



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

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

FOR THE PROPOSED BOUNDARY DEMARCATION

OF

KAKASI CFR

(KAKASI SUB COUNTY, KITAGWENDA DISTRICT),

KIBEGO CFR

(KYEMBOGO, NYAKISI AND KYARISOZI SUB COUNTIES, KYEJONJO
DISTRICT

RWENSAMBYA CFR

(KABWEZA SUB COUNTY; KYEGEGWA DISTRICT),

IHIMBO CFR (KAKASI AND RUHUNGA SUB COUNTIES, KITAGWENDA DISTRICT)

NKERA CFR (NGOMBE, BUCUNI, NKERA, KIJOGORO AND BENDERO VILLAGES
KYENJOJO DISTRICT)

ERA CFR (ERIA PARISH, MOYO SUB-COUNTY, MOYO DISTRICT)

NORTH MARAMAGAMBO CFR (RWOBURUNGA, KIGYENDA, KIGAYA
SUBCOUTIES, MITOOMA DISTRICT)

SOUTH MARAMAGAMBO CFR (BWAMBARA AND RUHINDA, SUBCOUTIES,
RUKUNGIRI DISTRICT)

WATI CFR (AIIVU, YIVU, OLEBA, URIAMA, SUB COUNTIES, ARUA DISTRICT)

AND

MUHANGI CFR, (NYANKWANZI SUB-COUNTY, KYENJOJO DISTRICT)

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ACRONYMS

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

1.0 INTRODUCTION

1. 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.

2.0 Project Description

Boundary Opening Process

The boundary opening will be carried out in accordance with National Forestry Authority (NFA) guidelines for boundary opening. The exercise will involve boundary re-survey and or opening to have a clear view of the CFR boundaries and installation of concrete and iron bar boundary pillars. Establishment of the control points and cutline will be jointly conducted by the NFA survey staff, field staff and District Surveyor of the respective districts in the presence of the different stakeholders, including neighbouring communities.

Prior to the exercise, relevant stakeholders and the neighbouring communities will be notified of the purpose of the exercise and their expected roles and responsibilities in ensuring the success of the boundary demarcation. The boundary (concrete and iron bar) pillars will be erected and or installed by the contractor at a spacing of about 200 meters each in the presence of the above stakeholders, neighbouring communities and NFA field personnel within the space of the boundary distance.

The process of erecting boundary pillars will begin with the transportation of the concrete pillars to the site with a carrier vehicle and then project workers who are willingly sourced from the neighbouring communities do site clearing and then manually dig (hand excavation) pits to a depth of about 1 meter using tools such as a hand hoes, shovels, spades and pangas. The concrete pillars will then be fixed into the pits and reinforced with concrete mixtures to make them firm on the ground.

3.0 Analysis of Project Alternatives

One of the objectives of the Screening exercise was also to describe the project alternatives. The alternatives discussed involved the different means of meeting the general purposes and requirements for the protection of the forest reserves in the most effective and efficient manner. The alternatives considered included use of live fence i.e. planting trees spaced along the boundary as live markers. While these trees can last longer, they can easily be cut down intentionally by people who want to encroach on the forest reserves. Barbed wires can easily get destroyed by people and cattle. So it cannot last. Whereas chain links are more expensive than pillars and can also be removed.

Therefore, use of boundary pillars was suggested as the most ideal alternative. The pillars are georeferenced as per the requirement by Surveys Department. They have the bigger advantage of being easily seen from a distance and so, nobody will claim that they do not know where the boundary of the forest reserves ends, it is cheaper to maintain and the long-term sustainability is assured and minimises conflicts with the surrounding communities

3.1 No Project Alternatives

The No-Option Alternative, which in essence refers to not demarcating the boundaries of the CFR at all, would imply that the current status quo is maintained. Actions predicted in the No-Option alternative will comprise of routine monitoring of CFR boundaries, reporting and eviction of encroachers, continued management challenges given that the forest rangers do not know where their mandate ends, conflicts with the neighbouring communities over boundary issues and encroachment on the CFR land and other activities aimed at preserving the current assets of the CFR using recurrent expenditure.

4.0 Objectives of the ESMP

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

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

Kakasi CFR

Kakasi CFR is located in, Kikonjo, Nyamihura and Kikonjo Villages of Kakasi, Ruhunga and Kalasi sub counties, Kitagwenda district. The forest is located at GPS Coordinates 36M 0203123; UTM9987266, 36M 0203050; UTM9987303, 36M 0203113; UTM9987048, 36M0203117; UTM9987181, 36M0204498; UTM9985483, 36M0204466; UTM9985491 and 36M0204557; UTM9985366. It is in the northern part of the KK CFR with current gazetted area of 800Ha and

cut line external boundary of 13.1Km (Statutory Instrument No.63 of 1998). The boundary was surveyed during initial gazettement process in 1967 but subsequently the boundary on the ground was not well demarcated. Kakasi CFR is managed as a block within the Kasyoha- Kitomi CFR management area with 2 compartments designated as Production Zone as by the zonation in the NFA Nature Conservation Master Plan of 2002.

The vegetation of the CFR is described as medium altitude moist forest of mixed tree species. Kakasi CFR was gazetted for protection, biodiversity conservation and production purposes. The protection functions include the ecological functions of soil erosion control and water regulation protecting streams and other water sources. The Kakasi CFR being natural high forest is rich in biodiversity including several species of trees, shrubs, birds, mammals, insects among others. The production functions include source of timber, poles and variety of non -timber forest products including firewood and medicinal herbs which the communities depend on for livelihoods. Other main functions of the CFR are carbon sequestration contributing to mitigation of the adverse effects of climate change; climate moderation important for the support to agricultural production vital for community livelihoods. Overall Kakasi CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Kibego CFR

Kibego CFR is located in 4 villages of Nyabwanga, Kyakakoga, Binunda, Nsinde and 3 sub-counties of Kyembogo, Nyakisi and Kyarisozi, Kyenjojo district. It is located at GPS Coordinates of: 86138.03, 232889.8; 232902.7, 232902.8; 85689.26, 232922.9; 85550.84, 232941.78; 83718.08, 232016; 83539.04, 232023; 83593.87, 232424; 86720.05, 235943.3; 86729.86, 236123. It has current gazetted area of 1269 Ha and cut line external boundary of 13.1Km (Statutory Instrument No.63 of 1998). The boundary was surveyed during initial gazettement process in 1967 but subsequently the boundary on the ground was not well demarcated. Kibego CFR is managed as a block within the Kasyoha- Kitomi CFR management area with 2 compartments designated as Production Zone as by the zonation in the NFA Nature Conservation Master Plan of 2002.

The vegetation of the CFR is described as medium altitude moist forest of mixed tree species. Kibego CFR was gazetted for protection, biodiversity conservation and production purposes. The protection functions include the ecological functions of soil erosion control and water regulation

protecting streams and other water sources. The Kakasi CFR being natural high forest is rich in biodiversity including several species of trees, shrubs, birds, mammals, insects among others. The production functions include source of timber, poles and variety of non -timber forest products including firewood and medicinal herbs which the communities depend on for livelihoods. Other main functions of the CFR are carbon sequestration contributing to mitigation of the adverse effects of climate change; climate moderation important for the support to agricultural production vital for community livelihoods. Overall Kibego CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Rwesambya CFR

Rwesambya CFR is located in 5 villages of Galibwoka, Muhangi, Kibingo, Kiyugaya and kibuye in Kabweza Sub- County, Kyegegwa district. It is located at GPS Coordinates of: 49942.72, 285790.2; 49683.86, 285849.1; 49425.296, 285902.7; 49199.985, 287360.1; 49169.616, 287759.2; 49239.335, 288159.6; 50155.986, 289953.1; 50559.334, 289974.8, 50947.138, 289995.6; 50327.95, 285715.7. It has current gazetted area of 671Ha and cut line external boundary of 13.1Km (Statutory Instrument No.63 of 1998). The boundary was surveyed during initial gazetting process in 1967 but subsequently the boundary on the ground was not well demarcated.

The vegetation of the CFR is described as medium altitude moist forest of mixed tree species. Rwesambya CFR was gazetted for protection, biodiversity conservation and production purposes. The protection functions include the ecological functions of soil erosion control and water regulation protecting streams and other water sources. The Rwesambya CFR being natural high forest is rich in biodiversity including several species of trees, shrubs, birds, mammals, insects among others. The production functions include source of timber, poles and variety of non -timber forest products including firewood and medicinal herbs which the communities depend on for livelihoods. Other main functions of the CFR are carbon sequestration contributing to mitigation of the adverse effects of climate change; climate moderation important for the support to agricultural production vital for community livelihoods. Overall Rwesambya CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Ihimbo CFR

Ihimbo CFR is located in Kikonjo, Nyamihura Villages and Ruhunga Kakasi sub counties, Kitagwenda district) at GPS Coordinates: Northing 9924199.428, Easting 145186.254, Northing 997047.074, Easting 146452.805, Northing 9926733.460, Easting 147927.893, Northing 9925641.368 and Easting 147059.374. It has current gazetted area of 566 Ha and cut line external boundary of 13.1Km (Statutory Instrument No.63 of 1998). Ihimbo CFR is tropical high forest gazetted for production and ecological services. The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash. Temperatures are warm throughout the year with mean maximum temperature of 27°C and mean minimum temperature of 15°C (Rukungiri District State of Environment Report, 2004). The area experiences a bi-modal rainfall with short rains received from February to May and long rains from September to December. Annual mean rainfall ranges between 700mm-1200mm. It is the only CFR with hot springs in South-West Range which has medicinal properties and has potential for ecotourism. It is a water catchment for rivers Ntungwa and Kachindo that drain into Lake Edward. CFR is the only source of water for the parishes of Kikongi, Murama. The wetland forest in Ihimbo traps sediments in rivers and thus helps purify the water. Overall Ihimbo CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Nkera CFR

Nkera CFR is located in Ngombe, Bucuni, Nkera, Kijogoro and Bendero villages Kyenjojo District at GPS Coordinates Northings 71908.88, Eastings 248064.36, Northings 73311.799, Eastings 247668.024, Northings 72910.27, Eastings 245957.167, Northings 70549.739 and Eastings 244629.482. It has current gazetted area of 790 Ha and cut line external boundary of 13.13Km (Statutory Instrument No.63 of 1998). Nkera CFR is tropical high forest which was gazetted for conservation of ecological services and provision of forest products.

Nkera CFR being natural high forest is rich in biodiversity including several species of trees, shrubs, birds, mammals, insects among others. The production functions include source of timber, poles and variety of non -timber forest products including firewood and medicinal herbs which the communities depend on for livelihoods. It protects the catchment for R.Mukubuli a source for water for the community. The soils of the MPA are dark brown sandy clay loams. The parent rock to these soils is the rift valley sediments and volcanic ash.

The underlying rocks are boulder deposits swept down from the highlands at the time when *plio-pleistocene alluvium* was being deposited in the rift valley. Part of the area consists of un-eroded acid gneiss of the Karagwe-Ankolean age. Overall Nkera CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Era CFR

Era CFR is located at Eria village, Eria Parish, Moyo sub-county, Moyo district at GPS Coordinates: 353586, 389493; 351297.61, 388306 and 350151, 387450. It has current gazetted area of 7,389 Ha and cut line external boundary of 42.1Km (Statutory Instrument No.63 of 1998). Era is woodland CFR which is part of the network of critical sites for biodiversity conservation in Uganda. Era CFR is located on the escarpment rising from the River Nile with altitudinal range of 850-1040 above sea level including other hills which constitute the Era range. The reserves experiences two rainfall seasons from April- May and July-October. The average annual rainfall is 1267mm. Temperatures are relatively high with average of 28⁰ C.

There is a long dry season from November–March with short one in June. It is home to the primitive Cycad spp, and some rare species of butterfly. It is also a catchment area for Odraji, Lama, and Lukuji streams which feed into River Nile. Overall Era CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it. It is one of the CFR currently impacted by the large population of refugees in the adjacent refugee settlements.

North Maramagambo CFR

North Maramagambo CFR is located in: Kashongore, Rugazi, Bikungu, Nkogi, Muzinga Villages, Rugarama, Iramira, Kagati Parishes and: Rwoburunga, Kigyenda, Kigaya Subcounties, Mitooma district at GPS Coordinates: 168243, 9948531; 831946, 9951260; 828864 and 9949340. It has current gazetted area of 29,127 Ha and cut line external boundary of 85.1Km (Statutory Instrument No.63 of 1998). The CFR is a water catchment for rivers Nchwera, Sherere, Rwampunu, Keizi that drain into Lake Edward. The CFR is an important water catchment for the blue lakes and lake Nyamusingiri and Kibona wetland. The forest is a habitat for a variety of wildlife from butterflies to elephants. The soils in the forest are generally clay and silt which are

generally of low fertility caused by soil erosion. The forest cover in N. Maramagambo protects the fragile soils against erosion. The CFR contributes significantly to climate amelioration. Ecotourism is on-going in the Northern parts of the CFR. The temperatures are warm throughout the year with mean maximum temperature of 27°C and mean minimum temperature of 15°C. The rainfall is between 1000mm – 1500mm annually. Overall N.Maramagambo CFR is managed by NFA as CFR for biodiversity conservation within the Queen Elizabeth National Park landscape.

South Maramagambo CFR

South Maramagambo CFR is located in Rushaya A&B, Rutooma, Rujera, Rwemisinga, Nyakarambi, Kakoni, Nyarwimuka, Lugazi, Kamuzuge Villages, Nyabubale Parish, Bwambara and Ruhinda Subcounties, Rukungiri district at GPS Coordinates: 821316, 9932344; 821927, 9933392, 821664 and 9932927. It has current gazetted area of 15,175 Ha and cut line external boundary of 61.5 Km (Statutory Instrument No.63 of 1998). S. Maramagambo CFR is a water catchment for rivers Rushaya, Nchwera, Rugaizi that drain into Lake Edward. Rivers Rushaya and Rugazi are important sources of domestic water for the parishes of Kikarara Bwambara, Nyabubare and Kanyabwanga in Rukungiri and Bushenyi districts. The soils in the forest are generally clay and silt which are generally of low fertility caused by soil erosion. The temperatures are warm throughout the year with mean maximum temperature of 27°C and mean minimum temperature of 15°C. The rainfall is between 1000mm – 1500mm annually.

There are isolated beds of calcareous and limonitic soils. The forest provides sanctuary to a variety of wildlife since it is adjacent to Kigezi wildlife Reserve which is part of Queen Elizabeth protected areas. The forest cover protects soils against erosion and landslides. The forest supplies local communities with NTFP such as herbal medicine, dead wood and managed as dual management area with UWA. Overall S.Maramagambo CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

Wati CFR

Wati CFR is located in: Kashongore. Kumuyo, Nyoro, Ojuqua Villages, Aiiyu, yivu, Oleba, Uriama, sub counties, Arua district at GPS Coordinates: 280954, 357462; 280731, 357302; 280327, 357883; 280080 and 357698. It has current gazetted area of 764 Ha and cut line external boundary of 23.72Km (Statutory Instrument No.63 of 1998). Wati CFR a woodland reserve was

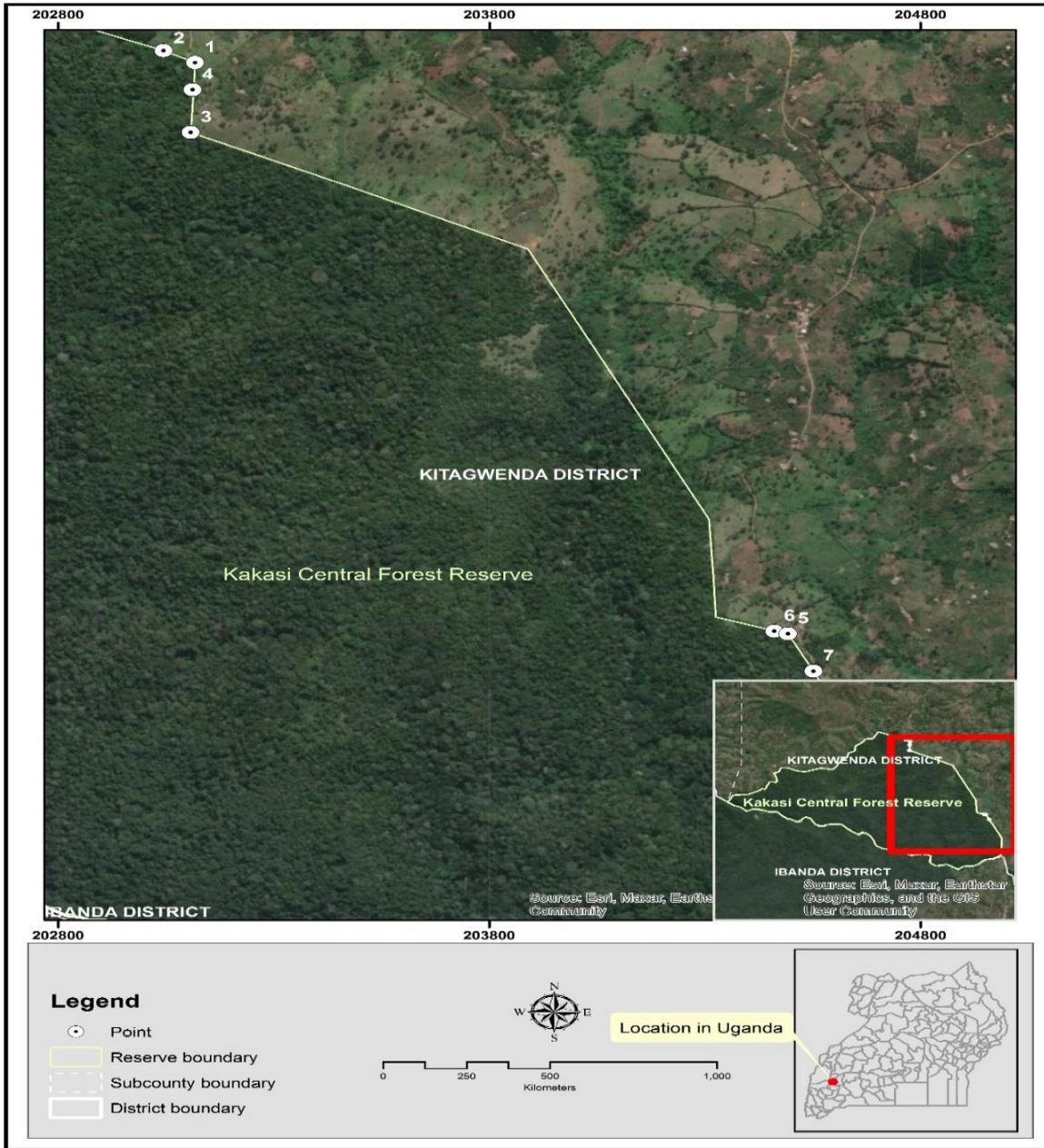
gazetted for production of forest products and conservation of the ecological services. It protects the steep hills of the Mt. Wati System and the streams that originate from there. The geology of the area is basement complex system consisting mainly of quartzite and gneisses which are responsible for the formation of hilly terrain. The soils are generally poor shallow and rocky in most areas except in the valleys the soils are deeper and better but may be subject to seasonal flooding. The CFR has average daily temperature between 25⁰C-30⁰C. In the whole there are two rain seasons from March-May and August-October with a slight dry spell in June – August and a major dry season in December-February. The average annual rainfall about 1250 mm per annum.

A gravity water flow scheme which served the local communities has dried up due to deforestation as a result of cultivation and over-harvesting of wood fuel, leaving the hill slopes bare. Today, the FR is still managed for the same environmental purposes but it is also targeted for production of forest products like honey and services like scenic drives and mountain hiking to generate economic returns

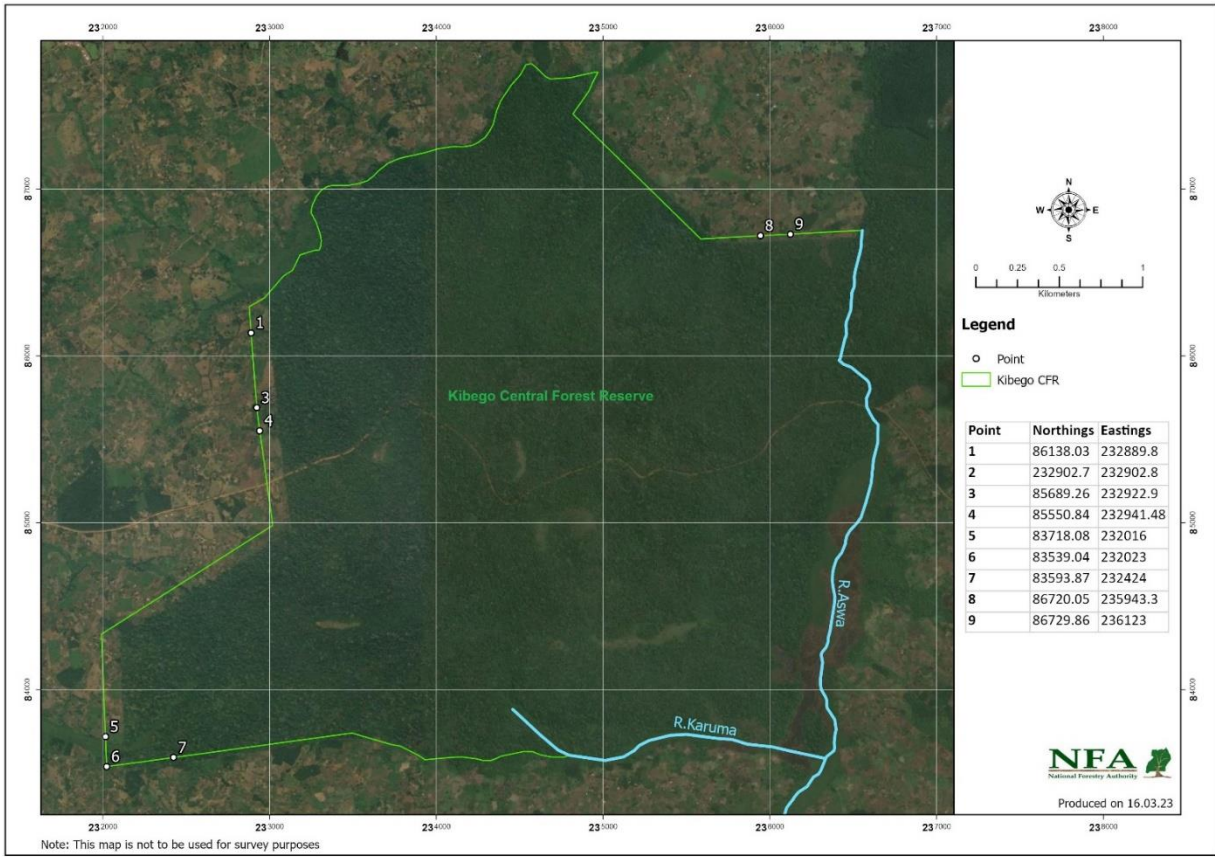
Muhangi CFR

Muhangi CFR is located in Nyaruzigati, Aswa, Nyabusozzi villages, Nyamwezi Parish, Nyankwanzi sub-county, Kyenjojo district at GPS Coordinates E229222.8, N102193.89; E229366.22, N100808.38; E233053.9 and N97398.98. It has current gazetted area of 1269 Ha and cut line external boundary of 13.1Km (Statutory Instrument No.63 of 1998). Muhangi CFR is a closed tropical moist forest located in the western Rift valley that protects the banks of river Muzizi which drains to Lake Albert. The soils are sandy loams with sedimentary underlying rocks, strongly folded and metamorphosed, the most common features being the quartzite ridges. These are usually fringed by schist, and most of the low ground is probably underlain by gneiss and similar rocks. The climate is tropical with two rainfall peaks from April to May and September to November. An annual mean temperature range is: 15⁰C minimum and: 30⁰C maximum especially in the lower areas in the rift valley. The annual rainfall is 1,250-1400mm. It has biodiversity which is typical to the Western Rift valley CFRs. The CFRs was disturbed by illegal harvesting of forest products hence the need for restoration planting. Overall Muhangi CFR is managed by NFA as multipurpose CFR providing environmental and socio-economic benefits to the populations surrounding it.

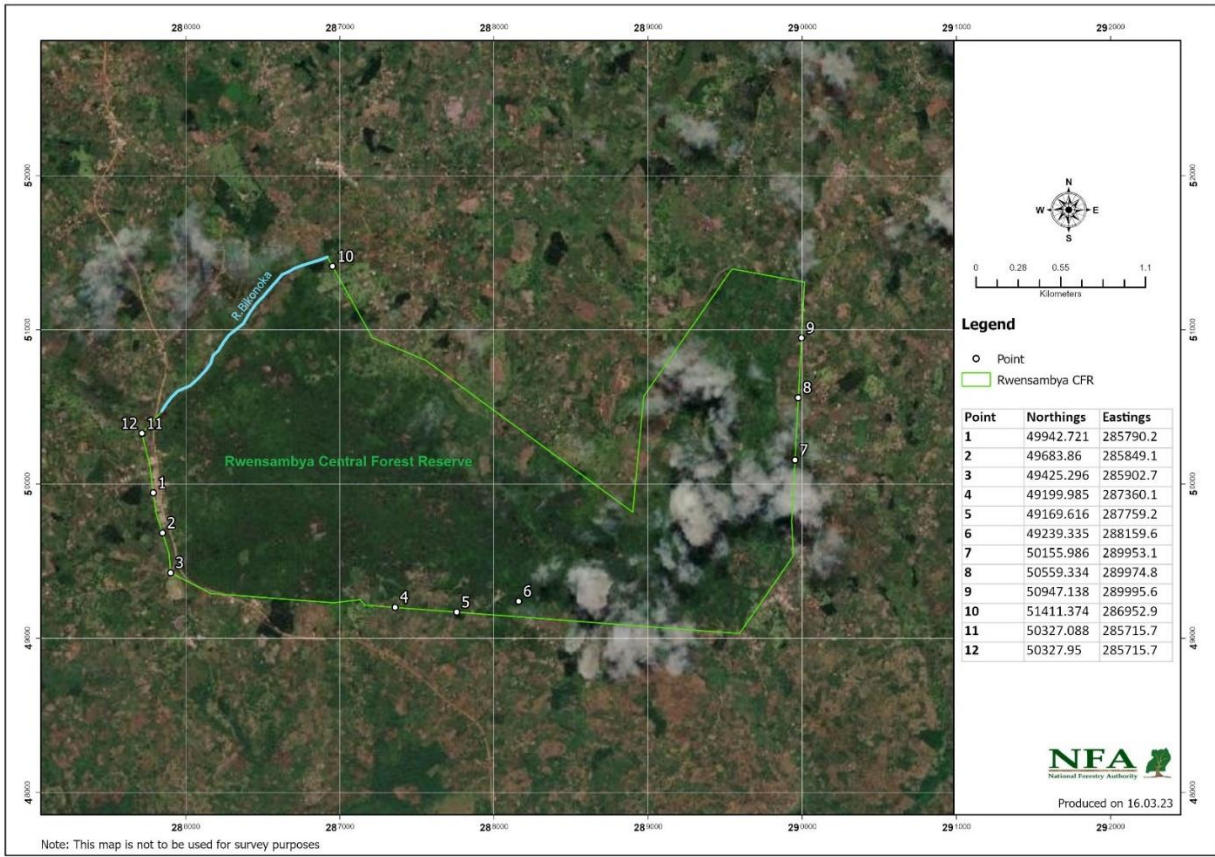
1.5.1 Project Location and Map



Location of Kakasi CFR



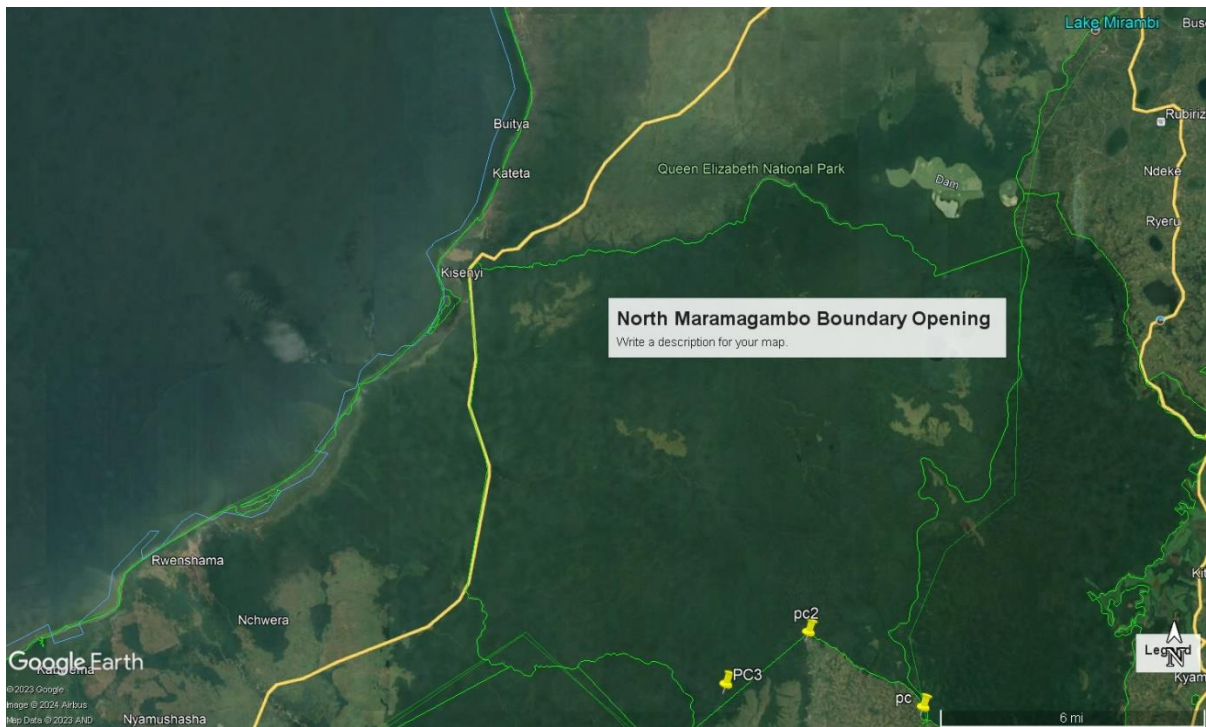
Location of Kibengo CFR



Location of **Rwensambya CFR**



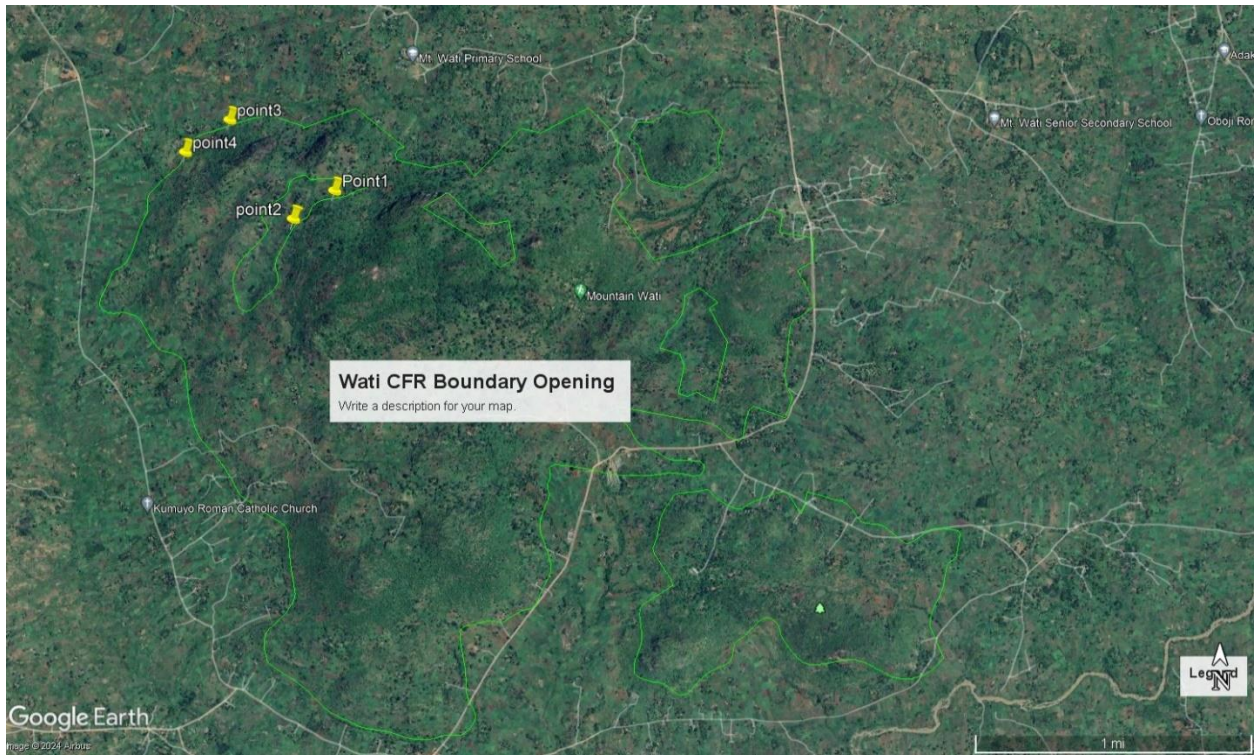
Location of South Maramagambo



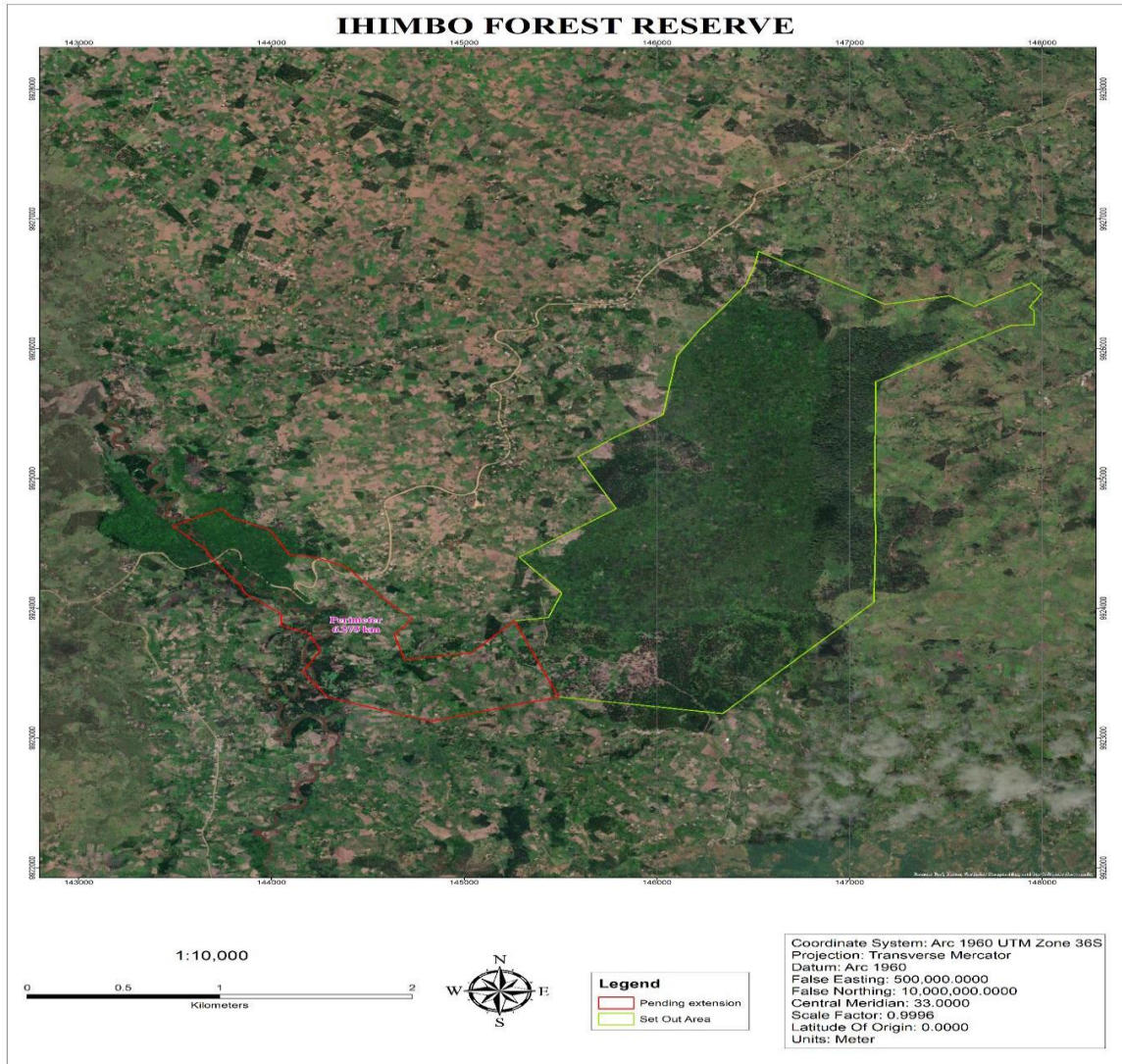
Location of North Maramagambo



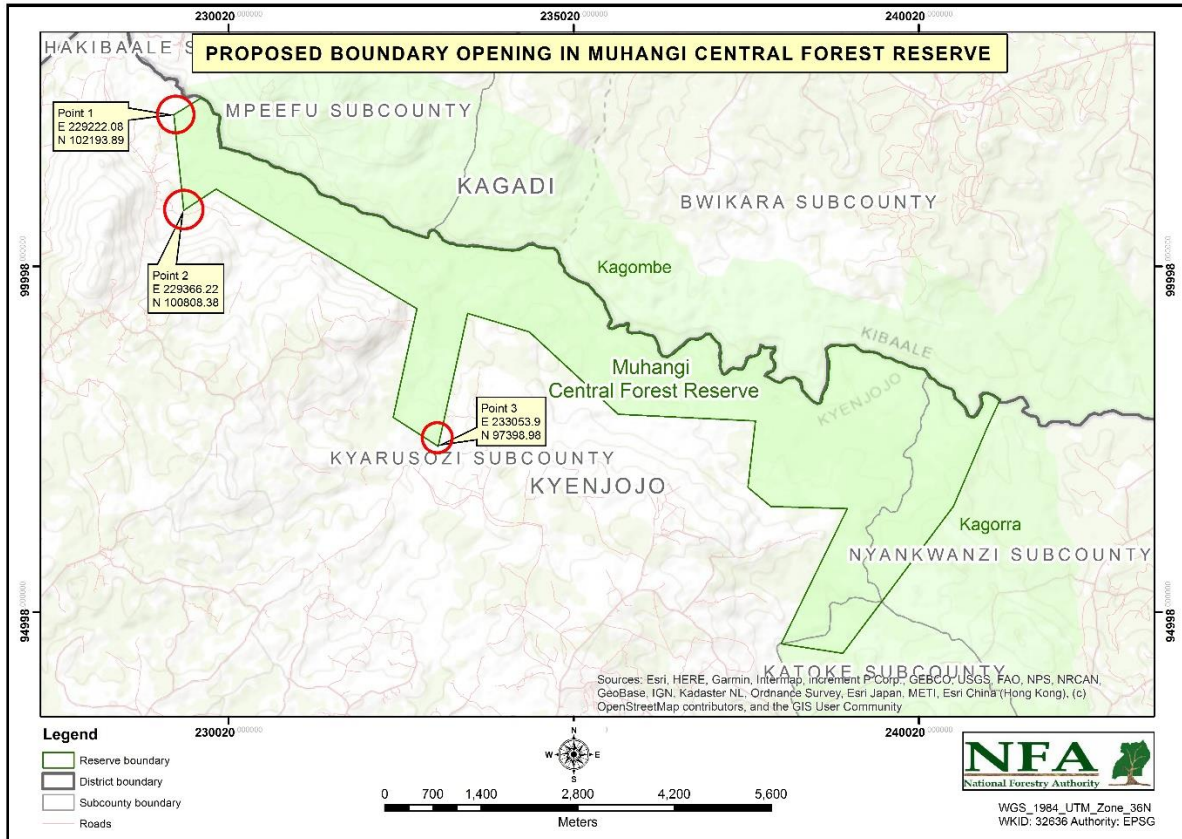
Location of ERA CFR



Location of Wati CRF

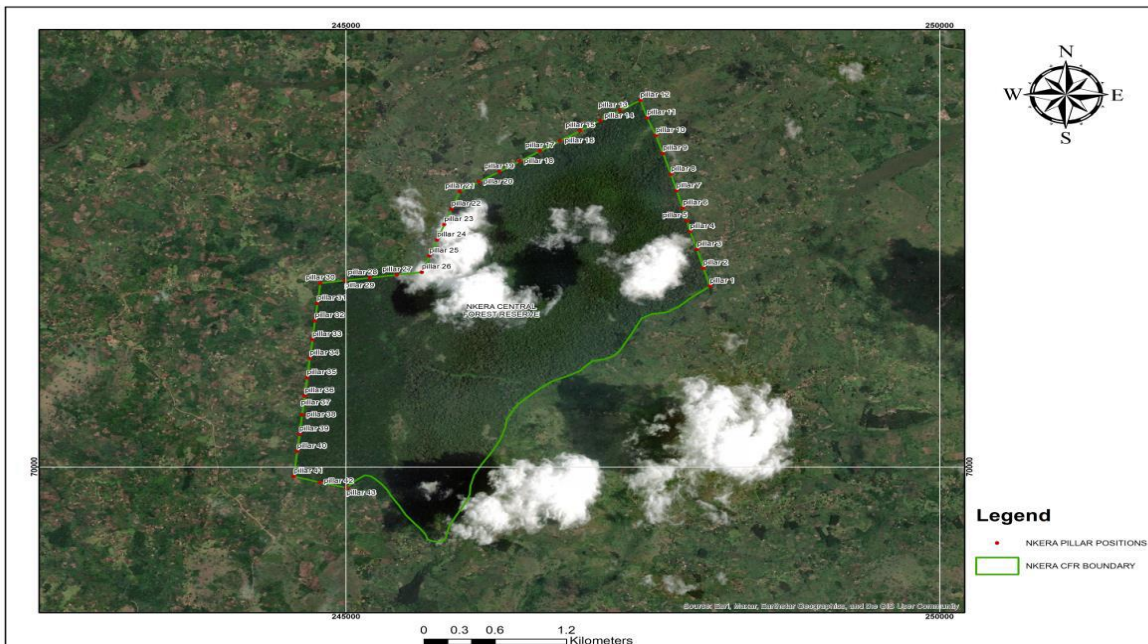


Location of Ihimbo CFR



Location of Muhangi CFR

BOUNDARY OPENING AND PILLAR INSTALLATION OF NKERA CENTRAL FOREST RESERVE



Location of Nkera CFR

6.0 POLICY, LEGAL AND REGULATORY FRAMEWORK

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

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 boundary opening sub project activities are adequately spelt out
3	The Child Labour Policy, 2006	This policy prohibits employment of children. Section 7.12 of this policy recognizes the urgency of eliminating child labour in its worst forms. Every effort should be made to remove children from the worst forms of child labour (WFCL) and enforce all relevant protective measures to ensure children do not become engaged in WFCL and those who exploit children's labour are punished in accordance with the law.	NFA should ensure strictly no employment of children at the sub project in accordance with this policy.
4	The National Employment Policy, 2010	Employment creation is central to the national, socio-economic development process. The goal of this policy under section 5.3 is to promote productive and decent employment for all women and men in conditions of freedom, equity, security and human dignity.	NFA shall ensure the provisions of this policy are adhered to since the sub project offers some employment opportunities
5	The National Gender Policy, 1997	The Policy aims to guide and direct at all levels, the planning, resource allocation and implementation of development programmes with a gender perspective. Under section 5.2, the policy addresses priority issues	NFA to ensure that gender considerations will be integrated into the recruitment, payment and treatment of workers in line with the policy

		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	
6	Occupational Health and Safety (OHS) Policy (2008)	The policy was developed to ensure provision and maintenance of health and safety working environment for all workers throughout the life of the project. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost	NFA to ensure that all works shall integrate the health and safety of the workers and community members along with the sub project priority. The contractor shall also be required to get an occupational health and safety permit from the department in the ministry of gender, labour and social development to operate a workplace
7	The National Culture Policy, 2006	The National Culture Policy emphasises the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. Section 4.2 emphasizes the promotion of culture and enhancement of its contribution to community empowerment	NFA to ensure that there is an enabling environment created to ensure protection and conservation of any PCR 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.
9	The Wildlife Policy, 1999	Ownership of wildlife (plant and animal) existing in its wild habitat is vested in Government on behalf of, and for the benefit of, the people of Uganda (Sec. 3(1) - this is consistent with the constitutional position in article 237(2b).	NFA should restrict digging the ground works to areas that will be required for planting the boundary pillars 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 boundary opening exercise may affect some of the neighbouring communities who may have settled on the CFRs, NFA should ensure adequate consultations and involvement of the community about the sub project and abide by other clauses in this policy.
11	The Uganda Forestry Policy, 2001	The Vision of the policy addresses sustainable management of forests, woodlands and trees to provide ecological, social services and economic goods contributing to 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 boundary opening will ensure increased forest protection by reducing encroachment and hence, afforestation and biodiversity conservation of the CFRs 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 the sustainable management of the CFRs.
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	NFA to ensure that the working condition and the general work environment is kept

		The Constitution guarantees a range of basic human rights to the people of Uganda which include: Integration of people in the development process. Gender balance and fair representation of marginalized groups in development process; protection of the aged; the right to development; access to clean and healthy Environment to mention a few.	environmentally clean and healthy and that the constitutional provisions are adhered to during sub project implementation
13	The National Environment Act No.5 of 2019	The National Environment Act enacted in 2019 spells out principles of environmental management and the rights to a decent environment. Section 3 (1) states that every person in Uganda has a right to a clean and healthy environment in accordance with the Constitution and the principles of sustainable development. 3(2) Every person has a duty to create, maintain and enhance the environment, including the duty to prevent pollution.	NFA to ensure that the boundary opening 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 cause, 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, subsection (1) of the Water Act deals with prohibition of pollution to water.	NFA to ensure that appropriate measures to prevent pollution of underground and surface water sources in the forests and neighbourhood are implemented in line with this act

16	The Occupational Safety and Health Act, 2006	<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 employee from obtaining any benefit under a contract of service.</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>

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 boundary opening 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 Uganda. Section 14 states that no person shall, in a forest reserve, cut, disturb, damage, burn or destroy any forest produce or remove or receive any forest produce except in accordance to the regulations made for the proper management of the forest reserve	The boundary opening is a key requirement to ensure increased forest protection and hence, afforestation, biodiversity for ecological, forestry and tourism purposes for the common good of people of Uganda. NFA should ensure that the exercise is done within the CFRs land for the legal and physical integrity of the forests.

Regulatory Framework			
21	The National Environment (Environmental and Social Impact Assessment) Regulations, 2020	The regulations state in Part II, Section 6 (1) A developer of a project in section 112 of the Act and set out in Schedule 4 of the Act shall assess the likely environmental, health and socio-economic impacts of the project.	This ESMP has been prepared in consideration of the above requirement and NFA should use it as a guide in the implementation of sub project activities
22	The National Environment (Waste Management) Regulations, 2020	These regulations provide for sustainable management of wastes Section 5 (1a) requires that waste is managed appropriately and securely in accordance with the Act, these Regulations, any other applicable law, environmental standards and conditions of the licence; (b) waste is managed in a manner that does not cause harm to human health or the environment.	NFA to ensure that wastes 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 by ensuring the boundary opening and maintenance of forests involves the local stakeholders.

World Bank Environmental and Social Standards (ESSs)			
	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 boundary opening at CFRs is in conformity with ESS1 and in line with the IFPA-CD project ESMF and LMP.
	ESS2: Labor and Working Conditions	ESS2 promotes the fair treatment, non-discrimination, provision of equal opportunities and safe working conditions for workers engaged on the sub project. It strongly encourages protection of all sub project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers and primary supply workers, as	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 boundary opening of the CFRs in accordance with ESS2.

		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.	
	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
	ESS4: Community Health and Safety	This standard recognizes that project activities, project equipment and infrastructure increases the exposure of project stakeholder communities to various health, safety and security risks and impacts and thus recommends that projects implement measures that avoid or limit the occurrence of such risks. It provides further requirements or guidelines on managing safety, including the need for projects to undertake safety assessment for each phase of the project, monitor incidents and accidents and preparing regular reports on such monitoring. ESS4 also	ESS4 is applicable to the sub project and the Occupation Safety and Health Protocols prepared under the project will guide in addressing the issues related to community health and safety in accordance with ESS4.

		provides guidance on emergency preparedness and response.	
	ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	<p>This standard seeks to avoid involuntary resettlement and promotes consideration of feasible alternative project designs to avoid or minimize land acquisition or restrictions on land use, especially where this would result in physical or economic displacement, while balancing environmental, social, and financial costs and benefits, and paying particular attention to gender impacts and impacts on the poor and vulnerable.</p> <p>ESS5 promotes engagement with affected communities (those bordering the CFRs and host communities, through the process of stakeholder engagement described in ESS10</p>	ESS5 is applicable to the sub project since the sub project is intended to impose restrictions on the use of the CFRs by the communities that could have settled and or using part of the CFRs for their livelihood and the stakeholder engagement plan has been developed to provide guidance on addressing the concerns of the neighboring communities in a participatory manner.
	ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	ESS6 promotes the conservation of biodiversity or natural habitats and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation	ESS6 is applicable to the sub project since the sub project is intended to restore the degraded forests for Sustainable Management of Living Natural Resources and some of the mitigation measures mentioned in this ESMP are aimed at addressing issues of conservation and forest restoration.
	ESS7: Indigenous Peoples/Sub-Saharan African 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. ESS7 promotes sustainable development benefits and	ESS7 is applicable to this sub project although there are no known group of Indigenous Peoples in the CFRs, a Chance Find Procedure has been included.

		opportunities for Indigenous Peoples in a manner that is accessible, culturally appropriate and inclusive.	
	ESS8: Cultural Heritage	This standard sets out general provisions on cultural heritage preservation and recommends protecting cultural heritage from the adverse impacts of project activities.	ESS8 is applicable to the sub project although there are no known cultural heritage sites within the CFRs, a Chance Find Procedure has been included since the implementation of the sub-project will involve some form of excavations.
	ESS10: Stakeholder Engagement and Information Disclosure	ESS10 seeks to encourage open and transparent engagement with project-affected parties throughout the project life cycle. The standard establishes a systematic approach to stakeholder engagement and helps to identify stakeholders, builds and maintain a constructive relationship with them, as well as disclose information on the environmental and social risks and impacts to stakeholders in a timely, understandable, accessible and appropriate manner and format. It recommends that stakeholder engagements are commenced as early as possible in the project development process and continued throughout the lifecycle of the Project. This allows for stakeholders' views to be considered in the project design and environmental and social performance. ESS10 also provides for establishment and implementation of a grievance mechanism to receive and facilitate resolution of concerns and grievances.	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 boundary opening will be publically disclosed to the stakeholders in line with ESS10

7.0 METHODOLOGY

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

7.1 Environmental & Social Screening

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

7.2 Document Review

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

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

7.3 Site visit

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

7.4 Stakeholder Consultations

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

Stakeholders Consulted

S/No	CFR	Stakeholders Consulted	Summary of issues Raised	Dates of Consultation
1	Kakasi CFR	Kikonjo and Kakasi village communities	<ul style="list-style-type: none"> -Community members are willing to provide labour during boundary opening -The process should be keen to take up people's land -The process should include moving with community members to establish the actual boundary 	November, 2022
2	Rwensambya CFR	Kiyugaya and kibuye community members	<ul style="list-style-type: none"> -Holistic engagement of all neighbouring villages and their leaders should be done prior to any boundary opening activity. -Upon boundary opening the forest should be restored and protected 	January 2023

3	Kibengo CFR	Community members of Nyabwanga, village	<p>-Its good to open the boundaries, it helps forest neighbours establish where their land stops.</p> <p>-Consider employing local communities to support the boundary demarcation process</p> <p>-Allow women to collect firewood for domestic use</p>	January 2023
4	Muhangi CFR	Aswa/Nyabusizi community members and Local leaders	<p>-The boundary opening will enhance the protection of the forest through reduced crop cultivation encroachment.</p> <p>-NFA should fast growing provide seedlings to community members for future firewood sources</p> <p>- Employ local communities during boundary opening</p>	September, 2023
5	Ihimbo CFR	Community members from Ruhunga village	<p>-The forest should be protected from encroachment.</p> <p>-The process should employ community members</p>	August 2023
6	Nkera CFR	Community memners and local	-In case the process finds out encroached people, they	August 2023

		leaders of Bucuni, Nkera villages	<p>should be given a grace period and allowed to peacefully remove the harvests.</p> <p>-Local community members should be prioritised for available jobs</p> <p>-Engage all area leaders and community members.</p>	
7	North Maramagambo	Community members from Kashongore/Rugazi, villages	<p>-Employ local communities to undertake some of the activities</p> <p>-The forest should be protected from illegal activities.</p> <p>-Allow community members to access the forest for firewood, water, medicine among others.</p> <p>-Forest animals should be guarded to stop crop raiding by the forest animals such as monkeys.</p>	February, 2024
8	South Maramagambo	Rushaya, Rujera community members	<p>-Support neighbouring communities with livelihood projects</p> <p>-Sensitise the community members to plant</p>	February, 2024

			<p>unpalatable crops to forest animals along the forest boundar</p> <p>-Labour should sourced from the neighbouring communities.</p>	
9	Era CFR	Community members from Eria village	<p>-All leaders at all levels should be engaged prior to the activity</p> <p>-Support community members with livelihood projects</p> <p>- NFA should be conscious not to take people’s land as a forest land.</p>	March 2024
10	Wati CFR	Community members from Kumuyo, Nyoro villages	<p>-The project should create jobs to neighbouring communities</p> <p>-Establish livelihood projects to neighbouring communities</p> <p>-The process should not take up people’s land as a forest land</p> <p>-All leaders and villages should be engaged</p>	March 2024

8.0 IMPACT IDENTIFICATION AND MITIGATION MEASURES

8.1 Expected Positive Benefits

The anticipated major positive benefits include the following among others:

1. Provision of employment opportunities for local community members

Enhancement Measures

- i. NFA to ensure that the contractor hires local workers whenever possible. External labor should be hired only if specific skills are not available locally.
- ii. Workforce recruitment should be undertaken with involvement of local leaders who can identify local community members.

2. Enhanced awareness of the CFR boundaries to the neighbouring communities

Enhancement Measures

- i. Identification of clear forest boundaries to eliminate encroachers
- ii. Boundary opening of formally encroached CFR land restrict access by potential encroachers
- iii. Ensure continuous maintenance and monitoring of the CFR for maximum protection.

3. Provision of market for local raw materials

Enhancement Measures

- i. NFA to ensure that the contractor procures locally available supplies and mark stones whenever their quality is up to standard.
- ii. NFA to ensure that the contractor provides fair prices for locally procured supplies.

4. Increased forest cover as a result of reduced encroachment to the forest reserves

Enhancement Measures

- i. Ensure that boundary opening activities are done in all land formerly occupied by the community.

5. Reduced conflicts with communities over unclear boundary line.

Enhancement Measures

- i. NFA to ensure continuous maintenance and monitoring of the re-opened boundary in collaboration with the households that share the boundary.

8.2 Expected Negative Impacts

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

Mitigation Measures

- ii. The overalls, gum boots and head gears used by workers to be stored in the project site office for workers to change before entering the forest to avoid transferring seedlings of invasive tree species into the forests through their cloths and other contact patch
 - iii. Continuous and constant sensitization of workers to avoid carrying unnecessary items into the forests that could later germinate and destroy the forest trees
7. Soil erosion from the excavated pits if not covered well

Mitigation Measures

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

Mitigation Measures

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

Mitigation Measures

- i. Sensitization of both women and men on the available job opportunities
- ii. Advertising available jobs in public places for all potential applicants to get the information
- iii. Assuring the community that employees at the project use PPE for their personal protection and work environment is safe for every body
- iv. Assuring the community that measures to address sexual harassment, exploitation and abuse by project workers are in place and is strictly followed by all project workers.

10. Sexual Exploitation and abuse in recruitment process and by project workers while carrying out boundary opening activities in the forests

Mitigation Measures

- i. Sensitization of both women and men on the dangers of sexual exploitation and abuse
- ii. All employees to sign codes of conduct prohibiting sexual exploitation and abuse

11. Deprived source of livelihood for those who will be evicted from the forest land

Mitigation Measures

- i. NFA to ensure that communities who were earning their livelihood from the forest land are given ample time to find alternative land before restoration activities are done
- ii. Continuous and constant sensitization of leaders and communities about the need to find alternative sources of livelihood other than the CFR land
- iii. Roll out of CFM activities to all communities living adjacent to all the CFRs to create a deep sense of ownership by sharing responsibilities and benefits from the CFRs

12. Conflict between wild animals living in the forest and the sub project workers

Mitigation Measures

- i. Encourage sub project workers to be on the lookout and avoid engaging with wild animals as much as possible

13. Trampling of project workers on the forest vegetation leading to the destruction of vegetation around the areas where mark stones will be planted (Forest damage due to cutting and trampling)

Mitigation Measures

- i. Orientation of project workers prior to boundary opening.
- ii. Designation of specific areas for the workers to pass as they deliver mark stones for installation.
- iii. Project workers will be required to keep on the designated routes/existing walkways.

8.3 Environment and Social Management and Monitoring Plan

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
PRE-BOUNDARY DEMARCATION PHASE								
Exclusion of disadvantaged groups such as women, PWDs etc.	The Contractor may recruit project workers without giving due attention to women and Persons with Disabilities (PWDs).	The Contractor should hold sensitization meetings with local community leaders before recruitment of project workers to let the community know what sort of work is available for women and PWDs so that they can be considered. The Contractor should employ willing disadvantaged persons and give them light jobs/tasks.	Contractor	Before commencement of the boundary opening exercise	Records of Sensitisation Meetings	Before start of works and throughout sub project implementation	NFA/PCU	16,000,000
BOUNDARY DEMARCATION PHASE								
Trampling of vegetation	Project workers especially potters, may use different routes to the points where mark stones are to be planted and in the process	Close supervision and enforcement by NFA rangers. Orientation of project workers prior to boundary opening.	Contractor Supervising Consultant NFA	Before commencement of the boundary opening and throughout the exercise	Records of orientation No newly created walkways Presence of designated areas	Before start of mark stone installation and monthly thereafter	NFA	17,000,000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
	trample on the vegetation.	NFA to ensure that project workers minimise damage and or cutting of vegetation while excavating holes for planting the mark stones Designation of specific areas for the workers to pass as they deliver mark stones for installation. Project workers will be required to keep on the designated routes/existing walkways.						
Deprived source of livelihood for forest encroachers	Deprived source of livelihood for those who will be evicted from the forest land	NFA to ensure that communities who were earning their livelihood from the forest land are given ample time to find alternative land before boundary opening activities are done Continuous and constant sensitization of leaders and communities about the need to find alternative sources of livelihood other than the CFR land	NFA	Before boundary opening	Record of sensitisation meetings with leaders Existence of functional CFM in all communities living adjacent to all the CFRs	Before boundary opening	NFA	12000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		Roll out of CFM activities to all communities living adjacent to all the CFRs to create a deep sense of ownership by sharing responsibilities and benefits from the CFRs						
Solid and liquid waste generation	Project workers may carry out indiscriminate waste disposal in the protected area. Additionally, inadequate provision of sanitary facilities for use by the project workers can lead to ad hoc defecation in secluded areas in the forest, thus creating of unsanitary conditions and sources of fly infestation.	Provision of adequate waste bins. Remove all waste generated from the forest on a daily basis and disposal to a gazetted dumping site. The contractor will provide mobile toilets for the project workers on site.	Contractor Supervising Consultant			During mark stone installation and throughout implementation.	NFA and Contractor	30,000,000
Sexual Exploitation and Abuse	Sexual Exploitation and abuse while working or during recruitment in the forests	Sensitization of both women and men on the dangers of sexual exploitation and abuse	NFA, Supervising consultants and contractor	Throughout project implementation	Documentation that sensitization have been undertaken	Monthly review of codes of conduct	NFA	10000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		All employees to sign codes of conduct prohibiting sexual exploitation and abuse			Signed codes of conduct			
Increased domestic violence among families who may become suspicious about their partners working in the restoration project on social and cultural grounds	Workers engaging in sexual relationships while in the forest Men may not be comfortable for their women to work in the forest due to the nature of the work Increased liquidity may influence behaviours of project workers	Sensitization of both women and men on the available job opportunities Advertising available jobs in public places for all potential applicants to get the information Assuring the community that employees at the project use PPE for their personal protection and work environment is safe for every body Assuring the community that measures to address sexual harassment, exploitation and	Contractors NFA	Throughout project implementation	Documentation that sensitization have been undertaken Availability of PPE in the site Evidence that both men and women are employed Signed codes of conduct	Monthly review of codes of conduct Monthly review of employee records Observation of the use of PPE on site	NFA	9000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		abuse by project workers are in place and is strictly followed by all project workers						
Introduction of invasive species by the sub project workers (Lantana Camara, Senna spectabilis and Brousonnetia papyrifera)	Project workers may carry seeds of invasive species either on their clothes, shoes or any other items that they move with to forest	Workers should be advised to enter the forest fully dressed with overalls, gum boots and head gears to avoid transferring seedlings of invasive tree species into the forests through their cloths Orientation of project workers on the possibility of them introducing invasive species into the forests either knowingly or unknowingly prior to restoration planting. Continuous and constant sensitization of workers to avoid carrying unnecessary items into the forests that could later germinate and destroy the forest trees	Contractor Supervising Consultant NFA	During boundary opening	Records of orientation meetings Availability of PPE for workers	Before start of the boundary opening exercise then monthly	NFA	11000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
More men may be employed and this may lead to discrimination in employment within the project	Given the nature of the activities, more men may be employed and this may lead to discrimination in employment within the project	<p>Sensitization of both women and men on the available job opportunities</p> <p>Advertising available jobs in public places for all potential applicants to get the information</p> <p>Prioritizing employment to women where they can manage.</p> <p>Balancing gender when employing community members</p>	Contractor Supervising Consultant	During boundary opening exercise and throughout implementation	<p>Review documentation to confirm that sensitization have been undertaken</p> <p>Copy of job advertisement</p> <p>Number of women employed</p> <p>Ratio of men to women employed on site</p> <p>Signed codes of conduct</p>	<p>Quarterly review of employee records</p> <p>Monthly review of employee records</p> <p>Quarterly review of signed codes of conduct</p>	NFA	14000000
Soil Erosion	Soil erosion from the excavated pits if not covered well	Project workers to only excavate pits to the recommended size and ensure that all excavated pits	NFA	During boundary opening	Properly covered pillars	During boundary opening	NFA	8000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		and or holes are properly covered after planting the boundary pillars						
Attacks from animals	Project workers may be attacked by animals causing injuries or even death	Encourage sub project workers to be on the lookout and avoid engaging with wild animals as much as possible NFA Rangers will be used for escorting and guarding Project workers.	Contractor NFA	Throughout boundary opening exercise	Availability of escorts on site	Monthly field visits	NFA	17,000000
Non-payment of workers or unreasonable delays in payment	The Contractor may fail and/or delay to pay the workers thus causing agitation among the workers.	Provide and establish a Project GRM and advise workers on where to report grievances. Develop and implement a Grievance Redress Mechanism for project workers before engaging them and maintained throughout project implementation. All workers must sign contracts that indicate payment conditions and enforce to ensure	PCU Contractor	During project implementation	Presence of a functional GRC on site Records of grievances received Payment records	Monthly review of grievance logs and payment records	NFA	7000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		<p>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>						
Occupational, health and safety risks and impacts/ Accidents and injuries of workers	As with any construction project, there is potential for impacts on health and safety likely to occur as a result of accidents and unplanned events that may occur during the transportation, excavation and installation of mark stones.	<p>The Contractor shall implement the provisions of the project OSH measures that have been developed for the project.</p> <p>Among others:</p> <p>All project workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it will be mandatory for workers to wear protective clothing while on duty.</p> <p>The PPE shall be inspected regularly and maintained or replaced as necessary.</p>	<p>NFA Contractor</p> <p>Supervising Consultant</p>	Throughout project implementation	<p>Presence and use of PPE at the sites</p> <p>Health and safety incidents</p> <p>Records of trainings</p> <p>Records of toolbox meetings</p> <p>Presence and number of first aid kits on site</p> <p>Records of orientation meetings</p>	<p>Continuous observation during field visits</p> <p>Quarterly review of training records</p> <p>Weekly review of records of toolbox meetings</p> <p>Quarterly review of orientation records</p>	NFA/PCU	20000000

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		<p>There shall be a safety awareness/induction training for workers before commencement of works.</p> <p>Continuous safety training will be carried out in form of toolbox safety talks.</p> <p>A fully equipped first aid kit will be available on site.</p> <p>Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site.</p> <p>Specialized training shall be undertaken for a specific group of workers exposed to a particular risk.</p> <p>The contractor shall provide wholesome water to the employees.</p>						

POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	RESPONSIBILITY FOR IMPLEMENTATION	TIME FRAME	MONITORING PARAMETERS	FREQUENCY OF MEASUREMENTS	RESP. FOR MONITORING	COST ESTIMATE
		The contractor shall post and sensitise the workers on the signages in the workplace to caution workers on the hazards and risks present.						

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.