



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

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN



FOR THE PROPOSED ERADICATION OF INVASIVE PLANT SPECIES IN

Bugoma CFR, Sango Block (Kisara Village, Bubugo Parish, Kabwoya Sub-county, Kikuube District).

Kagombe CFR, (Kamukole Village, Ngoma Parish, Bwikara Sub-county, Kagadi District)

Matiri CFR, (Misenyi, Mukonomula, Matiri Villages, Butunduzi Town council, Rweibare sub-county Kyenjojo District)

Budongo CFR (Nyabyeya Parish, Budongo sub-county, Bujenje county, Masindi District)

South Maramagambo CFR (Kakono Village, Kikongi Parish, Bwala Sub-county: Rukungiri District).

North Maramagambo CFR (Kashongore, Bikungu Villages; Rugarama Parish; Kagati; Sub-county; Mitooma District.

Rwensambya CFR (Muhangi, Busasi Villages; Kabweza Parish; Kabweza Sub-county; Kyegegwa District).

Era CFR (Eria Village, Eria Parish, Moyo Sub-county, Moyo 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
MGNP:	Mgahinga Gorilla National Park
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
UWA:	Uganda Wildlife Authority
VAC:	Violence Against Children
VGMP:	Vulnerable Groups Management Plan
WR:	Wildlife Reserve

1.0 INTRODUCTION

1.1 Background

The 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 (Invasive Species Removal from the CFRs)

The proposed invasive plant species removal in part of Bugoma, Matiri, Echuya, Budongo, South Maramagambo, North Maramagambo, Rwensambya, Era and Kagombe CFRs will be undertaken in accordance to the inventories, extent mapping and developed management plans for managing invasive plant species for each CFR. This is aimed at eradicating invasive plant species in targeted CFRs. Some of the known and main invasive species in different CFRs include; *Broussonetia papyrifera* (paper mulberry), *Lantana camara* (*Lantana*) and *Senna spectabilis* (*Cassia*), *Cedrella odorata* (*Mexican mahogany*), *Acanthus spp*, *Tithonia spp*, Berries and *Solanum mauritianum*. Invasive Plant species management will be carried out in accordance with National Forestry Authority (NFA) guidelines for natural forest restoration, 2020, that include invasive plant management.

Invasive plant removal will include use of a variety of tools and techniques (mechanical, chemical, and/or biological) that will be followed by appropriate indigenous (native) tree planting to aid improved ecological health and stability of the natural forest ecosystems. The tools to be used include hand tools like axes, pangas, slashers, felling saws, equipment like agricultural tractors, light trucks for transport of waste plants. The use of chemicals will be largely restricted and only where the scientific advantage is recommended by the study due to chemical effect on biodiversity and the environment. In case of use of chemicals knapsack pumps will be used for restricted spraying in line with occupational health and safety guidelines.

The method to apply for removal will depend on the species. In general, the removal of the invasives will be integrated into existing community use of the removed resources for the purpose of providing employment and benefits to the communities. The shrub and herbaceous species like *Lantana camara* (*Lantana*), *Acanthus spp*, *Solanum mauritianum* will involve slashing and bush clearing and trash heaped and control burnt on site to avoid damage to other vegetation or the communities are allowed to take and utilize the biomass where there is demand. The tree invasives like *Broussonetia papyrifera* (paper mulberry), *Senna spectabilis* (*Cassia*), *Cedrella odorata* (*Mexican mahogany*) are of higher value and can be felled and the boles or big stems used for timber or wood for fuelwood. These may also require uprooting the stumps to stop coppice or

regrowth from the live stumps. NFA can sell the merchantable stems for timber and the lop and top given free to the community for biomass energy. There will be no charcoal burning inside the CFRs but communities may take the wood and convert to charcoal in their villages.

However, determination of the best approach/method/technique for invasive plant removal across the different CFRs, assessments will be undertaken based on various factors that include among others: invasive plant species; size of the area in question; density and maturity of invasive plants; sensitivity of native populations to herbicides; and proximity of target area to wetlands or ecologically sensitive areas.

Invasive species removal will be focused on liberating the natural CFRs that are under infestation with invasive plant species. Various activities that include invasive plant species inventory, extent mapping, management planning/strategies and removal under this sub-project activity will be carried out by a consultant/contractor and this will require additional local labour that will be outsourced from the 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 invasive plant management. The activity may employ about 32 workers per CFR who will be sourced from the neighbouring communities.

1.3. Analysis of Project Alternatives

One of the objectives of the Screening exercise was also to describe the project alternatives. The alternatives discussed involved the different means of meeting the general purposes and requirements for the invasive plant species management for the selected CFRs in the most effective and efficient manner. The alternatives include:

1. The use of the recommendations in the regular Forest Management Plan (FMP) for the different CFRs and the provisions in the guidelines for natural forest management.
2. Carry out detailed study of the invasives infestation in the CFRs to map out and understand the impact of the invasives and recommend methods of eradication.
3. No action Option

a) The first option of the Forest management plan however does not provide the details of extent, behaviour and best/scientific methods for eradication. Equally the supporting guidelines for natural forest management are generic in nature and do not address specific needs for removal of invasive species in each CFR.

b) The second alternative of conducting the study for invasive species infestation will provide the details for each CFR including the species, extent, scientific characteristics, impacts on the ecosystem and biodiversity, eradication methods among others which will provide researched information to develop a plan to guide the management of the invasive species. The invasive plant species study and management planning is therefore the most ideal alternative as it provides the basis for the long-term management of invasive species in the CFRs. It provides the opportunity to improve the ecosystem resilience, diversity, and productivity.

1.3.2 No Project Alternatives

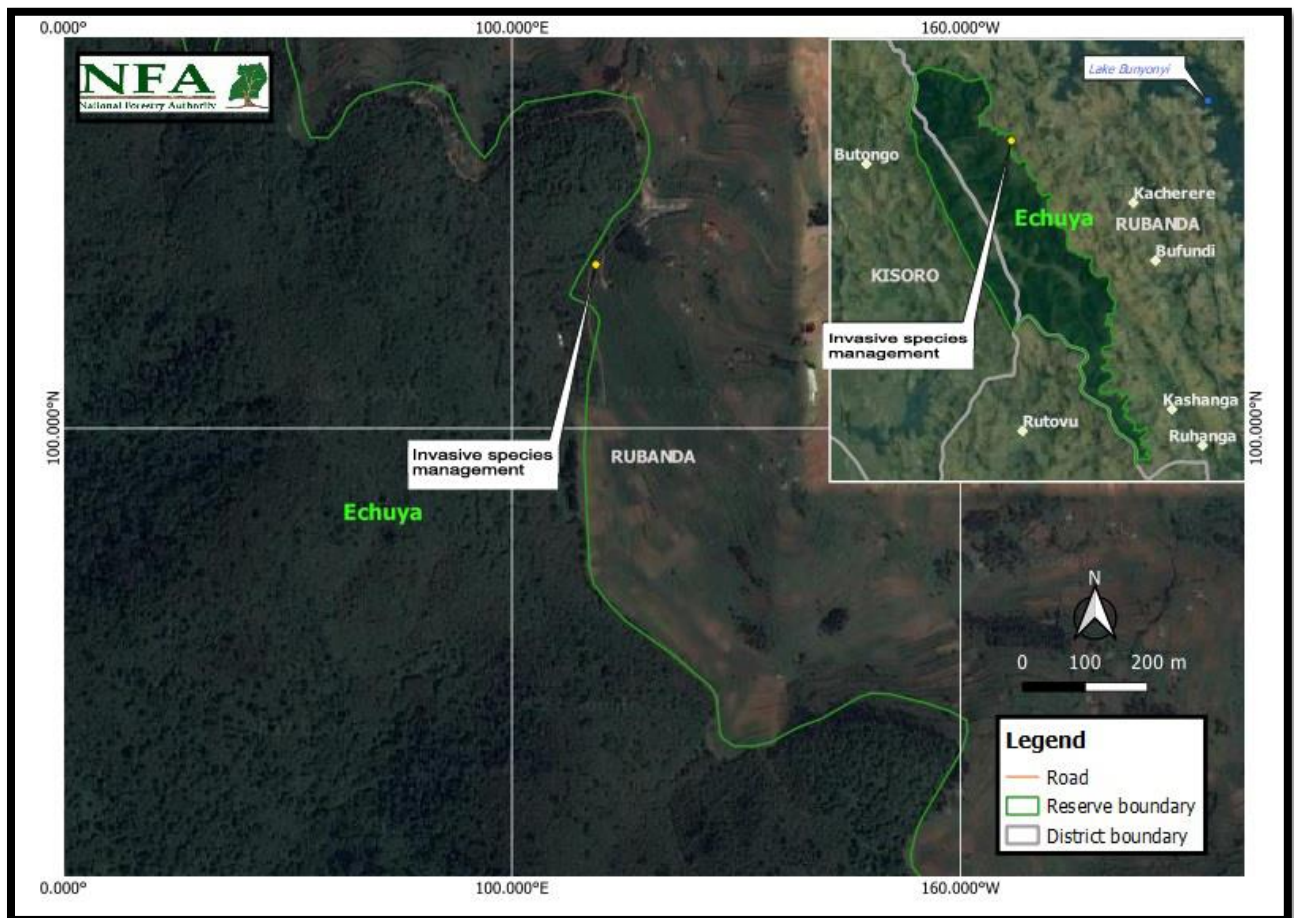
The No-option Alternative, which in essence refers to not conducting the study and develop management plan as basis for eradication of invasive will involve allowing the process of natural succession to overcome the invasive species. However, the invasive species are fast growing, aggressive seed producers and are able to adapt in more degraded areas than the local plants. The process of natural succession on the other hand is slow and prone to interference by human activities. The no alternative option will therefore leave most areas vulnerable to colonization by the invasive at the disadvantage of the desired eco-system. The likely result is the elimination of the natural regeneration of the local species contributing to reduction or loss of some species in the target areas.

1.3 Objective of the ESMP

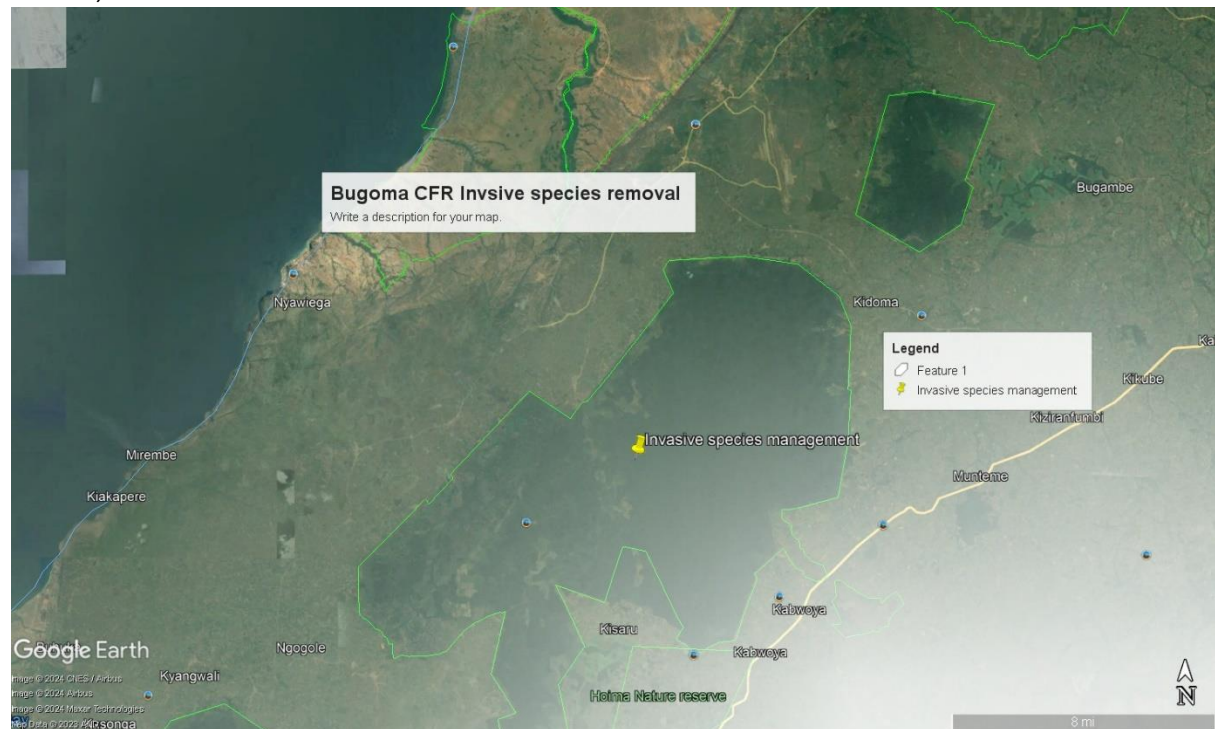
- 2 To comply with the World Bank Environmental and Social Standards (ESSs) as well as applicable national legislation in the implementation of the sub project activities by the contractor.
- 3 To provide adequate measures and controls that shall be used to minimise and mitigate the environmental and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

1.4 Project Location and Map

Echuya CFR, (Kajazi Village, Ikamiro Parish, Muko Sub-County, Rubanda Sistrict):



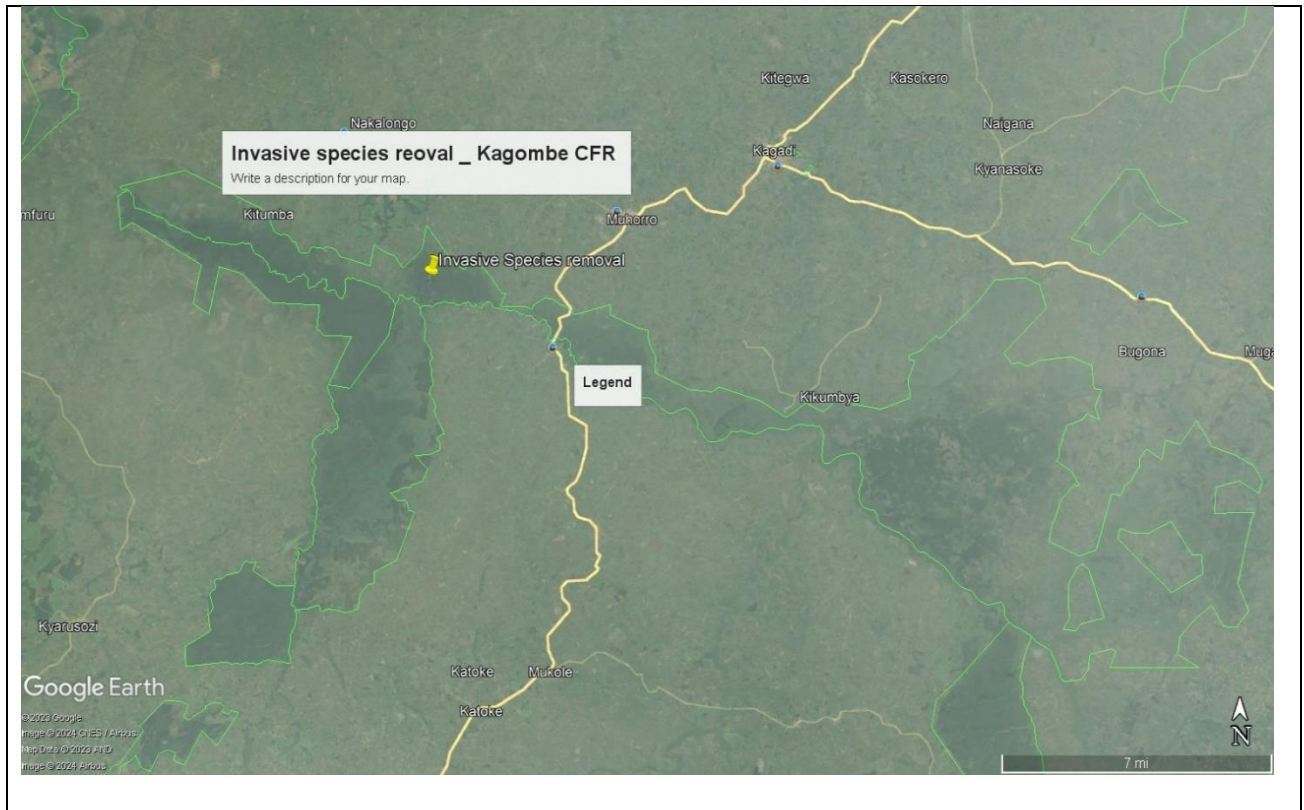
Bugoma CFR, Sango Block (Kisara village, Bubugo parish, Kabwoya sub-county, Kikuube district).



Matiri CFR, (Misenyi, Mukonomula, Matiri Villages, Butunduzi town council, Rweibare sub-county Kyenjojo district).



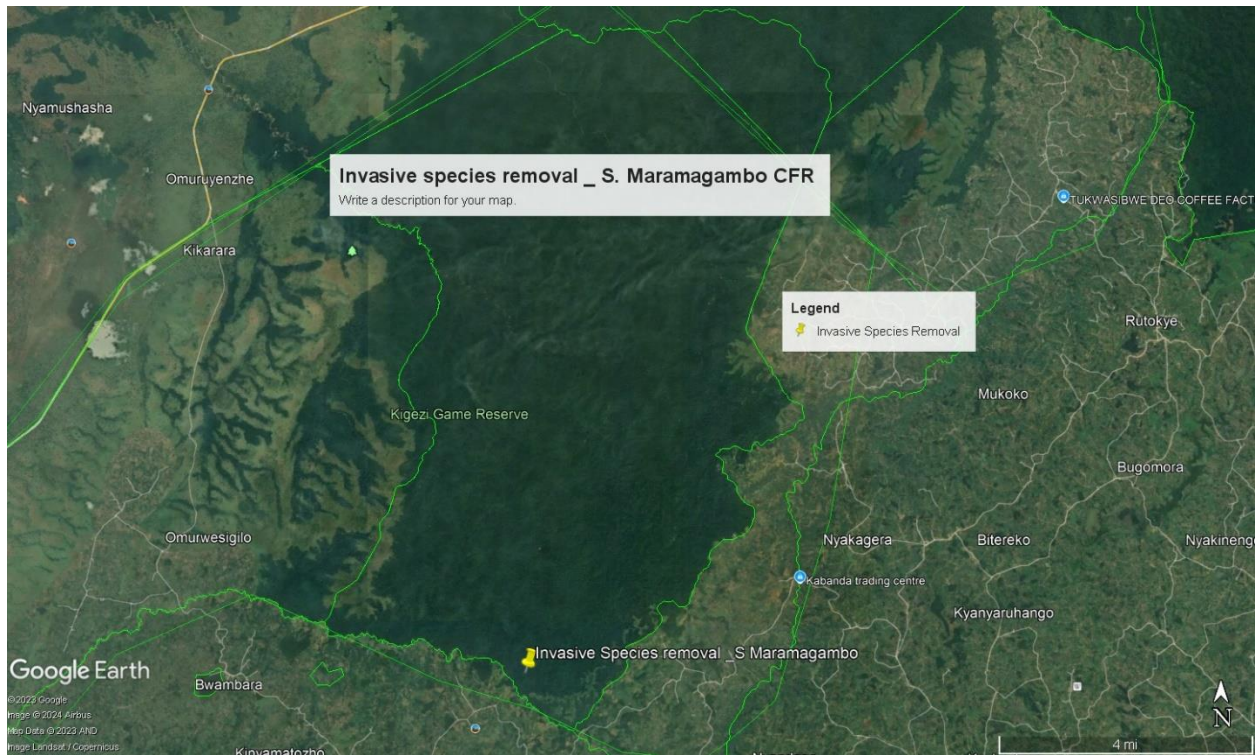
Kagombe CFR, (Kamukole village, Ngoma Parish, Bwikara sub-county, Kagadi district).



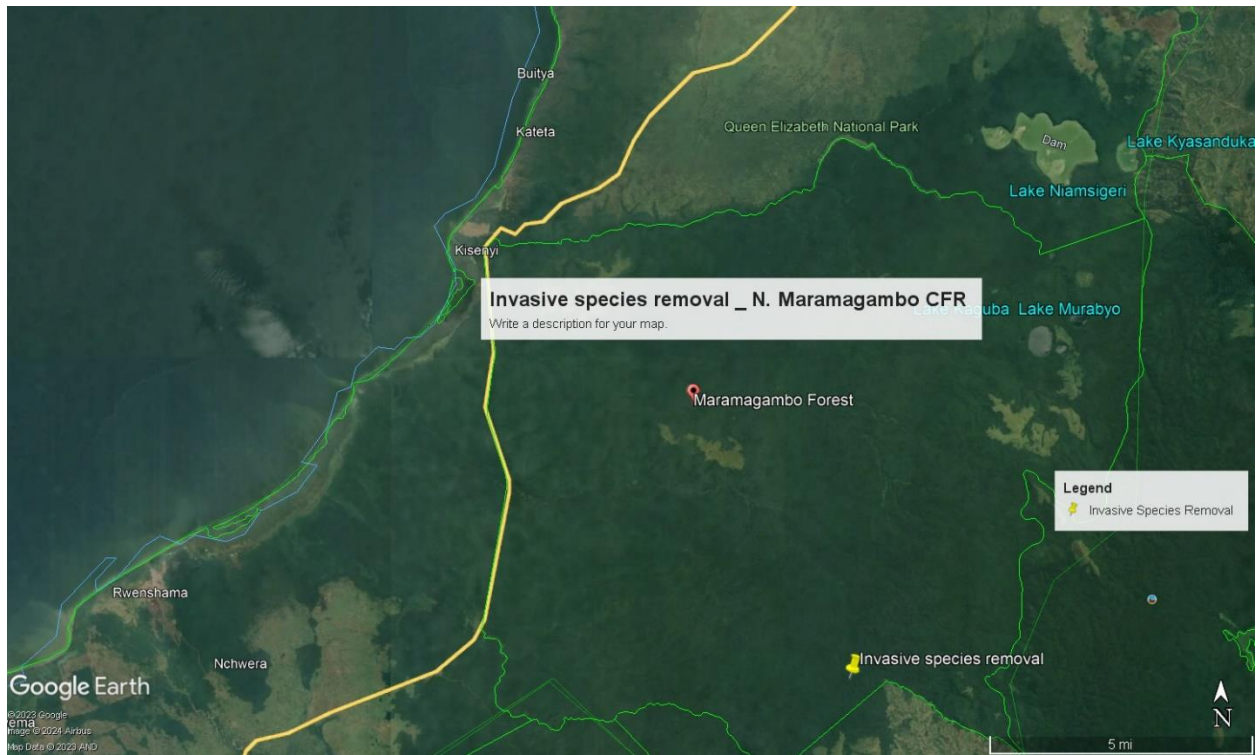
Budongo CFR, (Nyabyeya Parish, Budongo sub-county, Bujenje county, Masindi District)



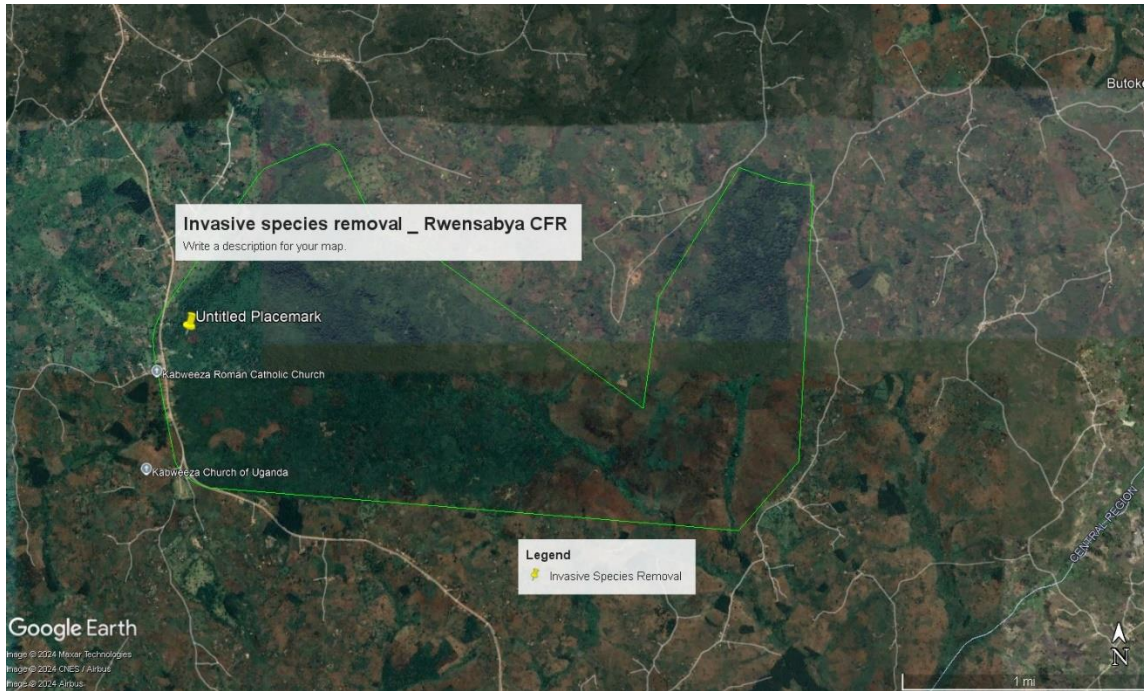
South Maramagambo CFR, (Kakono village, Kikongi Parish, Bwala sub-county: Rukungiri district).



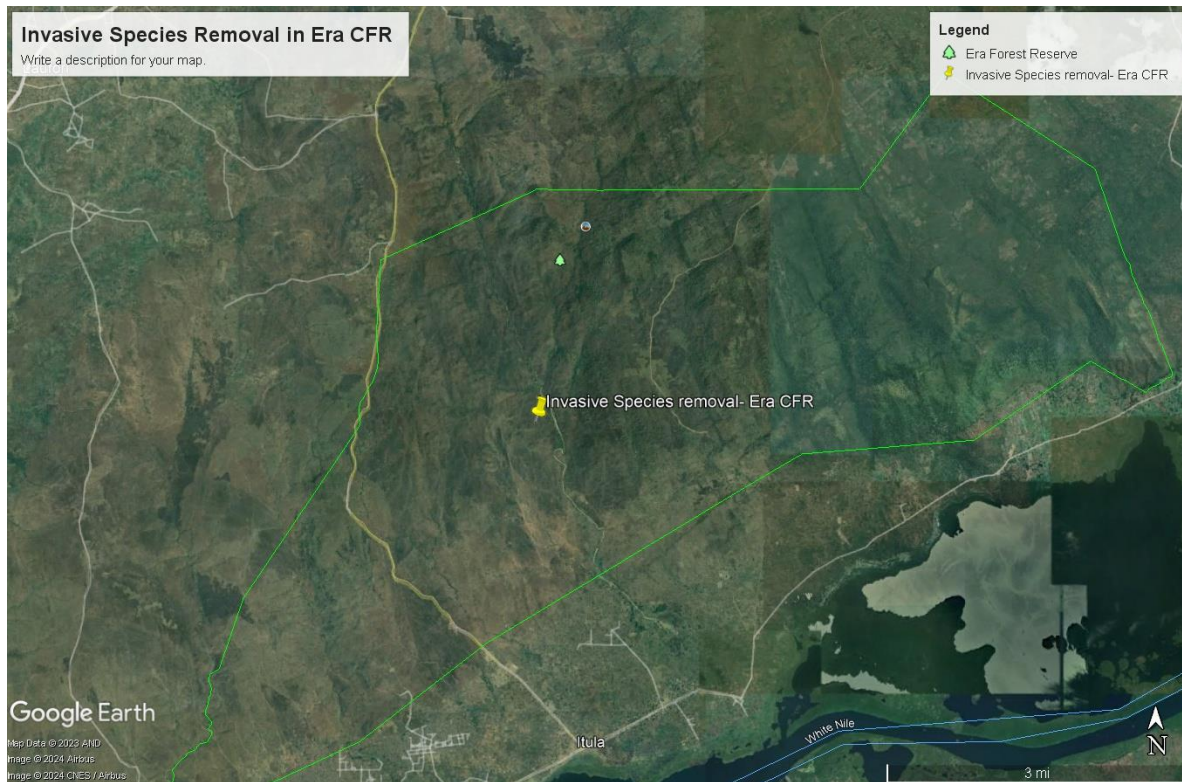
North Maramagambo CFR; Villages: Kashongore, Bikungu; Parish:Rugarama; Kagati; Subcounty; Mitooma district.



Rwensambya CFR, (Villages: Muhangi, Busasi, Parish: Kabweza, subcounty: KLabweza, Kyegegwa district).



Era CFR (Eria village, Eria Parish, Moyo sub-county, Moyo district)



1.5. 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 Chimpanzees, Mangabeys, baboons, monkeys etc of great touristic potential. However, some areas of Bugoma CFR have been colonized by invasive exotic plant species. These include *Senna spectabilis*, *Lantana camara*, *Broussonetia papyrifera* etc. If no intervention is made, they will colonize a big part of the CFR, hence the need to map extent, develop an inventory and a management plan for the eradication of the invasive species.

Matiri CFR

Matiri CFR is Tropical high forest (THF) which was gazetted with area of 5,431 Ha for conservation of ecological services, biodiversity and supply of forest products to the surrounding population. The landscape of Matiri MPA comprises undulating hills and valleys with altitude range of 1142-1478 m a.s.l. The geology of the landscape is comprised of the Rwenzori Fold belt also known as the Buganda –Toro system which dates to the Paleoproterozoic period with the parent rocks including gneiss, quartzite, mica, phyllite and as well as the sandstones, slates. The soils of the MPA are described as predominantly ferrisols but with pockets of vertisols which are fertile soils that support variety of crops.

Matiri, CFRs serves as water catchment area for Muzizi River (wetland) that is categorized as a wetland of National importance in the sixth schedule of the National Environment (Wetlands, River banks and Lakeshores management) regulation, 2000. Matiri CFR experiences a bi-modal rainfall with Annual mean rainfall ranges between 1000-1500mm with peak rainfall seasons from February to May and September to December.

The vegetation of the MPA CFRs can generally be described as Tropical High Forest (THF) (60%)

with significant areas of Woodland and Savanna grassland vegetation (30%) undergoing colonization. The Common tree species in these CFRs include *Funtumia africana*, *Lasiodiscus spp*, *Antiaris toxicaria*, *Markhamia lutea*, *Teclea noblis*, *Albizia spp* but *Senna spectabilis* introduced as boundary marker has become invasive in Matiri CFR. The fauna includes monkeys, birds, small mammals, reptiles and amphibians. However, Matiri CFR is relatively young forest which has been colonized by invasive exotic plant species especially *Senna spectabilis* dominating, *Lantana camara* and others. If no intervention is made, they will colonize a big part of the CFR, hence the need to map extent, develop an inventory and a management plan for the eradication of the invasive species.

Kagombe CFR

Kagombe CFR is Tropical high forest (THF) which was gazetted with area 11,331Ha for conservation of ecological services, biodiversity and supply of forest products to the surrounding population. Kagombe CFR falls within the Central Plateau with an altitude of about 609 – 1219m above sea level (a.s.l). The geological formation and soils share characteristics of weathered Buwekula granite rocks. There are three (3) main soil types originating from Buwekula catena including shallow loam, red clay loams and brown gravelly loams.

Kagombe CFR is the Catchment for River Muzizi and wetland and has other various small streams. Kagombe CFR receives annual rainfall between 1000mm- 1500mm with two peaks, first from March to May and the second from September to November.

The vegetation of Kagombe is a high tropical forest characterised by woody species such as; *Antiaris toxicaria*, *Blighia unijugata*, *Funtumia*, *elastica*, *Maesopsis eminii*, *Albizia spp*. The CFR has been severely degraded by encroachment which has affected the natural vegetation structure and increased the risk of invasive species infestation by species like *Senna spectabilis*, *Lantana camara*. If no intervention is made, they will colonize a bigger part of the CFR, hence the need to map extent, develop an inventory and a management plan for the eradication of the invasive species.

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. Budongo CFR has invasive species infestation comprising mainly *Broussonetia papyrifera* (paper mulberry), *Lantana camara* (Lantana) and *Senna spectabilis* (*Cassia*),

South Maramagambo CFR

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

temperature of 27°C and mean minimum temperature of 15°C. The rainfall is between 1000mm – 1500mm annually.

There are isolated beds of calcareous and limonitic soils. The forest provides sanctuary to a variety of wildlife since it is adjacent to Kigezi wildlife Reserve which is part of Queen Elizabeth protected areas. The forest cover protects soils against erosion and landslides. The forest supplies local communities with NTFP such as herbal medicine, dead wood and managed as dual management area with UWA. However, South Maramagambo CFR has invasive species infestation comprising of *Senna spectabilis* (*Cassia*) and *Lantana camara* (*Lantana*) which are expanding and are a threat to the ecosystem and biodiversity.

North Maramagambo

North Maramagambo CFR 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. However, North Maramagambo CFR has invasive species infestation comprising of *Senna spectabilis* (*Cassia*) and *Lantana camara* (*Lantana*) which are expanding and are a threat to the ecosystem and biodiversity.

Rwensambya,

Rwesambya CFR 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 gazettement 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. However, Rwesambya CFR has invasive species infestation comprising of mainly *Solanum mauritianum*.) which is expanding and a threat to the ecosystem and biodiversity.

Era

Era CFR 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. Over all 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. However, Era CFR has invasive species infestation comprising mainly of *Senna spectabilis* (*Cassia*) and *Lantana camara* (*Lantana*) which are expanding and are a threat to the ecosystem and biodiversity.

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 invasive species removal 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 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	NFA to ensure that gender considerations will be integrated into the recruitment, payment and treatment of workers in line with the policy
6	Occupational Health and Safety (OHS) Policy (2008)	The policy was developed to ensure provision and maintenance of health and safety working environment for all workers throughout the life of the project. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost	NFA to ensure that all works shall integrate the health and safety of the workers and community members along with the sub project priority. The contractor shall also be required to get an occupational health and safety permit from the department in the ministry of gender, labour and social development to operate a workplace
7	The National Culture Policy, 2006	The National Culture Policy emphasises the need to promote and strengthen Uganda's diverse cultural identities and to conserve, protect, and promote Uganda's tangible and intangible cultural heritage. Section 4.2 emphasizes the promotion of culture and enhancement of its contribution to community empowerment	NFA to ensure that there is an enabling environment created to ensure protection and conservation of any PCR's 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 and Workers.
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 where invasive will be removed 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	Considering that the neighbouring communities may misunderstand the removal of invasive to forests destruction, NFA should ensure adequate consultations and involvement of the community about the sub project and abide by other clauses in this policy.

		the conflicts that arise from competing demands.	
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 invasive species removal will ensure increased afforestation and biodiversity conservation of the CFRs. 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 The Constitution guarantees a range of basic human rights to the people of Uganda which include: Integration of people in the development process. Gender balance and fair representation of marginalized groups in development process; protection of the aged; the right to development; access to clean and healthy Environment to mention a few.	NFA to ensure that the working condition and the general work environment is kept environmentally clean and healthy and that the constitutional provisions are adhered to during sub project implementation
13	The National Environment Act No.5 of 2019	The National Environment Act enacted in 2019 spells out principles of environmental management and the rights to a decent environment. Section 3 (1) states that every person in Uganda has a right to a clean and healthy environment in accordance with the Constitution and the principles of sustainable development. 3(2) Every person has a duty to create,	NFA to ensure that the invasive species removal 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

		maintain and enhance the environment, including the duty to prevent pollution.	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	The Occupational Safety and Health Act of 2006 consolidates, harmonises and updates the law relating to occupational safety and health and repeals the Factories Act of 1964. Section 13 states that it is the responsibility of an employer to take, as far as is reasonably practicable, all measures for the protection of his or her workers and the general public from the dangerous aspects of the employer's undertaking at his or her own cost. It makes provisions for the health, safety, welfare and appropriate training of persons employed in work	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

		places. The Act provides for safe access to the workplaces and safe work practices which applies to this project as well.	
17	The Employment Act, 2006	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.	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.
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 invasive species removal 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	All the sub project activities shall be conducted in reference to this policy and NFA should ensure the implementation of measures to

		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.	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 invasive species removal is a key requirement ensuring increased afforestation, biodiversity for ecological, forestry and tourism purposes for the common good of people of Uganda. NFA should ensure that invasive species removal 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 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 gazetting.	NFA to ensure compliance with the processes for ensuring the invasive species removal and maintenance involving 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 invasive species removal at CFRs is in conformity with ESS1 and in line with the IFPA-CD project ESMF and LMP.
	ESS2: Labor and Working Conditions	ESS2 promotes the fair treatment, non-discrimination, provision of equal opportunities and safe working conditions for workers engaged on the sub project. It strongly encourages protection of all sub project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers and primary supply workers, as appropriate. It provides certain requirements that the project must meet in terms of working conditions, protection of the work force (especially the prevention of all forms of forced and child labour) and	ESS2 is applicable to the sub project and that is why the project prepared the Labour Management Procedures, Occupational Health and Safety Measures and the need to establish workers grievance redress committee which shall be used to guide and resolve conflicts among project workers .

		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 provides guidance on emergency preparedness and response.	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.

	<p>ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</p>	<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>	<p>ESS5 is applicable to the sub project since the sub project is intended to posse restrictions on the use of the CFRs by the communities that could have settled and or using part of the CFRs for their livelihood and the stakeholder engagement plan has been developed to provide guidance on addressing the concerns of the neighboring communities in a participatory manner.</p>
	<p>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	<p>ESS6 promotes the conservation of biodiversity or natural habitats and supports the protection and maintenance of the core ecological functions of natural habitats and the biodiversity they support. It also encourages projects to incorporate into their development, environmental and social strategies that address any major natural habitat issues, including identification of important natural habitat sites, the ecological functions they perform, the degree of threat to the sites, and priorities for conservation</p>	<p>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.</p>
	<p>ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</p>	<p>This standard seeks to ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of indigenous peoples. ESS7 promotes sustainable development benefits and opportunities for Indigenous Peoples</p>	<p>ESS7 is applicable to this sub project although there are no known group of Indigenous Peoples in the CFRs. However, the project prepared specific vulnerable and marginalized plans.</p>

		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 restoration planting will be publically disclosed to the stakeholders in line with ESS10

3.0 METHODOLOGY

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

3.1 Environmental & Social Screening

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 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 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. VGMP for MGNP
- v. IFPA-CD Stakeholder Engagement Plan

3.3 Site visit

The areas of the proposed sub-projects were examined during site visits to the selected CFRs. During the site visits, 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 visits assisted in identifying and assessing the likely impacts as a result of the sub-project implementation. The site visits also assisted 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 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 inform the process of developing appropriate mitigation and management options.

Stakeholders Consulted

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.	9 (7male, 2 female)	-Participation in the activity through contracts - Stop Hoima sugar from further encroachment. -Enrich the forest with more timber species	By way of employment of community members. Engage Local leaders to ensure that forest land is not encroached by the sugar factory	December 2022
Budongo CFR	Local communities of Busingiro, Masindi district	7 (all male)	-Employ local Communities for invasive species removal -Communities should be allowed to take out cut invasive as firewood	-Prioritise locals for available employment opportunities -Allow communities collect firewood on a regulated basis	December 2022
South Maramagambo,	Community members from Kakono and Kikongi villages	11 (8 male and 3 female)	Recruit community members for any forest works	Offer employments opportunities	February 2024

			<p>related to invasive species removal</p> <p>-Provide fruit seedlings to community members</p>	-Provide appropriate seedlings to local communities	
North Maramagambo	Local communities and local leaders	17 (12) male, 5female)	<p>Recruit community members for any forest works related to invasive species removal</p> <p>-Invasive species removal may trigger illegal timber cutting, thus require maximum supervision</p>	<p>Offer employment opportunities</p> <p>-Provide appropriate seedlings to local communities</p> <p>-All related activities to be undertaken under the supervision of NFA</p>	February 2024
Rwensambya	Community members from Muhangi and Busasi villages, Kyegegwa district	8 (4 male and 4 female)	<p>-Consider employing local communities for forestry activities</p> <p>-Invasives should also be controlled on neighbouring land adjacent to the CFR for effective eradication</p>	-Local communities will be prioritised for available non-technical jobs	September, 2023
Echuya	Community members from Kajazi and Muko Villages, Rubanda District	13 (8 male, 5 female)	Provide employment opportunities to community members, including the Batwa people.	-Local communities will be considered for non-technical jobs.	November, 2022

			-Community members should be allowed to fetch firewood and other forest foods from the forest		
Kagombe	Local council 1 & 2 Leaders of Bwikara S/C, CFM members of Greater conservation forest association, Kagadi district	7 (5male, 2female)	-Common plant invasives in the forest include: sena spectabilis that was used for live demarcation some time back. - The CFM group members requested to be considered to participate in planned activities of invasive species removal		September 2023
Era	Locals from Eria village, Moyo district	17 (12 male, 5 female)	-Forest related jobs should be given to local community members, not bringing in people from elsewhere. -communities should be allowed to take the cut invasive plants for firewood	-Communities to be allowed to pick firewood on a regulated basis For any non-technical works, local communities to be give priprity.	January 2024
Matiri	Matiri and Kihura local council leaders and community members	9 male	Community members are available to undertake invasive species removal and inventory		March 2024

			activities upon training. -After Invasive species removal the forest should be restored with indigenous/native species.		
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4.0 IMPACT IDENTIFICATION AND MITIGATION

S/N	Impacts	Impacts Description	Mitigation Measures
1	Provision of employment	<ul style="list-style-type: none"> Local community members will be employed by the sub-project thus the subproject will act as a source of income for local community members. 	<ul style="list-style-type: none"> The contractor should hire local workers. External labor should be hired only if specific skills are not available locally. Workforce recruitment should be undertaken with involvement of local leaders who can identify local community members.
2	Safeguarding biodiversity and ecosystem health	<ul style="list-style-type: none"> The ecosystem health of the CFR will be enhanced thus safeguarding biodiversity 	<ul style="list-style-type: none"> The methods preferred for eradication of invasives should be effective.
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	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 	<ul style="list-style-type: none"> All workers will be provided with adequate PPE like helmets, gumboots, gloves, overalls etc. and it will be

		and unplanned events. There are also other risks such as attacks from venomous creatures such as snakes, insects etc	<p>mandatory for workers to wear protective clothing while on duty.</p> <ul style="list-style-type: none"> • 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.
8	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
9	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 a nuisance and upsetting animals. 	<ul style="list-style-type: none"> • Supervision and enforcement to be undertaken by UWA Rangers to make sure sub-project workers do not make unnecessary noise. • 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.
10	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
11	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.

12	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.
13	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.
14	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

5.0 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

No	POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	IMPLEMENTATION PERIOD	RESPONSIBILITY	COST ESTIMATE
1	Misunderstandings and conflicts	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.	Adequate consultations should be undertaken.	Before commencement of works	NFA	8,000,000
2	Exclusion of disadvantaged groups such as women, PWDs etc.	The Contractor may recruit sub-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 e.g., fetching water for women	Before commencement of works	Contractor	2,000,000
3	Soil erosion and geological disturbances	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.	Proper back filling will be undertaken to avoid soil erosion.	Throughout project implementation	Contractor	No additional cost
4	Occupational, health and safety risks and impacts/ Accidents and injuries of workers	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.	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.	Throughout project implementation	NFA Contractor NFA	20,000,000 ¹

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

No	POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	IMPLEMENTATION PERIOD	RESPONSIBILITY	COST ESTIMATE
			<p>The PPE shall be inspected regularly and maintained or replaced as necessary.</p> <p>There shall be a safety awareness/induction training for workers before commencement of works.</p> <p>A fully equipped first aid kit will be available on site.</p> <p>Orient the contractor on the Project Environment and Social Incident Reporting Toolkit (ESIRT) procedures especially in case of major/serious incidents that may occur at the project site.</p>			
5	Trampling of vegetation by project workers	Sub-project workers may trample on vegetation by using various routes to the sub-project sites.	<p>Close supervision and enforcement by UWA rangers.</p> <p>Orientation of sub-project workers prior to commencement of works.</p> <p>Sub-project workers will be required to keep on the designated routes/existing walkways.</p>	During project implementation	Contractor NFA	10,000,000
6	Noise from sub-project workers	Since sub-projects activities will take place inside the park, sub-project workers may produce noise thus becoming a nuisance and upsetting animals.	Supervision and enforcement to be undertaken by UWA Rangers to make sure sub-project workers do not make unnecessary noise.	During project implementation	NFA Contractor	10,000,000

No	POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	IMPLEMENTATION PERIOD	RESPONSIBILITY	COST ESTIMATE
			<p>All sub-project activities must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication.</p> <p>Works will be limited to day time between 7:00 Hours to 17:00 Hours.</p>			
7	Solid and liquid waste generation	<p>Project workers may carry out indiscriminate waste disposal during species eradication.</p> <p>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.</p>	<p>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.</p> <p>Workers will use nearby sanitary facilities at various stations where applicable, this is in addition to temporary pit latrines that will be well covered/restored upon work completion/camp shifting.</p> <p>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</p>	Throughout implementation.	Contractor	30,000,000

No	POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	IMPLEMENTATION PERIOD	RESPONSIBILITY	COST ESTIMATE
8	Poaching	Poaching may take place because the project workers may have easy access to animals as they will be working inside the park.	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.	Throughout project implementation	NFA Contractor	4,000,000
9	Attacks from animals	Project workers may be attacked by animals causing injuries or even death.	Ensure Ranger presence all the time.	Throughout project implementation	Contractor NFA	7,000,000
10	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 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.	During project implementation	Contractor	6,000,000

No	POTENTIAL IMPACT	DESCRIPTION OF IMPACT	PROPOSED MITIGATION MEASURE	IMPLEMENTATION PERIOD	RESPONSIBILITY	COST ESTIMATE
11	Exclusion of the Batwa	The general project area is inhabited by the Batwa people. The Contractor may overlook the Batwa for employment opportunities thus further marginalizing them.	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		PCU, NFA Contractor	Included in Contractor's contract

6.0 ENVIRONMENTAL AND SOCIAL MONITORING PLAN

No	POTENTIAL IMPACT	PROPOSED MITIGATION MEASURE	LOCATION	PARAMETERS TO BE MONITORED	MEASUREMENTS	FREQUENCY OF MEASUREMENT	RESPONSIBILITY	COST ESTIMATE ²³
Pre-Activity Phase								
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.	Project area	Documentation/records of sensitization meetings	Review of records/documentation	Before start of civil works	NFA /PCU	6,000,000
Activity Phase								
3	Soil erosion and geological disturbances	Proper back filling will be undertaken to avoid soil erosion.	Project working areas site	Erosion gullies, loose soil on the ground	Visual observation during field monitoring	Monthly	NFA	6,000,000

² Part of regular monitoring activities

³ Costs of monitoring overlap as during one field monitoring, several parameters of different mitigation measures can be monitored

No	POTENTIAL IMPACT	PROPOSED MITIGATION MEASURE	LOCATION	PARAMETERS TO BE MONITORED	MEASUREMENTS	FREQUENCY OF MEASUREMENT	RESPONSIBILITY	COST ESTIMATE ²³
4	Occupational health and safety risks and impacts	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 Health and safety incidents	Visual observation during field visits Review of incident and accident logs	Continuous	NFA Contractor	15,000,000
		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 /PCU	
		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	NFA	
		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	Quarterly	NFA /PCU	

No	POTENTIAL IMPACT	PROPOSED MITIGATION MEASURE	LOCATION	PARAMETERS TO BE MONITORED	MEASUREMENTS	FREQUENCY OF MEASUREMENT	RESPONSIBILITY	COST ESTIMATE ²³
5	Trampling of vegetation	Orientation of sub-project workers.	Project working areas	Records of orientation meetings	Review of documentation	Before start of civil works and daily during tool box talks during the eradication exercise.	NFA	6,000,000
		Sub-project workers will be required to keep on the designated routes/existing walkways.	Project working areas	No newly created walkways	Visual observation during field monitoring	Weekly	NFA	
6	Noise from workers	Supervision and enforcement to be undertaken by UWA Rangers to make sure project workers do not make unnecessary noise.	Project working areas	Noise levels	Noise level measurements Observation during field monitoring	Weekly	NFA	7,000,000
		All work must be carried out during day time to minimize nuisance and disturbances caused to nocturnal fauna that uses auditory communication. Activities 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	POTENTIAL IMPACT	PROPOSED MITIGATION MEASURE	LOCATION	PARAMETERS TO BE MONITORED	MEASUREMENTS	FREQUENCY OF MEASUREMENT	RESPONSIBILITY	COST ESTIMATE ²³
7	Solid and liquid waste generation	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	Project working areas	Number of waste bins on site Littering of waste on site	Observation during field monitoring	Monthly	NFA /PCU	6,000,000
			Project working area	Presence of mobile toilets	Visual observation	Monthly	NFA	
8	Poaching	Sensitization and supervision of workers by NFA rangers.	Project working areas	Number of incidents related to poaching	Review of incident logs	Monthly	NFA	6,000,000
		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 there in.	Project working areas	Signed ESHS codes	Review of codes	Quarterly	NFA/PCU	
9	Attacks from animals	UWA Rangers will escort and guardProject workers.	Project working areas	Presence of UWA Rangers on site	Visual observation during field monitoring	Monthly	PCU	6,000,000

No	POTENTIAL IMPACT	PROPOSED MITIGATION MEASURE	LOCATION	PARAMETERS TO BE MONITORED	MEASUREMENTS	FREQUENCY OF MEASUREMENT	RESPONSIBILITY	COST ESTIMATE ²³
10	Non-payment of 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.	Project working areas	Presence of a functional GRM on site Records of grievances Payment records	Review of grievance logs and payment records	Monthly	NFA	9,000,000
11	Exclusion of the Batwa	Recruitment of able bodied Batwa as workers.	Project working areas	Number of Batwa employed by the project	Review of records/documentation	Quarterly	NFA /PCU	6,000,000

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

		<ul style="list-style-type: none"> • 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 • 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.

References

1. National Forestry Authority; Guidelines for Natural Forest Restoration, 2020.

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: ES 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	15 th November 2022	
Signature		
Person Responsible for Checking/Validation		
Person Responsible for Checking/Validation		
Name	Cuthbert Katusiime	
Position	Environmental Risk Management Specialist	
Contact details	ktsmcuthbert@hotmail.com	
Date	18 th November 2022	
Signature		

SECTION B: Subproject Description

Subproject name	Develop and implement invasive and exotic plants management strategies
BID No (if applicable)	
Name of the Contractor (if applicable)	
Estimated cost (if applicable)	

Location of the subproject	Echuya CFR, (Kajazi Village, Ikamiro Parish, Muko Sub-County, Rubanda District)	Attached Site Map Y <input checked="" type="checkbox"/> N <input type="checkbox"/> Coordinates: 35M0813681 UTM9861328
Type and scale of the subproject	<p>Echuya CFR has been invaded by invasive exotic plant species. These include <i>Fragria ananassa</i>, <i>Acanthus</i> sps, <i>Lantana camara</i> etc. If no intervention is made, they will colonize a big part of the CFR, hence the need to map extent, develop an inventory and a management plan for the eradication of the invasive species.</p> <p>Echuya is a montane tropical forest characterised by bamboo (<i>Yushania alpina</i>), woody and other herbaceous species. The CFR inhabits unique animals and plants species, and is well known for bird watching. The subproject area is characterised by steep slopes which is a general characteristic of Echuya CFR.</p> <p>The activities of the subproject will be focused on liberating the bamboo forest that is under infestation with invasive plant species. The activities will be carried out by a consultant that will be hired following the procurement procedures. The activities of the subproject will require additional local labour that will be outsourced from the neighbouring communities.</p>	
Approximate size of the subproject in land area	400 ha	

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 will include the LMP that has detailed provisions to ensure that any form of forced labor or child labor is prohibited.
1.2	Will the proposed subproject activities likely to generate occupational, health and safety risks to project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers?	Yes, to the workers, there is a likelihood of physical hazards (e.g. injuries/falls), biological hazards (e.g. snake bites/venomous animals, stings/irritations etc. However, these risks will be minimal and site specific.
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, work opportunities will be availed to willing community members and the contractor will be supervised to adhere to the Labor Management Procedures that will be included in the bidding documents.

2	Resource Efficiency, Pollution Prevention and Management (ESS 3)	Answer (Yes/No)
2.1	Will the subproject involve the use, storage, transport or handling of substances or materials which could be harmful to human health or environment?	Yes, and this potential harm will be largely limited to the environment in form of plastic waste and polythene materials that could be dumped by workers.
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, all wastes likely to be generated will be managed in accordance to the waste management plan that will be developed.
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 may include but not limited to human waste, food remains and plastics (bottles and polythene bags) etc.
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? ⁴	No
3.5	Does the subproject involve construction, rehabilitation activities or other equipment which can lead to traffic and road safety risks?	No
3.6	Would the subproject result in potential increased health risks (e.g. from water-borne or other vector-borne diseases or communicable infections such as Covid-19 or HIV/AIDS)?	No, majority of works will be undertaken by local community members.
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, the contracts and bidding documents will include ethical code of conduct and labor management procedures, the contractor will be supervised for compliance.
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 communities.
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, the subproject will be in a nationally recognized protected area (Echuya CFR).
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, community members are allowed to access the area on specified days of the week for firewood and herbal medicine on a sustainable basis.

4.3	Will the subproject result in disproportionate impacts on the poor, women and children or other vulnerable groups?	No
5	Biodiversity Conservation and Sustainable Management of Living Natural Resources (ESS6)	Answer (Yes/No)
5.1	Are there any environmentally sensitive areas (intact natural forest, rivers or wetland) or threatened species (specify below) that could be adversely affected by the subproject?	Yes, works will be within a CFR but impacts are expected to be negligible.
5.2	Is the subproject area within/adjacent to any protected area designated by the government (national park or reserve)?	Yes, the subproject area is within Echuya CFR
5.3	Would the proposed subproject result in the conversion or degradation of natural habitat or critical habitat?	No, the subproject will enhance biodiversity gains and ecosystem services
5.4	Are there areas of possible geologic or soil instability (prone to erosion, landslide and subsidence)?	No
5.5	Does the subproject pose a risk of degrading soils?	Yes, minimal soil erosion is likely to occur through vegetation clearance.
5.6	Does the subproject involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	No
5.7	Will the subproject (during construction or operation) use large amounts of local natural resources such as water, timber, gravel, stones, especially any resources which are non-renewable, or which exist in small quantity?	No
6	Vulnerable and Marginalized Groups (ESS7)	Answer (Yes/No)
	Is the subproject likely to adversely impact vulnerable and marginalized groups of a distinct indigenous social and cultural group and recognition of this identity by others, that are collectively attached to geographically distinct habitats, ancestral territories, or areas of seasonal use or occupation, as well as to the natural resources in these areas.	Yes, the sub-project may affect the Batwa through loss of cultural values, marginalization of the Batwa from employment opportunities, limited opportunities to influence choices, marginalization of the Batwa in the choice of community initiatives etc.
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	No

	impact sites, structures, or objects with historical, archaeological, or cultural values (tangible and intangible)?	
7.3	Will the subproject involve excavations, demolition, movement of earth, flooding, or other changes in the physical environment?	No
7.4	Is the subproject activity specifically designed to support the conservation, management, and use of cultural heritage?	No

SECTION D: Proposed Actions

If all answers are “NO”, then there is no need for further action in addition to the Health and Safety Plan (HSP), and Construction Site Plan for those subprojects involving minor civil work activities.	
If there are “YES” answers to the questions in Section C, then describe the recommended actions for each of the YES answer.	
Question number	Recommended actions
1.2	<ul style="list-style-type: none"> The project has prepared OSH protocols with specific measures that will be included in the bidding documents and Contractor’s contract for the Contractor to implement. Measures will be included in the bidding documents and the contracts to ensure that contractors provide appropriate PPE. Induction trainings to orient the Contractor on how to handle OHS risks will be undertaken before commencement of any works. The Contractor will be oriented in Environment and Social Incident Response Toolkit (ESIRT) before commencement of works. Full time presence of the first aid kit and trained person to administer first aid in case of accidents/injuries/bites.
2.1	<ul style="list-style-type: none"> Provisions will be included in bidding documents and Contractor’s contract specifying requirements for proper disposal of all wastes generated.
2.3	<ul style="list-style-type: none"> 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 IMP that will be developed such as; having well labelled waste bins on site, mobile toilets/ or temporarily pit latrines with a clear restoration plan, signage of no littering etc.
5.1	<ul style="list-style-type: none"> The sub-project will be developed in strict adherence to the Invasive Management Plan that will be developed in order to minimize impacts on the ecosystem.
5.2	<ul style="list-style-type: none"> The project will be undertaken in strict adherence/compliance to the IMP that will be developed. This will be achieved through stringent supervision by PCU and NFA.
5.5	<ul style="list-style-type: none"> After clearance, proper backfilling will be undertaken.

	<ul style="list-style-type: none"> • After clearance, restoration will be undertaken.
6	<ul style="list-style-type: none"> • Local communities especially Batwa will be given preference for work opportunities • Entering and signing of MoUs with Batwa led associations

SECTION E: Environmental and Social Risk Screening Outcome

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

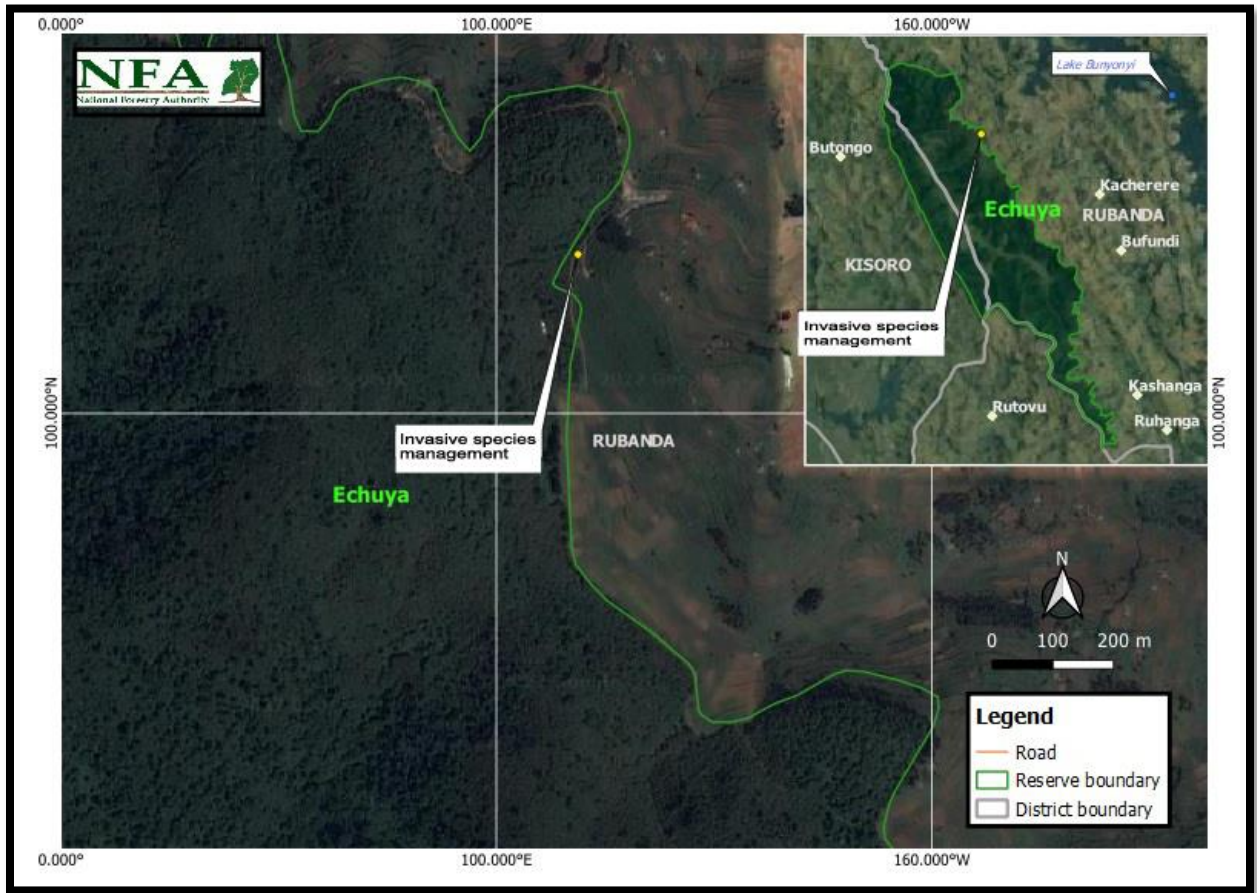
SECTION F: Environmental and Social Risk Recommendation

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

Based on the above screening results, an Invasive Management Plan should be developed. The project should be implemented because it will be environmentally friendly, will lead to sustainable management and biodiversity conservation of Echuya CFR through removal and management of invasive and exotic plants. This will reduce the threat/chances of extinction of native plants and encourage a healthy and self-supporting biodiversity.

Appendix

i. Google map of the subproject area proposed for invasive plants management



ii. Site location of bamboo forest in Echuya CFR for invasive plant species mapping, inventory and management.

