



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

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

FOR THE PROPOSED CONSTRUCTION OF TRAILS IN

Budongo CFR, (Kigalagala Village, Labongo Sub-county, Masindi District).

Echuya CFR, (Kagano Village, Karengere Parish, Muko Sub-county, Rubanda District).

Bugoma CFR, (Karama Village, Kabwoya Sub-county, Kikuube District).

Kalinzu CFR, (Rwampanga Village, Kabingo Parish, Kyamuhunga Sub county,
Bushenyi District)

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ACRONYMS

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
GHG:	Green Houde Gas
GRM:	Grievance Redress Mechanism
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
SNP:	Semuliki National Park
UWA:	Uganda Wildlife Authority
VAC:	Violence Against Children
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), 27 Central Forest Reserves (CFR) and 18 refugee host districts.

1.2 Project Description

The project will support establishments of 10km trails in sections of the CFRs (Echuya, Kalinzu, Bugoma and Budongo CFR) to enable movements of tourists. The trails in Echuya CFR can be accessed from the Kabale-Kisoro Road, which passes through part of the Echuya natural forest. The trail will enable tourists walk through the Echuya CFR for bird watching (view of *grauer's swamp wabler*, endemic bird to Muchuya swamp) and other ecotourism activities such as nature

forest walks. In Kalinzu CFR, the trail will be accessed via Kasese Bushenyi road, to the Kalinzu CFR visitor Center/station/sector. In Bugoma CFR the trails will enable movements of tourists and researchers. The trails will be accessed via the chimpanzee habituation centre in Bugoma. In Budongo CFR, the trails will be within Kaniyo-Pabidi ecotourism hub and will be accessed through the Kaniyo Pabidi ecotourism site, along the Kichumbanyongo - Murchison Road.

1.3. Analysis of Project Alternatives

One of the objectives of the Screening exercise was to describe the project alternatives. The alternatives discussed involved the different means of meeting the general purpose requirements for the establishment of the Tourism Trails for the selected CFRs in the most effective and efficient manner. The alternatives for establishing the trail include:

- i) To use the approach of a technical service provider (TSP) on a contract to survey and cut the trails.
- ii) NFA Tourism technical staff to take the lead to survey, identify the attractions and work with community groups like CFM groups to carry out the establishment of the trails.
- iii) Manage the tourism activities without trails to guide tourist movements in the forest (No action option).

a) The first alternative is less preferable due to the need to minimize damage to the forest biodiversity and environment that may arise from less vigilance of Technical Service Provider. This option is not only more expensive but is not sustainable for purpose of maintaining the trails going forward.

b) The second alternative is preferable due to knowledge of NFA about the potential attractions, minimizing the risk of environmental damage and biodiversity loss; it is cheaper and builds NFA capacity for sustainable management of the trail system.

c) The third alternative of no trails established renders the movement of the visitors very difficult to locate the attractions and tremendously reduces the visitor experience and in the long run will render the ecosite unattractive to the visitors which undermines the purpose of developing tourism as sustainable enterprise.

Given the nature of the sub -project, it was noted that the success of nature-based tourism depends on the plan and ease of the access of Tourists through a trail system to the identified products for better experience. The trails help to focus the attention to only identified attractions hence reducing the time spent in the forest by tourists to meet their expectations. In addition, the trails allow for providing visitors self -guided tours with signages and facilities for tourist convenience like resting points. Such a trail system can best be established and managed by NFA with balanced consideration of biodiversity, the ecological and general environmental conditions of the ecosite. The other two options are less effective, riskier and with limited prospects for sustainable tourism development.

1.4 No Project Alternative

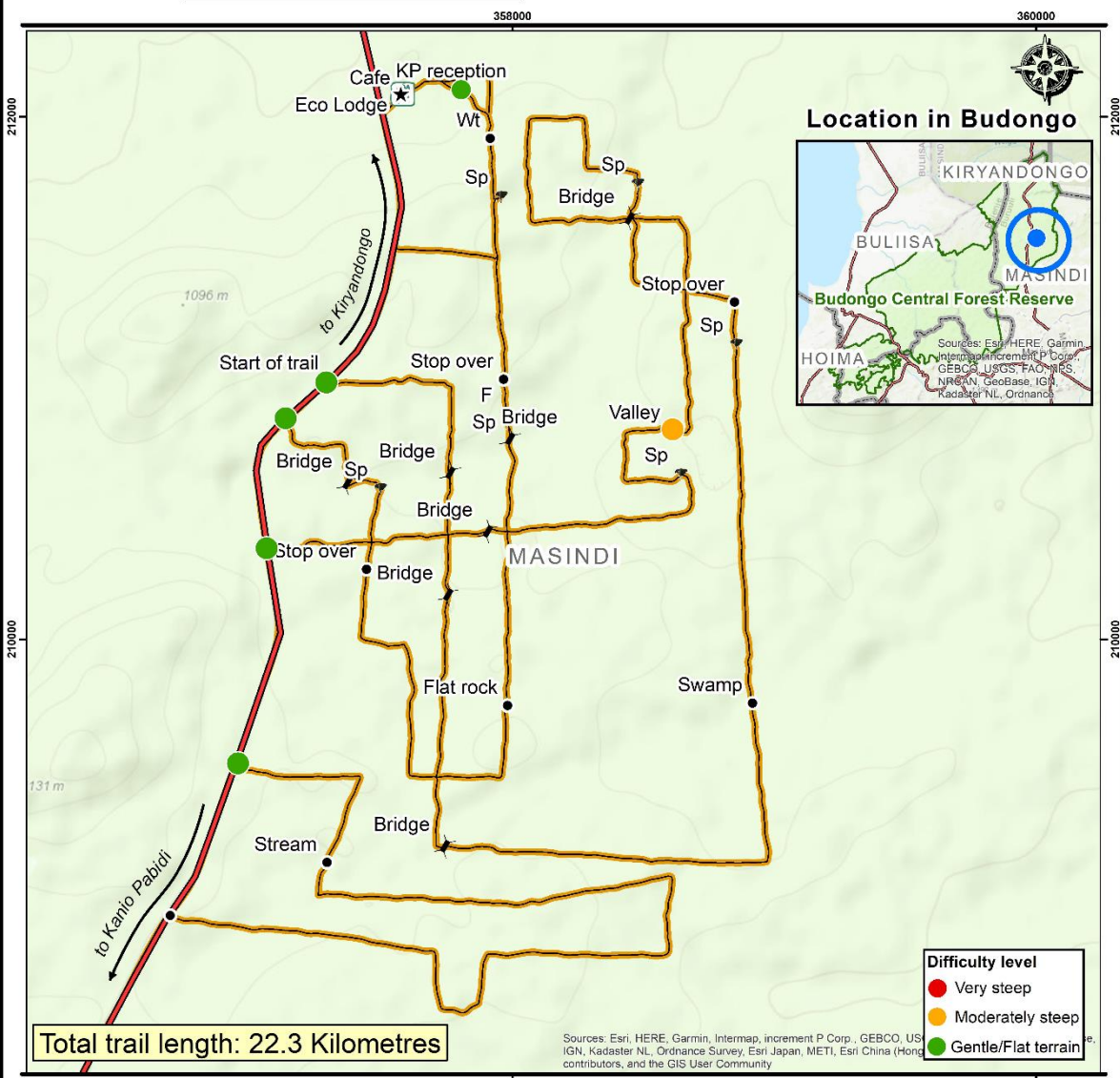
The No-option Alternative, which in essence refers to not establishing the ecotourism trails would make the access to attractions cumbersome, time wasting and risky to the tourists and also unnecessarily disturb the forest environment. The Tourist experience would be difficult to satisfy and this would in the long run discourage visitors to the CFRs. It would be difficult to market the attractions to the tour operators without trail system of the forest which targets the attractions to be marketed to the visitors. It is therefore strongly recommended to have trail system established in contrast to the management of the tourism activity with no trail infrastructure leading to specified attractions to meet the visitor interests.

1.5 Objectives of the ESMP

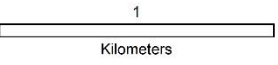
- 1 To comply with the World Bank Environmental and Social Standards (ESSs) as well as applicable national legislation in the implementation of the sub project activities by the contractor.
- 2 To provide adequate measures and controls that shall be used to minimise and mitigate the environmental and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

1.6 Location of the trails

ECO-TOURISM TRAILS BUDONGO (Kanio Pabidi) CENTRAL FOREST RESERVE

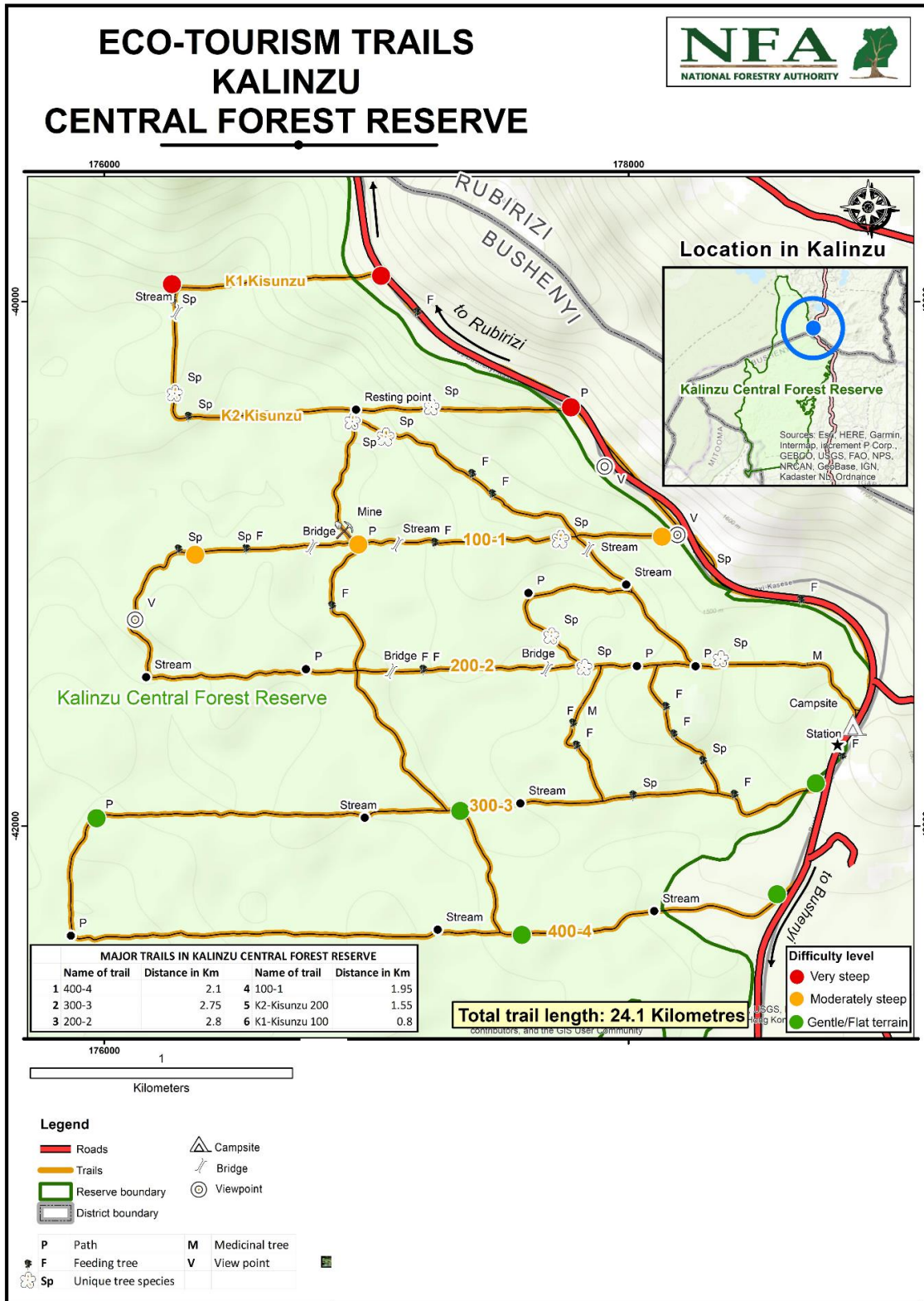


Total trail length: 22.3 Kilometres



- Legend**
- Point of interest
 - Trails
 - ▭ Reserve boundary
 - ▭ District boundary
 - P Path
 - F Feeding tree
 - Sp Unique tree species
 - ↗ Bridge
 - ★ Reception
 - M Medicinal tree
 - V View point

Google map of the Subproject area proposed for the Trail in Kalinzu CFR



1.7 Salient Environmental Characteristics and Baseline Conditions of the project site.

Bugoma CFR

Bugoma CFR is tropical high Forest (THF) which was gazetted with area of 41,144 Ha for the conservation of ecological services, biodiversity and for supply of forest products especially high-grade timber. It lies in the Eastern escarpment of Lake Albert Rift valley with altitude range of 1200-1350m above sea level. The underlying rocks in most of the area belong to the Karagwe-Ankolean series merging into the Bunyoro series and comprising of a variety of schists, shales, quartzites and dolerites. The soils in Bugoma CFR are mostly deep tropical red earths of the laterites with nodular concretions except on the hills where they are shallow and stony.

The major river is Nkuse (Nguse) flowing along the southern boundary of Bugoma CFR towards Lake Albert. The others are R. Hohwa and Rwemiseke which are now more seasonal. The rainfall is predominantly of convectional type about 1100-1350 mm annually with two peak seasons in April-May and October-November.

Bugoma CFR is rich in biodiversity home to about 300 indigenous tree and shrub species such as; *Milicia excelsa*, *Mahoganies*, *Markhamia lutea*, *Aningeria altissima*, *Meosopsis eminii*, *Albizia Cynometra* and herbaceous species. The CFR also hosts unique animals such as primates like Chimpanzees, Mangabeys, baboons, monkeys, mangabeys; as well as other mammals like elephants, buffaloes, and golden cats, Uganda Kobs, Golden cats; birds like Nahan's Francolin, Grey Parrot, and African crowned eagle; Reptiles, butterflies, moths, and amphibians etc of great touristic potential. Bugoma CFR is one of the CFRs targeted for tourism development in view of the rich biodiversity.

Budongo CFR

Budongo CFR was gazetted for provision of forest products, conservation of ecological services, biodiversity conservation and by virtue of its area of 82,530 ha contributes significantly to climate change mitigation through carbon sequestration. It is a catchment area for Rivers Bubwa, Sonso, Waki, Biizi and Waisoke, which flow gently over the escarpment to Lake Albert. The underlying rocks of most BCFR are of pre- Cambrian origin consisting of gneiss, schists and granulites. Part of the southern Siba is underlain by Bunyoro–Kyoga series types of rock, which consist of mudstones, shales, phylites, quartzites and conglomerates of pluvial origin which have been metamorphosed.

Budongo CFR soils are ferrallitic representing a final stage in tropical weathering. They are deep with little differentiation into clearly defined horizons. There is little or no reserve of weatherable minerals and the clay minerals all of the lattice type (Kaolinite), are associated with large quantities of iron oxide and occasionally hydrated oxides of aluminium. The heavier textured soils are more fertile and may even possess many features common to most ferrisols, which are sandy loams and

sandy clay loams in the different parts of the CFR. Laterite is abundant in the form of concretions or sheet ironstones.

Budongo CFR receives rainfall varying between 1397 and 1524 mm annually, on the average, from 100 to 150 rain days. Rainfall pattern is bimodal with peaks in April- May and September to November. The minimum temperature varies 23-28⁰ C while maximum ranges 29-32⁰C.

Due to the multiple use of the forest it has been zoned into conservation, production, ecotourism and community use. The CFR is an important source of high value timber species like *Entandrophragma*, *Khaya*, *Cordia*, *Albizia* and many non-timber forest products upon which the surrounding communities depend. The CFR is classified as Prime Forest for biodiversity conservation with many rare, threatened and endangered species including the primates. Apart from chimpanzees, the area is home to various animals that include; black and white Colobus monkeys, red-tailed monkeys, blue monkeys, baboons, mangabey, bush elephants, Uganda Kobs, various bird species and insects, reptiles among others. The chimpanzees are listed as endangered and forest elephants as critically endangered under IUCN. The forest is targeted for ecotourism especially chimpanzee tracking but also development of other tourism infrastructure for diversity of tourism products. The trail systems enable the access to tourism products.

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 7-15⁰C and maximum 20-26⁰C. 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.

Echuya CFR has unique ecosystem and biodiversity especially unique birds such as the globally threatened Grauer's swamp warbler in the Muchuya Swamp making it one of the prime tourist attractions hence the need to develop tourism trails. other fauna in the area include; African golden cat, Bushbucks, duikers, rodents, Red-tailed monkeys and blue monkeys, various reptiles and amphibians

Kalinzu CFR

Kalinzu CFR is a Tropical High Forest (THF) gazetted with area of 14,126 ha for conservation of ecological functions, biodiversity and supply of forest products to the population. The CFR is zoned into conservation, production, ecotourism and community use areas in line with multi-purpose management objectives. Kalinzu CFR lies on the edge of the Western Rift Valley. The CFR has altitude Range of 1400-1830 m a.s.l with Keitampungu hill being the highest point. The underlying rocks of Kalinzu forest belong to the Toro and Karagwe-Ankolean system It occupies the basins of a number of rivers, which drain westwards of the edge of the escarpment into Lake Edward. These rivers include Nchwera, Sherere (forms part of the boundary), Rwampunu and Nyamweru among others.

The rocks consist of foliated gneiss, quartzite and felcific (clayey) seluist. Kaitampungu, Nyamihabyo, Katonya and other hills in the south-east corner are formed of quartzite. The prominent ridge running from Rubare to Kishunju is also quartzite, which belongs to the Karagwe-Ankolean system. The soils are of uniform acidity, base-deficient soils except for potash in topsoil. Soils are quite rich in nitrogen and organic matter on account of their elevation and are normal in available phosphate content. Soils in Kalinzu forest are deep red loams suitable for purposes of tea growing.

There are two rainfall peak periods, the September-December and the March-May, the former being the most reliable. The total annual rainfall range is 1500-2000 mm. Kalinzu is core biodiversity forest rich in both flora and fauna which supports Ecotourism especially chimpanzee tracking and nature walks requiring development of trails. Other animals within the area include baboons, red-tailed monkeys, Vervet monkeys, black and white Colobus monkeys, bush babies, among others. The chimpanzees are listed as endangered under IUCN. The project area also has varieties of birds, butterflies/month, reptiles such as snake, amphibians among others. It is also source of variety of medium value timber species like *Funtumia*, *Parinari*, *Newtonia*, *Carapa*. The forest is also source of Non- timber forest products which support communities' livelihoods. The communities participate in the promotion of tourism activities in the Kalinzu CFR landscape.

2.0 POLICY, LEGAL AND REGULATORY FRAMEWORK

This section provides a brief overview of the policy, legal and regulatory framework for environmental and social risks management in Uganda relevant to the invasive species removal 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 establishment of the trails 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 development programmes with a	NFA to ensure that gender considerations will be integrated into the recruitment, payment and treatment

		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
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 Uganda's world of work. The policy applies to all current and prospective employees and workers, including applicants for work, within the public and private sectors. It also applies to all aspects of work, both formal and informal. The Policy also promotes a human rights-based, gender-sensitive legal and policy environment to address HIV and AIDS in Uganda.	The policy is key in guiding the mainstreaming of HIV/AIDS activities to reduce the prevalence of HIV infection, provide care 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 and distribute condoms to the community.

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 cutting viable tree species 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 establishment of trails may be misunderstood by some community members as creating access for them to access forest resources, 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 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	The establishment of trails will enhance the economic good of the forests as more tourists will be encouraged to visit the CFRs. Through the trails, monitoring of the forests will be enhanced The forest will provide the necessary environmental services and goods and contribute to direct incomes to the local communities in short and long term through participating in tourism related activities.
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	NFA to ensure that the working condition and the general work environment is kept environmentally clean and healthy and that the constitutional

		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.	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 trail establishment 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 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.	NFA to ensure that the provisions in this act are adhered to and most importantly, children should not be employed
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,	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

		subsection (1) of the Water Act deals with prohibition of pollution to water.	
16	The Occupational Safety and Health Act, 2006	<p>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.</p> <p>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.</p>	<p>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</p>
17	The Employment Act, 2006	<p>This Act is the principal legislation that seeks to harmonize relationships between employees and employers, protect workers' 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</p>	<p>The Act will govern and or guide in recruitment of workers, labour management and ensure that workers interests are adequately addressed including prohibition of child labour during sub project implementation.</p>

		employee from obtaining any benefit under a contract of service.	
18	The Workers Compensation Act, Cap 225	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	All workers at the forest restoration exercise who get involved in work related injuries should be compensated in line with this act
19	Land Act, Cap 227	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 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.	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.
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	The establishment of trails is a key requirement ensuring increased tourism purposes for the common good of people of Uganda. NFA should ensure that the trails are established within the CFRs land for the legal and physical integrity of the forests.

		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	
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 & conditions of the licence; (b) waste is managed in a manner that does not cause harm to human health or the environment.	NFA to ensure that wastes generated during the exercise are managed and disposed off in an environmentally friendly manner to avoid environmental pollution and public health impact.
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 establishment of trails and maintenance involving the local stakeholders.
World Bank Environmental and Social Standards (ESSs)			
24	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 establishment of trails at CFRs is in conformity with ESS1 and in line with the IFPA-CD project ESMF and LMP.

25	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.	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 establishment of trails within the CFRs in accordance with ESS2. The standard also recommends the establishment of the workers GRM. NFA will ensure that workers have a mechanism to facilitate resolution of their grievances.
26	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.	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
27	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	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

		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.	community health and safety in accordance with ESS4.
28	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	ESS6 is applicable to the sub project since the sub project is intended to enhance forest restoration 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.
29	ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	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. the project prepared site specific vulnerable and marginalized groups plan for Echuya CFR to uphold the above values.	IFPACD project prepared site specific vulnerable and marginalized groups plan for Echuya CFR
30	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.
31	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.	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 publicly 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

This is the stage at which it was determined that an ESMP would be adequate to mitigate the likely environmental and social impacts and risks. The sub-project was subjected to the project screening checklist (checklist is attached as Appendix 1), and it was 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 project.

3.2 Document Review

Documents readily available and relating to the sub-project and the project were reviewed during the development of the ESMP and these include the following:

- i. The project Environmental and Social Management Framework (ESMF)
- ii. Labour Management Procedures (LMP)
- iii. Occupational Health and Safety Measures
- iv. VGMP for SNP
- v. IFPA-CD Stakeholder Engagement Plan

3.3 Site Visit

The area of the proposed sub-project was examined during a site visit. During the site visit, the observation and assessment of the physical characteristics of the proposed sub-project site, the immediate surrounding areas, and other environmental and social attributes likely to affect or be affected by the implementation of the sub-project was undertaken.

The site visit assisted in identifying and assessing the likely impacts of the sub-project implementation and in establishing benchmarks that will be used in monitoring compliance of the sub-project to mitigation measures.

3.4 Stakeholder Consultations

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

CFR	Stakeholders Consulted	No Consulted	Summary of issues Raised	How Community Concerns will be addressed	Dates
Bugoma CFR	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	9 (7male, 2 female)	-Restored forest -Participation in the activity through contracts - Stop Hoima sugar from further encroachment.	By way of employment of community members. Local leaders to ensure that community land is not encroached by the sugar factory	December 2022
Kalinzu CFR	Community leaders from Kisonsome Village, Nkwakii North Parish, Sub county leaders from Kabwoya Sub county	8 (6 male and 2 female)	-Restored forest -Participation in the activity through contracts. -Clear boundary with no conflicts	Employment of community members. Involve local communities in boundary opening exercises	December 2022
Budongo CFR	Opinion and local leaders from Katamagosi, Mushozwa 1, Mushozwa 2, Kabandama, Akehetero. In Bushenyi district, leaders from the following villages were consulted Kyabisharu, Igabire 1, Igabire 2, Ntazigirwa 1,	7 (all male)	-Jobs for local people - Food supplies to the workers sourced from the surrounding communities - Restored forest. - Protection of the restoration areas.	Employment of community members. Provision of workers with adequate food and clean drinking water	December 2022

	Ntazigirwa 2 and Omukirama				
Echuya CFR	Community members from Kagano Village, Rubanda District.	13 (8 male, 5 female)	The Batwa people among other community members should be considered for employment opportunities. -Community members should also be considered for tour guide employment opportunities	Prioritise non/discriminatory employment opportunities to local community members.	February, 2024

4.0 IMPACT IDENTIFICATION AND MITIGATION

4.1 Expected Positive Benefits/Impacts

IMPACT	DESCRIPTION OF IMPACT	ENHANCEMENT MEASURES	PHASE
Provision of employment	Local community members will be employed by the sub-project thus the subproject will act as a source of income for local community members.	The local contractor should hire local workers whenever possible. Workforce recruitment should be undertaken with involvement of local leaders who can identify local community members.	Establishment
Safeguarding biodiversity and ecosystem health	The ecosystem health of the CFR will be enhanced thus safeguarding biodiversity	The methods preferred for eradication of invasives should be effective.	Establishment
Increased access to forest resources	Access to the forest by NFA staff for monitoring purposes, locals community members and tourists will be enhanced.	The Contractor should use local labour for them to be able to understand the use of the trails	Establishment
Improved tourist experience and satisfaction	The establishment of the trail will improve visitor experience and satisfaction.	The design of the trail should be according to the current international standards but taking into account site conditions.	Planning
Increased revenue	The establishment of the trail will lead to increased visitor numbers thus increased revenue.	Ensure visitor fees and other charges are collected from the tourists before they access the site.	Operation

4.2 Key Adverse Impacts/Risks

Negative Impacts			
3	Misunderstandings and conflicts	<ul style="list-style-type: none"> Misunderstandings and conflicts are likely to develop between NFA , local community members and other stakeholders especially if adequate consultations are not carried out about the proposed sub-project. 	<ul style="list-style-type: none"> Adequate consultations should be undertaken
4	Exclusion of disadvantaged groups such as women, PWDs etc.	<ul style="list-style-type: none"> The Contractor may recruit sub-project workers without giving due attention to women and Persons with Disabilities (PWDs). 	<ul style="list-style-type: none"> 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 e.g., fetching water for women
5	Soil erosion and geological disturbances	<ul style="list-style-type: none"> The eradication of invasive species will involve uprooting which will inevitably lead to soil disturbance. This may lead soil erosion if proper back filling is not done. 	<ul style="list-style-type: none"> Proper back filling will be undertaken to avoid soil erosion.
6	Flooding of the trails during rainy season	<ul style="list-style-type: none"> Water levels along the trails may raise during rainy season making it difficult to use 	<ul style="list-style-type: none"> The trails will be established in dry and high land parts of the forests.
7	Under 18 years may seek employment	<ul style="list-style-type: none"> Workers under the age of 18 may wish to seek employment for the project activities 	<ul style="list-style-type: none"> Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed

8	Spread of HIV and STI	<ul style="list-style-type: none"> • Spread of HIV and STI may escalate among project workers 	<ul style="list-style-type: none"> • Sensitize workers on HIV/AIDS • Provision of Condoms to workers • Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.
9	Occupational, health and safety risks and impacts/ Accidents and injuries of workers	<ul style="list-style-type: none"> • As with any project, there is potential for impacts on health and safety likely to occur as a result of accidents and unplanned events. There are also other risks such as attacks from venomous creatures such as snakes, insects etc 	<ul style="list-style-type: none"> • All 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. • The PPE shall be inspected regularly and maintained or replaced as necessary. • There shall be a safety awareness/induction training for workers before commencement of works. • A fully equipped first aid kit will be available on site. • 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.
10	Trampling of vegetation by project workers	<ul style="list-style-type: none"> • Sub-project workers may trample on vegetation by using various routes to the sub-project sites 	<ul style="list-style-type: none"> • Close supervision and enforcement by NFA rangers
11	Noise from sub-project workers	<ul style="list-style-type: none"> • Since sub-projects activities will take place inside the park, sub-project workers may produce noise thus becoming 	<ul style="list-style-type: none"> • Supervision and enforcement to be undertaken by UWA Rangers to make sure sub-

		<p>a nuisance and upsetting animals.</p> <ul style="list-style-type: none"> • Additionally, establishment noise may consist of sounds from cutting the trees 	<p>project workers do not make unnecessary noise.</p> <ul style="list-style-type: none"> • All sub-project activities must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. • Works will be limited to day time between 7:00 Hours to 17:00 Hours.
12	Indiscriminate waste disposal	<ul style="list-style-type: none"> • Project workers may carry out indiscriminate waste disposal along the line of the road works. • Additionally, lack of sanitary facilities for use by project workers can lead to ad hoc defecation in secluded areas around the forest, thus creating of unsanitary conditions and sources of fly infestation. 	<ul style="list-style-type: none"> • Provision of adequate waste bins. • Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site. • The contractor will provide mobile toilets for the workers
13	Solid and liquid waste generation	<ul style="list-style-type: none"> • Project workers may carry out indiscriminate waste disposal during species eradication. • Additionally, inadequate provision of sanitary facilities for use by workers can lead to ad hoc defecation in secluded areas around the park, thus creating of unsanitary conditions and sources of fly infestation. 	<ul style="list-style-type: none"> • Provision of adequate and well covered waste bins which will be removed from the work site and emptied daily and temporarily stored at a designated waste collection facility in the various CFRs • Contractor ensure that the destroyed trees are integrated with community use for timber, firewood and charcoal burnt from individual homes. In case they are not useful for the community, they will be hipped and burnt in a controlled manner

14	Poaching	<ul style="list-style-type: none"> • Poaching may take place because the project workers may have easy access to animals as they will be working inside the park. 	<ul style="list-style-type: none"> • Sensitization and supervision of workers by NFA rangers. • Ensure that an ESHS code of conduct (CoC) is in place for Contractor and site workers, who should be sensitized on the contents of the CoC and agree to abide by the requirements there in.
15	Induced domestic violence as a result of empowering women through employment	<ul style="list-style-type: none"> • The Project may induce domestic violence as a result of empowering women through employment as some men don't like their wives to work. • Additionally, increased liquidity among local male project workers who may resort to alcohol abuse and get involved in extramarital activities including marrying second wives; and abandoning their families etc. 	<ul style="list-style-type: none"> • Sensitization of both women and men on the project. • Prioritizing employment to women where they qualify • Balancing gender, in culturally sensitive manner, when employing community members
16	Attack by wild animals.	<ul style="list-style-type: none"> • Project workers may be attacked by animals causing injuries or even death. 	<ul style="list-style-type: none"> • Ensure Ranger presence all the time.
17	Non-payment of workers or unreasonable delays in payment	<ul style="list-style-type: none"> • The Contractor may fail and/or delay to pay the workers thus causing agitation among the workers. 	<ul style="list-style-type: none"> • Provide and establish a Project GRC upon recruitment of project workers and ensure adequate representation of project. The GRC should be 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.
18	Exclusion of the Batwa	<ul style="list-style-type: none"> The general project area is inhabited by the Batwa people. The Contractor may overlook the Batwa for employment opportunities thus further marginalizing them. 	<ul style="list-style-type: none"> Recruitment of able bodied Batwa as sub-project workers. The recruitment process should be based on the principle of non-discrimination and inclusion of all persons
19	Re-growth of cut vegetation and	<ul style="list-style-type: none"> Likelihood of growth of cut vegetation and trees to cover up/close the trails when still needed 	<ul style="list-style-type: none"> The roads to be maintained along original land and or open space to avoid cutting trees and destroying vegetation that may grow and cover up the trails Regular supervision and maintenance of trails by NFA staff
20	Littering of the trails by users	<ul style="list-style-type: none"> Visitors using the trails may litter the route along the trails with waste. 	<ul style="list-style-type: none"> Litter containers should be provided at convenient locations to reduce littering. All waste generated shall be collected and disposed off in an authorized landfill site within the project areas.

5.0 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

No	Potential Impact	Proposed Mitigation Measure	Location	Implementation Period	Measurements	Frequency of Measurement	Responsibility	Implementation Cost (Ugs) ¹
PRE-ESTABLISHMENT								
1	Misunderstandings and conflicts	Adequate consultations should be undertaken.	Project area	Before commencement and throughout the establishment process as needed	Review of records	Before commencement of works and throughout project implementation.	NFA	14,000,000
2	Exclusion of disadvantaged groups such as women, PWDs etc.	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 for employment. The Contractor should employ willingly the disadvantaged persons and give them appropriate jobs/tasks.	Project area	Before commencement of works	Review of records/documentation	Before start of civil works	NFA/PCU	
TRAILS ESTABLISHMENT								
3	Safeguarding biodiversity and ecosystem health	In areas where there are wetlands, care should be taken to maintain the natural hydrology including fluctuations of water levels important to wildlife as well as enhance the ecosystem health of the CFR	Project area		Observation during field monitoring	Monthly	NFA	

		The trail will be routed in less vegetated and tree covered areas so that there is no need to cut trees.						
4	Soil erosion and geological disturbances	Hand tools will be used to undertake the required clearance.	Project site		Visual observation during field monitoring	Monthly	NFA	
		Unnecessary vegetation clearance along the line of the trail will be avoided.	Project site		Visual observation during field visits	Monthly	NFA	
5	Trampling of vegetation by project workers	Orientation of potters and other project workers prior to establishment.	Project working areas		Review of documentation	Before start of civil works	NFA	4,000,000
		Workers will be required to keep on the designated routes/existing walkways.	Project working areas		Visual observation during field monitoring	Monthly	NFA	
		Designation of specific areas to deliver materials.	Project area		Observation during field monitoring	Weekly	NFA	
6	Flooding of the trails during rainy season.	The trails will be established in dry and high land parts of the forests.	Project area		Observation during field monitoring	Quarterly	contractor	

7	Under 18 years may seek employment	Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed	Project area	Throughout project implementation			Contractor	
8	Spread of HIV and other STIs	Sensitise workers on HIV/AIDS.	Project area	Throughout project implementation	Review of records	Monthly	Contractor/NFA	
		Provision of Condoms to workers.	Project area	Throughout project implementation	Visual observation Review of records	Monthly	contractor	
		Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project area	Throughout project implementation	Review of codes	Quarterly	NFA	No additional cost
9	Noise from project workers	Supervision and enforcement to be undertaken by NFA staff to make sure project workers do not make unnecessary noise.	Project working areas	Throughout project implementation	Noise level measurements Observation during field monitoring	Weekly	NFA	3,000,000

		<p>All establishment work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication.</p> <p>Thus, works will be limited to day time between 7:00 Hours to 17:00 Hours.</p>	Project working areas	Throughout project implementation	Review of logs	Weekly	NFA	No additional cost
10	<p>Indiscriminate waste disposal</p> <p>Solid and liquid waste generation</p>	<p>Provision of adequate waste bins be removed from the work site and emptied daily and temporarily stored at a designated waste collection facility in the various CFRs</p>	Project working areas		Observation during field monitoring	Monthly	NFA/PCU	4,000,000
		<p>Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site.</p>	Project working areas	Throughout project implementation	<p>Review of logs</p> <p>Review of contract</p>	Weekly	NFA /PCU	

		Temporary pit latrines will be established and used. These will be well resored upon work completion or a shift to another site	Project working area	Throughout project implementation	Visual observation	Monthly	NFA	
11	Poaching	Sensitization and supervision of workers by NFA staff.	Project working areas	Throughout project implementation	Review of incident logs	Monthly	NFA	4,000,000
		Ensure that an ESHS code of conduct (CoC) is in place for Contractor and site workers, who should be sensitized on the contents of the CoC and agree to abide by the requirements therein.	Project working areas	Throughout project implementation	Review of codes	Quarterly	NFA/PCU	
12	Induced domestic violence as a result of empowering women through employment	Sensitization of both women and men on the benefits of both men and women working, dangers of alcoholism and dangers of GBV.	project workers	Throughout project implementation	Review of documentation	Quarterly	NFA/PCU	4,000,000
		Prioritizing employment to women where they qualify.	Project working areas	Throughout project implementation	Review of employee records	Quarterly	NFA/PCU	

		Balancing gender, in culturally sensitive manner, when employing community members. Training on dangers of alcoholism during workers sensitizations	Project working areas	Throughout project implementation	Review of employee records	Monthly	NFA	
13	Attack by animals	NFA staff will be used for escorting and guarding Project workers.	Project working areas	Throughout project implementation	Visual observation during field monitoring	Monthly	NFA PA mgt	

14	Non-payment of workers or unreasonable delays in payment	<p>Provide and establish a Project GRM and advise workers on where to report grievances.</p> <p>Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation.</p> <p>All workers must sign contracts that indicate payment conditions and enforce to ensure contractors adhere to this.</p> <p>Verification should first be undertaken to confirm that workers have been paid by the Contractor before payment is made to the contractor.</p>	Project working areas	<p>Throughout project implementation</p> <p>Throughout project implementation</p>	Review of grievance logs and payment records	Monthly	NFA	
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15	Occupational, health and safety risks and impacts/ Accidents and injuries of workers workers may contract water borne diseases.	All 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. The PPE shall be inspected regularly and maintained or replaced as necessary.	Project working areas	Throughout project implementation	Visual observation during field visits	Continuous	contractor Contractor	
16		There shall be a safety awareness/induction training for workers before commencement of works.	Project working areas	Throughout project implementation	Review of training records	Quarterly	NFA/contractor	
		Continuous safety training will be carried out in form of toolbox safety talks.	Project working areas		Review of records	Weekly	NFA	
		Fully equipped first aid kits will be provided on site.	Project working areas	Throughout project implementation	Visual observation during field visits	Continuous	Contractor	
		Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents	Project working areas		Review of documentation Review of logs of incidents/accidents	At the start of assignment / Quarterly	NFA/PCU	

		that may occur at the project site.						
17	Exclusion of the Batwa	Recruitment of able bodied Batwa as workers during the establishment process	Project working areas	Throughout project implementation	Review of records/documentation	Quarterly	NFA/contractor	
OPERATIONAL AND MAINTAINANCE								
18	Re-growth of cut vegetation and	Trails to be established along open space to avoid cutting trees and destroying vegetation that may grow and cover up the trails	Project site	Throughout project implementation	Review of records	Monthly	Supervising Consultant	Included in Supervising Consultant Contract
		Regular supervision and maintenance of trails by NFA staff	Project site		Review of records	Monthly	Supervising Consultant	Included in Supervising Consultant Contract
19	Littering of the trails by users	Litter containers should be provided at convenient locations to reduce littering.	Project area	Throughout project operation	Observation during field monitoring	Monthly	NFA	4,000,000
20		All waste generated shall be collected and disposed off in an authorized landfill site within the project areas.	Designated landfill	Throughout project operation	signed register	Monthly	NFA	

6.0 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

Potential Impact	Proposed Mitigation Measure	Location	Parameters to be Monitored	Measurements	Frequency of Measurement	Responsibility	Monitoring Cost (Ugs) ²	
PRE-ESTABLISHMENT								
1	Misunderstandings and conflicts	Adequate consultations should be undertaken.	Project area	Records of consultative meetings	Review of records	Before commencement of works and throughout project implementation.	NFA	6,000,000
2	Exclusion of disadvantaged groups such as women, PWDs etc.	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 for employment. The Contractor should employ willingly the disadvantaged persons and give them appropriate jobs/tasks.	Project area	Documentation/records of sensitization meetings	Review of records/documentation	Before start of civil works	NFA/PCU	
ESTABLISHMENT								
3	Safeguarding biodiversity and ecosystem health	In areas where there are wetlands, care should be taken to maintain the natural hydrology including fluctuations of	Project area	Location of the trail	Observation during field monitoring	Monthly	NFA	

		water levels important to wildlife as well as enhance the ecosystem health of the CFR The trail will be routed in less vegetated and tree covered areas so that there is no need to cut trees.						
4	Soil erosion and geological disturbances	Hand tools will be used to undertake the required clearance.	Project site	Presence and use of handheld tools	Visual observation during field monitoring	Monthly	NFA	
		Unnecessary vegetation clearance along the line of the trail will be avoided.	Project site	Extent of vegetation clearance	Visual observation during field visits	Monthly	NFA	
5	Trampling of vegetation by project workers	Orientation of potters and other project workers prior to establishment.	Project working areas	Records of orientation meetings	Review of documentation	Before start of civil works	NFA	3000,000
		Workers will be required to keep on the designated routes/existing walkways.	Project working areas	No newly created walkways	Visual observation during field monitoring	Monthly	NFA	
6		Designation of specific areas to deliver materials.	Project area	Presence of designated areas	Observation during field monitoring	Weekly	NFA	

² Costs of monitoring overlap as during one field monitoring, several parameters of different mitigation measures can be monitored

7	Flooding of the trails during rainy season.	The trails will be established in dry and high land parts of the forests.	Project area	The height of the project area	Observation during field monitoring	Quarterly	contractor	
8	Under 18 years may seek employment	Screening and age verification during the employment process, checking national IDs or other relevant documents, to ensure that only persons over the age of 18 are employed	Project area				Contractor	
9	Spread of HIV and other STIs	Sensitise workers on HIV/AIDS.	Project area	Records of sensitization meetings	Review of records	Monthly	Contractor/ NFA	
		Provision of Condoms to workers.	Project area	Presence of condom booths or records of distribution	Visual observation Review of records	Monthly	contractor	
		Every project worker will be required to sign and abide by a workers Code of Conduct (CoC) and will be adhered to by the Contractor.	Project area	Signed codes	Review of codes	Quarterly	NFA	No additional cost
10	Noise from project workers	Supervision and enforcement to be undertaken by NFA staff to make sure project workers do not make unnecessary noise.	Project working areas	Noise levels	Noise level measurements Observation during field monitoring	Weekly	NFA	3,000,000

1 1		All establishment work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. Thus, works will be limited to day time between 7:00 Hours to 17:00 Hours.	Project working areas	Log of daily work hours	Review of logs	Weekly	NFA	No additional cost
1 2	Indiscriminate waste disposal Solid and liquid waste generation	Provision of adequate waste bins be removed from the work site and emptied daily and temporarily stored at a designated waste collection facility in the various CFRs	Project working areas	Number of waste bins on site Littering of waste on site	Observation during field monitoring	Monthly	NFA/PCU	4,000,000
		Remove all waste generated from the forest on a weekly basis or as will be determined by amounts generated and disposal to an authorized landfill site.	Project working areas	Removal Logs Contract with a registered waste handler	Review of logs Review of contract	Weekly	NFA /PCU	

		Workers will use nearby sanitary facilities at the Various station/ecotourism centres where applicable, this is in addition to temporary pit latrines that will be well covered/restored upon work completion .	Project working area	Presence of mobile toilets	Visual observation	Monthly	NFA	
13	Poaching	Sensitization and supervision of workers by NFA staff.	Project working areas	Number of incidents related to poaching	Review of incident logs	Monthly	NFA	2500,000
14		Ensure that an ESHS code of conduct (CoC) is in place for Contractor and site workers, who should be sensitized on the contents of the CoC and agree to abide by the requirements therein.	Project working areas	Signed ESHS codes	Review of codes	Quarterly	NFA/PCU	
15	Induced domestic violence as a result of empowering women through employment	Sensitization of both women and men on the benefits of both men and women working, dangers of alcoholism and dangers of GBV.	project workers	Documentation that sensitizations have been undertaken	Review of documentation	Quarterly	NFA/PCU	2500,000

		Prioritizing employment to women where they qualify.	Project working areas	Number of women employed	Review of employee records	Quarterly	NFA/PCU	
		Balancing gender, in culturally sensitive manner, when employing community members.	Project working areas	Ratio of men to women employed on site	Review of employee records	Monthly	NFA	
1 6	Attack by animals	NFA staff will be used for escorting and guarding Project workers.	Project working areas	Presence of NFA staff on site	Visual observation during field monitoring	Monthly	NFA PA mgt	
1 7	Non-payment of workers or unreasonable delays in payment	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	Project working areas	Presence of a functional GRM on site Records of grievances Payment records	Review of grievance logs and payment records	Monthly	NFA	

		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.						
18	Occupational, health and safety risks and impacts/ Accidents and injuries of workers workers may contract water borne diseases.	All 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. The PPE shall be inspected regularly and maintained or replaced as necessary.	Project working areas	Presence and use of PPE	Visual observation during field visits	Continuous	contractor Contractor	
		There shall be a safety awareness/induction training for workers before commencement of works.	Project working areas	Records of trainings	Review of training records	Quarterly	NFA/contractor	
		Continuous safety training will be carried out in form of	Project working areas	Records of toolbox meetings	Review of records	Weekly	NFA	

		toolbox safety talks.						
		Fully equipped first aid kits will be provided on site.	Project working areas	Presence and number of first aid kits	Visual observation during field visits	Continuous	Contractor	
		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.	Project working areas	Records/documentation of the orientation	Review of documentation Review of logs of incidents/accidents	At the start of assignment / Quarterly	NFA/PCU	
19	Exclusion of the Batwa	Recruitment of able bodied Batwa as workers during the establishment process	Project working areas	Number of Batwa employed by the project	Review of records/documentation	Quarterly	NFA/contractor	
		OPERATIONAL AND MAINTAINANCE						
20	Re-growth of cut vegetation and	Trails to be established along open space to avoid cutting trees and destroying vegetation that may grow and cover up the trails	Project site	Certification of materials used for construction	Review of records	Monthly	Supervising Consultant	Included in Supervising Consultant Contract

		Regular supervision and maintenance of trails by NFA staff	Project site	Supervision records	Review of records	Monthly	Supervising Consultant	Included in Supervising Consultant Contract
21	Littering of the trails by users	Litter containers should be provided at convenient locations to reduce littering.	Project area	Presence of litter bins	Observation during field monitoring	Monthly	NFA	200,000
22		All waste generated shall be collected and disposed off in an authorized landfill site within the project areas.	Designated landfill	disposal register	signed register	Monthly	NFA	

7.0 Roles and Responsibilities of key stakeholders in the implementation of the ESMP

S/No	Stakeholder	Roles and Responsibilities
1	Ministry of Water and Environment (MWE)	<ul style="list-style-type: none"> Monitoring the implementation of the safeguards provisions by the contractors Ensure effective implementation of safeguard measures suggested through NFA
2	National Forestry Authority (NFA)	<ul style="list-style-type: none"> Directly responsible for the overall implementation of the ESMP, offer support and supervision and ensures compliance with the conditions of approval and making recommendations for improvements. Inspecting the site and surrounding areas regularly with regards to compliance with the ESMP (the plan) Monitoring the undertaking by the Contractor of environmental awareness undertakings for all new personnel on-site Ensuring that activities on-site comply with all relevant environmental legislation; Ordering the removal of person (s) and/or equipment not complying with the specifications of the EMSP Checking the register of complaints maintained and ensuring that the correct actions are/were taken in response to these complaints; Checking that the required actions are undertaken to mitigate the impacts resulting from non-compliance; Reporting all incidences of non-compliance to the management of NFA and if required to the MWE keeping a photographic record of progress on-site during the sub project implementation from an environmental and social perspective; Recommending additional environmental protection measures if necessary Providing report back on any environmental issues at site meetings.
3	Contractor	<ul style="list-style-type: none"> The contractor will be responsible for implementing the proposed mitigation measures documented in this ESMP

		<ul style="list-style-type: none">• Ensure that all third parties who carry out all or part of the Contractor’s obligations under the Contract comply with the requirements of this ESMP;• Work closely with NFA• Develop, publicize, disseminate to all staff and enforce an ESHS code of conduct; and• Acquire all the requisite permits/certificates/agreements for compliance with ESHS.
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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: ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST



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	24/05/ 2024	
Signature		
Person Responsible for Checking/Validation		
Name		
Position		
Contact details		
Date		
Signature		

SECTION B: Subproject Description

Subproject name	Trails		
BID No (if applicable)			
Name of the Contractor (if applicable)			
Estimated cost (if applicable)			
Location of the subproject	Kalinzu CFR, (Rwampanga Village, Kabingo Parish, Kyamuhunga sub county, Bushenyi district)	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	-0.3612, 30.092; -0.3749, 30.1147
Type and scale of the subproject	<p>The project will support establishments of 10km trail in a section of Kalinzu CFR to enable movements of tourists and researchers. The trail will be accessed via Kasese Bushenyi road, the kalinzu CFR visitor Centre/station/sector.</p> <p>The trail will be established by minimal manual slashing of the undergrowth along the predetermined pathway. Tools to be used will include pangas and slashers.</p>		
Approximate size of the subproject in land area	Trails (10km)		

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 ESMP 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, there is a likelihood of physical hazards (injuries from using trail establishment tools like pangas/slashers, falls), biological hazards from snake bites or venomous animal. However, these will be minimal and site specific and further reduced with provision of appropriate PPE.
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	No

	substances or materials which could be harmful to human health or environment?	
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 will be composed of both biodegradable and non-biodegradable. This will include but not limited to human waste, food remains and plastics. All these will be disposed off in an appropriate and environmentally sustainable manner
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? ³	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)?	Yes, only for vector borne diseases such as mosquitoes. However, the contractor will be required to provide first aid kits with insect repellants as part of the first aid contents.
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, contractor's personnel will sign codes of conduct and for child labor, age verification will be undertaken.
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. The trail will be established in Kalinzu CFR. However, the impacts will be minimal, these include but not limited to noise, poor waste disposal. The impacts will be managed under the ESMP and specific measures will be included in the bidding documents.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes. Kalinzu CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	Yes, but the scope of sub-project works will be very limited and will not cause any degradation in natural habitats. The trail will be established by way of slashing the undergrowth of about 1m wide along the proposed route path of the trail.
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?	No
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water?	No

	<i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	
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 and comply with. • Measures will be included in the bidding documents and the contracts to ensure that contractors provide appropriate and adequate PPE. • The bidding documents will include provisions of the Labour Management Plan (LMP). • The Contractor and workers will be trained in Occupational, Health and Safety (OHS) protocols. • The Contractor will be oriented in Environment and Social Incident Response Toolkit (ESIRT) before commencement of works.
2.3	The project will develop a waste management plan that will be adhered to by the Contractor and will include waste collection/containment, handling/disposal. This will be supplemented by inclusion of measures of waste management in the ESMP that will be developed such as; having well labelled waste bins on site, designated and appropriate temporally pit latrines, signage of no littering etc.
3.6	<ul style="list-style-type: none"> • Measures will be included in the bidding documents and the contracts to ensure that the contractor provides appropriate first aid kits/insect repellants and PPE to prevent workers contracting vector-borne diseases.
5.1	<ul style="list-style-type: none"> • The trails will be established in a such a way to minimize disturbance to the ecosystem. This will include minimal slashing of the undergrowth only. • Noise shall be minimized by limiting the number of workers during trail establishment and tourists during operation, and restricting activities to daytime hours only, when noise pollution is least felt. • All these measures will be included in the ESMP that will be developed and monitored for compliance.
5.2	The project will be undertaken in strict adherence/compliance to the ESMP that will be developed. This will be achieved through stringent supervision by PCU and NFA.
5.3	Trail establishment activities will be restricted to the proposed route path area

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	<p>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.</p>

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 the mitigation of the likely impacts to society and environment during both trail establishment and operational phases. The project should be implemented because its environmentally friendly, can lead to sustainable management and biodiversity conservation in Kalinzu CFR with no consumptive resource use but with prospects of attaining revenue.

Appendix: Google map of the Subproject area proposed for the Trail in Kalinzu CFR

