



Investing in Forests and Protected Areas for Climate-Smart Development (IFPA-CD)

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

FOR THE PROPOSED FOREST RESTORATION AND ENRICHMENT PLANTING IN

BUGOMA CFR, (KISONSOME VILLAGE, NKWAKII NORTH PARISH, KABWOYA SUB-COUNTY, KIKUUBE DISTRICT)

KASHOYA KITOMI CFR: (KATAMAGOSI, MUSHOZWA 1, MUSHOZWA 2, KABANDAMA, AKEHETORO, KANUNGU, KYABISHARU, IGABIRE 1, IGABIRE 2, NTAZIGIRWA 1, NTAZIGIRWA 2, OMUKIRAMA) KIBINGO VILLAGE, KANYAMBOGO PARISH, KICUZI SUB-COUNTY, IBANDA DISTRICT)

BUGOMA CFR (KASESENE AND KARAMA B. VILLAGE, NKWAKII NORTH PARISH, KABWOYA SUB-COUNTY, AND BUGOMA CFR-KIDOMA BEAT HANGA (VILLAGE, KABALE S/C, KIKUUBE DISTRICT)

ITWARA CFR (KYAMAHORO, KATARAKA AND KYAMUHORA VILLAGES, KUHORA, KIBASI AND KABENDE SUB-COUNTIES, KABAROLE DISTRICT)

ITWARA CFR SITE (LWERA VILLAGE, NYAMABUGA PARISH, LUGOMBE SUB-COUNTY, KYENJOJO DISTRICT)

KAGOMBE CFR, (KAMUKOLE, NYAMAREMBO, KIGATA, KATAREMWA AND NYAMIREBE VILLAGE, KYATEREKERA AND NGOMA PARISHES, BWIKARA SUB-COUNTY, KAGADI DISTRICT).

KIBEGO CFR, (NCUMBI, KYABAGANDA AND NYABWENGE VILLAGES; KYEMBOGO SUB-COUNTY, KYENJOJO DISTRICT)

MUHANGI CFR, (NYARUZIGATI, ASWA, NYABUSOZI VILLAGES; NYAMWEZI PARISH, NYANKWANZI SUB-COUNTY, KYENJOJO DISTRICT)

NYAKARONGO CFR, (KASENYI, WANTEMA, KIJUMA, NSONGA AND WAMPEMA VILLAGES, IGUNDA AND NYAJARONGO SUB-COUNTIES, KIBAALE DISTRICT)

KAKASI CFR (KAKASI II VILLAGE, KIBALE PARISH, RUHUNGA SUB-COUNTY, KITAGWENDA DISTRICT)

KITECHURA CFR (NYAMICHU VILLAGE, KANYEGARAMIRE SUB-COUNTY KYENJOJO DISTRICT)

IBAMBARO CFR (NYARWEHUTA AND NYABHUSHOZI VILLAGES, KAKABARA AND KANYEGARAMIRE SUB-COUNTY KYENJOJO AND KYEGEGWA DISTRICT).

MATIRI CFR (KAWARAGU AND MATIRI VILLAGE, MATIRI PARISH, KIHURA SUB-COUNTY KYENJOJO DISTRICT)

SOUTH MARAMAGAMBO CFR (KAKONO VILLAGE, KIKONGI PARISH, BWALA SUB-COUNTY, RUKUNGIRI DISTRICT)

NKERA CFR (NGOMBE, BUCUNI, NKERA, KIJOGORO AND KIBENGA VILLAGES; KATOKE SUB COUNTY, KYENJOJO DISTRICT)

ECHUYA CFR (VILLAGE; MULAGO AND MULANDAMU, PARISH: MULANDAMU, SUB-COUNTY: KASHASHA TOWN COUNCIL, RUBANDA DISTRICT).

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ACRONYMS

BINP:	Bwindi Impenetrable National Park
CFR:	Central Forest Reserve
CoC:	Code of Conduct
DWRM:	Directorate of Water Resources Management
ESHS:	Environment, Social, Health and Safety
ESIA:	Environmental and Social Impact Assessment
ESIRT:	Environmental and Social Incident Reporting Toolkit
ESMF:	Environmental and Social Management Framework
ESMP:	Environmental and Social Management Plan
ESSs:	Environmental and Social Standards
GBV:	Gender Based Violence
GRM:	Grievance Redress Mechanism
GHG:	Green Houde Gas
MTWA:	Ministry of Tourism, Wildlife and Antiquities
MWE:	Ministry of Water and Environment
NP:	National Park
OPM:	Office of the Prime Minister
OSH:	Occupational Safety and Health
PPE:	Personal Protective Equipment
PWDs:	Persons with Disabilities
SEA:	Sexual Exploitation and Abuse
UNBS:	Uganda National Bureau of Standards
UWA:	Uganda Wildlife Authority
VAC:	Violence Against Children
VIC:	Visitor Information Centre
VGMP:	Vulnerable Groups Management Plan
WR:	Wildlife Reserve

1.0 INTRODUCTION

1.1 Background

Ministry of Water and Environment (MWE), Uganda Wildlife Authority (UWA) and National Forestry Authority (NFA), with support from the World Bank, are implementing the Investing in Forests and Protected Areas for Climate-Smart Development (IFPA-CD) Project. The project is also implemented in close collaboration with the Ministry of Tourism Wildlife and Antiquities (MTWA) and the office of the Prime Minister (OPM).

The development objective of IFPA-CD is to improve sustainable management of forests and protected areas and increase benefits to communities from forests in target landscapes. The project supports Government of Uganda agenda of increasing forest cover through afforestation and reforestation and slowing down the loss and degradation of the nation's forests.

The project is implemented under 4 components, namely:

- *Component 1: Improved management of forest protected areas.* This focusses on improving management of government-managed forest and wildlife protected areas (PAs) to ensure they can continue to generate revenues and provide important environmental services.
- *Component 2: Increased revenues and jobs from forests and wildlife protected areas.* This focusses on increasing revenues and jobs from forest and wildlife protected areas (PAs) through targeted investments in tourism and productive forests.
- *Component 3: Improved landscape management in refugee hosting areas.* This encourages establishment of greater tree cover in refugee-hosting landscapes on host community land outside PAs, supporting sustainable forest management and landscape resilience on private and customary land.
- *Component 4: Project Management and Monitoring.*

The project is being implemented in selected sites in the Albertine Rift and the refugee hosting areas of West Nile region and Lamwo District with focus on targeted PAs including 7 National Parks (NP), 4 Wildlife Reserves (WR), 28 Central Forest Reserves (CFR) and 18 refugee host districts.

1.2 Project Description (Forest restoration of the CFRs)

The proposed restoration of degraded part of selected CFRs with assorted indigenous tree species will be carried out in accordance with National Forestry Authority (NFA) guidelines for natural forest restoration. A baseline assessments/diagnostic studies has been conducted to determine the level of degradation, regeneration rate and species that existed. These studies informed the basis for seedlings (tree species) to be used in restoration exercise.

Prior to the exercise, relevant stakeholders and the neighbouring communities will be notified of the purpose of the exercise and their expected roles and responsibilities in ensuring the success of

the restoration planting. Through the NFA managed tree nurseries, ready to plant materials (seedlings) will be packed in tree nursery crates and delivered to the nearest access site/point within the area of restoration using carrier trucks. At this point a temporary nursery will be established to receive the seedlings. From the temporary nursery beds, seedlings will be picked manually for planting into the forest. Planting will be done during the rainy season and in strips at an interval of 5 by 5 meters. The planting process will involve minimal site/spot clearing and pitting, then the seedling will be planted after stripping off the polythene tube and covered with the scooped soil during pitting. The stripped polythene tubes will be collected and taken back to the nursery for reuse. The exercise will be done in existing open gaps within the forest reserve that could have resulted from degradation effects. The exercise may employ about 34 workers who will be sourced from the neighbouring communities. The exercise will employ garden hand tools such as hoes, pangas and slashers.

1.3. Analysis of Project Alternatives

One of the objectives of the Screening exercise was also to describe the project alternatives. The alternatives discussed involved the different means of meeting the general purposes and requirements for the restoration and enrichment of the CFR in the most effective and efficient manner. Given the nature of the sub project, it was noted that restoration through enrichment planting is the most ideal alternative as it ensures good maintenance of the planted seedlings to grow faster as well more attention for the protection monitoring will lead to the areas being restored faster with vegetation. It provides the opportunity to improve the species composition for good trees for timber production (Timber Stand Improvement)

The selection of the tree species for restoration and enrichment planting was based on the species whose seed trees were depleted due to selected harvesting and secondly these species happen to be the best for timber stand improvement besides their environmental benefits. There were therefore no alternative species that would have served the same purpose since the selection was done through systematic assessment of the regeneration.

The timing of the planting is at the onset of the rain season when the soil has taken enough moisture in order to give adequate time to the planted seedlings to establish in the rain period of normally 2-3 months. The alternative of planting after one month of rain would create risk of having only one month of rain for establishment. The early period was the best option.

The size of the excavated pits is considered to be 30X30 cm to allow for proper root establishment, water percolation with minimum disturbance to the soil while allowing the seedling to establish well. Alternative planting pits of 20X20 cm would not be large enough to allow for good root system development and penetration as well as water retention in case of inadequate rainfall although they would cause less soil disturbance. Large pit dimension would cause more soil disturbance and high planting costs.

1.3.2 No Project Alternatives

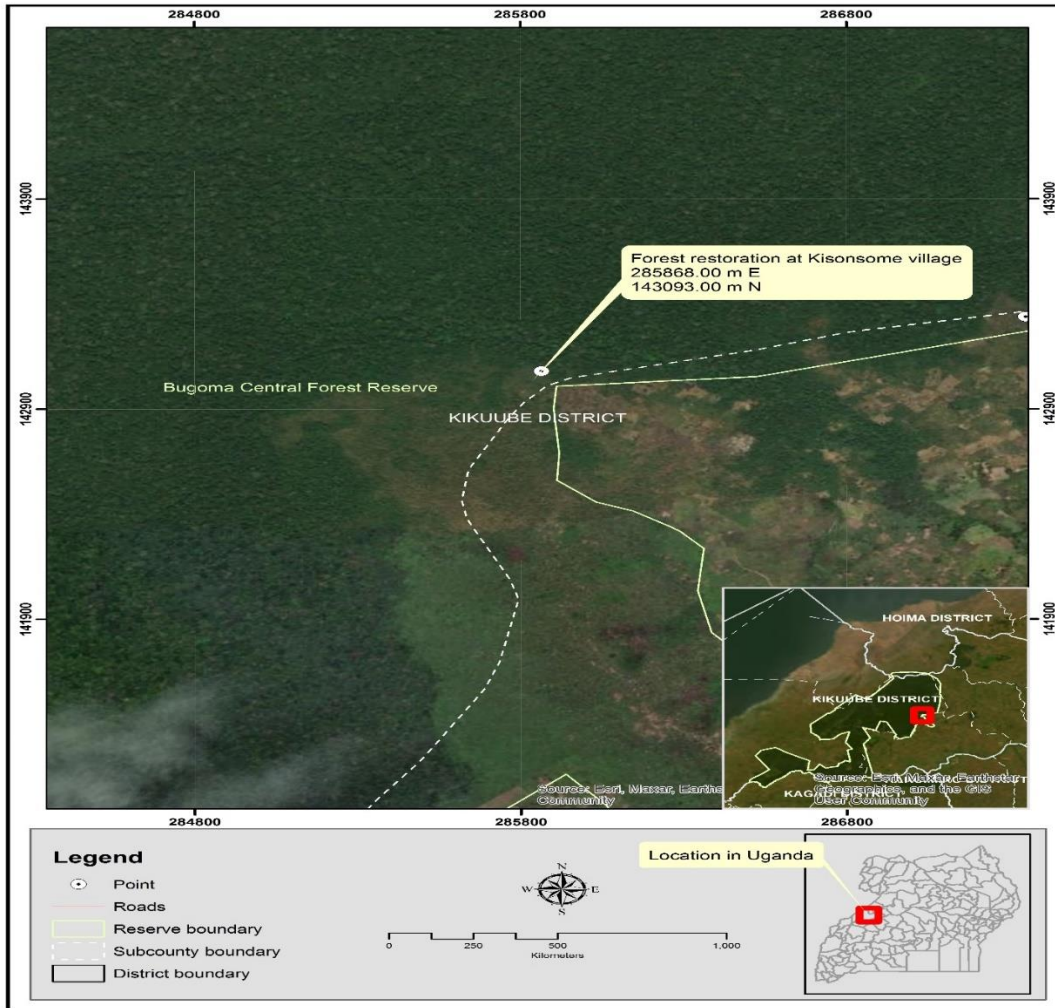
The No-Option Alternative, which in essence refers to not conducting the restoration planting while allowing for the natural growth and or regeneration of the different tree species. This would imply that the current status quo would continue. This option would not be considered due to the severe degradation of the CFRs with no adequate seed trees to ensure natural regeneration of important tree species that had got eliminated due to encroachment/over harvesting.

Secondly, natural regeneration alone takes a long time because the germinating seedlings are subject to shading and slow growth. Given the threat of re-encroachment by the surrounding communities, coupled with inadequate monitoring these degraded areas would take long to recover since the risks are higher which may lead to further degradation with more area encroached for agriculture or even land grabbing for settlement purposes by the surrounding communities.

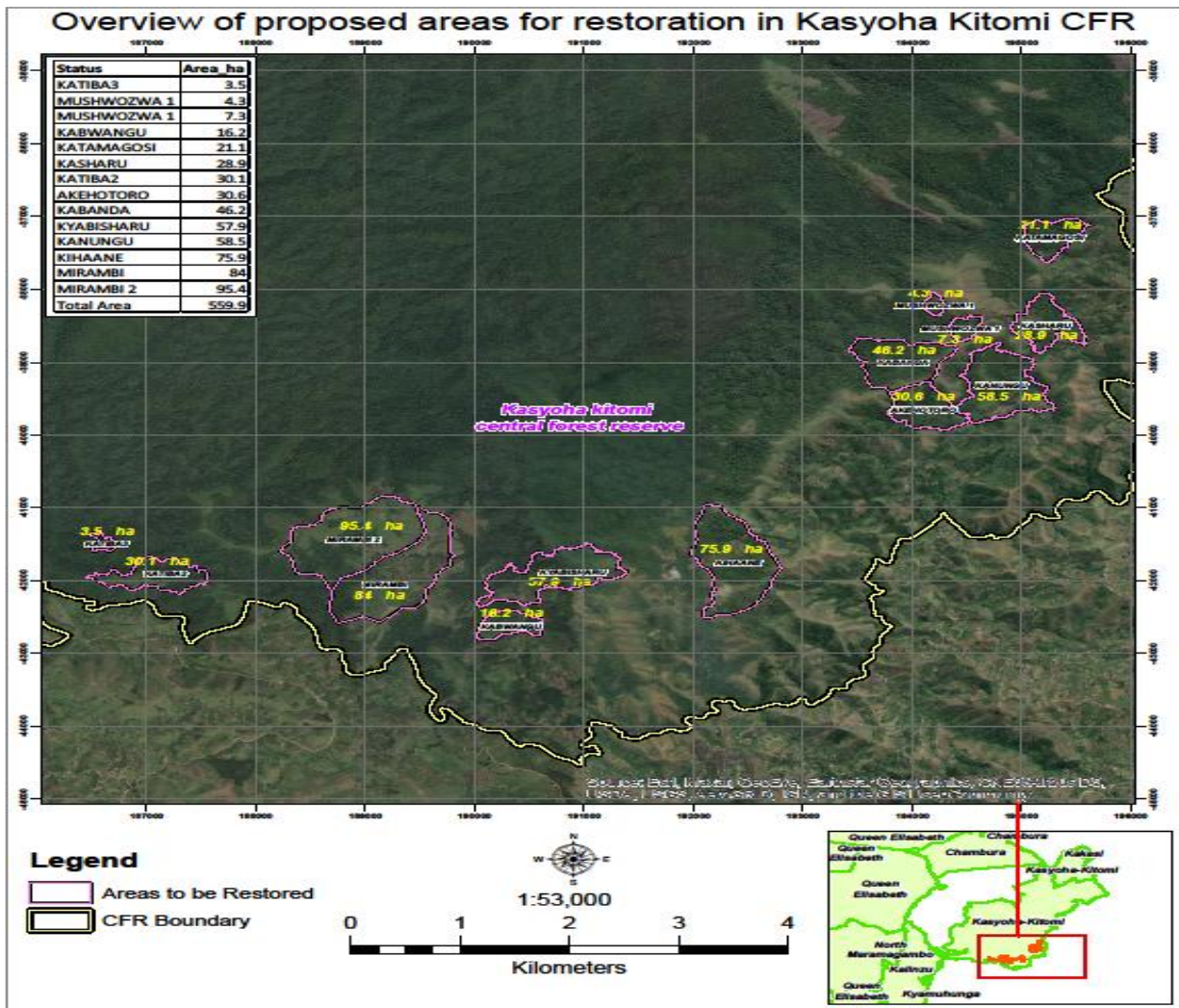
Therefore, actions predicted in the No-Option alternative will comprise of routine monitoring of CFRs encroachers, over harvesting, reporting and eviction of encroachers, continued management challenges given that the forest rangers do not know where their mandate ends, conflicts with the neighbouring communities over encroachments and other activities aimed at preserving the current assets of the CFR using recurrent expenditure.

1.3 Objectives of the ESMP

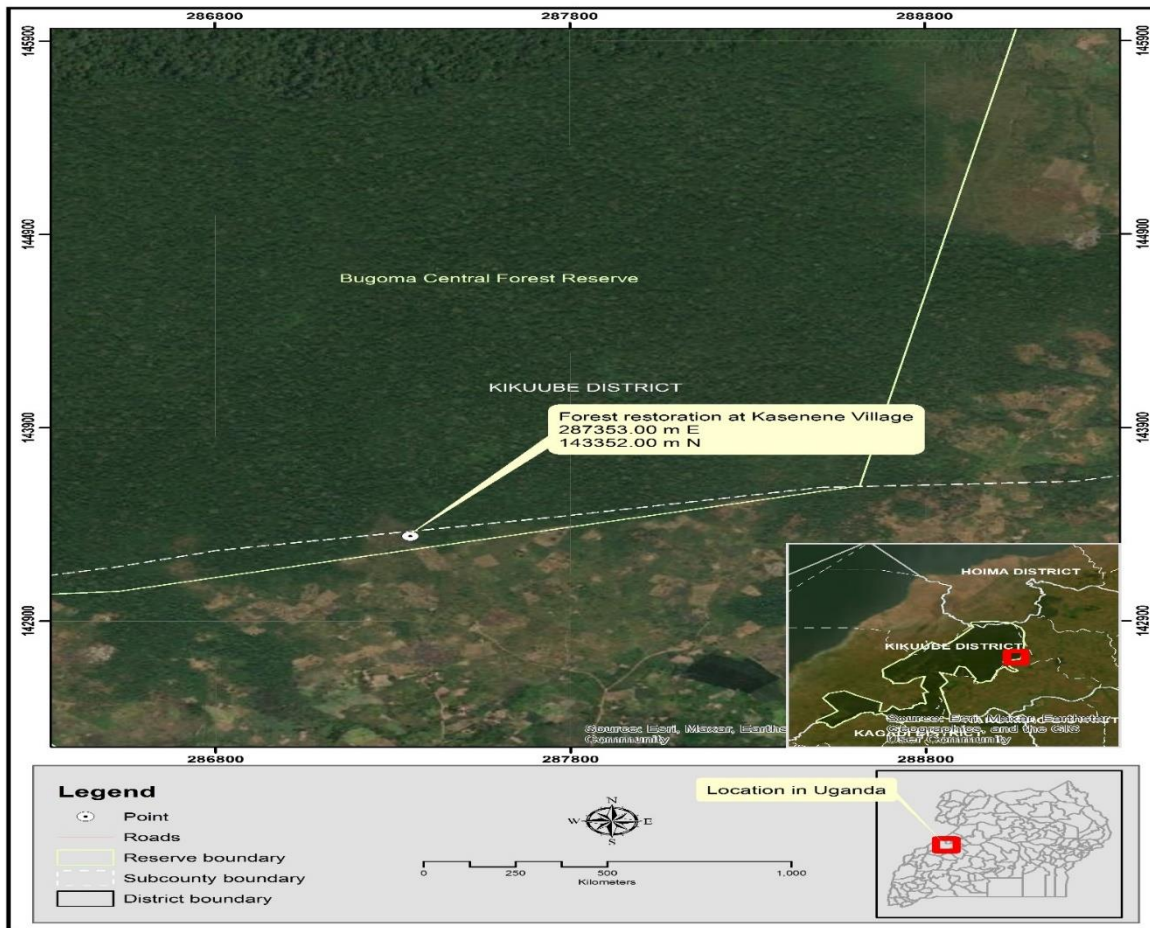
- To comply with the World Bank Environmental and Social Standards (ESSs) as well as applicable national legislation in the implementation of the sub project activities by the contractor.
- To provide adequate measures and controls that shall be used to minimise and mitigate the environmental and social risks and impacts resulting from the activities of the proposed restoration planting in the CFRs exercise
- To guide the National Forestry Authority in the preparation of the bidding documents and works contract



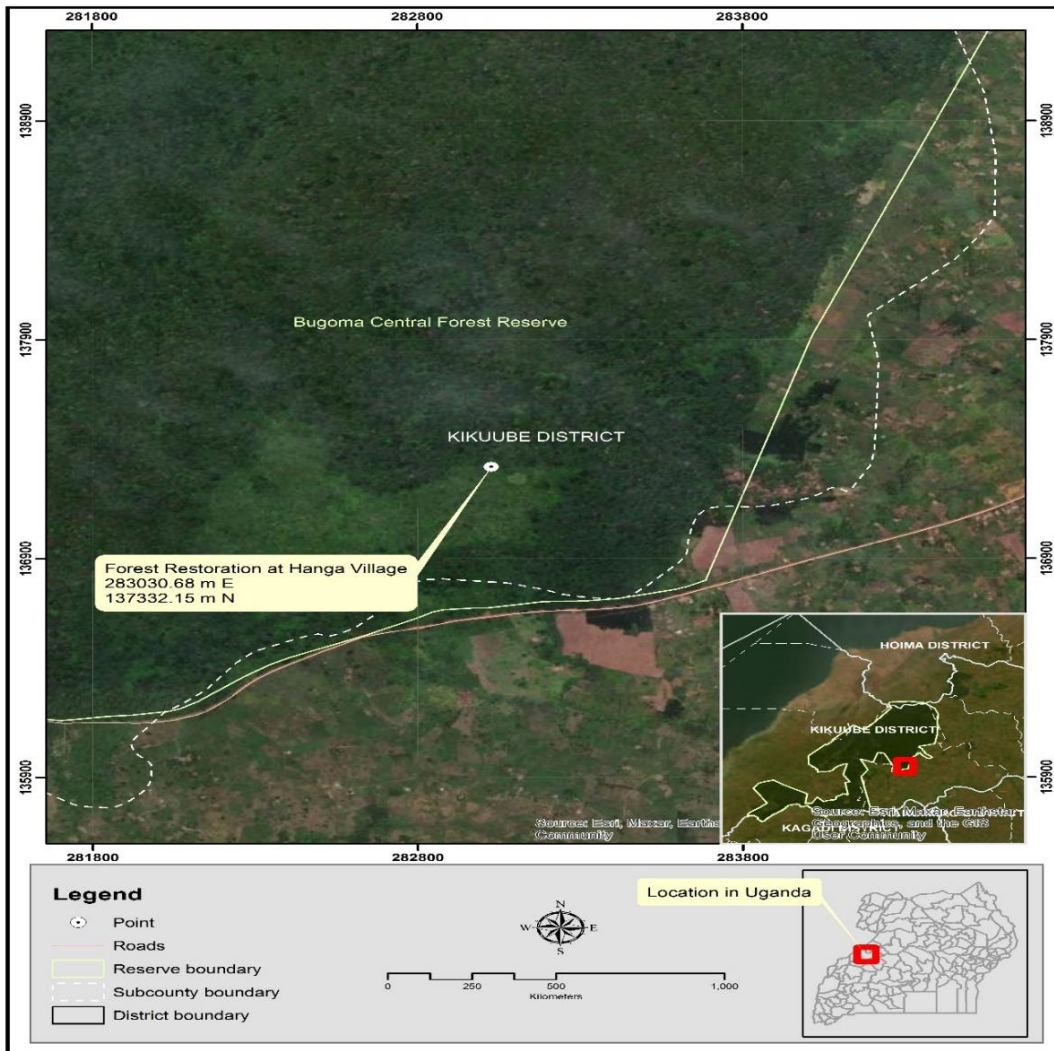
Location of the restoration area in Bugoma CFR, Kisonsome



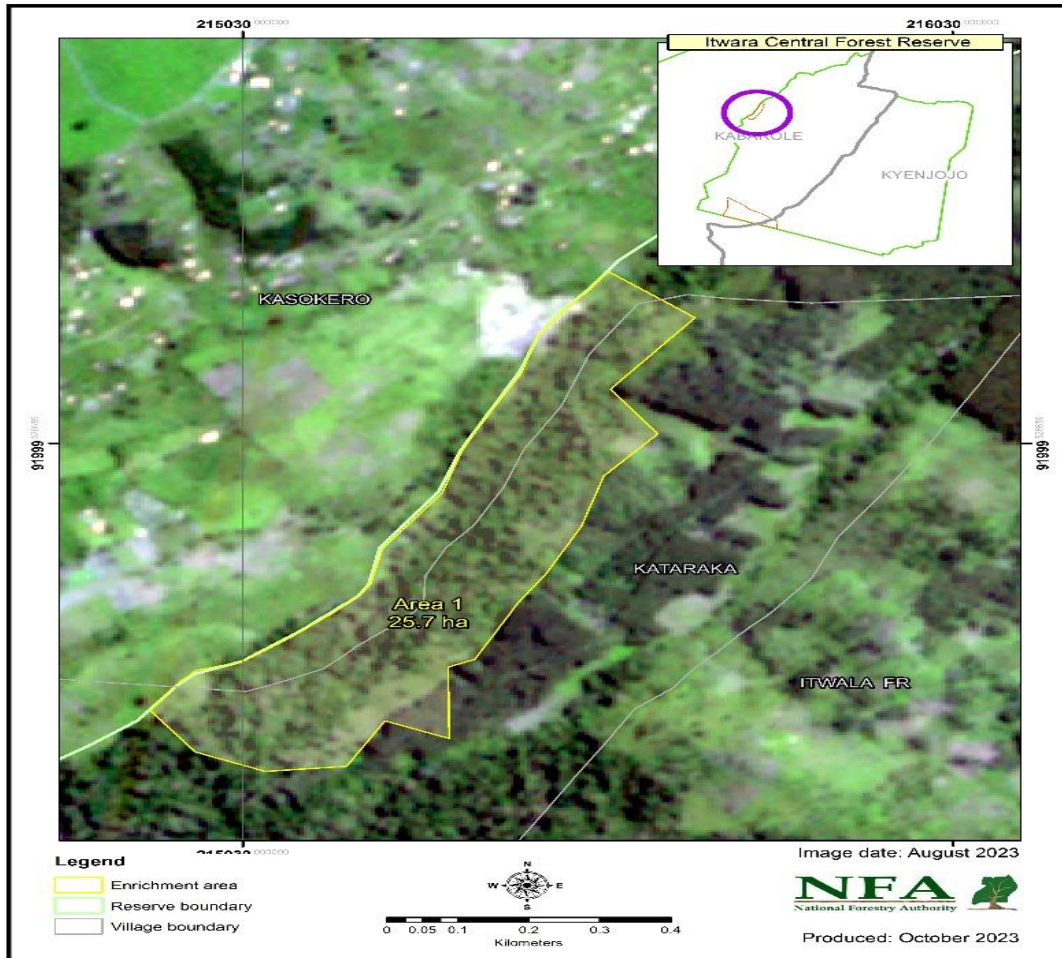
Location of restoration area in Kashoya Kitomi CFR



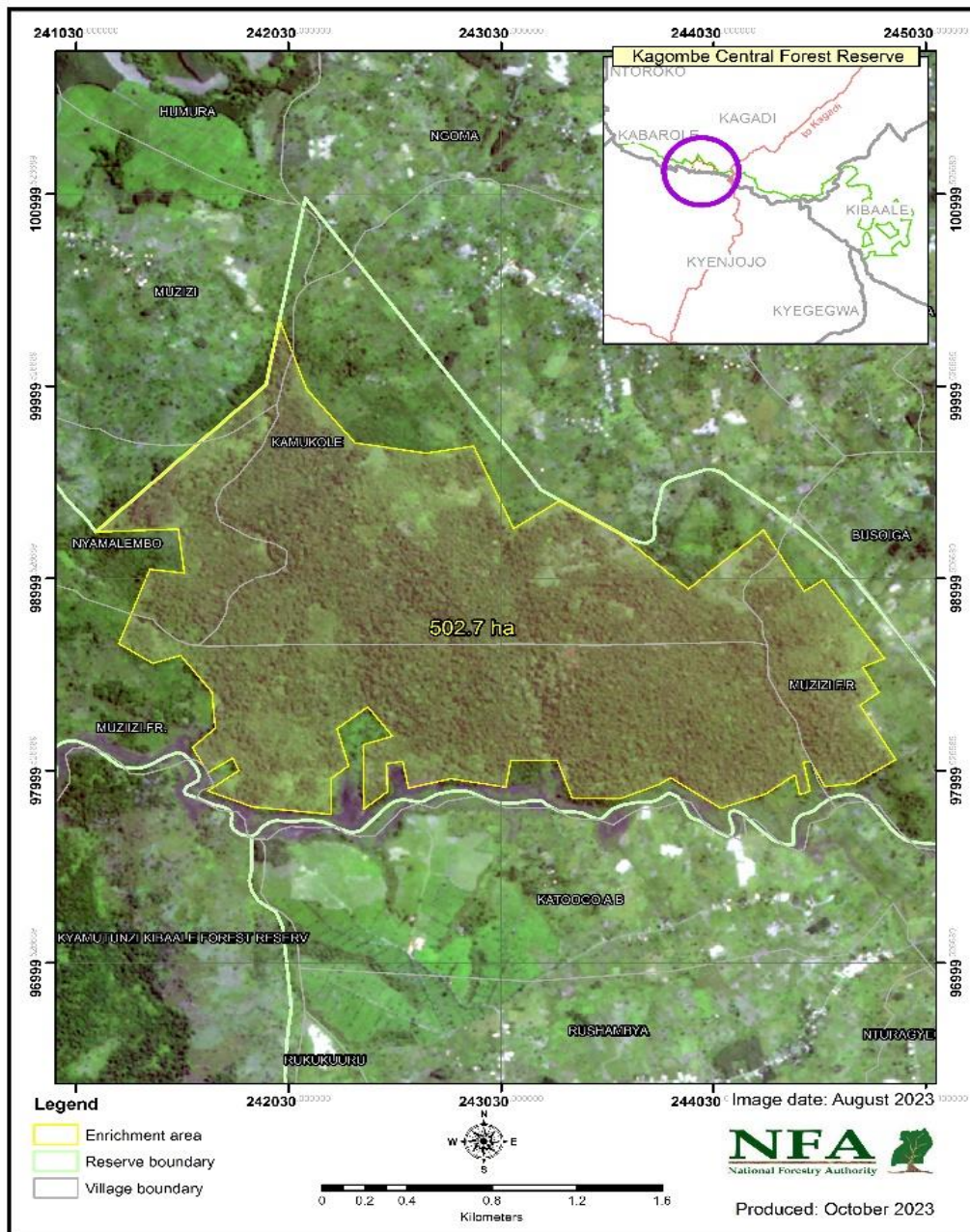
Location restoration area in Bugoma CFR



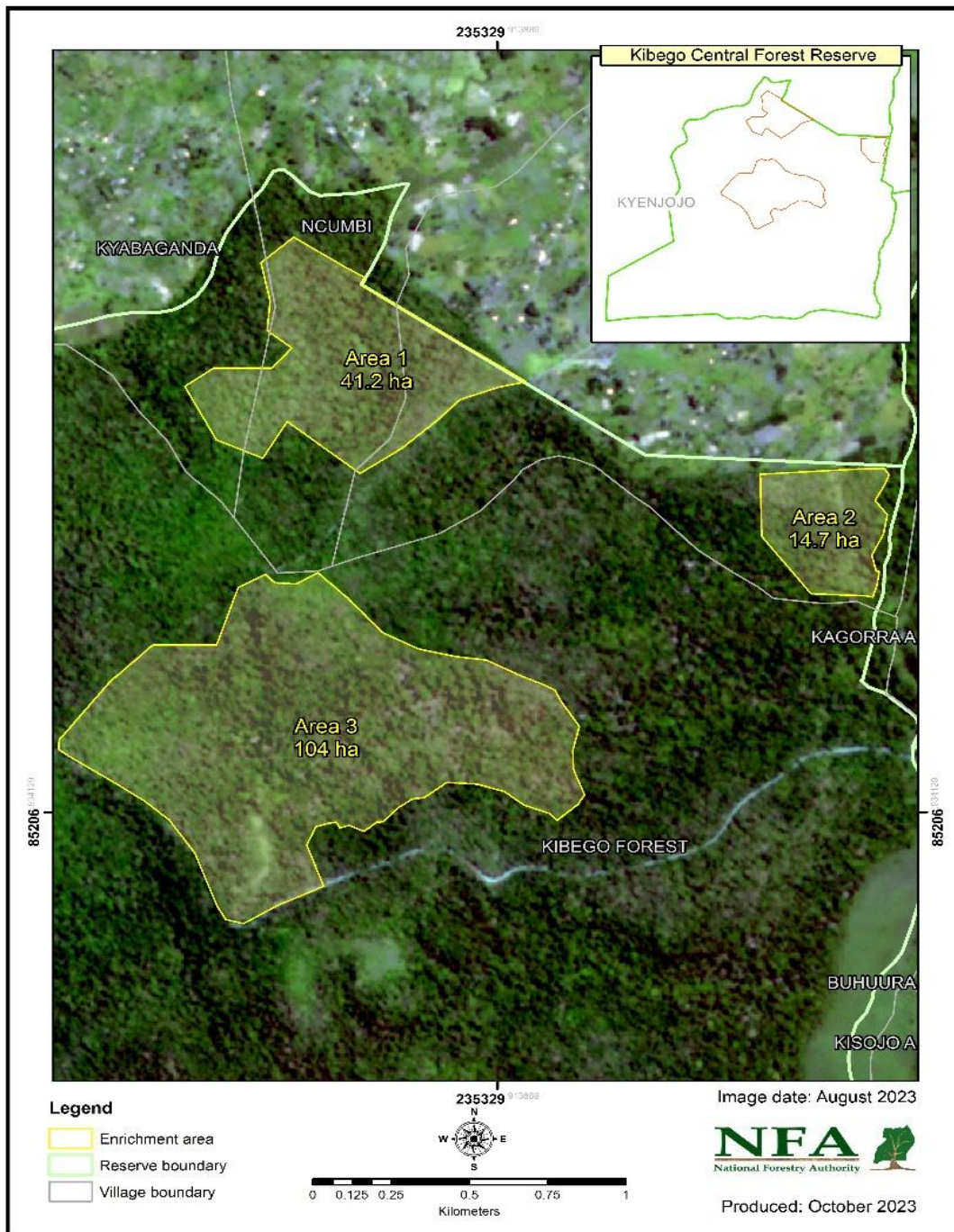
Location Map of restoration area in Bugoma CFR (Kidoma Beat)



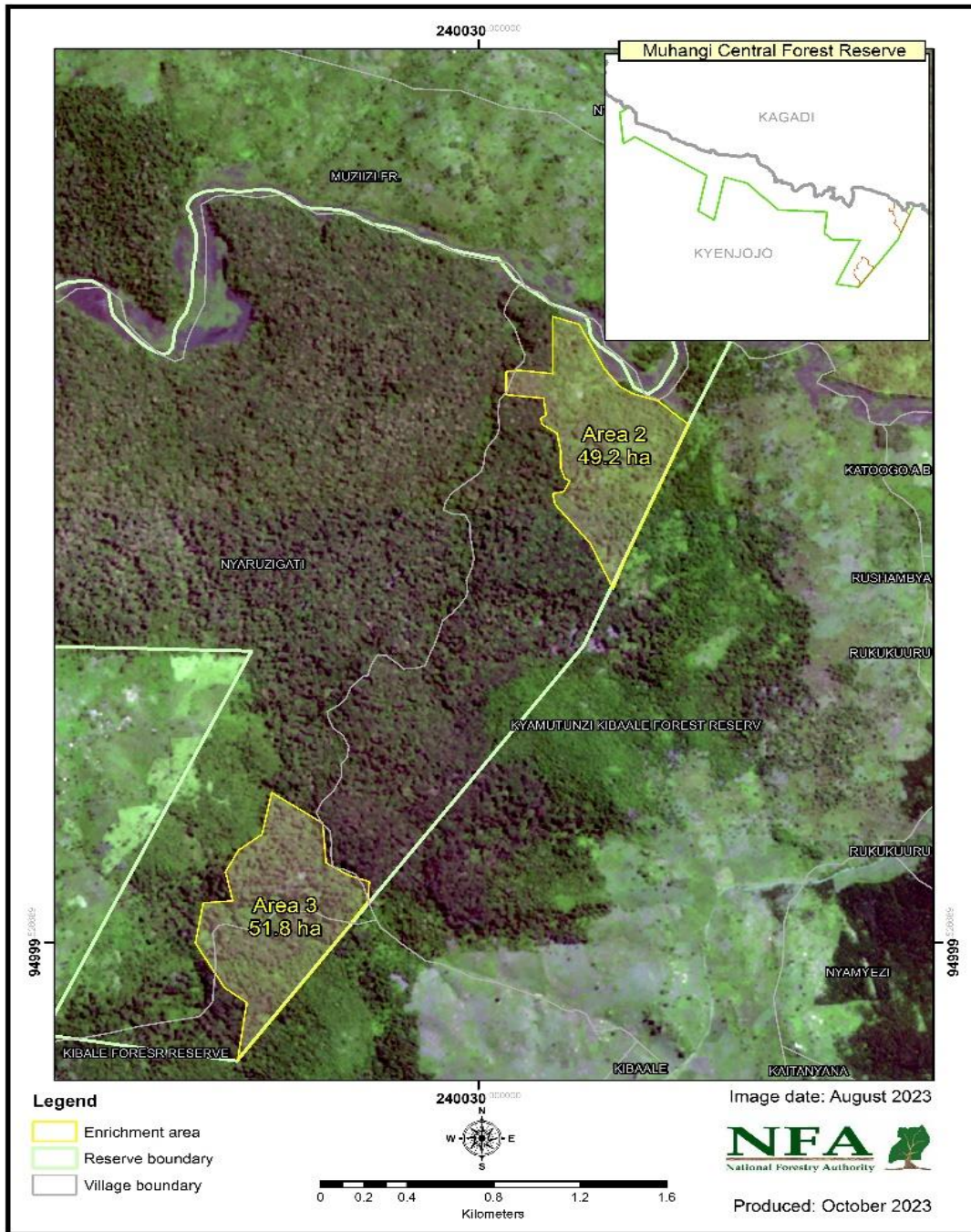
Location of enrichment area in Itwara CFR Site 1



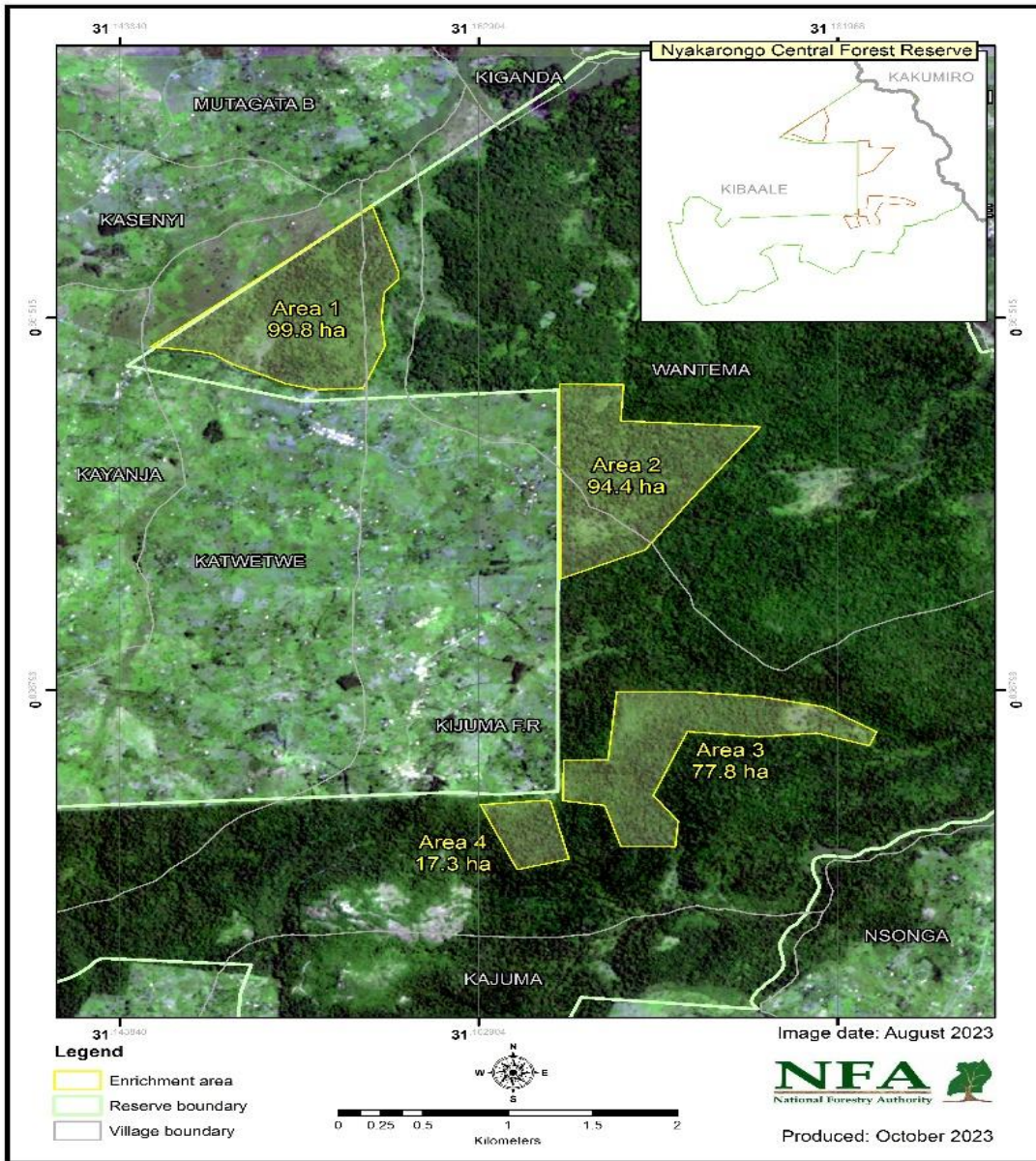
Location of enrichment area in Kagombe CFR



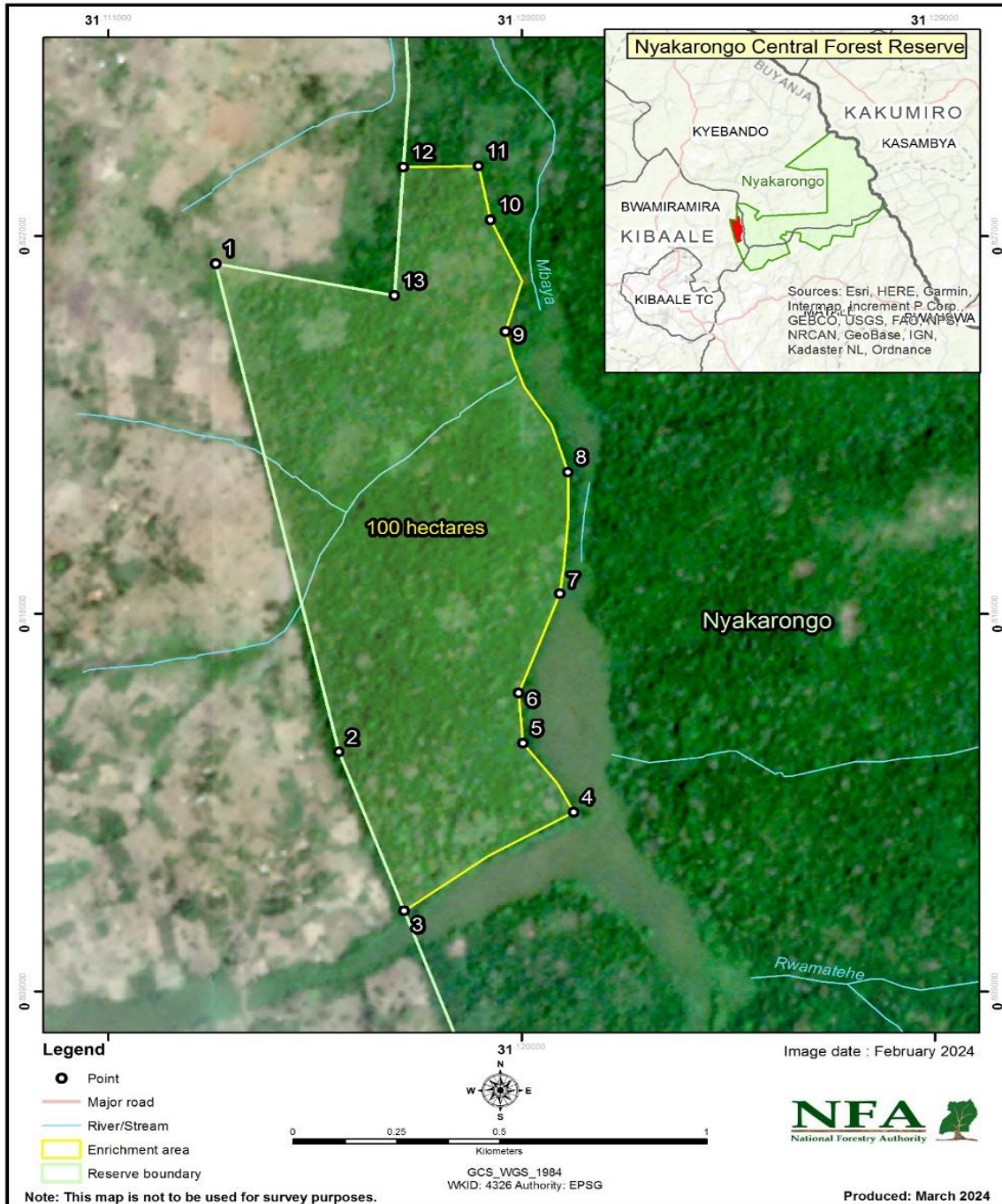
Location of enrichment area in Kibego CFR



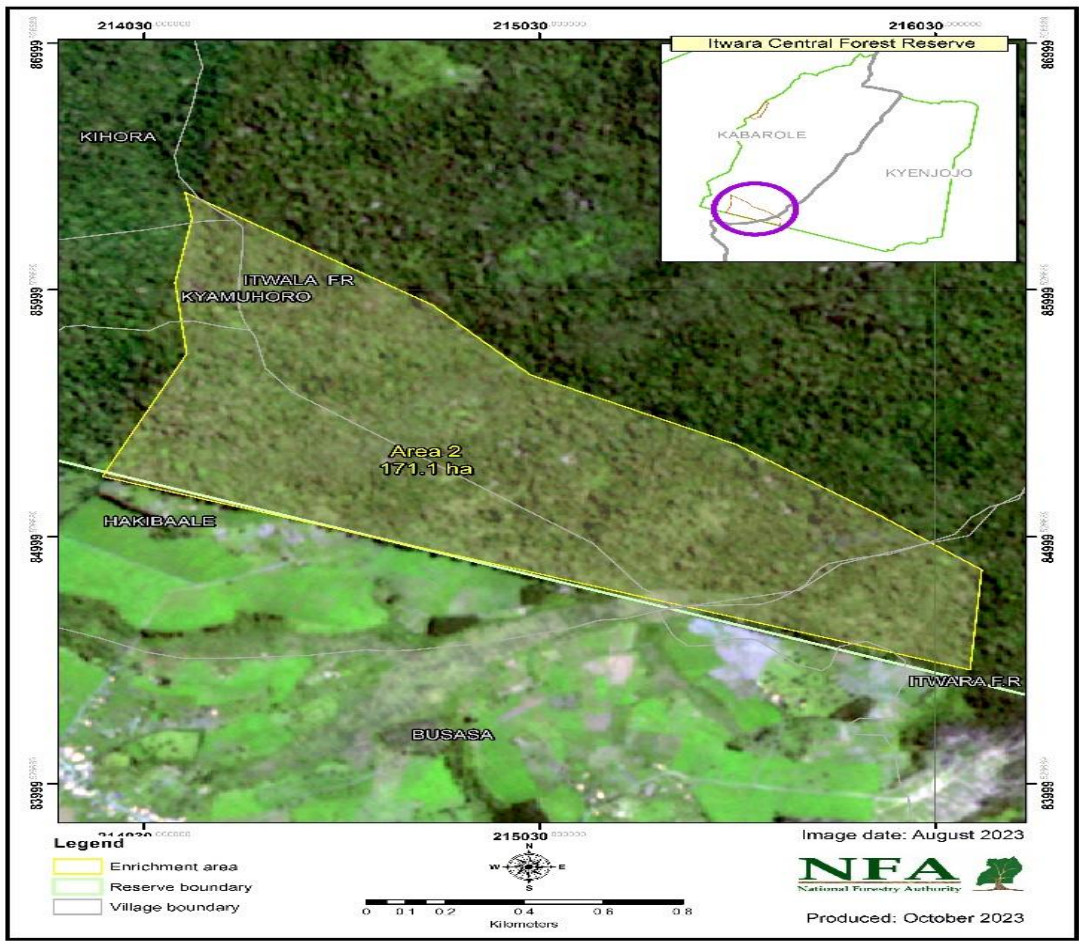
Location of enrichment area in Muhangi CFR



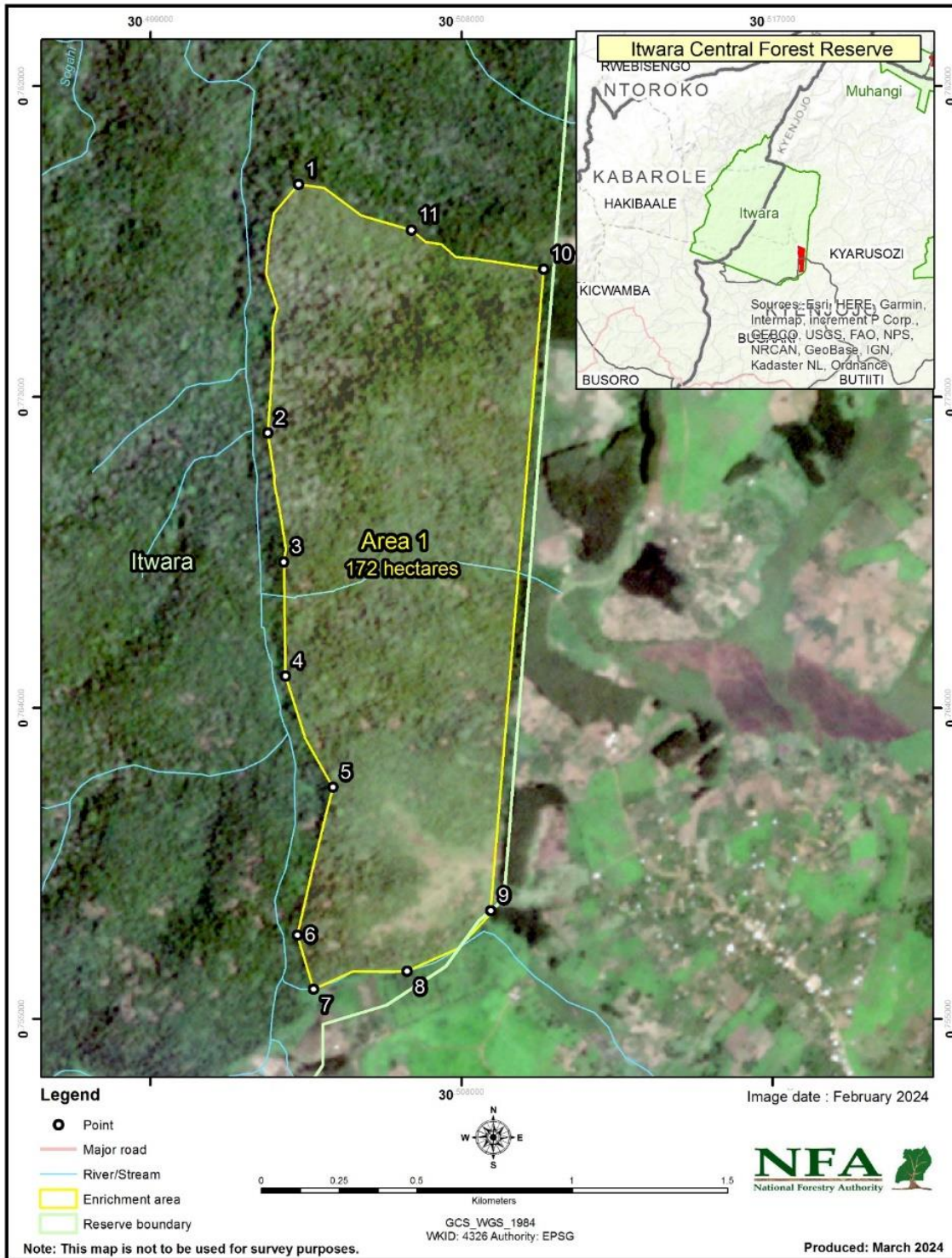
Location of Enrichment area Nyakarongo CFR (Sites 1,2,3 and 4)



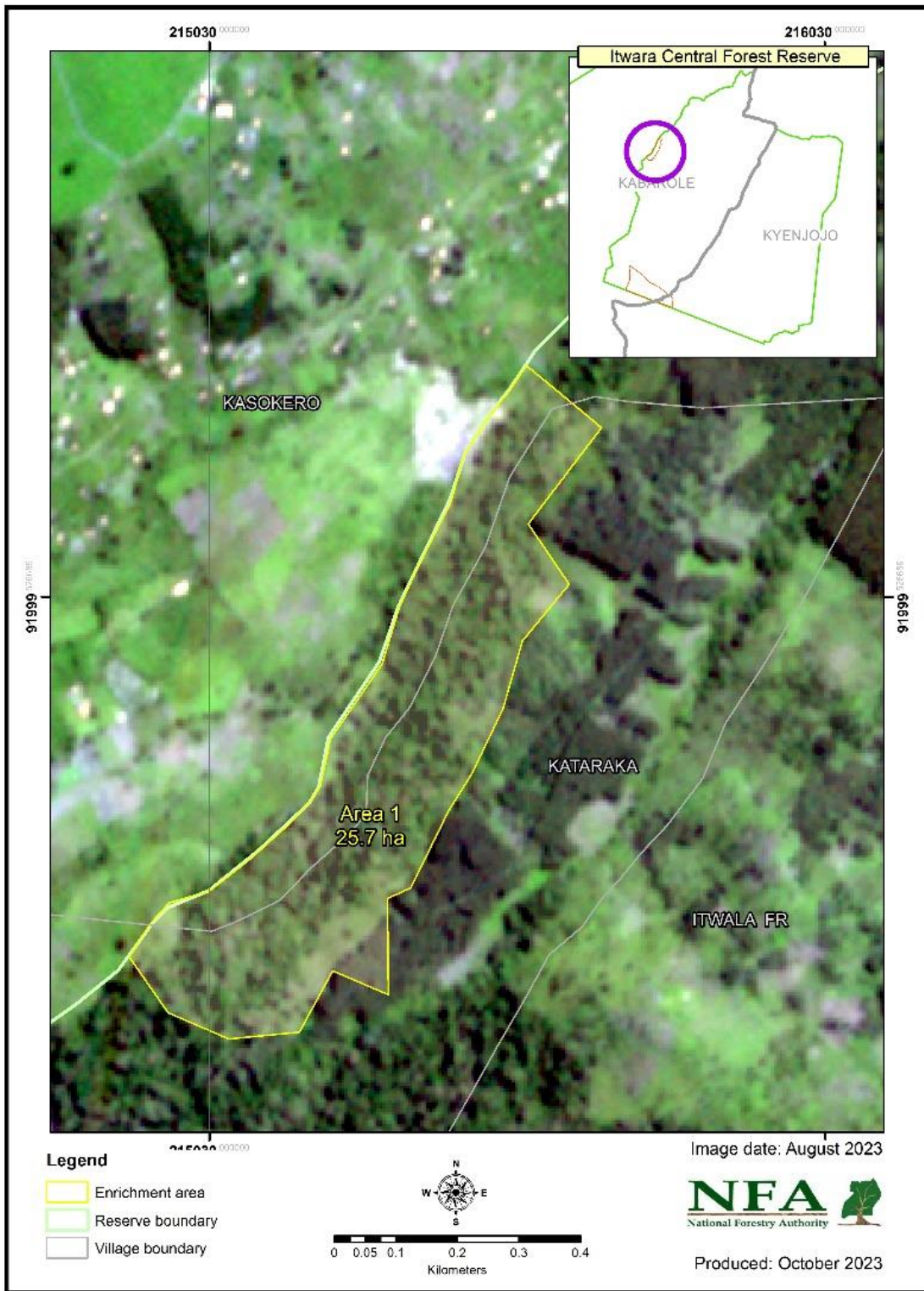
Location of Enrichment area in Nyakarongo CFR



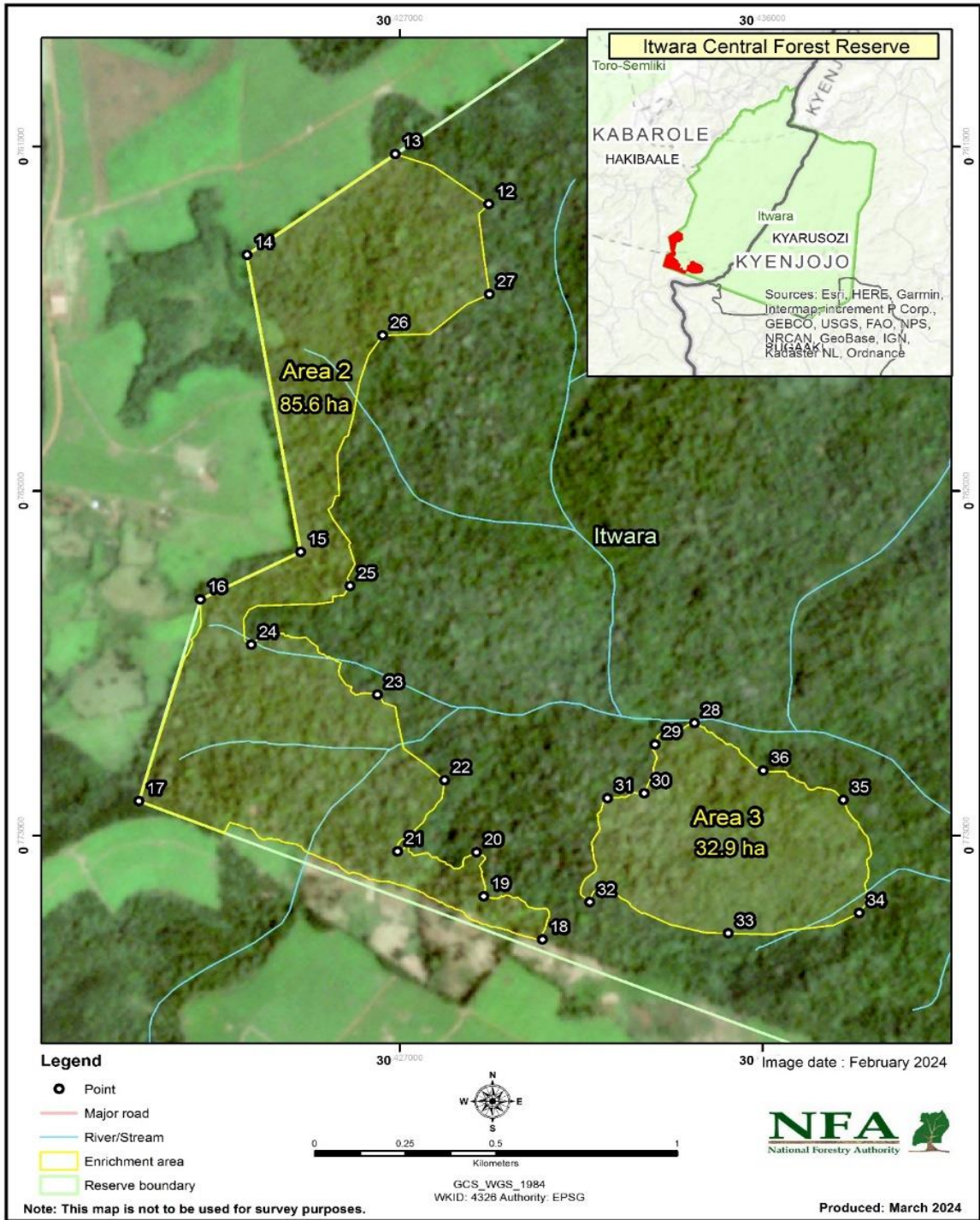
Location of enrichment area in Itwara CFR Site 2



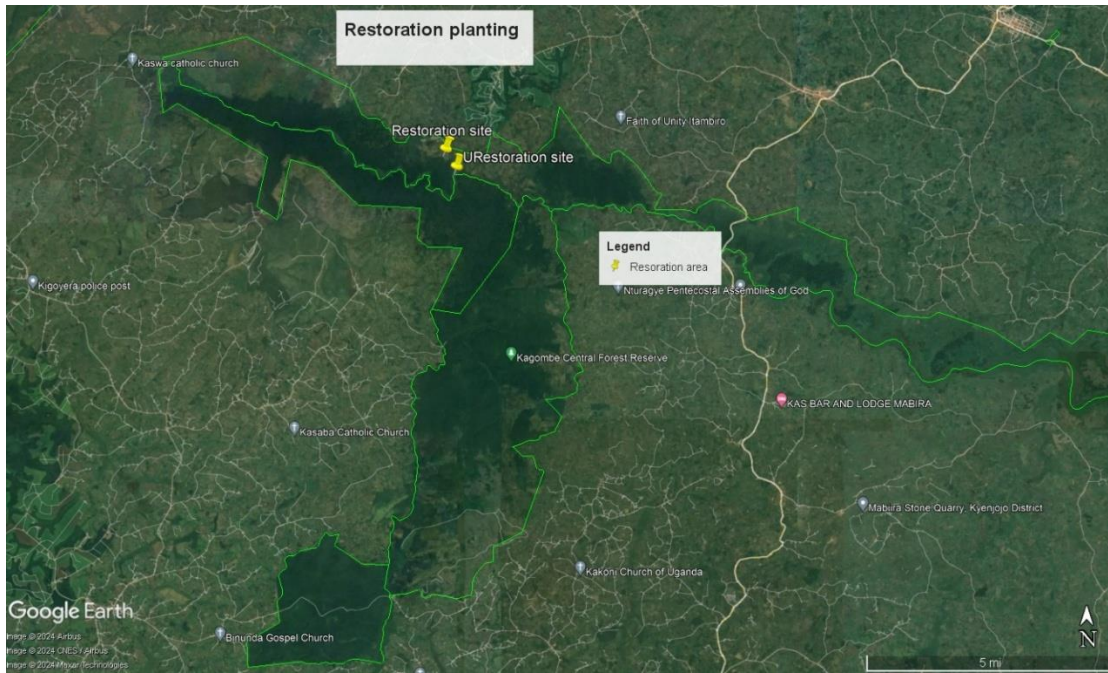
Location of enrichment area in Itwara CFR,



Location of enrichment area in Itwara CFR, Kataraka



Location of enrichment area in Itwara



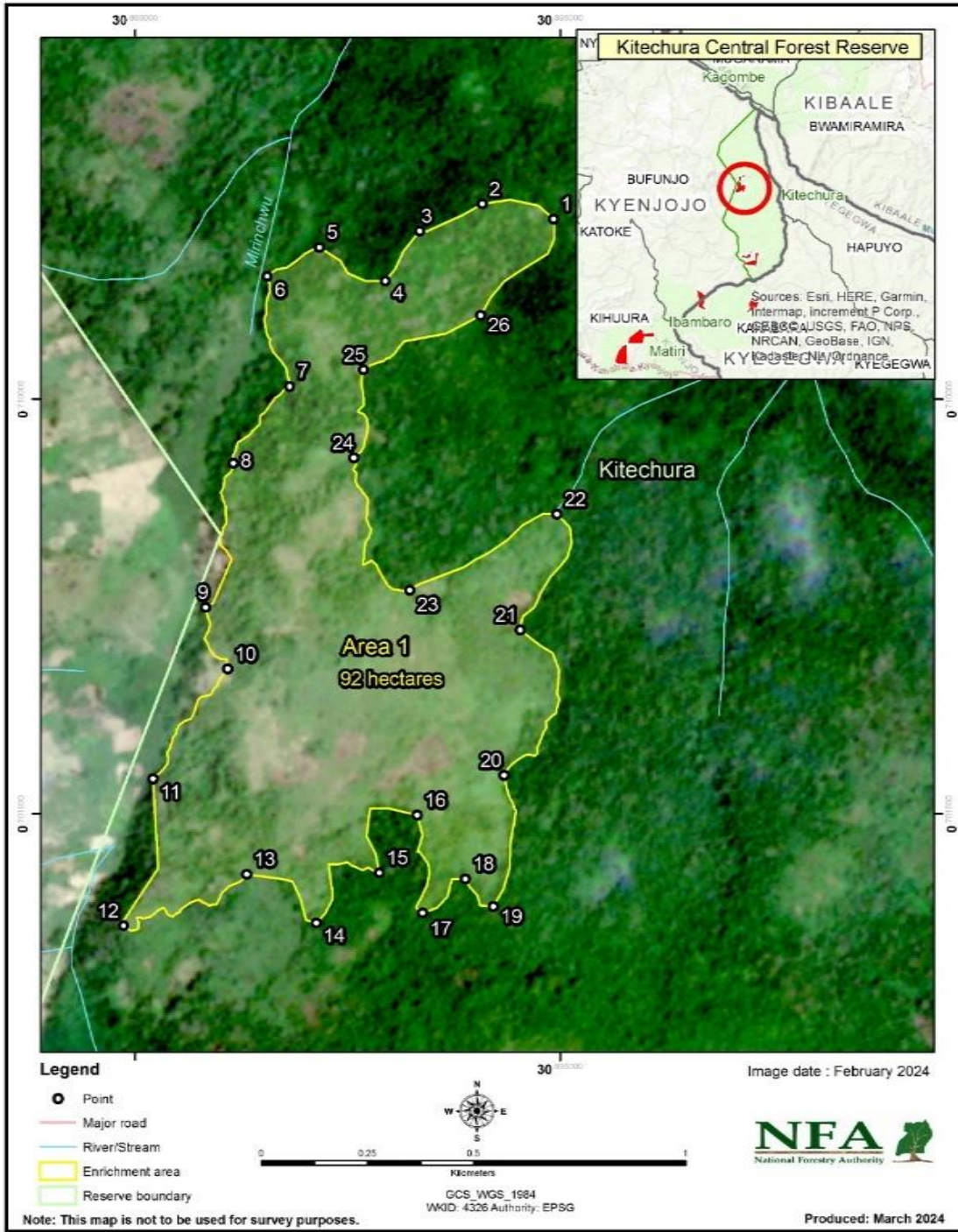
Location of restoration area Kakombe CFR



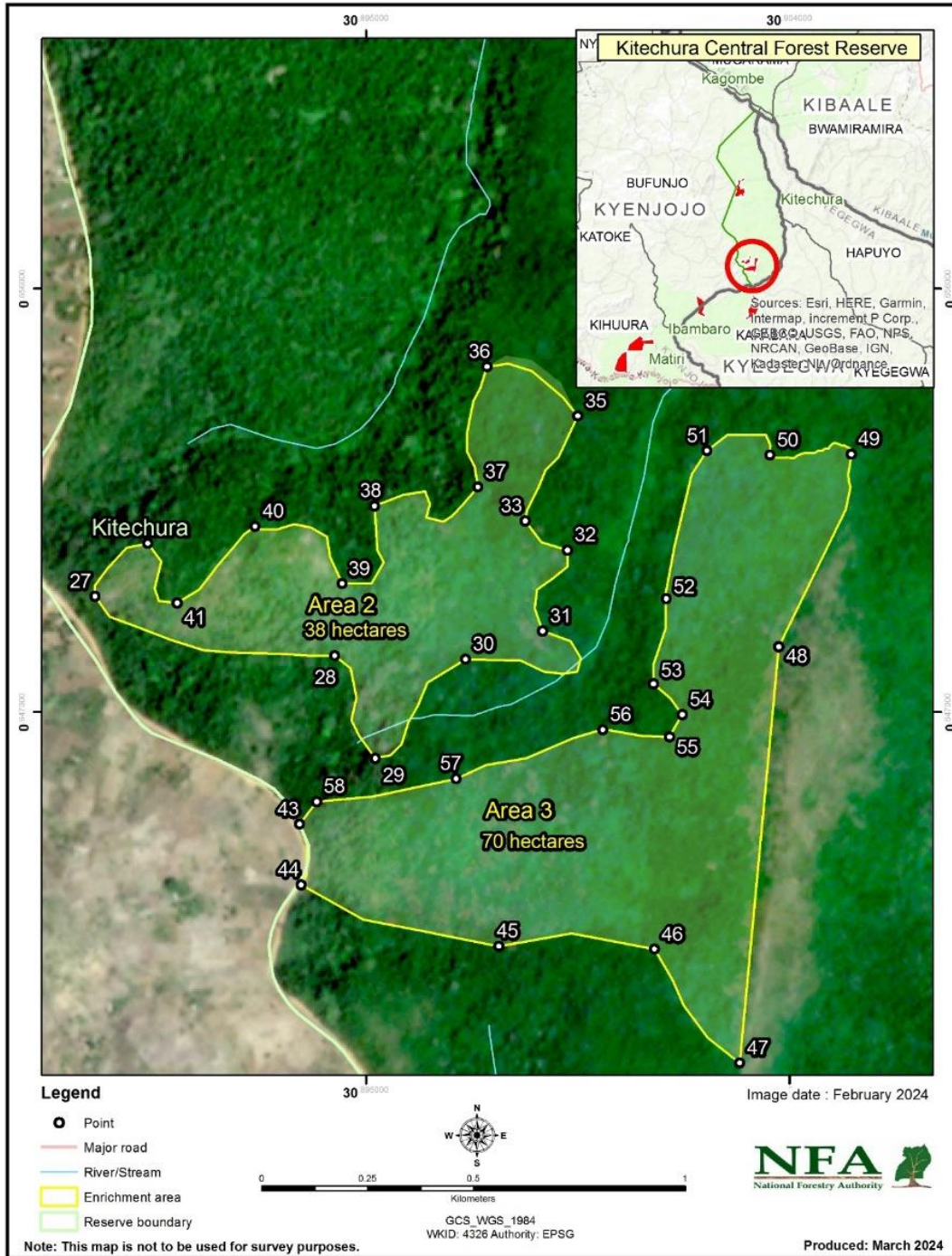
Location of enrichment area in Kakasi CFR



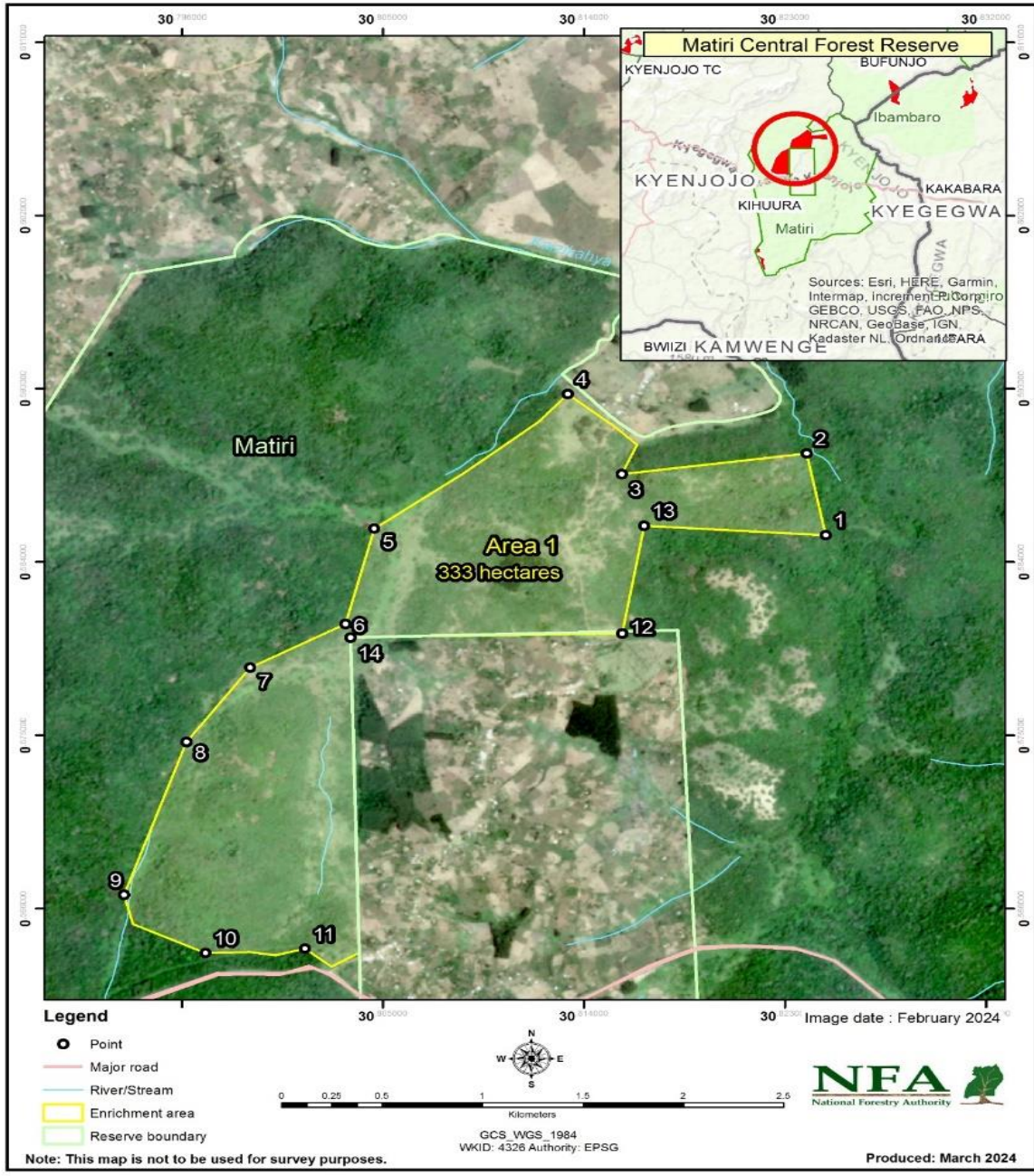
Location of enrichment area in Kasyoha kitomi CFR



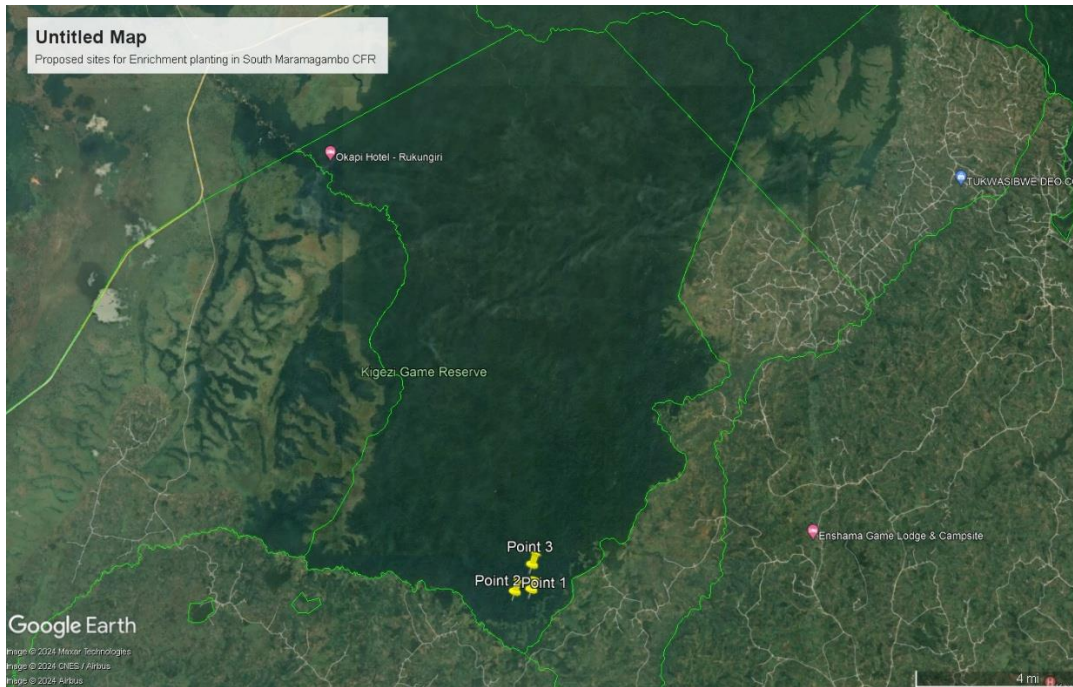
Location of enrichment area in Kitechura CFR



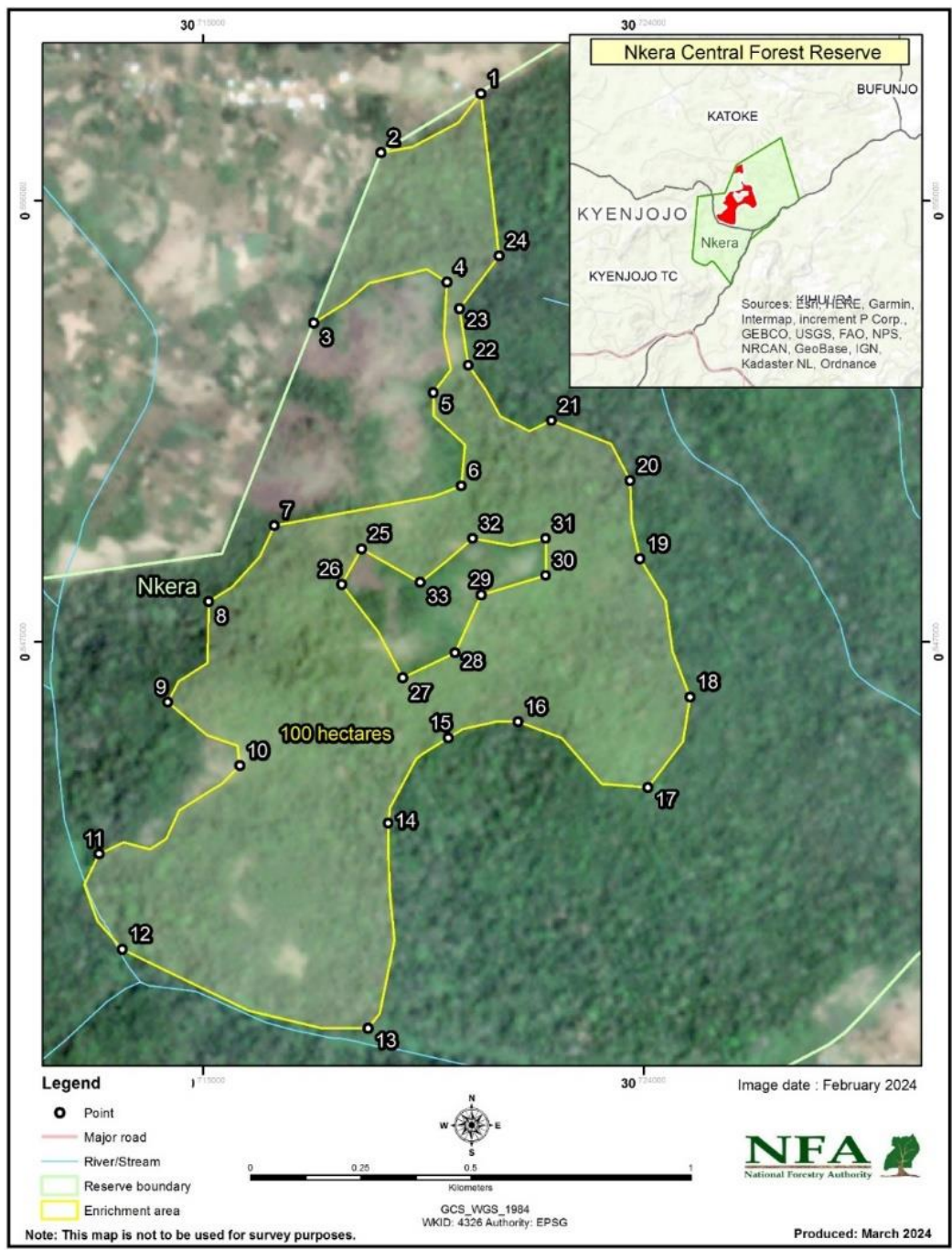
Location of enrichment area in Kitechura CFR



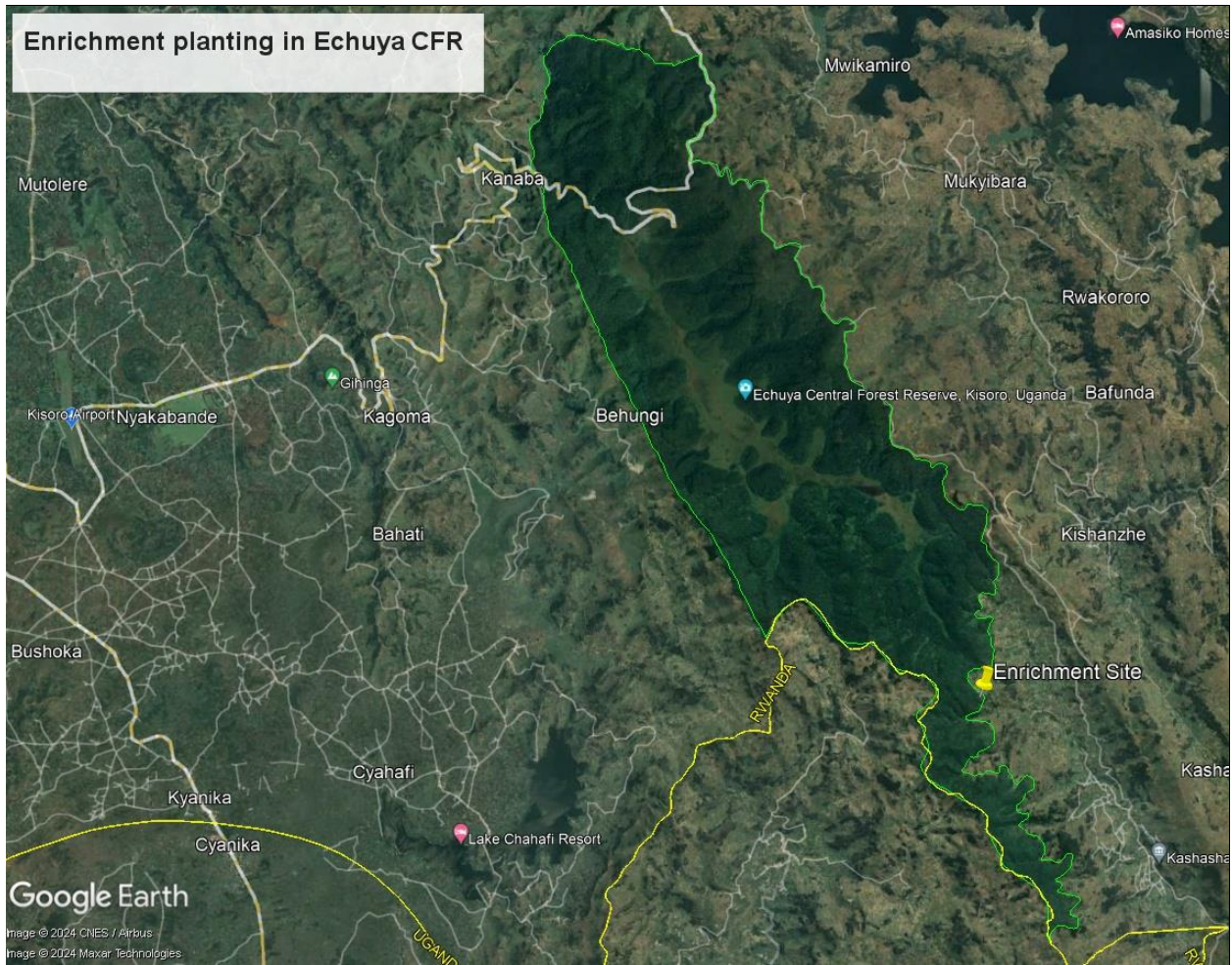
Location of enrichment area in Matiri CFR



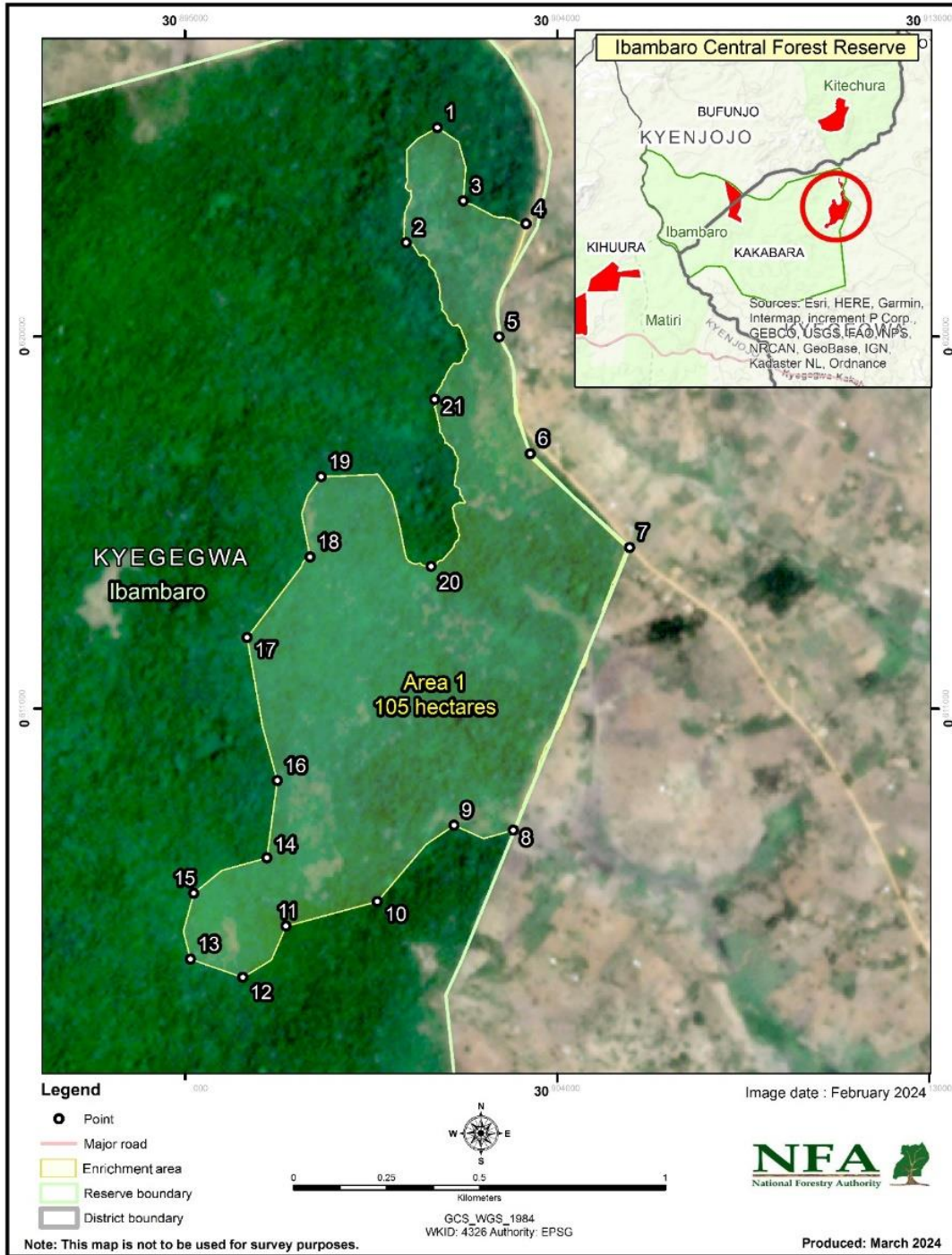
Location of enrichment area in South Maramagambo CFR



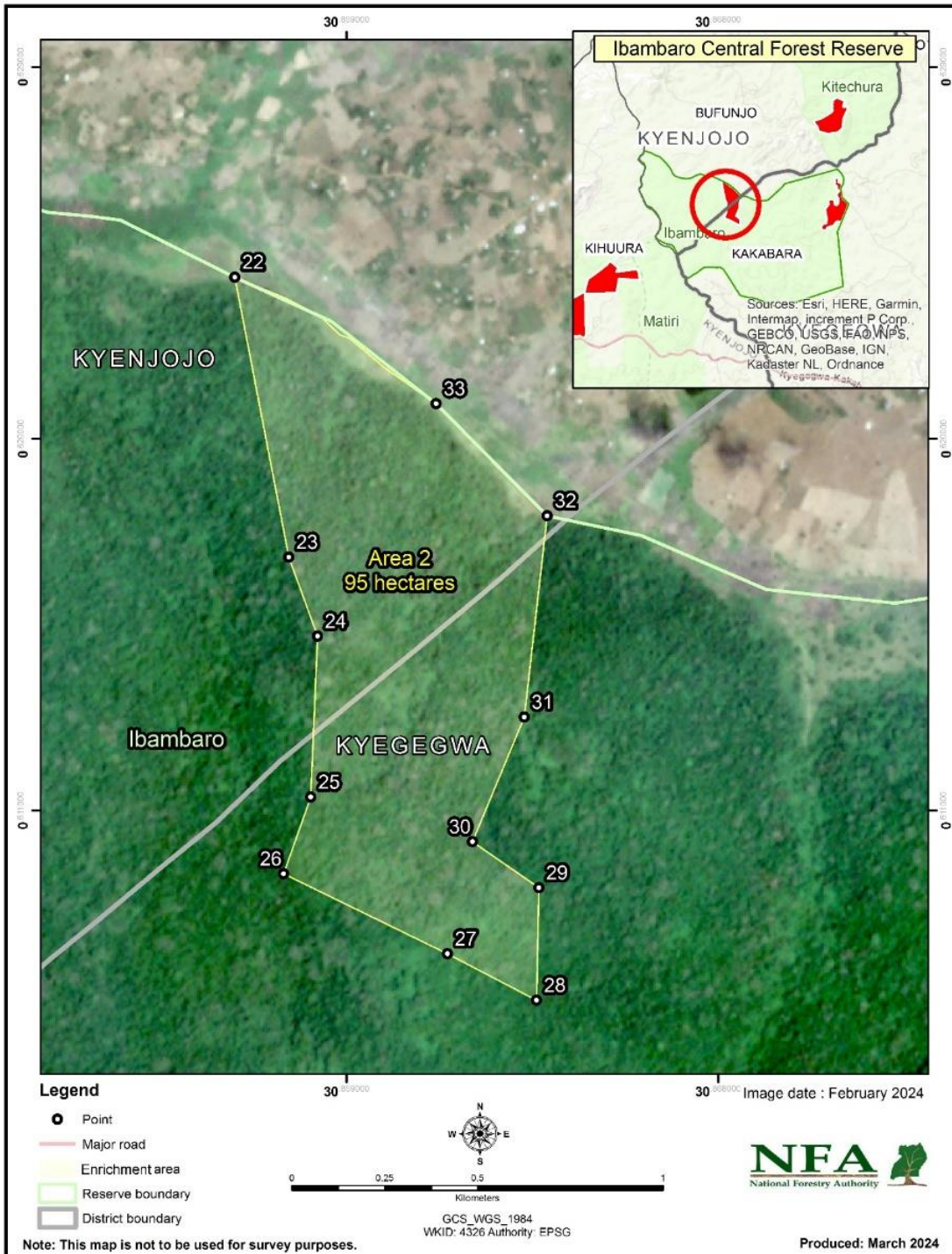
Location of enrichment area in Nkera CFR



Location of enrichment area in Echuya CFR



Location of enrichment area in Ibambara CFR



Location of enrichment area in Ibambaro CFR

Salient Environmental Characteristics and Baseline Conditions of the project site.

Bugoma CFR, Kisonsome

Bugoma CFR protects the banks of Rivers Nguse, Ngemwa, Lyalo, Rwemiseke and Rutowa which eventually drain into Lake Albert. It acts as a biodiversity corridor by connecting Kabwoya Game Reserve to MFNP, Budongo, Rwengeye, Matiri, Itwara CFR and Semiliki NP. It is a watershed for River Nguse and Rutowa which eventually feed Lake Albert. Rivers Nguse and Rutowa serve as a water source to the communities of Kabwoya, Kyangwali, Buseruka, Lugasari and Kyalyanga Sub-counties. It is a natural forest with high potential for producing high value timber like *Khaya anthotheca*, *Milicia excelsa*, *Aningeria alitisma* etc. It has immense potential for ecotourism. It is one of the CFRs that constitute the network of critical biodiversity sites in Uganda. Prized species include Chimpanzees and Mangabeys.

The salient environmental and baseline conditions of the Bugoma CFR, Kisonsome is such that degeneration and degradation of the forest reserves had affected the ecosystems functions of the CFR leaving the soil, watersheds without proper protection. The soil in the forest is comprised and are mostly tropical red earths of the laterites with nodular concretions except on the hills where they are shallow and stony. The soil is largely comprised of weathered rock with top layer of decomposed litter. The area experiences two rainfall peaks, April -May and September-December, the latter being the most reliable. The annual rainfall range is about 1100-1350 mm. Temperature range 24-28C with seasonal variations.

The restoration area was encroached by communities for subsistence farming with annual crops grown also in the surrounding areas. The population of the surrounding area is high estimated at 200-250 people/Km². It is important to note that timber and non-timber supply was no longer sustainable because natural regeneration was very slow given the climatic changes. As a result of the seemingly bare land, communities encroached and turned part of the forest land for farming. Therefore, restoration planting will improve forest cover and management of the Kisonsome-Bugoma CFR

Bugoma CFR, Kidoma beat

These CFRs were gazetted with the purpose of protection of Ecological functions like Soil and Watershed protection, provision of sustainable supply of timber and non-timber products, biodiversity conservation and climate change protection. They have suffered from Agricultural encroachment and over harvesting of forest products by communities resulting in severe degradation of the areas along the forest boundary. The threat of encroachment and illegal harvesting remains high and where the encroachers are removed it is important to have immediate interventions like restoration planting in order to discourage the illegalities. The entire boundary has been resurveyed hence the need to secure the areas through tree planting. The soils in CFR are mostly tropical red earths of the laterites with nodular concretions except on the hills where they are shallow and stony. The soil is largely comprised of weathered rock with top layer of

decomposed litter. The area experiences two rainfall peaks, April -May and September-December, the latter being the most reliable. The annual rainfall range is about 1100-1350 mm. Temperature range 24-28C with seasonal variations.

The restoration area was encroached by communities for subsistence farming with annual crops grown also in the surrounding areas. The population of the surrounding area is high estimated at 200-250 people/Km²

Kashoya-Kitomi CFR

Kashoya Kitomi CFR was gazetted with the view to protect the ecological functions like Soil and Watershed protection, provision of sustainable supply of timber and non-timber products, biodiversity conservation and climate change protection. Kasyoha -Kitomi CFR is a watershed and catchment for rivers such as Kyambura, Buhindagi, Ngoro, Katerera, Kitomi, among others. These rivers drain into Lake George ecosystem. The steep hills of Munyonyi, Muragara, Kategule, Kampuma, Rubare, Nyakakoma acts as the major watershed areas for the areas of Bunyaruguru, Irimba, Burere, and Runengo in Buhwezu. These rivers also provide domestic water to communities around the reserve in the parishes of Nwongera, Katanda, Kazumbura, Kitake, Mujera, Katala, Kyambura. Besides R. Kyambura had been identified a potential for hydroelectric power. A sanctuary to wildlife during dry seasons. Exceptionally diverse in its flora and fauna and therefore of high conservation value in the country and the region as a whole. It is also a core conservation forest in the forest nature conservation master plan 2002. Some grassland areas have been licensed for private tree planting to support livelihoods. Has potential for ecotourism due to the scenic beauty of Kamunzuku lake.

Soil types vary widely from sandy and clay loam pedsols to the younger and poorly developed lithosols from the litter fall. The soils derived from the underlying quartzites is less fertile than that derived from the softer rocks (shales, schists).

The area experiences two rainfall peaks, the short March-May and the long September-December, the latter being the most reliable. The annual rainfall range is about 1250-1400 mm. The temperature range is 20-25C with seasonal variations. The restoration area was encroached by communities for subsistence farming with annual crops grown also in the surrounding areas. The population of the surrounding area is high estimated at 250-300 people/Km²

The area has been faced with the challenge of invasive species, encroachment by the neighboring communities and over harvesting of forest products by communities resulting in severe degradation of the areas along the forest boundary. Restoration planting will ensure good maintenance of the planted seedlings to grow faster as well as more attention for the protection monitoring will lead to the areas being restored faster with vegetation. It will provide the opportunity to improve the species composition for good trees for timber production (Timber Stand Improvement)

Itwara CFR

Itwara CFR Tropical High Forest protecting Wamisu and Sogahi Rivers rivers and streams that supply water to the surrounding population and drain to R. Muzizi. It is a source of timber and other forest products and biodiversity conservation forest for fauna and flora.

The soils are sandy loams with sedimentary underlying rocks, strongly folded and metamorphosed, the most common features being the quartzite ridges. These are usually fringed by schist, and most of the low ground is probably underlain by gneiss and similar rocks.

The climate is tropical with two rainfall peaks from April to May and September to November. An annual mean temperature range is: 15° C minimum and: 27°C maximum. The annual rainfall is 1,250-1400mm.

A natural forest protecting a number of rivers and streams that supply water to the surrounding population. One of the prominent rivers is Muzizi. It is a source of industrial furniture grade timber.

Nyakarongo CFR

Nyakarongo CFR protects the banks of Mbaya River which feeds into River Nguse draining into Muzizi River and eventually into Lake Albert. There are three (3) main soil types originating from Buwekula catena (part of the Buganda catena) covering about 90% of Buyanja and Bugangaizi counties as granitic soils. These are shallow loam, red clay loams and brown gravelly loams. Kibaale District has favourable climate. It enjoys a bi-modal rainfall, which varies between 1000mm- 1500mm per annum, i.e moderate to high rainfall. Rainfall comes in two peaks, first from March to May and the second from September to November. However, the western part of the district bordering the Rift Valley is generally dry.

Temperatures are relatively high varying between 15°c and 30°c with the hottest temperatures recorded in the rift valley zone, in the dry period Dec – March. The CFR is important for biodiversity connectivity as it connects Semliki NP to MFNP via Bugoma, Kagombe and Itwara as explained above. It is source of forest products for the surrounding communities which caused some degradation.

Muhangi CFR

Muhangi CFR is a closed tropical moist forest located in the western Rift valley that protects the banks of river Muzizi which drains to Lake Albert. The soils are sandy loams with sedimentary underlying rocks, strongly folded and metamorphosed, the most common features being the quartzite ridges. These are usually fringed by schist, and most of the low ground is probably underlain by gneiss and similar rocks. The climate is tropical with two rainfall peaks from April to May and September to November. An annual mean temperature range is: 15° C minimum and: 30°C maximum especially in the lower areas in the rift valley. The annual rainfall is 1,250-1400mm. It has biodiversity which is typical to the Western Rift valley CFRs. The CFRs were disturbed by illegal harvesting of forest products hence the need for restoration planting.

Kibego CFR

Kibego CFR is a Tropical High Forest that protects the banks of tributaries that feed into River Muzizi. It is also an important forest in biodiversity conservation acting as a corridor along R.Muzizi. The soils are sandy loams with sedimentary underlying rocks, strongly folded and metamorphosed, the most common features being the quartzite ridges. These are usually fringed by schist, and most of the low ground is probably underlain by gneiss and similar rocks. The climate is tropical with two rainfall peaks from April to May and September to November. An annual mean temperature range is: 15° C minimum and: 27°C. The annual rainfall is 1,250-1400mm. The CFRs was disturbed by illegal harvesting of forest products hence the need for restoration planting

Kagombe CFR

Kagombe Protects the watershed for Rivers Kagombe & Muzizi which eventually drain into Lake Albert. It connects to Semliki National Park via Muhangi, Kitechura, Ibambaro, Matiri and Itwara CFRs. There are three (3) main soil types originating from Buwekula catena (part of the Buganda catena) covering about 90% of Buyanja and Bugangaizi counties as granitic soils. These are shallow loam, red clay loams and brown gravelly loams. The climate is a bi-modal rainfall, which varies between 1000mm- 1500mm per annum, i.e moderate to high rainfall. Rainfall comes in two peaks, first from March to May and the second from September to November. However, the western part of the district bordering the Rift Valley is generally dry.

Temperatures are relatively high varying between 15°c and 30°c with the hottest temperatures recorded in the rift valley zone, in the dry period Dec - March.

The CFR was seriously encroached, which is affected the ecological functions of the reserve. It is a young forest with a high a potential for producing high value timber from natural forest e.g. mahogany.

Nkera CFR

Nkera CFR was gazetted for conservation of ecological services and provision of forest products. It protects the catchment for R.Mukubuli a source for water for the community.

The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash. The underlying rocks are boulder deposits swept down from the highlands at the time when *plio-pleistocene alluvium* was being deposited in the rift valley. Part of the area consists of un-eroded acid gneiss of the Karagwe-Ankolean age.

South Maramagambo CFR

S.Maramagambo CFR is a water catchment for rivers Rushaya, Nchwera, Rugaizi that drain into Lake Edward. Rivers Rushaya and Rugazi are important sources of domestic water for the parishes of Kikarara Bwambara, Nyabubare and Kanyabwanga in Rukungiri and Bushenyi districts. The soils in the forest are generally clay and silt which are generally of low fertility caused by soil erosion. The temperatures are warm throughout the year with mean maximum temperature of 27°C and mean minimum temperature of 15°C. The rainfall is between 1000mm – 1500mm annually.

There are isolated beds of calcareous and limonitic soils. The forest provides sanctuary to a variety of wildlife since it is adjacent to Kigezi wildlife Reserve which is part of Queen Elizabeth protected areas. The forest cover protects soils against erosion and landslides. The forest supplies local communities with NTFP such as herbal medicine, dead wood and managed as dual management area with UWA.

Matiri CFR

Matiri CFR is a young colonizing THF which is a catchment for rivers include Kahombo, Rusesenge, Kazizi, Kaikasaisha. which drain to R. Muzizi and subsequently to Lake Albert combining with Kitechura and Ibambaro CFRs. The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash. The underlying rocks are boulder deposits swept down from the highlands at the time when *plio-pleistocene alluvium* was being deposited in the rift valley. Part of the area consists of un-eroded acid gneiss of the Karagwe-Ankolean age. The CFR has two rainy seasons with first and short rains between March and May; the longest and second rains between August and November. Dry seasons are between May and July and from December to end of February.

The CFR suffers from invasive species infestation by *Senna spectabilis* species. Matiri provides forest products to the local communities and is also potential Ecotourism Forest for nature walks and birding. The CFR has been overtime degraded by unsustainable harvesting hence the need for restoration planting.

Kitechura CFR

Kitechura CFR is THF which is a catchment for Rivers such as R. Kagenga, R. Mirinchi which drain into R. Muzizi that is categorized as a wetland of National importance in the sixth schedule of the National Environment (Wetlands, River banks and Lakeshores management) regulation, 2000. The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash. The underlying rocks are boulder deposits swept down from the highlands at the time when *plio-pleistocene alluvium* was being deposited in the rift valley. Part of the area consists of un-eroded acid gneiss of the Karagwe-Ankolean age. The CFR has two rainy seasons with first and short rains between March and May; the longest and second rains between August and November. Dry seasons are between May and July and from December to end of February. The CFR has been overtime degraded by unsustainable harvesting hence the need for restoration planting.

Kakasi CFR

The CFR is a catchment area for river Katigule which with related swamps provide the water for communities around for domestic use in villages of Kanywambogo, Katigule. The area has very steep slopes in the region which are protected by the forest and believed to be rich in minerals and if degraded shall lead to massive soil erosion, loss of biodiversity, floods and siltation of L. George. Soil types vary widely from sandy and clay loam pedsols to the younger and poorly developed lithosols from the litter fall. The soils derived from the underlying quartzites is less fertile than that derived from the softer rocks (shales, schists).

The area experiences two rainfall peaks, the short March-May and the long September-December, the latter being the most reliable. The annual rainfall range is about 1250-1400 mm. The temperature range is 20-25°C with seasonal variations. The restoration area was encroached by communities for subsistence farming with annual crops grown also in the surrounding areas. The population of the surrounding area is high estimated at 250-300 people/Km². The CFR is the only area with woodland in the region keeping a number of species of birds, animals, insects and butterflies. The part of reserve provides wood materials for domestic use ranging from fuelwood, walking sticks, pegs, poles. Part being woodland, it is the main source of herbs that are medicine to the communities around the reserve. The reserve has provided employment for people from the local communities.

Echuya CFR

Echuya CFR was gazetted for conservation of ecological services and biodiversity flora and fauna. The forest lies on earth crust rocks which are generally phyllites, and shales of the Ankole-Karagwean system. The soils are predominantly humic red loams, moderately acidic and deficient of bases. This soil is also dark, weakly structured or structure less loose and friable when it dries up and therefore very susceptible to erosion.

Echuya CFR experiences tropical climate with annual rainfall range of 1,400-1900mm. Annual mean temperature range from minimum of 7-15°C and maximum 20-26°C. The forest receives two rainfall peaks;- March to May and September to November with a severe dry spell during December-February and a mild dry weather occurs between June and August.

It is the only FR that supports highland bamboo but also home to endemic species of trees, birds, butterflies that do not occur anywhere in Uganda. Echuya CFR acts as a watershed for lake Buyonyi. Echuya swamp is a reservoir that drains into the mouth and supplies villages of Kanaba with domestic water. Indigenous communities (the Batwa) depend on the CFR for their livelihood.

Ibambaro CFR

Ibambaro CFR is THF which is a catchment area for River Kahombo and Burunga which drain into R. Muzizi that is categorized as a wetland of National importance in the sixth schedule of the National Environment (Wetlands, River banks and Lakeshores management) regulation, 2000. The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash. The underlying rocks are boulder deposits swept down from the highlands at the time when *plio-pleistocene alluvium* was being deposited in the rift valley. Part of the area consists of un-eroded acid gneiss of the Karagwe-Ankolean age. The CFR has two rainy seasons with first and short rains between March and May; the longest and second rains between August and November. Dry seasons are between May and July and from December to end of February. The CFR has been overtime degraded by unsustainable harvesting hence the need for restoration planting.

2.0 POLICY, LEGAL AND REGULATORY FRAMEWORK

This section provides a brief overview of the policy, legal and regulatory framework for environmental and social impacts and risks management in Uganda relevant to the proposed restoration planting sub project of the CFR

2.1 National Policies

S/No	Legislation	Key provisions/requirements	Relevance
1	The National Environment Management Policy, 1994	The key objective of the policy (NEMP), is to enhance the health, quality of life and promotion of long-term, sustainable socio-economic development through sound environmental and natural resource management and use and optimizing resource use	The provisions of this policy instrument have guided the preparation of this ESMP to ensure that adequate measures to mitigate the possible impacts of the forest restoration sub project activities are adequately spelt out
3	The Child Labour Policy, 2006	This policy prohibits employment of children. Section 7.12 of this policy recognizes the urgency of eliminating child labour in its worst forms. Every effort should be made to remove children from the worst forms of child labour (WFCL) and enforce all relevant protective measures to ensure children do not become engaged in WFCL and those who exploit children's labour are punished in accordance with the law.	NFA should ensure strictly no employment of children at the sub project in accordance with this policy.
4	The National Employment Policy, 2010	Employment creation is central to the national, socio-economic development process. The goal of this policy under section 5.3 is to promote productive and decent employment for all women and men in conditions of freedom, equity, security and human dignity.	NFA shall ensure the provisions of this policy are adhered to since the sub project offers some employment opportunities
5	The National Gender Policy, 1997	The Policy aims to guide and direct at all levels, the planning, resource allocation and implementation of	NFA to ensure that gender considerations will be integrated into the recruitment, payment and treatment

		development programmes with a gender perspective. Under section 5.2, the policy addresses priority issues including gender inequality in access to justice, socio-cultural discrimination against girls and women, gender based violence, limited awareness about rights among women and men, high maternal and child mortality and morbidity, low literacy especially among women, and high levels of fertility	of workers in line with the policy
6	Occupational Health and Safety (OHS) Policy (2008)	The policy was developed to ensure provision and maintenance of health and safety working environment for all workers throughout the life of the project. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost	NFA to ensure that all works shall integrate the health and safety of the workers and community members along with the sub project priority. The contractor shall also be required to get an occupational health and safety permit from the department in the ministry of gender, labour and social development to operate a workplace
7	The National Culture Policy, 2006	The National Culture Policy emphasises the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. Section 4.2 emphasizes the promotion of culture and enhancement of its contribution to community empowerment	NFA to ensure that there is an enabling environment created to ensure protection and conservation of any PCRs that will be encountered during sub project implementation
8	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 world of work. The policy applies to all current and prospective employees	The policy is key in guiding the mainstreaming of HIV/AIDS activities to reduce the prevalence of HIV infection, provide care

		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 Policy also promotes a human rights-based, gender-sensitive legal and policy environment to address HIV and AIDS in Uganda.	and support to infected and affected persons and to stop the spread of HIV/AIDS. In this regard, NFA will ensure that all the workers and the community members in the sub project areas shall be informed and trained about HIV/AIDS. They will be cautioned and advised to use the ABC approach.
9	The Wildlife Policy, 1999	Ownership of wildlife (plant and animal) existing in its wild habitat is vested in Government on behalf of, and for the benefit of, the people of Uganda (Sec. 3(1) - this is consistent with the constitutional position in article 237(2b).	NFA should restrict digging the ground works to areas that will be required for planting the seedlings so as to minimize on the impacts on wildlife resources.
10	Land Use Policy 2007	The overall goal for the national land use policy is to achieve sustainable and equitable socio-economic development through optimal land management and utilization. Section 1,3 of the policy provides general guidance on optimal and sustainable utilization of land, and is based on the analysis of soil types, topographic features, and agro-ecological considerations, as well as social and demographic factors. Importantly, the Land Use Policy must address the various use categories and the conflicts that arise from competing demands.	Considering that the forest restoration may affect some of the neighbouring communities who may have settled on the CFRs, NFA should ensure adequate consultations and involvement of the community about the sub project and abide by other clauses in this policy.
11	The Uganda Forestry Policy, 2001	The Vision of the policy addresses sustainable management of forests, woodlands and trees to provide ecological, social services and economic goods contributing to	The forest restoration will ensure increased afforestation and biodiversity conservation of the CFRs. The forest will provide the necessary environmental services

		poverty reduction and macro-economic development. Section 2.2 of the policy states that Uganda's forests should be managed to meet the needs of this generation without compromising the rights of future generations	and goods and contribute to direct incomes to the local communities in short and long term through participating in the sustainable management of the CFRs.
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The Legal Frameworks

12	The Constitution of Uganda, 1995	The right to a clean and healthy environment is enshrined in Article 39 of the Constitution of Uganda, 1995. The Constitution guarantees a range of basic human rights to the people of Uganda which include: Integration of people in the development process. 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.	NFA to ensure that the working condition and the general work environment is kept environmentally clean and healthy and that the constitutional provisions are adhered to during sub project implementation
13	The National Environment Act No.5 of 2019	The National Environment Act enacted in 2019 spells out principles of environmental management and the rights to a decent environment. Section 3 (1) states that every person in Uganda has a right to a clean and healthy environment in accordance with the Constitution and the principles of sustainable development. 3(2) Every person has a duty to create, maintain and enhance the environment, including the duty to prevent pollution.	NFA to ensure that the forest restoration activities are conducted in ways that will ensure continuous improvement on environmental, social, health and safety management and appropriate measures to mitigate any adverse impacts to the environment and the surrounding communities that the sub project may have should be taken care of during the implementation of the sub project activities
14	The Children's Act, Cap 59	The Act puts into effect the Constitutional provisions on children and emphasizes the protection of the child by upholding the rights, protection, duties and responsibilities	NFA to ensure that the provisions in this act are adhered to and most importantly, children should not be employed

		as contained in the Convention on Rights of the Child Section 8 prohibits employment of children. It states that no child shall be employed or engaged in any activity that may be harmful to his or her health, education or mental, physical or moral development.	
15	The Water Act, Cap 152	The Water Act, Cap 152 of 1995 provides for the management of water in Uganda under the mandate of the Directorate of Water Resources Management (DWRM) in the Ministry of Water and Environment. Section 31, subsection (1) of the Water Act deals with prohibition of pollution to water.	NFA to ensure that appropriate measures to prevent pollution of underground and surface water sources in the forests and neighbourhood are implemented in line with this act
16	The Occupational Safety and Health Act, 2006	The Occupational Safety and Health Act of 2006 consolidates, harmonises and updates the law relating to occupational safety and health and repeals the Factories Act of 1964. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost. It makes provisions for the health, safety, welfare and appropriate training of persons employed in work places. The Act provides for safe access to the workplaces and safe work practices which applies to this project as well.	The Act is applicable in relation to protection of the workers against secondary injuries and hazards during execution of their duties. NFA to ensure adequate protection of workers by provision of PPE to all workers, a clean and healthy work environment, sanitary conveniences, first Aid facilities and safe drinking water and meals. This act should be used as a guideline to guarantee the health and safety of workers
17	The Employment Act, 2006	This Act is the principal legislation that seeks to harmonize relationships between employees and employers, protect workers'	The Act will govern and or guide in recruitment of workers, labour management and ensure that workers interests are adequately

		<p>interests and welfare. Section 5 (1) states that no person shall use or assist any other person, in using forced or compulsory labour. Section 6 (3) states that discrimination in employment shall be unlawful and for the purposes of this Act, discrimination includes any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, the HIV status or disability which has the effect of nullifying or impairing the treatment of a person in employment or occupation, or of preventing an employee from obtaining any benefit under a contract of service.</p>	<p>addressed including prohibition of child labour during sub project implementation.</p>
18	The Workers Compensation Act, Cap 225	<p>This act emphasizes the need for adequate compensation of workers involved in work related injuries. Section 3 (1) states that if personal injury by accident arises out of and in the course of a worker's employment, the injured worker's employer shall be liable to pay compensation in accordance with this Act</p>	<p>All workers at the forest restoration exercise who get involved in work related injuries should be compensated in line with this act</p>
19	Land Act, Cap 227	<p>The Land Act provides for tenure, ownership and management of land. Section 43 states that a person who owns or occupies land shall manage and utilise the land in accordance with the Forests Act, the Mining Act, the National Environment Act, the Water Act, the Uganda Wildlife Act and any other law. Section 44 states that the Government or a local government shall hold in trust for the people and protect natural lakes, rivers, ground water, natural</p>	<p>All the sub project activities shall be conducted in reference to this policy and NFA should ensure the implementation of measures to protect environmentally and socially sensitive areas, as required under this Act.</p>

		ponds, natural streams, wetlands, forest reserves, national parks and any other land reserved for ecological and touristic purposes for the common good of the citizens of Uganda.	
20	The National Forestry and Tree planting Act (2003)	The Act provides the government shall hold in trust for the people and protect forest reserves for ecological, forestry and tourism purposes for the common good of people of Uganda. Section states that the purpose of the act is to create an integrated forest sector that will facilitate the achievement of sustainable increases in economics, social and ecological benefits from forests and trees by all the people of Uganda. Section 14 states that no person shall, in a forest reserve, cut, disturb, damage, burn or destroy any forest produce or remove or receive any forest produce except in accordance to the regulations made for the proper management of the forest reserve	The forestry restoration is a key requirement ensuring increased afforestation, biodiversity for ecological, forestry and tourism purposes for the common good of people of Uganda. NFA should ensure that forest restoration is done within the CFRs land for the legal and physical integrity of the forests.
Regulatory Framework			
21	The National Environment (Environmental and Social Impact Assessment) Regulations, 2020	The regulations state in Part II, Section 6 (1) A developer of a project in section 112 of the Act and set out in Schedule 4 of the Act shall assess the likely environmental, health and socio-economic impacts of the project.	This ESMP has been prepared in consideration of the above requirement and NFA should use it as a guide in the implementation of sub project activities
22	The National Environment (Waste Management) Regulations, 2020	These regulations provide for sustainable management of wastes Section 5 (1a) requires that waste is managed appropriately and securely in accordance with the Act, these Regulations, any other applicable law, environmental standards and conditions of the licence; (b) waste is managed in a manner that does not	NFA to ensure that wastes such as the stripped polyethene tubes are managed and disposed off in an environmentally friendly manner to avoid environmental pollution and public health impact.

		cause harm to human health or the environment.	
23	The National Forestry Regulations, 2016	Provide for all activities in support of restoration and protection of forest reserves and procedures for gazettement.	NFA to ensure compliance with the processes for ensuring the forest restoration and maintenance involving the local stakeholders.

2.4 World Bank Environmental and Social Standards (ESSs)

Environmental Provision and Social Standard

ESS1: Assessment and Management of Environmental and Social Risks and Impacts ESS1 provides for carrying out an environmental and social assessment of the project to assess the environmental and social risks and impacts of the sub project throughout the project life cycle. ESS1 is applicable to the project. The preparation of the screening report which recommended the development of this ESMP for the restoration planting at CFRs is in conformity with ESS1 and in line with the IFPA-CD project ESMF and LMP.

ESS2: Labor and Working Conditions ESS2 promotes the fair treatment, non-discrimination, provision of equal opportunities and safe working conditions for workers engaged on the sub project. It strongly encourages protection of all sub 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 sub project promptly and uses a transparent process that provides timely feedback to those concerned. On that note, ESS2 is applicable to the sub project and that is why the project prepared the Labour Management Procedures and Occupational Health and Safety Measures which shall be used to guide the restoration planting of the CFRs in accordance with ESS2.

ESS3: Resource Efficiency and Pollution Prevention and Management 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 avoid or reduce pollution resulting from the sub 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. Hence, ESS3 is applicable to the sub project as it will guide in the implementation of measures to ensure proper management

and disposal of human waste from sub project workers to avoid environmental pollution and public health impact in line with the National Environment Waste Management Regulations, 2020

ESS4: Community Health and Safety This standard recognizes that project activities, project equipment and infrastructure increases the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus recommends that projects implement measures that avoid or limit 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. Therefore, ESS4 is applicable to the sub project and the Occupation Safety and Health Protocols prepared under the project will guide in addressing the issues related to community health and safety in accordance with ESS4.

ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement This standard seeks to avoid involuntary resettlement and promotes consideration of feasible alternative project designs to avoid or minimize land acquisition or restrictions on land use, especially where this would result in physical or economic displacement, while balancing environmental, social, and financial costs and benefits, and paying particular attention to gender impacts and impacts on the poor and vulnerable.

ESS5 promotes engagement with affected communities (those bordering the CFRs and host communities, through the process of stakeholder engagement described in ESS10. Therefore, ESS5 is applicable to the sub project since the sub project is intended to posse restrictions on the use of the CFRs by the communities that could have settled and or using part of the CFRs for their livelihood and the stakeholder engagement plan has been developed to provide guidance on addressing the concerns of the neighboring communities in a participatory manner.

ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources ESS6 promotes the conservation of biodiversity or natural habitats and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation. Hence, ESS6 is applicable to the sub project since the sub project is intended to restore the degraded forests for Sustainable Management of Living Natural Resources and some of the mitigation measures mentioned in this ESMP are aimed at addressing issues of conservation and forest restoration.

ESS7: Indigenous Peoples/Sub-Saharan African This standard seeks to ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of indigenous peoples. ESS7 promotes sustainable development benefits and opportunities

Historically Underserved Traditional Local Communities for Indigenous Peoples in a manner that is accessible, culturally appropriate and inclusive. ESS7 is applicable to this sub project although there are no known group of Indigenous Peoples in the CFRs, a Chance Find Procedure has been included.

ESS8: Cultural Heritage This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities. ESS8 is applicable to the sub project although there are no known cultural heritage sites within the CFRs, a Chance Find Procedure has been included since the implementation of the sub-project will involve some form of excavations.

ESS10: Stakeholder Engagement and Information Disclosure ESS10 seeks to encourage open and transparent engagement with project-affected parties throughout the project life cycle. The standard establishes a systematic approach to stakeholder engagement and helps to identify stakeholders, builds 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. ESS10 also provides for establishment and implementation of a grievance mechanism to receive and facilitate resolution of concerns and grievances. Therefore, ESS10 is applicable to this sub project and various stakeholders were consulted as part of the overall project design, has a stakeholder engagement plan and established a Grievance Redress Mechanism (GRM). Additionally, the ESMP of the restoration planting will be publically disclosed to the stakeholders in line with ESS10

3.0 METHODOLOGY

This section highlights the methods that were used in the development of this ESMP.

3.1 Environmental & Social Screening

In line with the requirements for ESS1 which provides for carrying out an environmental and social assessment of the proposed project to assess the environmental and social risks and impacts of the project throughout the project life cycle, the Environmental and Social Screening was conducted for the restoration and enrichment planting in the selected parts of the CFRs within the project area. The screening report determined that the potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. The likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the sub project. On that note, the screening report recommended that an ESMP would be adequate to mitigate the likely environmental and social impacts and risks.

3.2 Document Review

Documents readily available relating to the sub-project and the project as a whole were reviewed. The following project related documents were reviewed during the development of the ESMP:

- i. The project Environmental and Social Management Framework (ESMF)
- ii. Labour Management Procedures (LMP)
- iii. Occupational Health and Safety Measures
- iv. The stakeholder engagement plan

3.3 Site visit

The area of the proposed sub-project being part of the selected CFRs, the stakeholders emphasized the importance of the restoration activities to the ecosystems of the surrounding environment as well as enhanced forest cover and biodiversity conservation. They noted that the restoration exercise will stop the encroachments on the forest reserves by the surrounding communities and thereby reducing conflicts. They requested that as the members of the surrounding communities to the CFRs, they be given opportunities to work in the sub project so as to improve their livelihood

3.4 Stakeholder Consultations

Consultations were carried out with staff of the National Forestry Authority (NFA) and neighbouring local community members to obtain their comments on the proposed sub-project with respect to the potential environmental and socio-economic issues and impacts. The stakeholder consultations were mainly aimed at identifying environmental, social and health impacts and also inform the process of developing appropriate mitigation and management options.

Stakeholders Consulted

CFR	Stakeholders Consulted	Summary of issues Raised	Dates of Consultation
Bugoma CFR	<p>Local communities of Kabwoya Rwengabi and Kisaru, and Kasenene villages and their leaders. Sub county leaders including GISO, LCIII and district officials of Kikuube district,</p> <p>Community leaders from Kisonsome Village, Nkwakii North Parish, Sub county leaders from Kabwoya Sub county, and NFA field staff</p>	<ul style="list-style-type: none"> -Need to see a restored forest -Participation in the activity through contracts - Stop Hoima sugar from further encroachment. - Clear boundary with no conflicts 	December 2022
	<p>Opinion and local leaders from Katamagosi, Mushozwa 1, Mushozwa 2, Kabandama, Akehetoro.</p> <p>In Bushenyi district, leaders from the following villages were consulted Kyabisharu, Igabire 1, Igabire</p>	<ul style="list-style-type: none"> - The project should prioritise giving Jobs to local people - Food supplies to the workers should be sourced from the surrounding communities - The forest should be reinforced with high value timber species. - Restored areas should be protected from encroachment. -Pledged support for implementation of the activity. 	December 2022

	<p>2, Ntazigirwa 1, Ntazigirwa 2 and Omukirama</p> <p>Mirambi, Kyambura, Kihane, Kabuga and Rwajyere local communities.</p> <p>DLG technical staff – DFO-Buhweju, LCI, LCII and LCIII</p> <p>LCV of Buhweju and the MP of Buhweju</p>		
Bugoma CFR (Kidoma Beat)	<p>Kikuube District leaders, Kabale S/C leaders and Hanga Village leaders and community members</p>	<ul style="list-style-type: none"> -Need to have a clear boundary with no conflicts -Need to see a conserved and restored forest -There is need for increased protection of the restored area. -Planting activities should be carried out by the community. 	December 2022
Itwara CFR	<p>Local council and community members of Kyamuhora Kataraka villages, Kabende, Kuhora</p>	<ul style="list-style-type: none"> - Restoration/Planting activities should be carried out by the community members. - Prioritise job opportunities such as forest supervisors, patrol men to members within the neighbouring communities. - Allow regulated firewood collection 	September 2023
Kagombe CFR	<p>CFM members of Greater conservation forest</p>	<ul style="list-style-type: none"> -The CFM group members should be considered to participate in planned 	September 2023

	association and Local council 1 & 2 Leaders of Bwikara S/C	<p>activities of restoration/enrichment planting.</p> <p>-The proposed activity will enhance the integrity of the forest</p> <p>-Patrol teams should be supported with PPE</p>	
Kibengo CFR	Local Council 1 and community members of Nyabwenge village	<p>-NFA should allow community member to access the forest for water, mushrooms and firewood</p> <p>-Community members should be compensated for their food crops that are destroyed by animals such as monkeys</p> <p>-NFA should not fetch workers elsewhere, community members can do the activities and enhance their livelihood.</p>	September 2023
Muhangi CFR	Community members from Nyabusozzi and Nyamwezi villages	<p>-Use local community members to do planting and weeding.</p> <p>-Provide conservation education to neighbouring communities</p>	September 2023
Nkyakarongo CFR	Igunda Farmers Development CFM group and Igunda sub-county Community Members,	<p>-The community members will provide the necessary labour through the existing Igunda Farmers Development CFM group</p> <p>-Community members are eager to work with World Bank project</p> <p>-NFA to support community members with seedlings to plant on their private land</p>	September 2023
Kakasi CFR	Kibale and Ruhunga community members	<p>-NFA should consider community members for employment</p> <p>-Allow communities to fetch firewood from the forest</p>	March 2024

Kitechura CFR	Community members from Kanyegaramire	-NFA should create more employment opportunities for local communities -Provide seedlings to communities	March 2024
Ibambaro CFR	Community members from Nyarwehuta and Nyabhushozi villages	-The project is welcome and it should enhance community members livelihood through employment opportunities -The protection of the forest should be enhanced through regular patrols with support from community members -strengthen protection of restored areas	March 2024
Matiri CFR	Matiri and Kihura local council leaders and community members	-Community members are available to undertake restoration activities -The project should establish livelihood projects such as apiary -Should not introduce non-native species in the forest	March 2024
South Maramagambo CFR	Community members from Kakono and Kikongi villages	-Recruit community members for any forest works -Enhance patrols to protect the forest -Provide fruit seedlings to community members	February 2024
Nkera CFR	Nkera, community members	-Support community development through employment opportunities -The project should establish other community livelihood projects	March 2023
Echuya CFR	Mulandamu community members	-Provide employment opportunities to community members -Community members should be allowed to fetch firewood and other forest foods from the forest	February 2024

4.0 IMPACT IDENTIFICATION AND MITIGATION

4.1 Expected Positive Benefits

The anticipated major positive benefits include the following among others:

1. Provision of employment opportunities for local community members

Enhancement Measures

- i. NFA to ensure that the contractor hires local workers whenever possible. External labor should be hired only if specific skills are not available locally.
 - ii. Workforce recruitment should be undertaken with involvement of local leaders who can identify local community members.
1. Additional variety of native tree species in the CFR such as *ntandrophragma*, *angolense*, *Khaya anthotheca*, *Makhamia lutea*, *Prunus Africana*, *Warbugia ugandensis*, *Milicia excels*, *Antiaris toxicaria*, *Albizzia coriaria*
 - I. Enhanced Ecological functioning of the forest reserves by supporting the trophic structure of ecosystems, i.e. energy flows, food webs, and nutrient cycling.
 - II. Provision of adequate protection to the replanted trees and the forest at large
 2. Enhanced awareness of the CFR boundaries to the neighbouring communities

Enhancement Measures

- i. Identification of clear forest boundaries to eliminate encroachers
- ii. Forest restoration activities on formally encroached CFR land restrict access by potential encroachers
- iii. Ensure continuous maintenance and monitoring of the replanted tree species for maximum protection.

4.2 Expected Negative Impacts

1. Introduction of invasive species by the sub project workers who may carry them knowingly or unknowingly in their clothes, shoes, bags etc to the CFR e.g. such as *Lantana Camara*, *Senna spectabilis* and *Broussonetia papyrifera*

Mitigation Measures

2. Ensure that the recommended tree species are planted. These include *ntandrophragma*, *angolense*, *Khaya anthotheca*, *Makhamia lutea*, *Prunus Africana*, *Warbugia ugandensis*, *Milicia excels*, *Antiaris toxicaria*, *Albizzia coriaria*
 - i. The overalls, gum boots and head gears used by workers to be stored in the project site office for workers to change before entering the forest to avoid transferring seedlings of invasive tree species into the forests through their cloths and other contact patch
 - ii. Continuous and constant sensitization of workers to avoid carrying unnecessary items into the forests that could later germinate and destroy the forest trees

3. Soil erosion from the excavated pits if not covered well

Mitigation Measures

- i. Project workers to only excavate pits to the recommended size and ensure that all excavated pits and or holes are properly covered after planting the seedlings
4. Given the nature of the restoration activities, more men may be employed and this may lead to discrimination in employment within the project

Mitigation Measures

- I. Sensitization of both women and men on the available job opportunities
- II. Advertising available jobs in public places for all potential applicants to get the information
- III. Prioritizing employment to women where they can manage.
- IV. Balancing gender when employing community members
5. Increased domestic violence among families who may become suspicious about their partners working in the restoration project on social and cultural grounds

Mitigation Measures

- I. Sensitization of both women and men on the available job opportunities
- II. Advertising available jobs in public places for all potential applicants to get the information
- III. Assuring the community that employees at the project use PPE for their personal protection and work environment is safe for every body
- IV. Assuring the community that measures to address sexual harassment, exploitation and abuse by project workers are in place and is strictly followed by all project workers.
6. Sexual Exploitation and abuse in recruitment process and by project workers while carrying out restoration activities in the forests

Mitigation Measures

- V. Sensitization of both women and men on the dangers of sexual exploitation and abuse
- VI. All employees to sign codes of conduct prohibiting sexual exploitation and abuse
7. Poor disposal of solid waste generated during restoration planting

Mitigation Measures

- I. Ensure the collection of stripped polyethene tubes to the temporary nursery beds for re-use.

Environment and Social Management and Monitoring Plan

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
PRE-RESTORATION PLANTING PHASE								
Exclusion of disadvantaged groups such as women, PWDs etc.	The Contractor may recruit project workers without giving due attention to women and Persons with Disabilities (PWDs).	The Contractor should hold sensitization meetings with local community leaders before recruitment of project workers to let the community know what sort of work is available for women and PWDs so that they can be considered. The Contractor should employ willing disadvantaged persons and give them light jobs/tasks.	Contractor	Before commencement of the restoration planting exercise	Documentation/Records of Sensitisation Meetings	Before start of works and throughout sub project implementation	NFA/PCU	6000000
RESTORATION PLANTING PHASE								
								70000000
Introduction of invasive species by the subproject workers (Lantana	Project workers may carry seeds of invasive	Ensure that the recommended tree species are carried into the forests for planting Workers should be advised to enter the forest fully dressed with overalls, gum boots and head gears to avoid transferring seedlings of	Contractor Supervisor	During restoration planting	Records of orientation meetings	Before start of restoration planting	NFA	

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
Camara, Senna spectabilis and Broussonetia papyrifera)	species either on their clothes, shoes or any other items that they move with to forest	invasive tree species into the forests through their cloths Orientation of project workers on the possibility of them introducing invasive species into the forests either knowingly or unknowingly prior to restoration planting.	Consultant NFA		Availability of PPE for workers	Then monthly		
Soil erosion from the excavated pits if not covered well	The excavated pits if not covered after planting the seedlings may be a source of soil erosion.	Project workers to only excavate pits to the recommended size and ensure that all excavated pits and or holes are properly covered after planting the seedlings	NFA Contractor, Supervising Consultant	During restoration planting	Covering the excavated pits	Weekly field Monitoring	NFA	1000,000 0
Solid waste generation	Project workers may carry out	Ensure the collection of stripped polyethylene tubes to the temporary nursery beds for reuse.	Contractor Supervising	During restoration planting and	Number of stripped polyethylene tubes	Monthly field monitoring		8,000,000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
	indiscriminate disposal of stripped polyethene tubes in the forest area.		Consultant	throughout implementation	collected and returned to the nursery beds.			
More men may be employed and this may lead to discrimination in employment within the project	Given the nature of the restoration activities, more men may be employed and this may lead to discrimination in employment	<p>Sensitization of both women and men on the available job opportunities</p> <p>Advertising available jobs in public places for all potential applicants to get the information</p> <p>Prioritizing employment to women where they can manage.</p> <p>Balancing gender when employing community members</p>	Contractor Supervisor Consultant	During restoration planting and throughout implementation	<p>Review documentation to confirm that sensitization have been undertaken</p> <p>Copy of job advertisement</p> <p>Number of women employed</p> <p>Ratio of men to women employed on site</p>	<p>Quarterly</p> <p>Quarterly</p> <p>Monthly</p>	<p>NFA</p> <p>NFA</p> <p>NFA</p>	5,500,000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
	within the project				Signed codes of conduct	Quarterly review of signed codes of conduct	NFA	
Non-payment of workers or unreasonable delays in payment	The Contractor may fail and/or delay to pay the workers thus causing agitation among the workers.	Provide and establish a Project GRM and advise workers on where to report grievances. Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation. All workers must sign contracts that indicate payment conditions and enforce to ensure contractors adhere to this. Verification should first be undertaken to confirm that workers have been paid by the Contractor before payment is made to the contractor.	PCU Contractor	During project implementation	Presence of a functional GRC on site Records of grievances received Payment records	Monthly review of grievance logs and payment records	NFA	9,000,000
Occupational, health and safety risks and impacts/	As with any project activities, there is	The Contractor shall implement the provisions of the project OSH measures that have been developed for the project.	NFA Contractor	Throughout project	Presence and use of PPE at the sites	Continuous observation	NFA Contractor	30,000,000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
Accidents and injuries of workers	potential for impacts on health and safety likely to occur as a result of accidents and unplanned events that may occur during the transportation, excavation of pits and movement within the forests.	<p>Among others:</p> <p>All project workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it will be mandatory for workers to wear protective clothing while on duty.</p> <p>The PPE shall be inspected regularly and maintained or replaced as necessary.</p> <p>There shall be a safety awareness/induction training for workers before commencement of works.</p> <p>A fully equipped first aid kit will be available on site.</p> <p>Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site the contractor shall provide safe drinking water to the employees.</p>	Supervising Consultant	implementation ¹	Health and safety incidents Records of trainings Records of toolbox meetings Presence and number of first aid kits on site Records of orientation meetings	in during field visits Quarterly review of training records Weekly review of records of toolbox meetings Continuous observations during field visits Quarterly review of orientation records	NFA/PCU NFA NFA NFA/PCU	

¹ Some items for example PPE will be included as preliminaries in the bid document

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Responsible for Monitoring	Costs Estimate
Increased domestic violence among families who may become suspicious about their partners working in the restoration project on social and cultural grounds	Workers engaging in sexual relationship while in the forest Men may not be comfortable for their women to work in the forest due to the nature of the work Increased liquidity may influence behaviours of project workers	Sensitization of both women and men on the available job opportunities Advertising available jobs in public places for all potential applicants to get the information Assuring the community that employees at the project use PPE for their personal protection and work environment is safe for every body Assuring the community that measures to address sexual harassment, exploitation and abuse by project workers are in place and is strictly followed by all project workers.	Contractors NFA	Throughout project implementation	Documentation that sensitization have been undertaken Availability of PPE in the site Evidence that both men and women are employed Signed codes of conduct	Monthly review of codes of conduct Monthly review of employee records Observation of the use of PPE on site	NFA	5000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY For Implementation	TIMEFRAME	Parameters to be monitored	Frequency of Measurements	Resp for Monitoring	Costs Estimate
Sexual Exploitation and Abuse	Sexual Exploitation and abuse while working or during recruitment in the forests	Sensitization of both women and men on the dangers of sexual exploitation and abuse All employees to sign codes of conduct prohibiting sexual exploitation and abuse	NFA, Supervising consultants and contractor	Throughout project implementation	Documentation that sensitization have been undertaken Signed codes of conduct	Monthly review of codes of conduct Monthly review of employee records	NFA	4000000

ANNEX 1: CODES OF CONDUCT

CONTRACTOR CODE OF CONDUCT IMPLEMENTING ESHS AND OHS STANDARDS, PREVENTING GENDER BASED VIOLENCE AND VIOLENCE AGAINST CHILDREN

The Contractor is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This will be done by respecting the Environmental, Social, Health and Safety (ESHS) standards, and ensuring appropriate Occupational Health and Safety (OHS) standards are met. The Contractor is also committed to creating and maintaining an environment where children under the age of 18 will be protected, and where Sexual Exploitation and Abuse (SEA) and sexual harassment have no place. Improper actions towards children, SEA and sexual harassment are acts of Gender Based Violence (GBV) and Violence Against Children and as such will not be tolerated by any employee, supplier, associate, or representative of the Contractor.

Therefore, to ensure that all those engaged in the project are aware of this commitment, the Contractor commits to the following core principles and minimum standards of behaviour that will apply to all Contractor employees, associates, and representatives, including Managers and suppliers, without exception:

General

1. The Contractor – and therefore all employees, associates, representatives, Managers and suppliers – commits to complying with all relevant national laws, rules and regulations.
2. The Contractor commits to fully implementing the Environmental and Social Management Plan ESMP as approved by the Project.
3. The Contractor commits to treating women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.
4. The Contractor shall ensure that interactions with local community members are done with respect and non-discrimination.
5. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behaviour are prohibited among all Contractor employees, associates, and its representatives, including sub-Managers and suppliers.
6. The Contractor will follow all reasonable work instructions (including regarding environmental and social norms).
7. The Contractor will protect and ensure proper use of property (for example, to prohibit theft, carelessness or waste).

Health and Safety

8. The Contractor will ensure that the project's OHS Measures are effectively implemented by Contractor's staff, as well as Managers and suppliers.
9. The Contractor will ensure that all persons on-site wear prescribed and appropriate personal protective equipment, preventing avoidable accidents, and reporting conditions or practices that pose a safety hazard or threaten the environment.
10. The Contractor will:
 - i. Prohibit the use of alcohol during work activities.
 - ii. Prohibit the use of narcotics or other substances which can impair faculties at all times.
11. The Contractor will ensure that adequate sanitation facilities are available on site.
12. The Contractor will not hire children under the age of 18 for construction work, or allow them on the work site, due to the hazardous nature of construction sites.

Gender Based Violence and Violence Against Children

13. Acts of GBV and VAC constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment and, if appropriate, referral to the Police for further action.
14. All forms of GBV and VAC, are unacceptable, regardless of whether they take place on the work site, the work site surroundings, or within the local community.
15. Sexual harassment of work personnel and staff (e.g., making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature) are acts of GBV and are prohibited.
16. Sexual favours (e.g., making promises of favourable treatment such as promotions, threats of unfavourable treatment such as losing a job, payments in kind or in cash dependent on sexual acts) and any form of humiliating, degrading or exploitative behaviour are prohibited.
17. The use of prostitution in any form at any time is strictly prohibited.
18. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
19. Unless there is full consent by all parties involved in the sexual act, sexual interactions between the Contractor's employees (at any level) and members of the communities surrounding the work place are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered "non-consensual" within the scope of this Code.

20. In addition to Contractor sanctions, legal prosecution of those who commit acts of GBV and VAC will be pursued if appropriate.
21. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and VAC by a fellow worker.
22. Managers are required to report and act to address suspected or actual acts of GBV as they have a responsibility to uphold Contractor commitments and hold their direct reports responsible.

Implementation

To ensure that the above principles are implemented effectively, the Contractor commits to:

23. Ensuring that all employees sign the ‘Individual Code of Conduct’ confirming their agreement to comply with ESHS and OHS standards, and not to engage in activities resulting in GBV and VAC, child endangerment or abuse, or sexual harassment.
24. Displaying the Contractor and Individual Codes of Conduct prominently and in clear view, in offices, and in in public areas of the work space.
25. Ensuring that all employees attend an induction training course prior to commencing work on site to ensure they are familiar with the Contractor’s commitments to ESHS and OHS standards, and the project’s GBV and VAC Codes of Conduct.
26. Ensuring that all employees attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project’s ESHS and OHS standards and the GBV and VAC Codes of Conduct.

I do hereby acknowledge that I have read the foregoing Contractor Code of Conduct, and on behalf of the Contractor agree to comply with the standards contained therein. I understand my role and responsibilities to support the project’s OHS and ESHS standards, and to prevent and respond to GBV and VAC.

I understand that any action inconsistent with this Contractor Code of Conduct or failure to act mandated by this Contractor Code of Conduct may result in disciplinary action.

Contractor Name: _____

Signature: _____

Name: _____

Title: _____

Date: _____

INDIVIDUAL CODE OF CONDUCT IMPLEMENTING ESHS AND OHS STANDARDS, PREVENTING GENDER BASED VIOLENCE AND VIOLENCE AGAINST CHILDREN

I, _____, acknowledge that adhering to Environmental, Social, Health and Safety (ESHS) standards, following the project's Occupational Health and Safety (OHS) requirements, and preventing Gender Based Violence (GBV) and Violence Against Children (VAC) is important.

The Contractor considers that failure to follow ESHS and OHS standards, or to partake in activities constituting GBV and VAC—be it on the work site, the work site surroundings, at workers' camps, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution by the Police of those who commit GBV may be pursued if appropriate.

I agree that while working on the project I will:

- Attend and actively partake in training courses related to ESHS, OHS, GBV and VAC as requested by my employer.
- Will wear my personal protective equipment (PPE) at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the Environmental and Social Management Plan (ESMP).
- Implement the OHS Measures.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of narcotics or other substances which can impair faculties at all times.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not sexually exploit or abuse project beneficiaries and members of the surrounding communities.
- Not engage in sexual harassment of work personnel and staff—for instance, making unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature is prohibited, e.g., looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; in some instances, giving personal gifts.
- Not engage in sexual favours—for instance, making promises of favourable treatment (e.g., promotion), threats of unfavourable treatment (e.g., loss of job) or payments in

kind or in cash, dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.

- Not use prostitution in any form at any time.
- Not participate in sexual contact or activity with children under the age of 18—including grooming, or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
- Unless there is the full consent by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex (including prostitution). Such sexual activity is considered “non-consensual” within the scope of this Code.
- Consider reporting through the GRM or to my manager any suspected or actual GBV/VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Bring to the attention of my manager the presence of any children on the construction site or engaged in hazardous activities.
- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not use any computers, mobile phones, video and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work related purposes” below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labour below the minimum age of 18.
- Comply with all relevant local legislation, including labour laws in relation to child labour and World Bank’s ESSs on child labour and minimum age.
- Take appropriate caution when photographing or filming children.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

1. Informal warning.

2. Formal warning.
3. Additional Training.
4. Loss of up to one week's salary.
5. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
6. Termination of employment.
7. Report to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety measures. That I will avoid actions or behaviours that could be construed as GBV/VAC. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Name: _____

Title: _____

Date: _____

ANNEX 2: CHANCE FIND PROCEDURE

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 3 Screening Forms






THE REPUBLIC OF UGANDA

Investing in Forests and Protected Areas for Climate Smart Development Project (IFPA-CD)

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	01/12/2022	
Signature		
Person Responsible for Checking/Validation		
Name	Cuthbert Katusiime	
Position	Environmental Risk Management Specialist	

Contact details	ktsmcuthbert@hotmail.com	
Date	7 th December 2022	
Signature		

SECTION B: Subproject Description

Subproject name	Forest restoration in Bugoma CFR	
BID No (if applicable)		
Name of the Contractor (if applicable)	Robert Kiiza	
Estimated cost (if applicable)		
Location of the subproject	Bugoma CFR, (Kasesene village, Nkwakii North parish, Kabwoya sub-county, Kikuube district).	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> (Coordinates: 36N 0287353; 0143352)
Type and scale of the subproject	<p>Restoration of degraded part of Bugoma CFR with assorted indigenous tree species. The activity is carried out in accordance with NFA guidelines for natural forest restoration that include baseline assessments/diagnostic studies to determine the level of degradation, regeneration rate and species that existed. These studies form a basis for seedlings (tree species) to be used in restoration.</p> <p>Planting materials (seedlings) are raised by NFA managed tree nurseries. Ready to plant seedlings are well packed in tree nursery crates and delivered to the nearest access site/point within the area of restoration using carrier trucks. At this point a temporary nursery is established and is where seedlings are offloaded and picked manually for planting. Planting is done during the rainy season and is carried out in strips at an interval of 5 by 5 meters.</p> <p>The process involves minimal site/spot clearing and pitting, then the seedling is planted after stripping off the polythene tube and cover with the scooped soil during pitting. The stripped polythene tubes are collected and taken back to the nursery.</p>	

	The workers (about 34) for restoration are sourced from the neighboring communities and use garden hand tools that include hoes, pangas and slashers.
Approximate size of the subproject in land area	130ha

SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the bidding documents and the LMP will include detailed provisions to ensure that any form of forced labor or child labor is prohibited.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to the workers, there is a likelihood of physical hazards (e.g., injuries from planting and slashing tools, falls, tree branches), biological hazards from snake bites or venomous animals and poisonous plants.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, the contractor is expected to adhere to the Labor Management Plan included in the bidding documents.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, these will mainly be in form of plastic waste and polythene bags that may be carried by workers. However, these will be very minimal and limited to the planting phase.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No

2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that is comprised of both biodegradable and non-biodegradable. These include but not limited to human waste, food remains and polythene bags/plastics.
2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	No
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	No
2.7	Will the subproject produce wastewater that require drainage?	No
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No, the activity requires minimal amounts of water to water the seedlings
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	No
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	No

3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	No
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, workers engaged in planting will be local community members and influx is not anticipated
3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, most of the workers will be sourced from the neighboring community.
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No
3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	No
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood resources (such as land), loss of household infrastructure, assets or access to assets?	No

4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No
4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, works will be within the protected area but the impacts and risks are expected to be negligible, easily eliminated by implementing the provisions in the ESMP.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Bugoma CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	Yes, but scope of sub-project works will be very limited and will not cause any degradation in natural habitats. Existing native species to the area will be re-introduced/replanted
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, especially during digging up of pits for planting, if areas are opened up and not properly back filled and vegetation is cleared.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No

6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.
If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.

Question number	Recommended actions
1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures that will be included in the bidding documents and Contractor’s contract for the Contractor to implement. • Measures will be included in the bidding documents and the contracts to ensure that the contractor provide appropriate and adequate PPE. • The bidding documents will include provisions of the Labour Management Plan and ESMP and supervisory measures will be put in place to ensure that the Contractor adheres to these provisions. • Induction trainings to orient the Contractor on how to handle OHS risks will be undertaken before commencement of any works.
2.1	<ul style="list-style-type: none"> • Provisions will be included in bidding documents and Contractor’s contract specifying requirements for proper disposal of all wastes generated. • Provisions will be specified in the bidding documents requiring the Contractor to provide adequate and appropriate PPE.
2.3	<ul style="list-style-type: none"> • Adherence to the developed waste management plan by the Contractor. This includes waste collection/containment and handling/disposal. This will be supplemented by the measure in the ESMP that will be developed such as; having well labelled waste bins on site, digging up of temporally pit latrines that are covered upon shifting to another area).
5.1	<ul style="list-style-type: none"> • The sub-project will be implemented in strict adherence to the ESMP that will be developed to eliminate possible impact on environmentally sensitive areas.
5.2	<ul style="list-style-type: none"> • The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by NFA.
5.3	<ul style="list-style-type: none"> • Restoration activities will be restricted to the proposed area and planting/restoration will be done with indigenous species to the area.
5.5	<ul style="list-style-type: none"> • An ESMP will be developed that will specify measures to be implemented by the Contractor. • The scooped soil will be backfilled after planting a seedling to avoid loose soil being washed away.

	<ul style="list-style-type: none"> The Contractor will be required to avoid unnecessary vegetation clearance, vegetation clearance will be restricted to planting spots.
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SECTION E: Environmental and Social Risk Screening Outcome

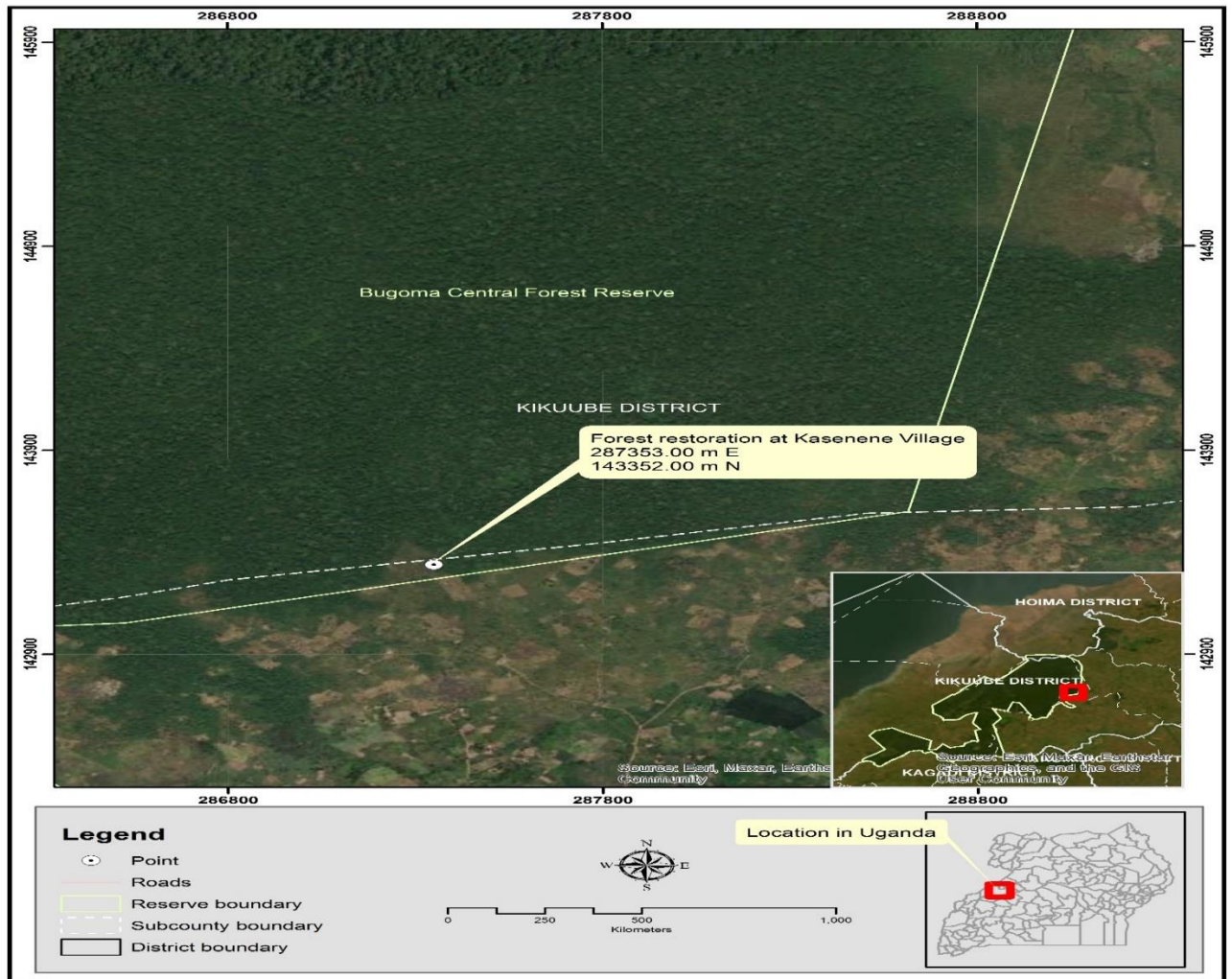
Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C	
<input type="checkbox"/> High Risk	The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.
<input type="checkbox"/> Substantial Risk	The proposed subproject is likely to have less adverse impacts on human populations or environmentally sensitive areas than those of <i>High-Risk</i> subprojects, its ES scale and impact may be smaller (large to medium). Likely impacts are mostly temporary, predictable and/or reversible, and the nature of the Project does not preclude the possibility of avoiding or reversing them. They are medium in magnitude and/or in spatial extent (the geographical area and size of the population likely to be affected are medium to large);
<input type="checkbox"/> Moderate Risk	The potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. This is because the Project is not complex and/or large, does not involve activities that have a high potential for harming people or the environment, and is located away from environmentally or socially sensitive areas. Likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the Project.
<input checked="" type="checkbox"/> Low Risk	The potential adverse risks to and impacts on human populations and/or the environment are likely to be minimal or negligible. These sub-Projects, with few or no adverse risks and impacts and issues, do not require further ES assessment following the initial screening.

SECTION F: Environmental and Social Risk Recommendation

Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.

Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed. The project should be implemented because it will be environmentally friendly and will lead to increased afforestation and biodiversity conservation of Bugoma CFR.

Appendix: Google map of the Subproject area for forest restoration in Bugoma CFR



Restoration site in Bugoma CFR, Kasenene Village




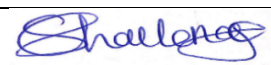


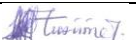
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Securing Uganda's Natural Resource Base in Protected Areas

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST (sample)

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	01/12/2022	
Signature		
Person Responsible for Checking/Validation		
Name	Cuthbert Katusiime	
Position	Environmental Risk Management Specialist	
Contact details	ktsmcuthbert@hotmail.com	
Date	7 th December 2022	

Signature		
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SECTION B: Subproject Description

Subproject name	Carryout forest restoration activities in Bugoma CFR	
BID No (if applicable)		
Name of the Contractor (if applicable)	Robert Kiiza	
Estimated cost (if applicable)		
Location of the subproject	Bugoma CFR (Kidoma beat, Kikuube district, Kabale S/C, Hanga village)	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> (Coordinates: N01 ⁰ 24.176 ¹ ; E031 ⁰ 03.271 ¹)
Type and scale of the subproject	<p>CFR Restoration of degraded part of Bugoma CFR with assorted indigenous tree species. The activity is carried out in accordance with NFA guidelines for natural forest restoration that include baseline assessments/diagnostic studies to determine the level of degradation, regeneration rate and species that existed. These studies form a basis for seedlings (tree species) to be used in restoration.</p> <p>Planting materials (seedlings) are raised by NFA managed tree nurseries. Ready to plant seedlings are well packed in tree nursery crates and delivered to the nearest access site/point within the area of restoration using carrier trucks. At this point a temporary nursery is established and is where seedlings are offloaded and picked manually for planting. Planting is done during the rainy season and is carried out in strips at an interval of 5 by 5 meters.</p> <p>The process involves minimal site/spot clearing and pitting, then the seedling is planted after stripping off the polythene tube and cover with the scooped soil during pitting. The stripped polythene tubes are collected and taken back to the nursery.</p> <p>The workers (about 36) for restoration are sourced from the neighboring communities and these use garden hand tools that include hoes, pangas and slashers in the restoration process.</p>	

Approximate size of the subproject in land area	120ha
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SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the bidding documents and the LMP will include detailed provisions to ensure that any form of forced labor or child labor is prohibited.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to the workers, there is a likelihood of physical hazards (e.g. injuries from planting and slashing tools, falls, tree branches), biological hazards from snake bites or venomous animals and poisonous plants.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, the contractor is expected to adhere to the Labor Management procedures included in the bidding documents.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, these will mainly be in form of plastic waste and polythene bags that may be carried by workers. However, these will be very minimal and limited to the planting phase.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No
2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that is comprised of both biodegradable and non-biodegradable. These include but not

		limited to human waste, food remains and polythene bags/plastics.
2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	No
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	No
2.7	Will the subproject produce wastewater that require drainage?	No
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No, the activity requires minimal amounts of water to water the seedlings
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	No
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	No

3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	No
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, workers engaged in planting will be local community members and influx is not anticipated
3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, most of the workers will be sourced from the neighboring community.
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No
3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	No
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood	No

	resources (such as land), loss of household infrastructure, assets or access to assets?	
4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No
4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, works will be within the protected area but the impacts and risks are expected to be negligible, easily eliminated by implementing the provisions in the ESMP.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Bugoma CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	Yes, but scope of sub-project works will be very limited and will not cause any degradation in natural habitats. Existing native species to the area will be re-introduced/replanted.
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, but very minimal especially during process of digging up pits for planting, if areas are opened up and not properly back filled and vegetation is cleared.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No

5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.

If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.

Question number	Recommended actions
1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures that will be included in the bidding documents and Contractor’s contract for the Contractor to implement. • Measures will be included in the bidding documents and the contracts to ensure that the contractor provide appropriate and adequate PPE. • The bidding documents will include provisions of the Labour Management Plan and ESMP and supervisory measures will be put in place to ensure that the Contractor adheres to these provisions. • Induction trainings to orient the Contractor on how to handle OHS risks will be undertaken before commencement of any works.
2.1	<ul style="list-style-type: none"> • Provisions will be included in bidding documents and Contractor’s contract specifying requirements for proper disposal of all wastes generated. • Provisions will be specified in the bidding documents requiring the Contractor to provide adequate and appropriate PPE.
2.3	<ul style="list-style-type: none"> • Adherence to the developed waste management plan by the Contractor. This includes waste collection/containment and handling/disposal. This will be supplemented by the measure in the ESMP that will be developed such as; having well labelled waste bins on site, digging up of temporally pit latrines that are covered upon shifting to another area).
5.1	<ul style="list-style-type: none"> • The sub-project will be implemented in strict adherence to the ESMP that will be developed to eliminate possible impact on environmentally sensitive areas.
5.2	<ul style="list-style-type: none"> • The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by NFA.
5.3	<ul style="list-style-type: none"> • Restoration activities will be restricted to the proposed area and planting/restoration will be done with indigenous species to the area

5.5	<ul style="list-style-type: none"> • An ESMP will be developed that will specify measures to be implemented by the Contractor. • The scooped soil will be backfilled after planting a seedling to avoid loose soil being washed away. • The Contractor will be required to avoid unnecessary vegetation clearance. vegetation clearance will be restricted to planting spots.
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SECTION E: Environmental and Social Risk Screening Outcome

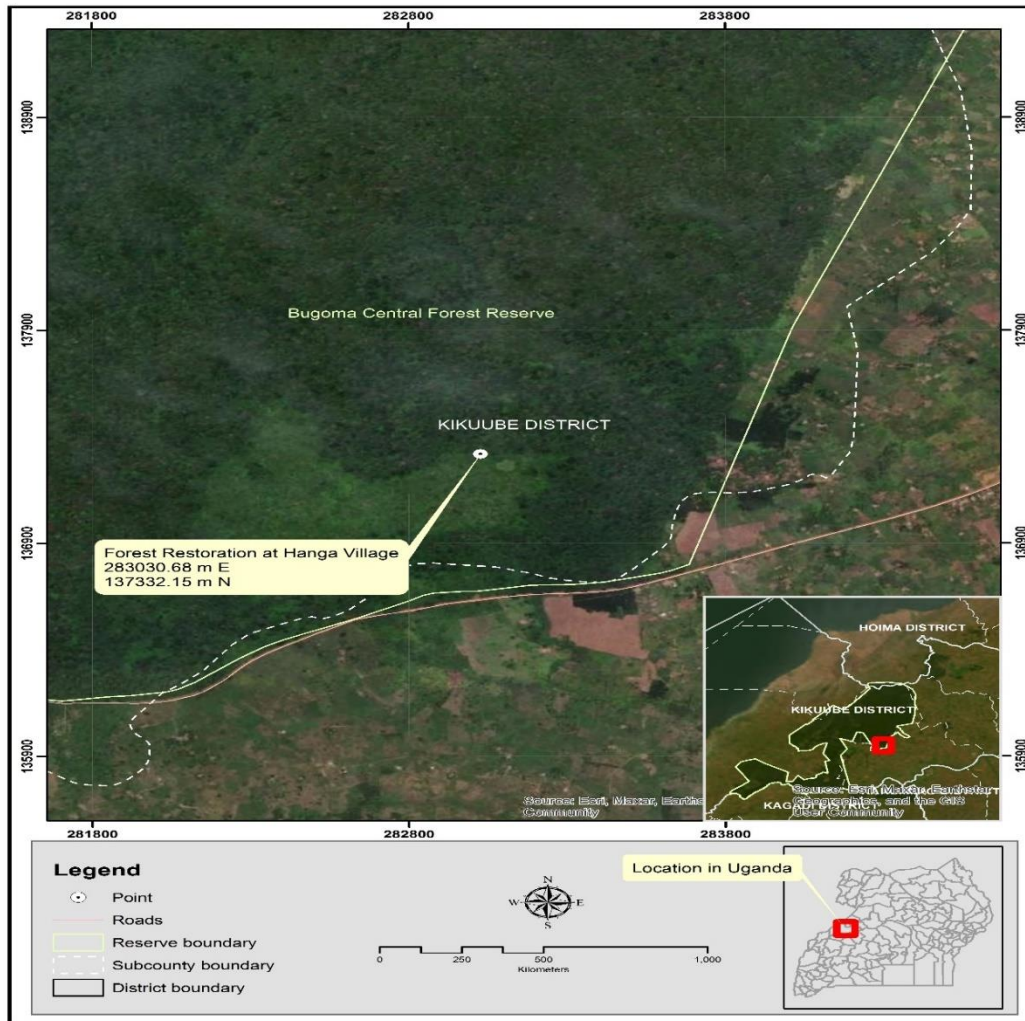
Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C	
<input type="checkbox"/> High Risk	<p>The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.</p>
<input type="checkbox"/> Substantial Risk	<p>The proposed subproject is likely to have less adverse impacts on human populations or environmentally sensitive areas than those of <i>High-Risk</i> subprojects, its ES scale and impact may be smaller (large to medium). Likely impacts are mostly temporary, predictable and/or reversible, and the nature of the Project does not preclude the possibility of avoiding or reversing them. They are medium in magnitude and/or in spatial extent (the geographical area and size of the population likely to be affected are medium to large);</p>
<input type="checkbox"/> Moderate Risk	<p>The potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. This is because the Project is not complex and/or large, does not involve activities that have a high potential for harming people or the environment, and is located away from environmentally or socially sensitive areas. Likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the Project.</p>

<input checked="" type="checkbox"/> Low Risk	The potential adverse risks to and impacts on human populations and/or the environment are likely to be minimal or negligible. These sub-Projects, with few or no adverse risks and impacts and issues, do not require further ES assessment following the initial screening.
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SECTION F: Environmental and Social Risk Recommendation

<p>Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.</p>
<p>Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed to guide on the management of the identified impacts. The project should be implemented because it contributes to sustainable management, biodiversity conservation and protection of Bugoma CFR.</p>

Appendix: Google map indicating restoration sites in Bugoma CFR, Hanga village, Kabale S/C, Kikuube district



Google map: Restoration area in Bugoma CFR, Kabale Sub-county








THE REPUBLIC OF UGANDA

Securing Uganda's Natural Resource Base in Protected Areas

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	01/12/2022	
Signature		
Person Responsible for Checking/Validation		
Name	Cuthbert Katusiime	
Position	Environmental Risk Management Specialist	

Contact details	ktsmcuthbert@hotmail.com	
Date	7 th December 2022	
Signature		

SECTION B: Subproject Description

Subproject name	Forest Restoration in Kashoya Kitomi CFR	
BID No (if applicable)		
Name of the Contractor (if applicable)	Mr. Mwerangye Amos	
Estimated cost (if applicable)	220,000,000	
Location of the subproject	Kashoya Kitomi CFR: (Katamagosi, Mushozwa 1, Mushozwa 2, Kabandama, Akehetoro, Kanungu, Kyabisharu, Igabire 1, Igabire 2, Ntazigirwa 1, Ntazigirwa 2, Omukirama)	
Type and scale of the subproject	<p>Restoration of degraded part of Kashoya Kitomi CFR with assorted indigenous tree species. The activity is carried out in accordance with NFA guidelines for natural forest restoration that include baseline assessments/diagnostic studies to determine the level of degradation, regeneration rate and species that existed. These studies form a basis for seedlings (tree species) to be used in restoration and spacing.</p> <p>Planting materials (seedlings) are raised by NFA managed tree nurseries. Ready to plant seedlings are well packed in tree nursery crates and delivered to the nearest access site/point within the area of restoration using carrier trucks. At this point a temporary nursery is established and is where seedlings are offloaded and picked manually for planting. Planting is done during the rainy season and is carried out in strips at an interval of 5 by 5 meters.</p>	

	<p>The process involves minimal site/spot clearing and pitting, then the seedling is planted after stripping off the polythene tube and cover with the scooped soil during pitting. The stripped polythene tubes are collected and taken back to the nursery.</p> <p>The workers (about 85) for restoration are sourced from the neighboring communities and these use garden hand tools that include hoes, pangas and slashers in the restoration process.</p>
Approximate size of the subproject in land area	<p>550ha of Kashoya Kitomi CFR as below: -</p> <ul style="list-style-type: none"> Katamagosi- 36M 0195321 UTM 9962672 Mushozwa 1- 36M 0194537 UTM 99161565 Mushozwa 2- 36M 0194210 UTM 9961770 Kabandama 36M 0193734 UTM 9961169 Akehetoro- 36M 0194008 UTM 99610279 Kanungu- 36M 0194597 UTM 9961003 Kyabisharu- 36M 0195168 UTM 9961616 Igabire 1- 36M 0189474 36M 9958487 Igabire 2- 36M 0189371 UTM 9959160 Ntazigirwa 1 36M 0188874 UTM 9958471 Ntazigirwa 2- 36M 0189108 UTM 9958222 Omukirama- 36M 0188916 UTM 9957607

SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the bidding documents and the LMP will include detailed provisions to ensure that any form of forced labor or child labor is prohibited.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to the workers, there is a likelihood of physical hazards (e.g., injuries from planting and slashing tools, falls, tree branches), biological hazards from snake bites or venomous animals and poisonous plants.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, the contractor is expected to adhere to the Labor Management procedures included in the bidding documents.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, these will mainly be in form of plastic waste and polythene bags that may be carried by workers. However, these will be very minimal and limited to the planting phase.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No
2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that is comprised of both biodegradable and non-biodegradable. These include but not limited to human waste, food remains and polythene bags/plastics.

2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	No
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	No
2.7	Will the subproject produce wastewater that require drainage?	No
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No, the activity requires minimal amounts of water to water the seedlings
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	No
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	No
3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	No

3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, workers engaged in planting will be local community members and influx is not anticipated
3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, most of the workers will be sourced from the neighboring community.
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No
3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	No
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood resources (such as land), loss of household infrastructure, assets or access to assets?	No
4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No

4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, works will be within the protected area but the impacts and risks are expected to be negligible, easily eliminated by implementing the provisions in the ESMP.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Bugoma CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	Yes, but scope of sub-project works will be very limited and will not cause any degradation in natural habitats. Existing native species to the area will be re-introduced/replanted.
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, but very minimal especially during process of digging up pits for planting if areas are opened up and not properly back filled and vegetation is cleared.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)

	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.	
If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.	
Question number	Recommended actions

1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures that will be included in the bidding documents and Contractor’s contract for the Contractor to implement. • Measures will be included in the bidding documents and the contracts to ensure that the contractor provide appropriate PPE. • The bidding documents will include provisions of the Labour Management Plan and ESMP and supervisory measures will be put in place to ensure that the Contractor adheres to these provisions. • Induction trainings to orient the Contractor on how to handle OHS risks will be undertaken before commencement of any works.
2.1	<ul style="list-style-type: none"> • Provisions will be included in bidding documents and Contractor’s contract specifying requirements for proper disposal of all wastes generated. • Provisions will be specified in the bidding documents requiring the Contractor to provide PPE.
2.3	<ul style="list-style-type: none"> • Adherence to the developed waste management plan by the Contractor. This includes waste collection/containment and handling/disposal. This will be supplemented by the measure in the ESMP that will be developed such as; having well labelled waste bins on site, digging up of temporally pit latrines that are covered upon shifting to another area).
5.1	<ul style="list-style-type: none"> • The sub-project will be implemented in strict adherence to the ESMP that will be developed to eliminate possible impact on environmentally sensitive areas.
5.2	<ul style="list-style-type: none"> • The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by NFA.
5.3	<ul style="list-style-type: none"> • Restoration activities will be restricted to the proposed area and planting/restoration will be done with indigenous species to the area.
5.5	<ul style="list-style-type: none"> • An ESMP will be developed that will specify measures to be implemented by the Contractor. • The scooped soil will be backfilled after planting a seedling to avoid loose soil being washed away. • The Contractor will be required to avoid unnecessary vegetation clearance vegetation clearance will be restricted to planting spots.

SECTION E: Environmental and Social Risk Screening Outcome

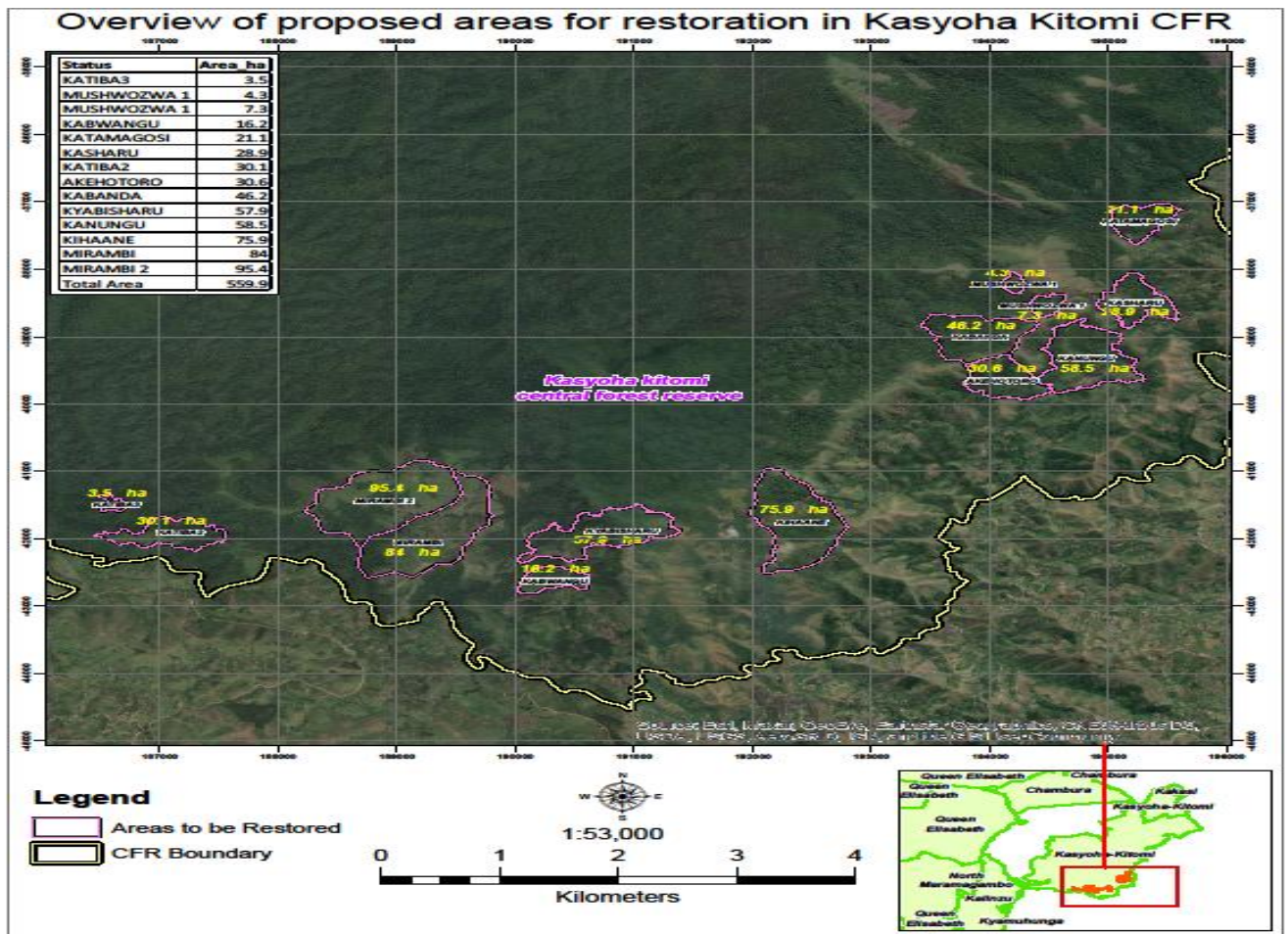
Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C	
<input type="checkbox"/> High Risk	The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.
<input type="checkbox"/> Substantial Risk	The proposed subproject is likely to have less adverse impacts on human populations or environmentally sensitive areas than those of <i>High-Risk</i> subprojects, its ES scale and impact may be smaller (large to medium). Likely impacts are mostly temporary, predictable and/or reversible, and the nature of the Project does not preclude the possibility of avoiding or reversing them. They are medium in magnitude and/or in spatial extent (the geographical area and size of the population likely to be affected are medium to large);
<input type="checkbox"/> Moderate Risk	The potential adverse risks and impacts on human populations and/or the environment are not likely to be significant. This is because the Project is not complex and/or large, does not involve activities that have a high potential for harming people or the environment, and is located away from environmentally or socially sensitive areas. Likely impacts are mostly predictable and expected to be low in magnitude, temporary and/or reversible, site-specific, without likelihood of impacts beyond the actual footprint of the Project.
<input checked="" type="checkbox"/> Low Risk	The potential adverse risks to and impacts on human populations and/or the environment are likely to be minimal or negligible. These sub-Projects, with few or no adverse risks and impacts and issues, do not require further ES assessment following the initial screening.

SECTION F: Environmental and Social Risk Recommendation

Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.

Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed to guide on the management of the identified impacts. The project should be implemented because it contributes to sustainable management, biodiversity conservation and protection of water catchment areas in Kashoya Kitomi CFR.

Appendix: Google map indicating restoration sites in Kasyoha Kitomi CFR



Location of Areas restored in Kasyoha Kitomi Central Forest Reserve



NO	N	E	E1	Comment
1	195321	9962672	-37328	Katamagosi
2	194537	9916156	-83844	Mushozwa 1
3	194210	9961770	-38230	Mushozwa 2
4	193734	9961169	-38831	Kabandama
5	194008	9961027	-38973	Akehetero-
6	194597	9961003	-38997	Kanungu- 3
7	195168	9961616	-38384	Kyabisharu
8	189474	9958487	-41513	Igabire 1:
9	189371	9959160	-40840	Igabire 2:
10	188874	9958471	-41529	Ntazigirwa 1
11	189108	9958222	-41778	Ntazigirwa 2
12	188916	9957607	-42393	Omukirama-

Source: East, Marko, GeoE/A, Eaststar Geographics, GNEA/M16 and the C&C User Community





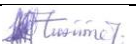
THE REPUBLIC OF UGANDA

Investing in Forests and Protected Areas for Climate Smart Development Project (IFPA-CD)

ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

SECTION A: Contact Details

Person Responsible for Filling out the Form		
Name	Christine Angeline Mugenyi	Shallon Challenge
Position	Partnership Officer –NFA Social Safeguards Focal point- IFPA-CD project	Environment Management Officer- NFA Environmental Safeguards focal point- IFPA-CD project
Contact details	0782417524	0774265636
Date	01/12/2022	
Signature		
Person Responsible for Checking/Validation		
Name	Cuthbert Katusiime	
Position	Environmental Risk Management Specialist	
Contact details	ktsmcuthbert@hotmail.com	

Date	7 th December 2022	
Signature		

SECTION B: Subproject Description

Subproject name	Forest restoration in Bugoma CFR	
BID No (if applicable)		
Name of the Contractor (if applicable)	Robert Kiiza	
Estimated cost (if applicable)		
Location of the subproject	Bugoma CFR, (Kisonsome village, Nkwakii North parish, Kabwoya sub-county, Kikuube district).	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> (Coordinates: 36N 0285868; 0143093)
Type and scale of the subproject	<p>Restoration of degraded part of Bugoma CFR with assorted indigenous tree species. The activity is carried out in accordance with NFA guidelines for natural forest restoration that include baseline assessments/diagnostic studies to determine the level of degradation, regeneration rate and species that existed. These studies form a basis for seedlings (tree species) to be used in restoration and spacing.</p> <p>Planting materials (seedlings) are raised by NFA managed tree nurseries. Ready to plant seedlings are well packed in tree nursery crates and delivered to the nearest access site/point within the area of restoration using carrier trucks. At this point, a temporary nursery is established and is where seedlings are offloaded and picked manually for planting. Planting is done during the rainy season and is carried out in strips at an interval of 5 by 5 meters.</p> <p>The process involves minimal site/spot clearing and pitting, then the seedling is planted after stripping off the polythene tube and cover with the scooped soil during pitting. The stripped polythene tubes are collected and taken back to the nursery.</p>	

	The workers (about 58) for restoration are sourced from the neighboring communities and use garden hand tools that include hoes, pangas and slashers in the restoration.
Approximate size of the subproject in land area	400ha

SECTION C: Environmental and Social Sensitivity of the Subproject Area

1	Labor Working Conditions (ESS 2)	
1.1	Is the project likely to engage the use of any forms of forced labor and child labor?	No, the bidding documents and the LMP will include detailed provisions to ensure that any form of forced labor or child labor is prohibited.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to the workers, there is a likelihood of physical hazards (e.g. injuries from planting and slashing tools, falls, tree branches), biological hazards from snake bites or venomous animals and poisonous plants.
1.3	Is the subproject activity likely to result in discrimination in employment to project workers which nullify or impair equality of opportunity or treatment in employment?	No, the contractor is expected to adhere to the Labor Management procedures included in the bidding documents.
2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, these will mainly be in form of plastic waste and polythene bags that may be carried by workers. However, these will be very minimal and limited to the planting phase.
2.2	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an environmentally and socially sound manner?	No

2.3	Will the subproject potentially result in the generation of waste (both hazardous and non-hazardous)?	Yes, for non-hazardous waste that is comprised of both biodegradable and non-biodegradable. These include but not limited to human waste, food remains and polythene bags/plastics.
2.4	Will the subproject involve the handling and/or use of chemicals and hazardous materials subject to international action bans or phase-outs? <i>For example, asbestos containing material (ACMs), polychlorinated biphenyls (PCBs) and other chemicals listed in international conventions such as the Stockholm Convention on Persistent Organic Pollutants, or the Montreal Protocol.</i>	No
2.5	Will the subproject involve potential use of chemicals, pesticides, fungicides, herbicides in the civil works?	No
2.6	Is there a potential for the release, in the environment, of hazardous materials resulting from their production, transportation, handling, storage and use for project activities?	No
2.7	Will the subproject produce wastewater that require drainage?	No
2.8	Is the subproject located near water sources used for domestic consumption such as boreholes, water wells or springs?	No
2.9	Does the subproject include activities that require significant consumption of raw materials, energy, and/or water?	No
3	Community Health and Safety (ESS 4)	Answer (Yes/No)
3.1	Will the subproject require the use of heavy machinery or equipment?	No
3.2	Is the subproject located in an area where there has already been demining, accidents or confrontation during a civil war?	No
3.4	Would elements of the subproject construction/rehabilitation, operation, or decommissioning pose potential safety risks to local communities or ecosystem services?	No

3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	No
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, workers engaged in planting will be local community members and influx is not anticipated
3.7	Will the subproject result in gender-based violence (GBV) Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor due to temporary induced Labor Influx of people to the subproject area?	No
3.8	Is the subproject likely to increase demand and competition for local social and health services due to the potential influx of workers and followers?	No, most of the workers will be sourced from the neighboring community
3.9	Based upon on the available information, is there any known prevalence of gender-based violence (GBV)/Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) and child and forced labor in the subproject area?	No
3.10	Is the subproject likely to involve quarries or excavation works, such as rock falls or hazardous substances?	No
3.11	Is the subproject likely to engage military personnel, police force or private security to protect the project's personnel or property?	No
4	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement (ESS5)	Answer (Yes/No)
4.1	Will the subproject result in physical or economic displacement – i.e., temporary or permanent loss of access to livelihood	No

	resources (such as land), loss of household infrastructure, assets or access to assets?	
4.2	Will the subproject result in the permanent or temporary loss of income sources or means of livelihood (such as crops, fruit trees, etc.)?	No
4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, works will be within the protected area but the impacts and risks are expected to be negligible, easily eliminated by implementing the provisions in the ESMP.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Bugoma CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	Yes, but scope of sub-project works will be very limited and will not cause any degradation in natural habitats. Existing native species to the area will be re-introduced/replanted.
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, especially during digging up of pits for planting if areas are opened up and not properly back filled and vegetation is cleared.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel,	No

	stones, especially any resources which are non-renewable, or which exist in small quantity?	
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	No
7	Cultural Heritage (ESS8)	Answer (Yes/No)
7.1	Is the subproject area within/adjacent to any legally protected/known Cultural Heritage site or legally defined buffer zone?	No
7.2	Will the proposed subproject result in interventions that would potentially adversely impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	No
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.
If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.

Question number	Recommended actions
1.2	<ul style="list-style-type: none"> • The project has prepared OSH protocols with specific measures that will be included in the bidding documents and Contractor’s contract for the Contractor to implement. • Measures will be included in the bidding documents and the contracts to ensure that the contractor provide appropriate and adequate PPE. • The bidding documents will include provisions of the Labour Management Plan and ESMP and supervisory measures will be put in place to ensure that the Contractor adheres to these provisions. • Induction trainings to orient the Contractor on how to handle OHS risks will be undertaken before commencement of any works.
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2.3	<ul style="list-style-type: none"> • Adherence to the developed waste management plan by the Contractor. This includes waste collection/containment and handling/disposal. This will be supplemented by the measure in the ESMP that will be developed such as; having well labelled waste bins on site, digging up of temporally pit latrines that are covered upon shifting to another area).
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5.5	<ul style="list-style-type: none"> • An ESMP will be developed that will specify measures to be implemented by the Contractor. • The scooped soil will be backfilled after planting a seedling to avoid loose soil being washed away.

	<ul style="list-style-type: none"> The Contractor will be required to avoid unnecessary vegetation clearance vegetation clearance will be restricted to planting spots.
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SECTION E: Environmental and Social Risk Screening Outcome

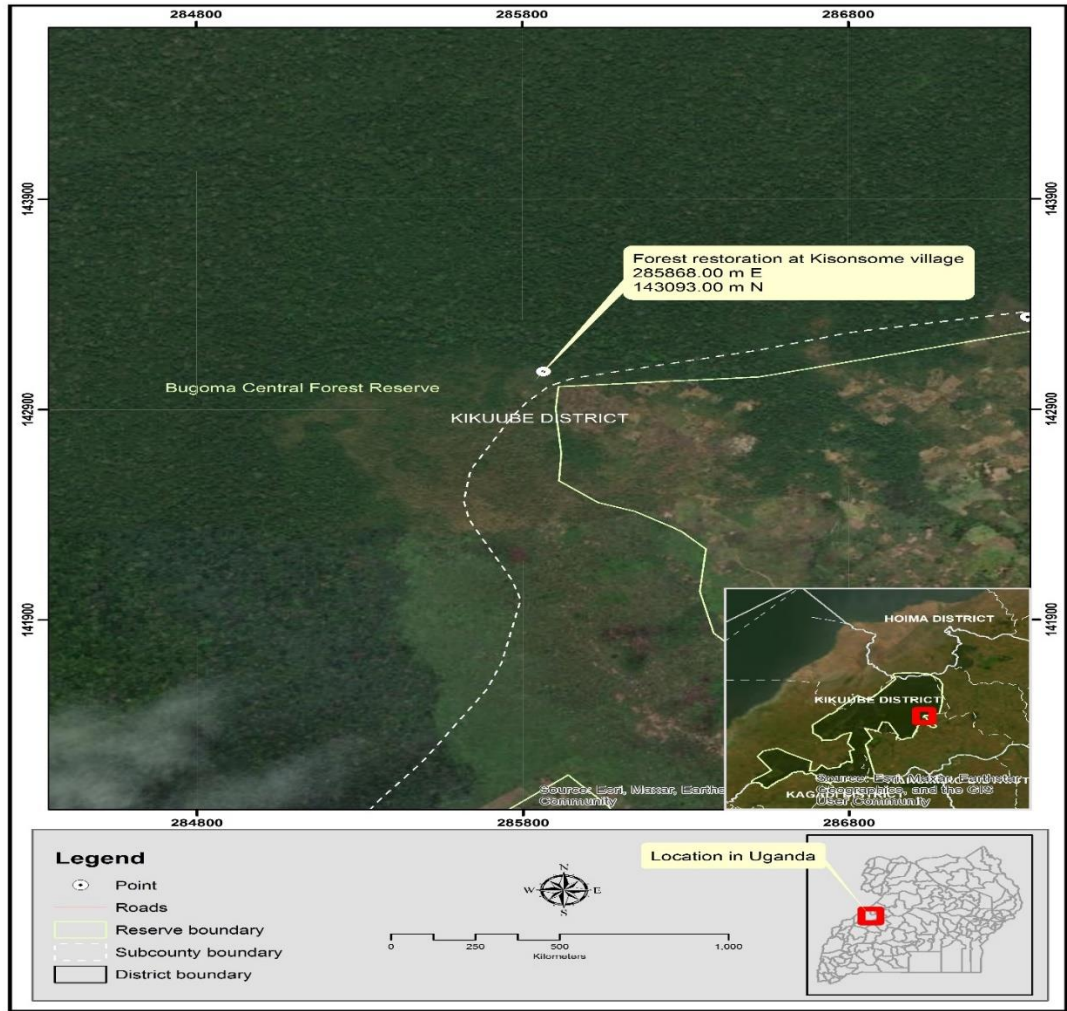
Select from the following the appropriate E&S Risk Classification for the subproject based on the answers provided on the Section C	
<input type="checkbox"/> High Risk	The Project is likely to generate a wide range of significant adverse risks and impacts on human populations or the environment that are impossible to avoid entirely due to the nature of the Project. This could be because of the complex nature of the Project, the scale (large to very large) or the sensitivity of the location(s) of the Project, including long-term, permanent and/or irreversible impacts (e.g., loss of major natural habitat or conversion of wetland, complex involuntary resettlement, or land acquisition, impacts on cultural heritage or densely populated urban areas). Some of the significant adverse ES risk and impacts of the Project cannot be mitigated or specific mitigation measures require complex and/or unproven mitigation, compensatory measures or technology, or sophisticated social analysis and implementation.
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SECTION F: Environmental and Social Risk Recommendation

Present a brief description of the overall ES Risk Classification of the selected subproject and provide recommendations for subsequent steps, based on the outcome of the selected option for Section E.

Based on the above screening results, an Environmental and Social Management Plan (ESMP) should be developed. The project should be implemented because it will lead to increased afforestation and biodiversity conservation of Bugoma CFR.

Appendix: Google map of the Subproject area for forest restoration in Bugoma CFR



Restoration site in Bugoma CFR, Kisonsome Village

