proponents, many government projects and where contractors from some countries are involved.	The project will follow provisions of ESS3 on resource efficiency in its activities to ensure compliance with the requirements.
ESS 4: Community Health and Safety) Safety, Health, and Environmental issues are included in the Occupational	Occupational Safety and Health Act, No 9 of 2006 and the Workers Compensation Act, No 8 of 2000.		Health and safety issues are generally taken care of in World Bank and donor funded projects, but less so otherwise	The project has included identification of community health and safety risks and mitigation measures in its environmental and social screening process and the labour management procedures
ESS 6: Biodiversity Conservation & Sustainable Management of Living Natural Resources	Environment Management Act (1996) Parks and Wildlife Act (1997) National Biodiversity Strategic Action Plan		Implementation is variable – good in the case of donor or Bank funded projects, but modest to poor otherwise. Even though screening of projects is undertaken by NEMA at an early stage to identify potential biodiverse areas, political interference puts certain natural habitats at risk especially wetlands and forests.	Mitigation hierarchy is explicitly required by the NEA (2019) (section 5.2(j) and further elaborated (section 115) - (avoid, minimize, restore, offsets)
ESS 10: Stakeholder Engagement & Information Disclosure	When consultations are held, explanations must be given in a form, manner and language		Gap - There are no explicit provisions for consultations and disclosure	The project has followed ESS5 and developed SEP procedures with relevant provisions to bridge the

World Bank ESS provisions	National Instruments provisions	Legal	Gaps identified in the two	How the gaps have been addressed (if applicable)
	understandable affected people	to		gap.

3.7 WORLD BANK POLICY ON DISCLOSURE OF INFORMATION

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

Environmental and social guiding documents that will be disclosed include:

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

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

4 STAKEHOLDER CONSULTATIONS AND DISCLOSURE

4.1 Overview

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

4.2 Objectives of stakeholder consultations

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

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

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

4.3 Engagement with stakeholders

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

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

The SEP was developed as an instrument for mapping and prioritizing stakeholders across levels and regions; for guiding or managing the planned information disclosure or communication and consultation processes with identified stakeholders during the development of ESMPs, as well as the project implementation. The SEP as a tool also allows for stakeholder consultation as two-way process including managing the feedback process⁹.

. The objectives of the SEP include the following:

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

⁹Meaningful consultation is understood as a two-way process, where stakeholder engagement should meet the following criteria: (a) Begins early in the project planning process to gather initial views on the project proposal and inform project design; (b) Encourages stakeholder feedback, particularly as a way of informing project design and engagement by stakeholders in the identification and mitigation of environmental and social risks and impacts; (c) Continues on an on-going basis, as risks and impacts arise; (d) Is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timeframe that enables meaningful consultations with stakeholders in a culturally appropriate format, in relevant local language(s) and is understandable to stakeholders; (e) Considers and responds to feedback; (f) Supports active and inclusive engagement with project-affected parties; (g) and is free of external manipulation, interference, coercion, discrimination, and intimidation; and (h) Is documented and disclosed by the Borrower.

4.4 Future Consultations

4.4.1 Issues for Consultation

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

4.4.2 Consultation during Mobilization and Sensitization

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

4.4.3 Ongoing Consultations

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

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

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

4.4.4 Consultation of Special Disadvantaged or Vulnerable Groups

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

Consequently, interest in the project will therefore vary among different vulnerable groups (and individuals) in the respective communities where the specialized equipment is going to be installed and may be affected differently. As such, it will be pertinent to keep the variations in interests in mind during the consultation process, and in some cases, it may be more appropriate to consider the needs and views of different vulnerable groups as opposed to the whole community. The consultative and communication strategy has to lay special emphasis on the participation of vulnerable groups where applicable in decision making throughout entire project planning, implementation and

evaluation. This is because, consultations require time and an effective system of communication amongst interested parties to ensure that it adequately deals with their needs, priorities, and preferences. This will be best achieved through discussions in focus groups specific to each category. Where participation of certain group of people in community meetings is difficult, due for example to geographical distance or social segregation, other methods such as door-to-door visits, structured and unstructured interviews, separate community meetings or other participatory techniques will be considered. Local languages should be used, and efforts should be made to include all community members.

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

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

4.4.5 Some of the Preliminary Key Stakeholder Concerns and views

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

4.5 STAKEHOLDER ENGAGEMENT STRATEGY IN THE CONTEXT OF COVID-19

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

Use of channels and influential social structures

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

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

Physical distancing.

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

5 GRIEVANCE REDRESS MECHANISM (GRM)

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

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

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

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

6 PROJECT POTENTIAL GENERIC RISKS/IMPACTS AND MITIGATION MEASURES

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

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

The project will support design of civil works in some areas managed by the NFA and UFA and that will be financed through separate investments outside of the project – under the World Bank ESF, these are considered TA activities. When implemented, such TA activities may generate moderate to substantial environmental concerns that include occupational health and safety risks, public nuisance due to presence of debris and air pollution, community health and safety risks related with disposal and handling of hazardous waste and also substantial risks to human health and the environment due to handling construction site waste as shown in Table 5-2.

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

7 ENVIRONMENTAL AND SOCIAL RISK CLASSIFICATION - ESRC

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

- the type of project;
- its location;
- sensitivity of the project;
- scale of the project;
- the nature and magnitude of the potential environmental and social risks and impacts; and
- the capacity and commitment of the Developer/Borrower (including any other entity responsible for the implementation of the project) to manage the environmental and social risks and impacts in a manner consistent with the ESSs.

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

Aspect	High Risk	Substantial Risk	Moderate Risk	Low Risk
Project type, location, sensitivity, scale	Complex large to very large scale in sensitive location(s).	Not as complex; large to medium scale not such sensitive location.	No activities with high potential for harming people or environment; located away from sensitive areas.	Few or no adverse risks and impacts.
Nature & magnitude of risks & impacts, available mitigation	Mitigation unproven: unable to entirely address significant risk; high residual value.	Mitigation more reliable: significant risks but possible to avoid or address.	Easily mitigated: site specific, low magnitude risks.	Nothing to mitigate-no further assessment after screening.
Borrower capacity and commitment	Challenges and concerns about record of	Some concerns about borrower track record, engagement capacity	Sufficient borrower experience, record of accomplishment,	Minimal or negligible risks to and impacts on human populations

	accomplishment regarding E&S issues, significant stakeholder engagement capacity, commitment, track record concerns.	but readily addressed.	stakeholder engagement capacity.	and/or the environment
Context of risk relevant to ES measures	Significant effects on ability to mitigate risk - significant contextual risks outside project control impacting E&S performance and outcomes.	Some effects on ability to mitigate risk-known and reliable mechanisms to prevent or minimize, enforcement could be weak in some respects.	No effects on ability to mitigate risk - no contextual risks with effects on E&S performance	Negligible risk.

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

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

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

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

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

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

<p>capacity building activities for the benefiting communities and also very small civil works related to boundary protection to prevent human wildlife conflict (such as digging of trenches)</p>	<p>workers due to handling working tools for trench excavations; falls in the trenches;</p>	<p>Workers will be sufficiently trained in the safe methods pertaining to their area of work to avoid injuries. There should be provision of first aid equipment on site</p>
	<p>Issues of biological hazards - skin irritation and other infections from plants or animal and snake bites</p>	<p>The project should create awareness on how to deal with encounters with animals, snakebite, among others</p>
	<p>Public nuisance due to presence of debris and air pollution Noise pollution as a result of construction works</p>	<p>-Restrict construction activities to daytime hours only, when noise pollution is least felt. -No activities will be allowed on site beyond 7.00 pm in order to check on the noise pollution much felt at night. -Put in place a code of conduct to be followed by the workforce and avoid causing unnecessary inconvenience to the community. -Provide protective gear to the workforce operating equipment that generates noise.</p> <p>In case of air pollution there should be monitoring of the weather conditions and adjusting the work program as required to respond to dry or windy conditions. Ensure regular maintenance of any mechanized equipment to reduce on the noise And for construction waste such as debris adding waste management should be put in place following 3Rs: reduce, reuse, recycle, plus proper disposal of residual waste</p>
	<p>Community health and safety risks related with disposal and handling of hazardous waste</p>	<p>Board off the construction site area, provision of barricades and warning signs at the site</p> <p>Provision of measures to segregate, safely store, and finally dispose of hazardous waste.</p>
	<p>Risks to human health and the environment due to handling construction site waste</p>	<p>Construct/Provide adequate secondary containment (containment bunds) for any fuel storage facilities.</p>
	<p>Risk due to improper fuel storage</p>	<p>Provide adequate facilities for the temporary storage of waste oil if any.</p>
	<p>Risks related with COVID-19 pandemic are expected mainly, during operationalization of TA activities</p>	<p>Sensitize all project employees about the signs and symptoms of COVID-19 as well as the ways to control its spread. Screen local employees/contractors for COVID-19 during recruitment. Management of potential COVID-19 cases – in case, any</p>

		workers develop the above symptoms, isolate them and immediately contact the respective District Health Officers (DHOs) to pick and transport the patients for treatment and providing masks and sanitizers to the workers
Since the project involves minimal civil works, there is the potential for chance find of cultural or archeological significance during such activities especially trench digging. There are also potential risks related to intangible cultural heritage, such as disruption to religious/cultural festivity in the community by civil works		Implementers of activities will follow chance Find Procedures included in this ESMF. Provisions related to cultural heritage (including locations of identified sites of cultural significance) are included in PA management plans.
Fire and oil spill prevention		Fire will be prevented during decommissioning by ensuring that there is adequate availability of fire extinguishers onsite. Personnel undertaking equipment removal will be trained in fire-fighting practices. All equipment and machines with potential of spilling or leaking oil and fuel will be checked and necessary safeguard procedures developed before their dismantling. If oil spills or leaks occur, control and site clean will be undertaken immediately.

8 ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

Principally, screening is intended to ensure that, proposed project activities are subjected to appropriate extent and type of environmental assessment (EA) under ESS1 and applicable provisions of other ESS. It is recognized that project investments under Component 1 could pose localized environmental impacts arising from proposed forest restoration and management activities; as well as small infrastructure development on the boundaries of protected areas.

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

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

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

- Equip the workers with basic protective equipment such as masks and sanitizers

Assessment and screening process

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

Step 1: Screening of Project Activities

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

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

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

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

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

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

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

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

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

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

The DEC in collaboration with the AEC and community project implementation committee will carry out screening and develop the Environmental and Social Management Plans. Depending on the outcome of the screening exercise in reference to the NEMA EIA guidelines (1998), the ESMPs for small and less risky subprojects will be endorsed by the DEC for implementation. However, for sub projects requiring more detailed ESMPs or an ESIA, due processes of approval will be followed as laid down in the NEMA EIA Guidelines (1998). It is expected that developed Environmental and Social Management Plans will be implemented by the subproject implementation committees with support from the frontline staff and the DEC. The District Environmental Officer will maintain records on number of projects screened, number of projects for which ESMPs were developed and approved, number of projects for which ESMPs are being implemented or were completed.

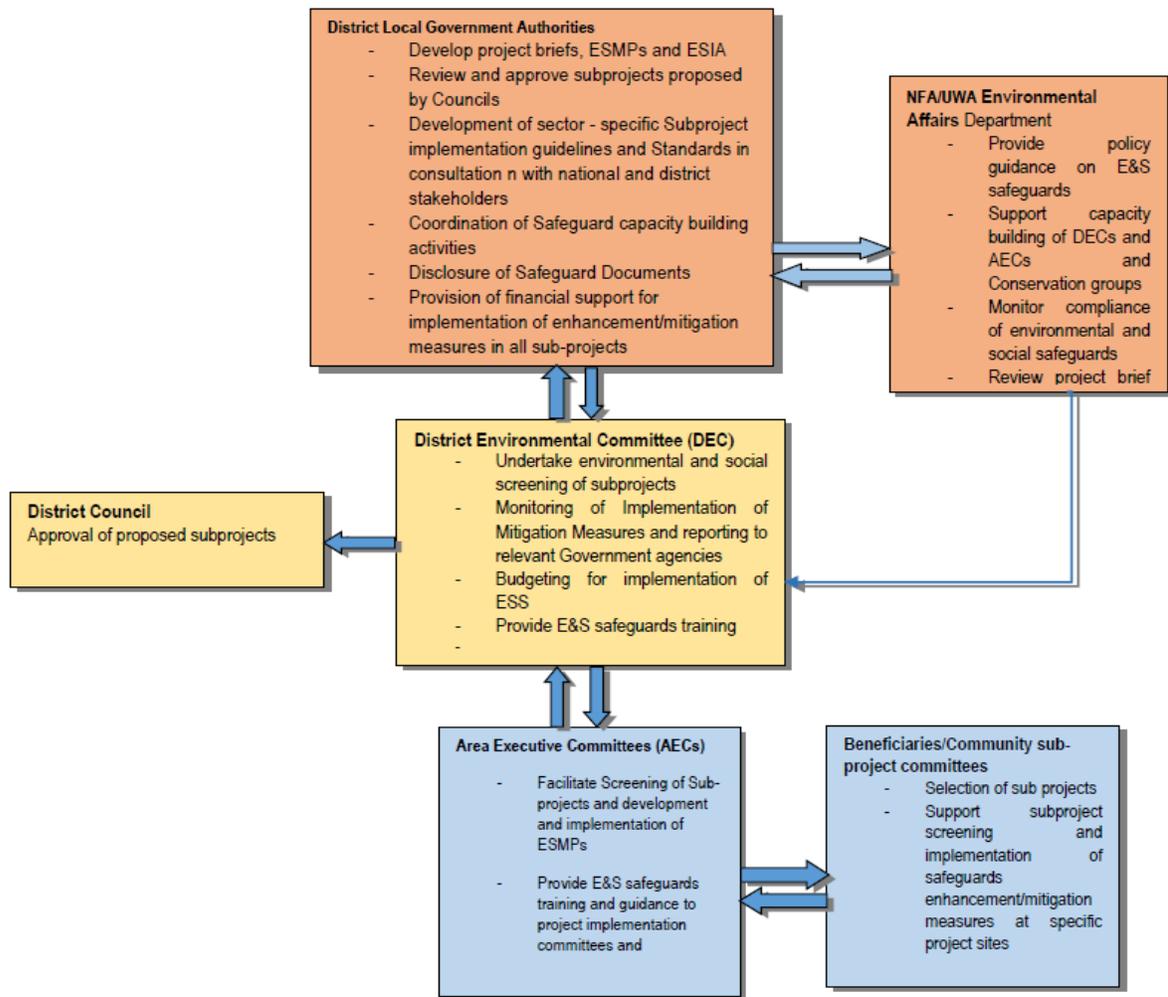


Figure 8-1 Coordination Arrangements for Environmental and Social Assessments

Step 3: Approval and Monitoring

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

For activities which require an ESIA, once the ESIA study is concluded the NFA and UWA will submit three (3) copies of the Environmental Impact Statement (EIS) which includes the social aspects of the assessment to NEMA for their review and approval. Once submitted to NEMA, EIS becomes a public document. Within two (2) weeks from date of receipt of the EIS, NEMA is mandated, if it finds it necessary; to publicize receipt of the EIS, identify the concerned region and stakeholders, the places for inspection of the EIS, and makes copies or summaries of the statement available for public inspection. However since the Bank is supporting this project, public disclosure is mandatory, and should not left to the discretion of NEMA, this must include availability of the document in the affected area, in local

language, with sufficient time to review and submit comments. NEMA also sends copies of the EIS within 14 days from the date on which the EIS was received to relevant agencies and experts for comments. Some of the key agencies in this Project include; NFA, UWA, MTWA, and MoLGSD amongst others. Public comments and/or objections are submitted to NEMA within 3 weeks of receipt of the EIS. It is, therefore, government policy to have the Statement disclosed by NEMA during the review process but the level of disclosure is at the discretion of NEMA.

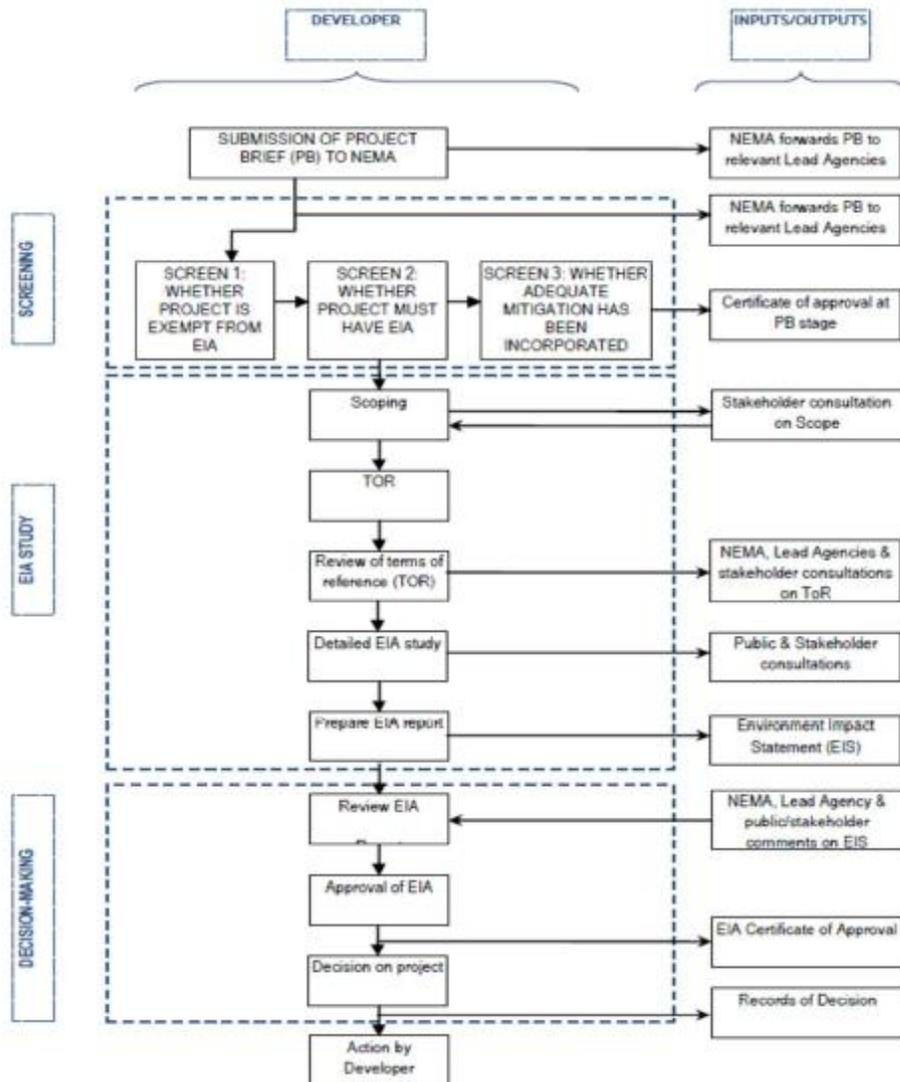


Figure 8-2: Schematic flow of EIA process in Uganda

Integration of environmental and social provisions in tendering documents

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

8.1.1 Construction Contractor

The Contractor will be responsible for on-field implementation of the ESMP. All the required liabilities under the World Bank guidelines and applicable GoU laws will be fulfilled by the construction contractor at the project sites. Contractor ESMP approved by the client will be an integral part of the contract documents and details will also be included in the bid to address the budget for environmental and social safeguards. Contractor will hire requisite staff to ensure compliance of ESMP. PCU and the consultant will ensure that the following plans form a part of the ESMP taking into account that the measures should be proportionate to the project risks Plan.

The Contractor will ensure that the proposed project activities are in compliance with the ESMP, World Bank Environmental. Provision will be made in the agreement with the contractor to:

- Train staff on regular basis on Environment, Social, Health and Safety compliance;
- Implement ESMP in the field;
- Ensure safe working conditions; such as labor rights, fare wages and refraining from employing minors as well as engaging in illegal activities.
- Provide Provisions of PPEs to workers;
- Report every incident/accident.

9 CAPACITY BUILDING AND TRAINING

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

Table 9-1: Key capacity building activities

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

CS5	Environmental Awareness / All workers and project staff.	Continuous	UWA and NFA responsible staff
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10 MONITORING AND EVALUATION

Overview

The purpose of environmental and social standards monitoring includes:

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

Monitoring

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

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

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

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

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

10.1 Compliance Monitoring

UWA and NFA will prepare and submit to the Association quarterly monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).

10.2 Impact Monitoring

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

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

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

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

11 ESMF BUDGET AND DISCLOSURE

Financial resources are required to support implementation of this ESMF based on estimates summarized **Table 11-1** below. However, the final costs will be confirmed during project appraisal

Table 11-1: Indicative ESMF Budget

NO	ITEM	BUDGET(\$USD)
1	Mobilization and sensitization of the communities especially those living in those project areas	15,000
2	Building the capacity of Departments in the implementing agencies to institutionalize safeguards management (specialized short-term trainings) for field activities	20,000
3	Environmental and social safeguards monitoring and reporting Environmental screening and Preparation of ESAs, ESMPs and related safeguard management plans for investments funded from component 1 and 2	15,000
	GRAND TOTAL	75,000

ESMF DISCLOSURE

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

ANNEXES

Annex 1: Screening Form

1. Activity Brief Description

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

This report is to be kept short and concise.

2. Sensitivity of the Project

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

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

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

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

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

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

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

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

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

Annex 2: Sample TOR for Preparing Environmental & Social Impact Assessment

a). Background

The Introduction indicates the purpose of the ESIA, presents an overview of the proposed Project to be assessed, as well as the Project's purpose and needs. It shall also briefly give the background information on the sub-project as well as the need for the ESIA in line with national environmental policies and legislations.

i) Objectives of ESIA study

The main objective of the ESIA should be stated. The environmental and social impacts study should take into consideration all environmental and social impacts of the proposed sub-project activities and identify the main environmental and social aspects that are likely to be raised by key stakeholders in order to optimize the Project from the environmental and social point of view, by avoiding, minimizing, reducing or off-setting negative and enhancing positive impacts.

b). ESIA Study Methodology

ii) Desk Research and Literature Review

The consultant shall perform a comprehensive literature review of key documents related to environmental, security, occupational health and safety legislation, policies, guidelines, manuals, procedures, practices, international best practices related to the Project. The appropriate Field tools including questionnaires, data collection forms etc. shall then be developed.

iii) Site Investigation

The consultant shall visit the Project area with the aim of identifying the following:

- a. Physical-cultural and historical sites
- b. Noise sensitive areas
- c. Wildlife habitats, feeding, and crossing areas
- d. Proximity to residential places, road network, recreational activities etc.
- e. Hydrological setting

iv) Public and Institutional Consultations

The consultant shall carry out extensive consultations with all key stakeholders as appropriate. These may include but not limited to the following:

- a. NEMA
- b. MWE
- c. MTWA
- d. MoLG
- e. OPM
- f. District Local Government Officials
- g. NFA
- h. UNHCR

c). Analysis of Project Alternatives

The Consultant shall identify and systematically, undertake comparison of the potential Project Alternatives taking into account environmental and social factors such as:

- a. Sites – Assess suitability of the site and potential alternative sites;
- b. No-Project Scenario: This will include the alternative of not having the Project to demonstrate environmental, social, and economic conditions without it.

d). Impact Analysis

The consultant shall evaluate potential Project impacts considering planning, construction, and operation stages which shall cover social, ecological, and environmental issues. Identification of impacts shall include positive and negative impacts, direct and indirect impacts, and immediate and long-term impacts, unavoidable or irreversible impacts. The assessment of the potential impacts will also include; landscape impacts of excavations and construction, loss of nature features habitats and species by construction and operation, soil contamination impacts, noise pollution, soil waste, and socio-economic and cultural impacts.

e). Preparation of the ESMP

Depending on the relevance of each impact identified, specific corrective measures have to be identified in order to mitigate the potential negative impacts and eventually to strengthen the positive ones. Mitigation measures could consist of the integration of proposed actions into the designs of the respective components. Besides, appropriate measures can be taken to compensate negative impacts that can occur and cannot be avoided, design appropriate measures to reduce/eliminate the negative identified impacts, to tackle needs and problems pointed out by consultation with stakeholders, to improve local living conditions and to promote local development. The Consultant will identify the appropriate measures that can be taken to maximize and/or enhance the positive impacts and avoid, reduce or minimize the negative impacts. He shall prescribe and present detailed tangible, practical relevant management/mitigation measures bearing in mind capacity restraints for those who have to implement and monitor their implementation, also bearing in mind the need to first avoid these impacts altogether, or to reverse them and then when these are not possible to manage them in an sustainable way. The ESMP will include measures to avoid, prevent, reduce, mitigate, remedy or compensate any adverse effects on the environment and social in relation to the respective construction and operation activities.

f). Capacity and Training Needs

The Consultant shall identify the institutional needs to implement the environmental and social assessment recommendations by reviewing the institutional mandates and capability of implementing institutions at local/district and national levels and recommend steps to strengthen or expand them so that the management and monitoring plans in the ESIA can be effectively implemented. The recommendations may extend to management procedures and training, staffing, and financial support.

g). Preparation of Environmental and Social Monitoring Plan

The Consultant will prepare a specific description, and details, of monitoring measures for the Environmental and Social Monitoring Plan including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, and definition of thresholds that will signal the need for corrective actions as well as deliver a monitoring and reporting procedure. The monitoring program would enable verification of the adequacy of the management plans and other mitigation measures identified in the ESMP and would provide a basis for determination of any remedial measures or adjustments to management aspects if required. The Consultant should provide a time frame and implementation mechanism, staffing requirements, training and cost outlays.

h). Team Composition

The ESIA Experts for Project activities shall comprise of experts proposed herewith. It is important that, the ESIA teams are constituted taking into account the prevailing conditions on the proposed sub-project sites.

1. Environmental Management Specialist (Team Leader) Key Qualifications:

He/she should possess the following qualifications:

- i) At least an MSc. Environmental Management, Natural Resource Management or Environmental Engineering and four years of experience or a good BSc degree with experience of at least 6 years in conducting EIAs for infrastructure Projects and familiarity with World Bank safeguards and / or ESF
- ii) Should be registered with NEMA as an Environmental Practitioner and also certified as a Team Leader.

Tasks:

He/she will perform the following roles:

- i) Provide overall coordination and leadership to an ESIA team;
- ii) Take a leadership role in steering stakeholder consultations during ESIA for slaughterhouse Projects;
- iii) Play an inter-phase role between client, NEMA and other stakeholders during EIA process;
- iv) Conduct site visits of planned project activities;
- v) Identify impacts of the Project activities on the social and associated environment items;
- vi) Participate in the elaboration of technical, legal and regulatory norms to comply with environmental requirements in all the chain of Project activities;
- vii) Identify, assess and propose environmental mitigation measures for the Project sub-project under study; and
- viii) Prepare an ESMP for the Project.

2. Occupational Health and Safety Specialist

Tasks:

- i) provide OSH input throughout the assignment;
- ii) provide public health aspects in the assignment;
- iii) Participate in development ESIA for Projects and participate in stakeholders' workshop.

Key qualifications:

- iv) In addition to relevant formal training, should have undertaken training in OHS;
- v) Should have undertaken trainings in ESIA and or Environmental Audits;
- vi) Familiarity with World Bank safeguards and / or ESF

3. Ecologist

Key qualifications:

- i) Must have a postgraduate training in natural sciences (forestry, botany or zoology);
- ii) Must have undertaken an ESIA training;

- iii) Conducted at least 5 ESIA studies in development Projects.
- iv) Familiarity with World Bank safeguards and / or ESF

Tasks:

- i) Take a lead in the ecological investigations of the Project;
- ii) Consult with stakeholder institutions on ecological aspects of the Project;
- iii) Review various literature sources on ecological matters of the Projects; and
- iv) Participate in write up of Environmental Impact Report.

4. Socio-economist

Key qualifications:

- i) He/she should have undertaken postgraduate training in the fields of sociology, anthropology or social work or related social sciences;
- ii) He/she should have conducted ESIA studies with experience of at least 5 years; and
- iii) Must be registered with NEMA.
- iv) Familiarity with World Bank safeguards and / or ESF

Tasks:

- i) Take a lead in stakeholder consultations especially with the key stakeholders, local residents etc.;
- ii) Provide socio-economic input/expertise throughout the assignment;
- iii) Lead in the formulation of social survey instruments;
- iv) Prepare reports relating to RAP and compensations; and
- v) Provide social input in the Environmental Impact Report.

i). Expected Deliverables

The Consultant shall produce an ESIA report acceptable to MWE, NEMA and the funding institution and the report shall include the following as per the requirements of Regulation 14 of the National (Environmental Impact Assessment) Regulations of Uganda:

- i) The Project description and the activities it is likely to generate;
- ii) The proposed site and reasons for rejecting alternative sites;
- iii) A description of the potentially affected environment including specific information necessary for identifying and assessing the environmental effects of the Project;
- iv) The material in-puts into the Project and their potential environmental effects;
- v) The technology and processes that shall be used, and a description of alternative technologies and processes, and the reasons for not selecting them;
- vi) The products and by-products of the Project;
- vii) The environmental and social effects of the Project including the direct, indirect, cumulative, short-term and long-term effects;
- viii) The measures proposed for eliminating, minimizing, or mitigating adverse impacts;
- ix) An identification of gaps in knowledge and uncertainties which were encountered in compiling the required information.

Annex 3: Sample ToR for Design of Civil Works, including E&S due diligence

Background of the Project

Uganda's natural forests are being lost and degraded at one of the highest rates in the world despite their importance for tourism and the role they play in supporting other natural resource-based activities. The total net loss of Uganda's forests during the period 2000-2015 was estimated at 1.8 million ha, equivalent to an average annual loss rate of 4 percent. In the year 2000 forest covered 19.4 percent of the land area but this had reduced to 12 percent by 2015.¹⁰ Several factors have been identified as drivers of forest loss and degradation and these include: the need for more land for agricultural expansion; wood extraction for energy; increased urbanization as a result of high population growth; free grazing animals and wildfires that constituted to 72% of the annual carbon emissions for 2015.

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

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

Objectives of the project

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

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

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

SCOPE OF SERVICES, TASKS AND EXPECTED DELIVERABLES

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

Preliminary Investigations

- Conduct comprehensive site analyses, topographical surveys, geo-technical investigations and checks with local area development plans; inter alia indicating existing natural/man-made features, utility service lines/sources, main/access roads and planned future developments.
- Undertake an environmental and social risk /impacts screening of each site and specific project (civil works);

¹⁰ Ministry of Water and Environment (2018). *Proposed forest reference level for Uganda*. Republic of Uganda. February 2018.

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

Detailed design and Tender documents

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

Expected deliverables

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

The final delivery shall include

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

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

- A hard and electronic copy of the Inception Report
- Two hard copies and an electronic copy (PDF and DWG format) of the designs and report.
- One hard copy and electronic copy (PDF and DWG format) of the designs and report.

- One hard copy and electronic copy (PDF and XLS format) of the detailed estimate

Duration:

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

General qualifications of consultant

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

Composition of designing team:

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

Lead architect

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

Civil Engineer (one):

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

Sub Engineer (two):

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

Environmental and Social Specialist

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

Annex 4: Incident Reporting Form

Incident Reporting: Project-Related

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

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

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

Indicative Incident

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

Serious Incidents

Environmental	Social	Occupational Health & Safety
Large-volume hydrocarbon or chemical spills, or other hazardous substances impacting the	Widespread crop damage or livestock deaths	Injury/ies requiring off-site medical attention
Over-exploitation of local natural resources	Cases of mistreatment of communities potentially, including vulnerable groups, by Project workers or security forces, including	Instances of serious communicable diseases among workforce
Large-volume or long-term sediment, pesticide, or herbicide runoff into	Significant impacts to protected physical cultural resources	Consistent lack of health & safety plans and training at work site
Medium to large-scale deforestation	Works have commenced without compensation and resettlement	Chronic non-use of PPE at Project work site
Lack of implementation of agreed environmental restoration program	Significant and repeated community impacts from Project vehicles and	Repeated non-compliance or failure to remedy non-compliance
	Lack of clarity about consultations with Indigenous Peoples and broad community support for the Project	
	GRM not functioning	

Environmental	Social	Occupational Health & Safety
	Inadequate consultation and engagement of stakeholders in the Project leading to significant conflict	
	Non-violent community protests against the Project, or mild community unrest	

Severe Incidents

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

Annex 5: Chance Finds Procedures

Overview

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

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

Protection of Cultural Heritage

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

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

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

Chance Find Procedures

Chance find procedures will be used as follows:

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

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

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

Annex 6: Instructions for preparing a Health, Safety and Environment Management Plan (HSE-MP)

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

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

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

HSE Reporting

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

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

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

Training of Contractor's Personnel

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

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

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

Annex 7: Views of the community stakeholders that were consulted

Table A7-1: Key Stakeholder Issues identified

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

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

Date of consultation and person consulted	Issues raised	Responses
	land tenure and access to resources?	
	What would be the best possible mechanisms to manage community labour?	Under UWA, the agreements will be signed by a developer and NFA will enter into community agreements
	Are there any sites of natural, spiritual and cultural significance in the project area? If Yes, please specify the location?	There sites of cultural, spiritual and religious significance such Tooro-Semliki hot spring but this fall out of the project scope.
	Is the project located in proximity of protected areas or other areas classified as vulnerable?	No
	Can the project cause disruption of wildlife migratory routes	It is highly unlikely
	Can the project introduce alien species	No
	Is the project likely to affect soil erosion, siltation or degradation?	Soil erosion and siltation would take place during 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.
8 th February, 2021 Kabaswiswi Nyekundire Tree Planting Project	Do you think there are any minority community that could potentially be affected by this project? If Yes, please describe	There are no minority groups
	Do you think residents within the project will benefit from the project?	All members will benefit because they have been working together on many projects
	In your opinion do you think the project might affect livelihoods of people living in the project area? If Yes, please explain.	The project will improve on the Livelihoods of the communities
	Do you think project implementation might have opposition from the communities where the implementation is going to take place?	The project is highly supported by the community
	Do you think project implementation might cause poverty?	No, the project will provide increased livelihood and therefore reduced conflict.
	Is there an effective grievance redress mechanism within the communities?	Grievances raised in the project can be handled effectively through meetings.
	Highlight some of the specific	Lack of transparency, corruption and poor sensitization on

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

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

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

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

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

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

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

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

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

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

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

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