


THE REPUBLIC OF UGANDA

MINISTRY OF AGRICULTURE, ANIMAL INDUSTRY AND FISHERIES

UGANDA CLIMATE-SMART AGRICULTURAL TRANSFORMATION PROJECT

N0. P173296

ENVIRONMENTAL AND SOCIAL SAFEGUARDS IMPLEMENTATION MANUAL

February, 2024

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List of Acronyns

SSDO – Senior Social Development Officer
SEHSO – Senior Environment, Health and Safety Officer

INTRODUCTION

The proposed Uganda Climate Smart Agricultural Transformation Project (UCSATP) gives greater emphasis to issues of environmental and social safeguards. The major objective of safeguards is to identify, minimize, and mitigate adverse impacts on the natural and physical environment and communities in order to ensure that projects contribute to sustainable development and are in compliance with legal standards for environmental and social protection, health and safety. The projects shall incorporate environmental and social safeguards through adoption, promotion and implementation of efficient environmental and social strategies and management methods to ensure sustainability of the project investments.

Based on the provisions of the World Bank ESF ESS1 Assessment and Management of Environmental and Social Risks and Impacts, the UCSATP is rated with Substantial risk category. This is because by its nature the UCSAT project is not expected to be complex, the scope and scale of activities are expected to be large to medium and shall not be undertaken at sensitive locations, and the likely E&S risks are significant but can be avoided and/ or mitigated, with enhanced implementation capacity at national and districts levels. This risk categorization is appropriate given the geographical scope of 69 districts to be covered by the project, multi-institutional nature and relatively weak district level E&S capacity, coupled with the inherent risks in the broad agricultural activities to be financed.

In order to provide greater guidance for safeguard assessment and implementation in the project, six safeguards instruments were prepared namely; Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RFP), Stakeholder Engagement Framework, Vulnerable and Marginalized Groups Framework (VMGF), and Process Framework (PF). These instruments are meant to guide on how to screen, assess, and manage potential environmental and social impacts associated with the UCSATP during implementation. These frameworks were disclosed on the World Bank's website on October 27, 2022, and in the MAAIF web *https://www.agriculture.go.ug/policies/* and New Vision national newspaper on November 2, 2022.

RATIONALE FOR THE ENVIRONMENTAL AND SOCIAL SAFEGUARDS

Emphasis is being put on environmental and social safeguards under the UCSATP mainly for the following reasons:

i. To ensure that planned UCSATP activities and interventions are undertaken in a manner that avoids or minimizes negative environmental and social impacts as much as possible and in line with national environmental and social legislations, World Bank's safeguards policies and international best practice.
ii. Establish clear procedures and methodologies for the environmental and social assessment, review, approval and implementation of investments to be financed under the project;
iii. Specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to project investments;
iv. Determine the training, capacity building and technical assistance needed to successfully implement the provisions of the VMGF, RPF, PF, RPF and ESMF and the subsequent PMP, WMP, Gender-Based Violence (GBV) Action Plan, LMP, SEP, SMP and ESIAs/ESMPs, as applicable; and provide practical information on resources required to implement the ESMF requirements.

v. Establish the resettlement and compensation principles and implementation arrangements for Project Affected Persons (PAPs) under the UCSATP.

KEY NATIONAL LEGISLATIONS

The project triggers both national and World Bank standards and policies;

National legislations and regulations that are applicable to the UCSATP include National Environmental Act (2019), The Agricultural Chemicals (Control) Act, No. 1 Of 2006, The Local Governments Act, Cap 243, The Refugees Act 2006, The Water Act, Cap 152, 1997, The Land Acquisition Act Cap 226; Occupational Health and Safety Act 2006; The Employment Act 2006; The Labour Unions Act 2006; The Labour Disputes Act, 2006, The National (Environmental and Social Assessment) Regulations, 2020, The National Environment (Waste Management) Regulations, 2020, The Employment Regulations, The Employment (Employment of Children) Regulations, 2012 and The Employment (Sexual Harassment) Regulations, 2012 among others. Relevant national policies include Uganda Climate Change Policies, Uganda Gender Policy, National Policy for the Conservation and Management of Wetland Resources, 1995, The National Environmental Management Policy, 1994, The National Climate Change Policy (NCCP), 2013, The National Fisheries Policy, 2004, and The National Policy for Disaster Preparedness and Management October 2010 among others.

WORLD BANK SAFEGUARD STANDARDS

With regards to World Bank safeguard requirements, the following nine Environmental and Social Standards (ESS) apply to the project;

a. ESS1: Assessment and Management of Environmental and Social Risks and Impacts
b. ESS2 Labour and Working Conditions
c. ESS3 Resource Efficiency and Pollution Prevention and Management
d. ESS4 Community Health and Safety
e. ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
f. ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources
g. ESS7 Indigenous Peoples/Sub Saharan African Historically Underserved Traditional Local Communities
h. ESS8 Cultural Heritage
i. ESS10 Stakeholder Engagement and Information Disclosure.

These policies and standards will be implemented alongside several applicable regulations and guidelines. All the actors involved will be trained on the application of these legislations so that they can ultimately support the implementation of safeguard issues in the project. Where national legislation falls short of meeting the conditions prescribed in World Bank policies, UCSATP will ensure that the World Bank policies are met without infringing on issues of national concern.

INTERMEDIATE OUTCOMES, INDICATORS, EXPECTED OUTPUTS

Intermediate outcomes and indicators - The main outcome Project Environment and Social Safeguard is to enhance: “Capacity of MAAIF to effectively manage the ESHS risks in the project areas including Refugee Host Districts (RHDs) and refugee settlements strengthened”.

Key indicators

a) Proportion of project implementers whose capacity has been built on environment and social safeguards;
b) Proportion of stakeholders engaged at the key structural levels of project implementation;
c) Percentage of project grievances resolved disaggregated by their nature;
d) Number of ESSH instruments/ tools developed and operationalized;
e) Percentage of infrastructure projects compliant to ESHS;
f) Functional MAAIF's E&S management infrastructure such as E-ESHS tracking system, hazardous waste disposal facilities, and analytical monitoring equipment (such as liquid chromatography mass spectrometer, high performance liquid chromatography, accessory equipment, glass wares, standards and reagents for testing the quality of pesticides, and portable test kits for rapid detection of fake fertilizers, among others) established;
g) Number of ESHS statutory permits and certificates in respect of project components acquired;
h) Proportion of female and youths project beneficiaries against the target
i) Land acquired and documented for project investments

Process indicators

This subcomponent will have the following ESS process indicators:

a. Project implementers trained on ESS at national, regional/district levels including but limited to MAAIF and implementing agencies, District Production Officer, District Agricultural Officer, District Engineer, District Environment Officer, DCDO, District Officer, District Veterinary officer, District Fisheries officer, Agricultural Engineer, District Commercial Officer and Extension workers trained on ESS
b. ESSH metrics integrated in standard procurement documents including Terms of Reference, Call for Proposals, Contracts, Grant Agreements, Memorandum of Understanding, Expression of Interest
c. ESSH information materials published and disseminated to include simplified ESSH guidelines, posters, Accident Incident Registers, Training registers, GRM guidelines, GRM registers/Log books, Minutes registers,
d. Sector ESSH capacity building program developed, printed and disseminated
e. Quarterly and Annual ESSH project status reports prepared and disseminated
f. Monthly Contractor's ESSH status report submitted to PCU
g. Site specific ESMPs developed and implemented
h. Electronic-Environment, Social, Safety and Health monitoring tools and ESSH performance evaluation score card documented and disseminated
i. Functional E-ESSH compliance supervision tracking system established
j. Functional E-GRM system established
k. Timely resolution of reported grievances
l. Acquisition of valid statutory ESSH certificates and permits
m. Contractors', FO or individual farmer quarterly ESSH performance evaluation scores documented and disclosed
n. Waste management plan operationalized
o. Analytical monitoring equipment (such as liquid chromatography mass spectrometer, high performance liquid chromatography, accessory equipment, glass wares, standards and reagents for testing the quality of pesticides, and portable test kits for rapid detection of fake fertilizers, among others) procured by the third year of the project

MECHANISM FOR DELIVERY

Institutional roles, linkages and responsibilities

To enhance the implementation of Environment and Social safeguards the project will recruit Senior Environment Health and Safety officer, and Senior Social Development Officer to offer professional technical guidance to MAAIF and other project implementing agencies and take charge of environmental, and social issues respectively in line with safeguards requirements. The ESS safeguards officers at the PCU will be supported by Environment, Health and Safety Assistant and Social Development Assistant. Appropriate linkages will be established with Value Chain Leads and teams, and MDAs to ensure identification of safeguard risks and mitigation measures in the proposed investments. In order to ensure effective coordination of all stakeholders, an Environment and Social Safeguards implementation committee comprising of MAAIF, MGLSD, NEMA, MoWE, crop value chain lead/representative, livestock value chain lead/representative, fisheries value chain lead/representative, Uganda Museum will be established to oversee implementation of safeguards across project inventions.

The Project ESS officers will work closely with the District Environment Officer/ District Natural Resources Officer, District Community Development Officer and Labour Officer assigned to handle safeguards aspects pertaining to Environmental Safeguards, Social Safeguards and Labour administration & Safety and Health safeguards respectively. At the lower local government, the safeguards issues will be handled by community development officers and parish chief. Additionally, the District Forestry Officer shall be part of the ESS team to guide on tree species selection, planting and maintenance

The project will where necessary procure short term consultants and technical assistance to support the Environment and Social Safeguards Specialists in executing specific Environmental and Social Safeguards activities. These will include certified Environmental and Social Practitioners and Auditors to undertake ESIA studies and Environment and Social Audit respectively; short term Environment and Social Experts or assistants to oversee environmental and social safeguards during construction or rehabilitation of infrastructure works.

Table 1: Stakeholder Safeguards Roles and Mandates

Agency / Entity/Duty Holders	Key Mandates/Roles/Responsibilities

MAAIF Key actors: PCU, District ESS officers, Contract Managers, Site-specific Safeguard Staff, NARO, ZARDIs, UNMA, NAGRC.	- Ensure preparation and implementation of the specific safeguards instruments as well as overall compliance to and enforcement of relevant national safeguards requirements. - Ensure adequate budget allocation and implementation of all safeguards activities, Audits, and Support to Capacity Building for implementing teams. - Undertake community engagement – for both social and environmental issues for smooth implementation of the project. - Monitoring and reviews of project implementation (safeguards inclusive to ensure compliance) - Overall publicity and timely reporting of progress and any pertinent issues to key stakeholders. - Prepare Workplans & Budgets, procurement Plans, PCU Recruitment Schedules and Solicitation Documents. - Procure and engage contractors on project tasks – appraisals, designs, assessments, audits and evaluations
National Environmental Management Authority (NEMA)	- Review and approve ESIA reports and issuance of certifications; Coordinate and sanction Environment and Social Audits; - Issue permits for pertinent undertakings in Lakes, Rivers, Wetlands and other ecosystems as mandated by Law. - Monitoring and supervision to ensure environmental compliance. - Review campsite ESMPs and issue clearance and necessary guidance especially on material extractions, waste disposal, biodiversity conservation and ecological sustainability. - Support in capacity building for safeguards teams
World Bank	- Review and provide NO objection for Solicitation Documents & ToRs; ESIAs, RAPs & ESMPs; Workplans & Budgets and NPCU Recruitments. - Review overall project implementation to ensure attainment of the PDO and target indicators. - Support in capacity building - Undertake routine monitoring and supervision to ensure compliance.
MGLSD	- Fast-track the implementation of social, safety and health safeguards in line with national guidelines - Support in capacity building for safeguards teams Monitoring and supervision to ensure safeguards compliance. - Registration of workplaces
MLHUD (Especially Chief Government Valuer - CGV)	- Review RAPs and approve property valuations for compensations of PAPs - Guide on discrepancies between claims and compensations - Monitoring land acquisition through the RAP and property valuation reports submitted to the CGV where fair and adequate compensation is stipulated; and Land Title requests and/or transfer of ownership submitted to the lands ministry.

Other MDAs specifically NFA and UWA	- UWA will have the role of monitoring the implementation of the ESMPs to ensure that the provisions for mitigating the impacts across protected areas are implemented. Specific roles include; assigning permits, restricting access to the game land and exploitation of resources by communities. NFA will closely monitor the activities of the project across forested areas. - NFA shall provide forestry advisory services relating to community forests, private forests, the promotion of tree planting, growing and forestry awareness; - NFA will supervise and train on planting, protection and conservation of trees and forests; - NFA will advise on innovative approaches for local community participation in the management of local forest reserves;
Local Governments (Districts, Cities Municipalities and Sub-Counties) **Key actors:** *Land Boards, Lands staff, Probation & Social*	- Participate in the designs of projects in line with LG development plans and priorities. - Participate in community mobilization and disclosure of projects to the beneficiary communities. - Support the client and/or contractors/FO to secure required local approvals. - Participate in conflict/grievance redress. - Ensure availability of land for project's infrastructure establishment.
Community Development staff, Environment Staff, Forestry Staff, labour officer, Grievance Redress Committees,	- Participate in the process of identification and verification of PAPs and ensuring their compensation. - Collaborate with implementing teams to ensure environmental sustainability and implementation of mitigation measures. - Participate in project monitoring and reviews - To participate in conserving the environment, restoring degraded areas, improve the natural environment, and to monitor & report on any event or activity, which has or is likely to have a significant impact on the environment.
Private Sector: a. Consultants - b. ESIA, RAP & Audits consultants c. Contractors	- Reporting on progress of work (specially on ESS). - To undertake design of projects with safeguards perspective in mind. - To undertake the ESIA, RAP and Audit processes and ensure preparation of the specific safeguards instruments Ensure the preparation of Contractor's/FO ESMPs - Implement construction works and ensure implementation of safeguard measures as prescribed.
The Community	- Participate in project identification, planning, appraisals and studies - Participate in project reviews - Provide local materials and labour (skilled & unskilled) during project implementation and operation. - Engage in constructive grievance redress where applicable - Participate in catchment-based planning

7.4.1 CROP VALUE CHAIN

Investments in the crop value chain will aim at increasing crop production and productivity in selected crops in climate smart approach. These activities will focus on building synergies and interlinkages with Livestock, fisheries and beneficial insects value chains.

It is envisaged that implementation of project activities will generate **positive Environment and Social impacts** in the crop value chain as follows: improvement in soil health and fertility,increased food insecurity and balanced dietary intake, reduced cases of malnutrition, increased food nutrition, increased participation of women and youth with untitled lands, increased household incomes, improved social-economic livelihoods, increased access to quality and certified inputs such as fertilizer, pesticides, fungicide and climate resilient and drought tolerate seeds through a smart subsidy system to promotes social inclusion, equity and non-discrimination. Promotion of sustainable land management (SLM) practices, and the development of agricultural practices such as mechanization, agro-forestry, water conservation practices, pasture improvement will contribute to restoration of degraded lands, conservation of water shed, reduction of soil loss or soil erosion, reduction in mudslides/land slide, increase in crop soil moisture, control of floods, reduce surface runoff, improvement in water quality through filtration, preservation of water for production, increase in soil fertility, reduction of temperatures, reduction of drought, promotion of soil carbon sequencing/increase carbon sink and subsequently reduction of GHG emission.

Incentives provided through the labor-intensive public works (LIPW) and revolving funds for SLM activities will promote gainful employment particularly for youth, women, PWDs and elderly and promote sustainable use of water shed.

Project will utilize both public and privately-owned land which will increase participation of marginalized groups especially women, youth, PWD, PLWHIV/AIDS and elderly in project activities.

Farmers will also access micro-irrigation kits to include rainwater harvesting system and piping system which will ease management and handling of kits. This will be constructed with manual filtration system to include downpipes that would hold residues or debris thus enhance water quality and reduce on water-based diseases.

Provision of climate smart post-harvest management facilities for commercialization of their enterprises such as solar refrigerators, solar dryers, mechanical tractors, walking tractors will reduce on time spent in tillage, reduce on post-harvest losses, energy efficient combustion of fuel, increased self-life of final crop products, increased access to ergonomically designed machinery with simplified operating systems that can be easily operated by either women, youth, men and PWDs, improve on food safety and hygiene and reduction on GHG emissions that would arise from combustion of wood fuel. This will consequently

reduce on exposure to risks such as heat, and ergonomic exposures that increase body exhaustion and musculoskeletal disorders.

Through enhancement of farmer led capacity building and robust extension service system, farmer's knowledge and skills on good farming practices, SLM, business skills, financial management, environment and social safeguards will be boosted thus sustained climate smart practices, increased incomes, increased ability to demand for quality services and compensation in case of poor service delivery.

It is anticipated that during implementation the following **potential environment and social risks** may be arise; land conflicts, inability to access smart phones to utilize the smart subsidy system in accessing agro-inputs; poor storage, handling and application of agro-chemical inputs may result in poisoning, destruction of natural habitats, contamination of water resources; accumulation of hazardous waste (e.g worn out equipment's/equipment parts, asbestos, engine oils, packaging materials);continuous tillage, poor crop management practices will result in degradation or fragmentation of protected or ecologically sensitive areas, and other areas of conservation interest; degradation following poorly managed rehabilitation, destruction of natural species, land degradation, siltation of water resources, deforestation, increased GHG emissions; and slow adoption of climate smart technologies in processing and value addition will result in increased crop losses, contamination of food, reduced product self-life and thus subsequently affect household food security, incomes and poverty levels; unmet and unrealistic economic community expectations which may affect regression/resistance to implement and or adopt project activities and sustainability of deliverables,

Mitigation

The project Environment and Social safeguards instruments such as ESMF, Pest Management Plan (PMP), Stakeholder Engagement Plan, Specific Vulnerable and Marginalized Group plans, Process Framework, Labour Management Plans, Gender Based Action Plan, Resettlement Plans, site specific ESMPs, ESIA will detail potential mitigation measures to address anticipated risk and thus prevent advance effect. Some of these mitigation measures include; equal participation and collective consultation of/with all project affected persons, establishment of functional Grievance Redress Committees, continuous disclosure of project interventions, benefits and outcomes ,implementation of resettlement plans; implementation of code of conduct; establishment of buffer zones around conservation areas, watercourses, and other locations identified as ecologically sensitive and avoidance or minimization of activity within these zone; Rehabilitation of cleared areas with native species, and ecosystem restoration in habitats of conservation value; provision of appropriate PPE; Implementation of waste management plan – proper waste collection, handling, storage, transportation and disposal; implementing requirements of LMP to include provision of safe and healthy working environment, accident/incident prevention and response, transparent and culturally appropriate communication with communities regarding employment opportunities, Fair and transparent hiring and staff management procedures; Local capacity building to foster community resilience; and Integration/implementation of Environment and Social safeguards obligations in contract documents with GBV prevention and response, prevention of harassment, control of pollution, natural resource protection, emergency

response (to include functional GHG detectors, regular machine/equipment maintenance, functional safety values).

Specific mitigation measures highlighted in the PMP that will guide the acquisition, storage, handling and application of pesticides and other agrochemicals include training of project beneficiaries on safe handling, storage and disposal of agro-chemicals, training and certification of agro-input dealers, proper waste management, and use of Personal Protective Equipment among others.

7.4.2 LIVESTOCK VALUE CHAIN

Research has demonstrated that the livestock value chain particularly cattle farming is among the highest contributor of Green House Gas emissions and as such appropriate mitigation measures will be implemented throughout the value chain to prevent advance climatic changes from occurring.

The livestock value chain project activities will realize the following **environmental and social positive impacts**: increased access to quality foundation seed and produce seed for livestock (breeds) through community seed production groups (with affirmative representative of youth) will fast maturing qualities; increase availability/preservation of climate resilient pastures and feeds; ; desilting of valley dams, water catchment areas and water sheds such as lake shores, wetlands will enhance water retention and ensure availability of water for livestock especially during drought; implementation of SLM activities such as promotion of grass lands in grazing areas will increase on soil organic carbon sink; increase in use of organic manure particularly in beneficial insects breeding areas; increase in youth employment and household income; establishment of slaughter houses and quarantine centers will reduce on mobility or control of disease and vector transmission; and improved food safety and hygiene among others.

Anticipated risks include increase in GHG emissions due to degraded lands and release from biogas generation plants; increased soil erosion; drowning in water impoundment facilities; back fills of excavation due to weak slopes; contamination of water reservoir due to animals feeding from reservoir; reduction of surface and ground water table; fires, gas explosions; accidents and injuries due to release of methane at household level; excessive harvesting of fodder and forage; Contamination of water supplies from leaching or runoff of animal urine and manures; food contamination due to poor food safety practices; poor waste management resulting in foul smell; Animal paths scarring hillsides and triggering erosion, sediment-laden runoff and, possibly, gully formation; Increased rapid runoff due to vegetation clearing, soil compaction diminishing infiltration capacity; deterioration of soil fertility and physical characteristics due to removal of vegetation, increased erosion, soil compaction diminishing infiltration capacity; displacement of persons, assets during site identification and construction of livestock; Reduced water Quality due to contamination by agro-chemicals (which may subsequently affect animals, vegetation), increased muddiness of surface water courses due to soil disturbances from grazing and increased soil erosion, Contamination of water supplies from leaching or runoff of animal urine and manures. In respect Animal Processing, slaughter houses associated risks include accumulation of solid and liquid waste which may result in land degradation, degradation of surface waters by effluents with high biochemical oxygen demand (BOD), potential risk of disease transmission

to humans through bacteria in discharge effluent; damage to aquatic ecosystem and water supply quality from equipment washing detergents; Unhygienic work conditions, air pollution, Spread of animal diseases to humans, Attraction of predators and scavengers.

Mitigation

The project ESMF, RP, Process Framework, PMP, Stakeholder Engagement Plan, Specific Vulnerable and Marginalized Group plans, Labour Management Plans, Gender Based Action Plan, have provided mitigation measures to alleviate the anticipated risks in the value chain. These mitigation measures will further be elaborated in detailed site-specific ESMPs and ESIAs. Some of these measures include; proper manure management practices (to include proper collection and storage of manure for composting and later application to fields); enforcement of food safety and hygiene standards in slaughter houses; adherence to land acquisition standards/legislation; distribution of an enclosed manure composting system installed with safety values and gas leakage detectors; equal participation of all project affected persons especially vulnerable and marginalized groups located in Karamoja region, establishment of functional GRCs, equal representation and participation of vulnerable groups on water user association, implementation of code of conduct for all persons involved in project activities; training of project implementers on GBV prevention, response and management;implementation of functional GBV referral pathway; implementation of SLM activities in ranch lands; promotion of reseeding and production of fodder; Restriction of animal access/movement to unstable areas (e.g. by defining and fencing-off critical slopes); use of soil erosion control measures (e.g. reforestation, reseeding of grasses, land preparation, terracing; Control use of water points (animal numbers and time of year); implementation of PMP intervention - appropriate spraying measures and timing to minimize water pollution; ensure proper liquid and solid waste disposal or treatment to prevent contamination of water supplies by effluent from abattoirs and other animal processing facilities; Proper management of animal processing facilities to reduce health impacts (Institute hygienic work practices, Ensure adequate refrigeration, Clean machinery, Implement an operational health and safety program); and monitor for changes in human health and water quality among others.

7.4.3 FISHERIES VALUE CHAIN

Project activities in the fisheries value chain will generate positive environmental and social impacts which will include access to climatic resilient quality fish seed from certified hatcheries, access to quality and certified fish feed, removal of invasive weeds on water bodies such as lake Kyoga, lake albert, increased employment in cage fish farming, restoration of water resources through integration of SLM activities in fisheries, increased carbon sink contributed to by water vegetation/algea reduced GHG emissions through use of efficient engine boats with high fuel combustion; and increased production of specific fish species such as Tilapia, Nile perch, Mud fish, cat fish, lung fish and Silver fish (Mukene) among others.

Some of the **anticipated risks** include conversion of aquatic species in reservoir from those that require flowing water to those that need still water,; Deterioration of reservoir water quality arising from decomposition of flooded vegetation andnutrients in eroded soils and agricultural fertilizers; GHG

emissions from diesel fish boats; poor waste management e.g human waste, waste compressors, engine oil, packing materials; exposure to cold temperature will result in hypothermia incidents; risk of drowning; outbreak of water related diseases; conflicting demands on surface or groundwater supplies

The project will implement the following **mitigation measures** to address anticipated risks; implement feasible measures to include habitat design, stocking, aquaculture to enhance production in reservoir; undertake stakeholder engagement with communities to benefit fishing activities and maintain safe and hygienic practices while fishing; undertake SLM activities to protect the catchment e.g by planting tolerant fodder and crop species for filtration of runoff, clearing vegetation from reservoir area before flooding; emergency response training; enforcement of fishing regulations; promoting community health and safety by providing water access points and alternative areas for bathing, laundering, agriculture and animal watering away from resource; ensuring that local sanitation facilities do not release pollutants to surface or groundwater's reaching the water resource; preventing access to reservoir; and establishing functional water user association.

INFRASTRUCTURE WORKS

The project will undertake a range of infrastructure ranging from construction or rehabilitation of new or existing structures; construction of value addition processing facilities, rehabilitation of road chokes and construction or rehabilitation of water reservoirs among others. These activities will generate positive **environment and social impacts** through-out the construction and operation phases. These include; improved water flow, increased employment; improved transportation of agricultural products to access markets; up-rise of social services such as trading centers, health facilities, schools; creation of a conducive safe and healthy working environment; increased worker productivity; and improved social livelihoods, among others

Considering that these are small scale civil works, **potential environmental and social risks** are expected to range from low to moderate and these include: occupational health and safety concerns, including physical (sharp machine edges, moving belts, electrocution, high and low temperature) potential of mud slides during excavation works; exposure to asbestos fibers; exposure to GHG such as methane from refrigerator compressors; non-biodegradable waster (fuels, oils, lubricants, paints, solvents) hazards; community health and safety issues, related with road traffic and communicable diseases (e.g., HIV and AIDS); nuisance from noise, vibration and dust, as well as soil and water bodies contamination from hazardous and non-hazardous waste and debris during constructions activities; habitat loss or modification due to vegetation clearing and fauna disturbance resulting from earth movement; physical displacement of people, or loss of assets, or loss or damage of cultural assets/value, loss of productive land; loss of local livelihoods

Associated impacts include; harm to local setting, amenity value; increase in water related diseases as water reservoir serve as vector breeding sites; increase in work related accidents, injuries and illnesses among workers; disruption in animal breeding cycles particularly for works being undertaken in animal

breeding sites; differences in nationality, ethnicity, religion, etc. may lead to discrimination and harassment, and differences (perceived or real) in working conditions between workers may lead to resentment; displacement or reduction of wildlife populations by loss of habitat; and disruption of migratory stop-over points, among others

Important to note is that, most of the environmental and social impacts will be of low-intensity, minor, site-specific, and can be readily managed through implementation of mitigation measures detailed in site specific Environment and Social Management Plans, and conditions of statutory approval certificates such as Environment and Social Impact Assessment Certificates, Workplace Registration Certificate, Site Restoration certificate, Project Brief approval, and Decommission of works approvals These specific mitigation measures include; avoidance of sensitive cultural sites, animal breeding sites, wildlife ranching sites, fragile ecosystems; Implementation of a "Chance Finds" procedure; establishment of functional emergency response and referral system; Implementation of LMP to include environment, social, safety and health trainings, functional incident/accident/grievance reporting, investigation and resolution system, provision of welfare facilities, provision of safe tools and equipment for work, provision of work contracts, functional emergency response and management system, maintenance of house-keeping procedures, display/dissemination of IECs, signage, sensitization of communities on prevention of HIV and other communicable diseases, functional GRM; implementation of SLM activities in catchment areas, ensure active participation of downstream water users (e.g. water supply, irrigation, livestock watering) dam planning and mitigation/compensation measures; undertake watershed improvement interventions to enhance retention of precipitation in soils; undertake training to ensure effective tending of improvement measures (e.g. watering, protection from grazing); and Monitor disease and public health indicators, during and after construction, and take corrective measures (e.g. education, medical) as needed. As guided by the Resettlement Action plans, compensate for affected land and structures, and resettlement (including re-housing, re-establishment of livelihood activities, water and sanitation, training).

In accordance with Good Practice Note on Dam Safety, WB 2020, dam safety procedures will include sensitization of communities on dam safety measures, training responsible staff to enhance their understanding of safety-related tasks and to serve as "trainers of trainees" for the community-level trainings that they may deliver, implementing emergency response plan, undertaking regulate surveillance by qualified engineers; inclusion of an emergency spillway and low-level outlets; ensuring proper design and operation of dam spillways and gates (timing and volume of discharges); implementing watershed improvement measures (e.g. revegetation, reforestation, afforestation, controlled use) to reduce erosion and increase infiltration of precipitation.

CROP VALUE CHAIN INVESTMENTS

1.1 Selection of project beneficiaries

A clear selection criterion will be defined for enrolment of beneficiaries to ensure social inclusion and non-discrimination and shared benefits. The criterion will be developed through a consultative process

with relevant stakeholders and thus triggering active involvement, participation, and responsiveness to the needs of the affected communities. This will involve community mobilization, sensitization, participatory targeting process, formation of new and supporting existing groups. The value chain will be guided by five core principles, co-responsibilities, group strengthening, community institution building and identification of market driven livelihoods activities through a value chain approach.

National investments

1.2 Establishment of ten (10) regional mechanization centers

The planned investments on establishment of the mechanization centers to provide tractor hire services to farmers is anticipated to create positive impacts. For instance, farmers will be assisted to clear their lands alongside a host of farming husbandry support services which will bring about improved production at household levels. There will be improved land conditions due to improved land management, such as, land and water conservation activities (soil conservation programmes) resulting in improved soil fertility. In order to maintain the envisaged benefits, the project will be required to conform to health and safety standards including establishing of clear operational guidelines that should among other things define how the farmers will access the tractor hire services, and grievance redress management.

1.3 Establishment of medium–scale irrigation systems for farmer groups to support climate Smart Agriculture

The planned construction of the five medium-scale irrigation systems designed by the ACDP will trigger both positive and negative social risks and impacts. The project will undertake environment and social safeguards risk assessments in line with established national legal framework and World Bank standards.

The proposed projects may lead to either land acquisition and/or denial of, restriction to or loss of access to economic assets and resources. A Resettlement Policy Framework and a Process Framework has been prepared to provide guidelines on addressing any potential physical and/or economic displacement and any restrictions of access to ecosystems services in the project area. When the project sites have been made, screening of proposed interventions on sites will be undertaken to understand needs to for involuntary resettlement risks and impacts. If involuntary resettlement cannot be avoided, a comprehensive Resettlement Action Plan (s) will be prepared by MAAIF for the respective sub projects. The implementation of the Resettlement Action Plan (s) shall conform to the resettlement elements of the international and legal frameworks and policies that include among other measures; ensure that appropriate funds are allocated to the resettlement process; fair evaluation, compensation of the affected parties, and constructive stakeholder engagements and grievance redress processes are established and adequate.

Community investments

1.4 Support small holder farmers and farmer groups with 2000 sets of single axle tractor:

As part of the community investments, the project will purchase single axle tractors to support farmer groups. These tractors will reduce on the farm time spent on tilling the land for women and children. It will provide employment opportunities to the youths. The project will define a mechanism for the delivery of this investment which will include among others, a beneficiary qualification criterion for selection of the beneficiary small holder farmers and farmer groups. The project will include the Gender

and Equity aspects as part of the qualification criteria as well as the ownership, operation and maintenance for sustainability.

1.5 Establishment of small–scale irrigation systems for farmers and farmer groups to support climate Smart Agriculture:

Under this investment, the project will establish 5 small scale irrigation schemes per district. The intervention will include setting up communal water distribution and irrigation systems capable of serving either individual nucleus farms or multiple farmers within a specific area. The key social risks shall include ownership and sustainability for these investments. Therefore, the involvement and participation in the location of water sources, local materials etc. will be critical during the implementation to enhance ownership and participation of the beneficiary communities. Decrease of quantities of water for downstream users thus water user conflicts. Insufficient water for irrigation and domestic use can lead to reduced crop yields, decreased agricultural production and even public sanitation and health effects due to lack of sufficient water for hygiene. Consequently, farmers may face financial losses, food shortages, and increased vulnerability to poverty and food insecurity. Increased Pressure on Land, Implementation of the irrigation projects might draw youths into agriculture exacerbating land pressure and reducing reduce soil productivity.

1.6 Ground water abstraction for community watering points (solar powered boreholes) for water for agricultural production.

The project plans to develop 100 groundwater extraction and community watering points, all powered by solar and wind energy, across project districts. The solar-powered boreholes will be developed in locations with semi-arid conditions where it's the only potential source of water and where water scarcity can severely limit agricultural productivity. The locations of suitable sites, and the designs for each solar powered borehole are not yet known. This will positively relive the water stress situation of the vulnerable communities. Environment and Social assessments will be done to understand risks and impacts of these investments and appropriate mechanism be put in place through the tendering process and execution of works.

1.7 Rehabilitation of Road chokes;

The project will focus on addressing bottlenecks (chokepoints) which impede the inflow and outflow of agricultural inputs and outputs to markets. These obstacles include problematic road sections and significant chokes like swamps and bridges, which can disrupt or slow down vehicular traffic. The implementation of these vital civil works will be carried out in collaboration with various stakeholders, including District Local Governments (DLGs), ensuring a centralized and coordinated approach. The location of these investments is not yet known, ESS assessment and mitigation measures will be undertaken for each of the sites. Appropriate measures will be costed and integrated for implementation at the design, procurement and execution of the civil works. These measures shall be included in the ESMPs as part of the contract.

1.8 Support provision of matching grants for post-harvest handling, storage, primary processing and marketing infrastructure

The project will support provision of matching grants for post-harvest handling, storage, primary processing and marketing facilities. The project will support investments, through a matching grant, to locally based farm cooperatives and associations at the community-level for pre harvesting, harvesting and post-harvest handling, grading, bulking and storage.

The project will provide matching grant support of 75% of the total cost of the purchase of the climate resilience equipment, stores/bulking centers and facilities (GMT needed) and the grant ceiling will **be US$ 100,000 (UGX: 370M) for each project.** The business plans developed will be subjected to environmental and social screening and will also be subjected to Climate Smartness screening including; how well the business plan addresses the community needs and priorities, expected target beneficiaries including vulnerable groups and the criteria stated in matching grants manual guidelines. 5% of the matching grant will be allocated to implementing Environment and Social mitigation measures as stipulated in the Environment, Social, Safety and Health Management Plan appended to the grant agreement. Disbursement of the ESS funds will be phased in respect of addressing Environment and Social risks in respect of construction, operation and maintenance phases of the infrastructure works.

LIVESTOCK VALUE CHAIN INVESTMENTS

Under the Livestock Value Chain (LVC) the project will target beef and dairy farmers. The project will organize farmers into production groups. This approach enables the farming community to take lead in the implementation of the project in particular, it will promote farmers participation and involvement of the vulnerable groups such as women and youths. This approach will also promote project ownership, monitoring and evaluation and citizen accountability. This value chain will lead to good nutrition to participating households and will create employment opportunities to all genders and age groups. A farmer group will lead to social capital and promotes aggregation for small holder farming households.

2.1 Selection of project beneficiaries

A clear selection criterion will be defined for selection of beneficiaries to ensure social inclusion and non-discrimination and shared benefits. The criterion will be developed through a consultative process with relevant stakeholders and thus triggering active involvement, participation, and responsiveness to the needs of the affected communities. This will involve community mobilization, sensitization, participatory targeting process, formation of new and supporting existing groups. The value chain will be guided by five core principles, co-responsibilities, group strengthening, community institution building and identification of market driven livelihoods activities through a value chain approach.

2.2 Establish Three (3) animal disease inland quarantine centers/Feed Lots

Under this investment, the project plans to establish 3 animal inland quarantine centers/feed lots that will sit on 1-2 square miles and will be located in Katakwi, Nakasongola and Pader. The purpose of these Quarantine stations is vital in cleaning and screening animals especially for regional and international trade in animal and animal products. The site-specific risks and impacts are not yet known, environment and social assessments will be undertaken in line with ESS1 to understand the nature of risks and impacts. Appropriate mitigation measures will be undertaken to ensure the environment and social risks are taken care off during the planning/design, construction and operational phase. Establishment of these investment will lead to either land acquisition and/or denial of, restriction to or loss of access to economic assets and resources. A Resettlement Policy Framework and a Process Framework has been prepared to provide guidelines on addressing any potential physical and/or economic displacement and any restrictions of access to ecosystems services in the project area. When the project sites have been made, screening of proposed interventions on sites will be undertaken to understand needs to for involuntary resettlement risks and impacts. If involuntary resettlement cannot

be avoided, a comprehensive Resettlement Action Plan (s) will be prepared by MAAIF for the respective sub projects. The implementation of the Resettlement Action Plan (s) shall conform to the resettlement elements of the international and legal frameworks and policies that include among other measures; ensure that appropriate funds are allocated to the resettlement process; fair evaluation, compensation of the affected parties, and constructive stakeholder engagements and grievance redress processes are established and adequate.

2.3 Construct Five (5) Animal holding grounds

Under this investment, the project plans to construct 5 animal holding grounds along major stock routes to enable examination of animals for appropriate disease management and animal welfare concerns. The location of these grounds is not yet known. Anticipated environment and social risks include; poor waste management, risk of transmission of animal to human diseases, land acquisition and restricted access to natural resources. Further environmental and social risks assessments will be undertaken in line with ESS1 and ESS5 to understand the nature of risks and impacts.

2.4 Construct and equip 30 animal movement control centers

Under this investment, the project plans to construct and equip animal movement control centers at various locations. The facility will have among others an office, inspection area and holding area for animals which may require further follow-up or detention for further enquiries. The actual locations are not yet known. The anticipated environment and social risks and impacts will be location specific. The facilities may also include other auxiliary facilities. Further environmental and social assessments will be done in line with ESS1 and ESS5 to understand the nature of the risks and impacts and appropriate measures.

2.5 Construct 48 Spray races for fighting cattle diseases

These investments will be part of the composite structures involved in livestock management such as the animal holding grounds, Artificial Insemination centres with the specific function of controlling vector-borne diseases especially Tick-borne Diseases (TBDs) through spraying. The spray races will be community owned. Guidelines on community use and maintenance shall also be developed by the project. Environmental and Social risk assessments will be undertaken in line with ESS1 to understand the nature of risks and impacts. Project will implement mitigation measures on safe handling, disposal and management of the agro-chemicals as described in the Pesticide Management Plan.

2.6 Renovation, revamping and operationalization of existing infrastructure (e.g. desilting 300 valley tanks and dams)

In various parts of the UCSATP project areas, numerous infrastructures have been developed under different previous government initiatives. However, many of these infrastructures are dilapidated, vandalized, and not utilized appropriately for various reasons. Some of these infrastructures include valley tanks and dams that are currently filled with sediment that have rendered them non – functional. Through the project when these infrastructures are refurbished, expanded and made operational with new maintenance plans for sustainability, they could significantly boost the livestock sector in those regions as they are more cost effective to rehabilitate than constructing new ones. The project will conduct environmental and social risk assessments in line with ESS1 and ESS5 to understand the nature of risks and impacts. Appropriate measures will be put in place during the design, procurement and

execution of the works. These mechanisms should include operation and maintenance systems for sustainability of these interventions.

2.7 Construct Strategic multipurpose large dams for drought proofing, irrigation and livestock watering in the cattle corridor and Water supply system for Nakasongola

The project will focus on strategically positioned multipurpose dams that already have existing designs in place and will progress forward with procuring contractors for the construction phase. Additionally, the project will implement a targeted and deliberate strategy equivalent to affirmative action, to ensure sustainable all year-round water supply for agricultural (focus on livestock) production in Nakasongola district. The main goal is to guarantee the farmers in Nakasongola district reliable and sufficient water supply throughout the year.

Once built, this infrastructure will be critical in mitigating and proofing against the effects of drought. The proposed investments will enhance community resilience by reducing vulnerability to climate change and extreme weather ensuring sustainable livelihoods.

The proposed projects may lead to either land acquisition and/or denial of, restriction to or loss of access to economic assets and resources. A Resettlement Policy Framework and a Process Framework has been prepared to provide guidelines on addressing any potential physical and/or economic displacement and any restrictions of access to ecosystems services in the project area. When the project sites have been made, screening of proposed interventions on sites will be undertaken to understand needs for Environmental and Social Impact Assessments (ESIA) and involuntary resettlement risks and impacts. If involuntary resettlement cannot be avoided, a comprehensive Resettlement Action Plan (s) will be prepared by MAAIF for the respective sub projects. The implementation of the Resettlement Action Plan (s) shall conform to the resettlement elements of the international and legal frameworks and policies that include among other measures; ensure that appropriate funds are allocated to the resettlement process; fair evaluation, compensation of the affected parties, and constructive stakeholder engagements and grievance redress processes are established and adequate.

In collaboration with the local government, district production teams, the community will be engaged and management committee will be formed to ensure the sustainability of these critical infrastructure post - construction.

FISHERIES VALUE CHAIN INVESTMENTS

a) Capture fisheries value chain

The primary target for the Capture Fisheries and Aquaculture value chain will be the communities and households involved in capture Fisheries and Aquaculture production within selected project areas. Specifically, fisher groups, and fish farmer groups and households around water bodies, lake shores, wetlands and marshland in the five major water bodies (Lakes Victoria, Albert, Kyoga, Edward and George) covering 42 riparian districts.

The value chain enhances the triple benefits of settled fishing which include; improved nutrition to the fishing households, as well as provision of employment opportunities to the several social groupings including the women, youth and men. The project may trigger environment and social risks such as pollution of water (from diesel operated engines,poor hygienic practices of fishing community), communicable diseases like HIV/AIDS, complaints arising from benefit sharing agreements among the group members, weak group governance and elite capture.

3.1 Selection of project beneficiaries

A clear selection criterion will be defined for selection of beneficiaries to ensure social inclusion and non-discrimination and shared benefits. The criterion will be developed through a consultative process with relevant stakeholders and thus triggering active involvement, participation, and responsiveness to the needs of the affected communities. This will involve community mobilization, sensitization, participatory targeting process, formation of new and supporting existing groups. The value chain will be guided by five core principles, co-responsibilities, group strengthening, community institution building and identification of market driven livelihoods activities through a value chain approach.

3.2 Environmental and Social Impact Assessment (ESIA) study for dredging of Lake Kyoga

As a first step, the project will support a consultancy to undertake an Environmental and Social Impact Assessment (ESIA) study on feasibility of dredging for depth restoration of channels on lake Kyoga and alternatives to dredging. The findings will be utilized to determine the best course of action which can limit flooding, silting and at the same time protect the biodiversity of the water body.

3.3 Establishment of Landing Site Fisheries Management Committees and Lake Management Organisations

The districts, particularly fisheries extension officers and Subcounty Chiefs will play a central role of presiding over the formation of LSFMCs and LMOs according to the guidelines/Regulations. The LSFMCs will be the entry points for community participation in fisheries management activities. The overall target is 1,067 LSFMCs spread on the five major water bodies. The distribution will include; 350 (Kyoga basin), 600 (Victoria), 107(Albert), Edward (5) and George (5). Management and restoration activities will focus on supporting the local communities, resource user groups and land owners to prepare and implement wetland, river bank, lake shoreline, catchment restoration and management plans. Community mobilization and engagement will need to be supported with best practices.

3.4Aqua-parks value chain - aggregated community fishing

3.4 Establish community fish pond facilities in public/communally-used wetlands - Community based Aqua-parks

The project will establish 2 land-based community aqua-parks with 200 fishponds for each site of 1000m^3 of average volume. Each Aqua-park will have a hatchery, feed mill, feed stores, fish packing area, smoking kilns, cold storage trucks and other associated equipment. A hatchery with a capacity to produce at least 1,000,000 fingerlings per annum; and an artificial wetland for climate smart effluent management. Considering the use of hormones in growth of fingerlings, waste water from the hatchery discharged during maintenance shall be channeled to a separate waste water treatment facility to ensure that this water is treated appropriate before final disposal. The same investments will be provided alongside the 3-water based aqua-parks that will be established in Lake Victoria and Albert. The

assessments on water based aqua-parks will be done on both water and community land surrounding the proposed area. Some land will be needed to establish some facilities for nursing fingerlings, storage of feeds and marketing of products. Establishment of these investment will lead to either land acquisition and/or denial of, restriction to or loss of access to economic assets and resources. A Resettlement Policy Framework and a Process Framework has been prepared to provide guidelines on addressing any potential physical and/or economic displacement and any restrictions of access to ecosystems services in the project area. When the project sites have been made, screening of proposed interventions on sites will be undertaken to understand needs to for involuntary resettlement risks and impacts. If involuntary resettlement cannot be avoided, a comprehensive Resettlement Action Plan (s) will be prepared by MAAIF for the respective sub projects. The implementation of the Resettlement Action Plan (s) shall conform to the resettlement elements of the international and legal frameworks and policies that include among other measures; ensure that appropriate funds are allocated to the resettlement process; fair evaluation, compensation of the affected parties, and constructive stakeholder engagements and grievance redress processes are established and adequate.

The location of these investments is not yet known; therefore, the anticipated risks are not yet known. Detailed environment and social assessment will need to be done in line with ESS1 and ESS5 to understand the nature of the risks and impacts and the need for an Environmental and Social Impact Assessments (ESIA). Appropriate measures will be established to mitigate any attendant risks and impacts.

3.5 Provision of matching grants for clean energy and climate smart resilient, technologies, equipment, machinery, storage and marketing facilities

The project will support aquaculture farmer institutions (FGs, RPOs and ACCEs), capture fisheries marketing institutions (Marketing Groups and Cooperatives) and private seed and feed companies to acquire matching grants for acquisition of climate smart agriculture technologies, value addition equipment, transportation and storage facilities to increase fish production, improve post-harvest handling, storage, transportation and marketing of fish. The project will provide matching grants to support 100 women interest groups and 100 youth interest groups at landing sites who are already engaged in the business of selling value added fish ready to consume to improve existing cottage businesses and or introduce new products by acquiring fish sausages making machines, display warmers, plastic chairs and tables for customers among others. The group will receive a matching grant of at most UGX 30,000,000 and their contribution will be 20% whereas the project (MAAIF) will contribute 80%.

3.6 Market infrastructure improvement and rehabilitation of identified key road chokes

In the implementation of the civil works issues of environmental and social safeguards, particularly those aiming at addressing the Gender Based Violence (GBV) and Violence Against Children (VAC) as spelt out in the project Gender Based Action Plan will be mainstreamed in project interventions. However, specific location of these investments is not yet known, ESS assessment and mitigation measures will be undertaken for each of the sites. Appropriate measures will be costed and integrated for implementation at the design, procurement and execution of the civil works. These measures to include promotion equal participation and collective consultation of/with all project affected persons, establishment of functional Grievance Redress Committees, continuous disclosure of project interventions, benefits and outcomes, implementation of resettlement plans; implementation of code of conduct, implementation of labour management plans, maintenance of environment flows, provision of

appropriate culverts, offshoots to manage water run-off, and provision of appropriate accesses among others shall be included in the ESMPs as part of the contract.

3.7 Facilitate establishment of 10 marketing centres in rural areas with the appropriate infrastructure.
In order to improve storage and handling conditions of fish at district central markets, the project will identify 10 markets which have space for installation of large size solar powered cold rooms and other supportive facilities like stainless steel handling tables, stalls, weighing scales to improve the quality of fish and prolong shelf life.

KEY ENVIRONMENT AND SOCIAL INVESTMENTS

PATHWAY 3.3: Strengthening the Environment, Social, Safety and Health (ESSH) Risk Management system in the agriculture sector portfolio (US$ 8 million – IDA):

The environment and social safeguards investments will focus on building a system for coordinated safeguards risks and impacts management of the proposed investments and promoting environment and social sustainability. The key investment areas to achieve this pathway will include;

Investment 1: Building the technical capacity of MAAIF staff and project stakeholders on Environment and Social standards applicable to the project Environment and Social Safeguards capacity within the MAAIF and line agencies is generally weak both in terms of personnel and hands on experience in environmental and social risk management and the laws and regulations in place to control/mitigate adverse impacts. As a result, the NPCU will need to focus initially on capacity building for this category of people.
Members of the NPCU and project implementation team will receive training to understand the integrated nature of safeguards policies in the sustainable implementation of UCSATP, and monitor and support local implementation of project initiatives. This training will be provided by:

i. Undergoing training in integrating environment and social impact assessment in agricultural projects, labour, Occupational Health and Safety (OHS), gender, vulnerability and social inclusion, and mainstreaming of environmental management in agricultural projects, integrated pest management in Uganda and other countries identified by NPCU with relevant knowledge exchange;
ii. Employing consultants to hold training courses for NPCU and District Agricultural Offices, and visits between districts and across projects that are already implementing safeguards polices;
iii. Developing skills in mainstreaming M&E of environmental and social issues including safeguards in the project tracking and reporting;
iv. In addition, periodical refresher courses will be provided for members of the project implementation team, plus specialist training on a needs basis.

The NPCU Safeguard Officers will be responsible for organizing and assisting in training of personnel in all aspects of the safeguards issues and creating a general awareness of environmental and social management throughout the participating organizations, partner organizations and the beneficiary communities. One of the objectives of the program will be to encourage communities to safeguard their own environment and also realize and own the value of conserving their natural heritage for their present

use and the use of future generations. There may be a need to undertake and sustain some aspects of capacity building, in particular of the communities and smallholders, including after project completion

Activity 1: Training Needs assessment and development of materials

Step 1: This will involve identifying the training gaps at national/regional, district level, and direct project beneficiaries. The trainees will include among others; NPCU, District Production Officer, District Agricultural Officer, District Engineer, District Environment Officer, DCDO, District Officer, District Veterinary officer, District Fisheries officer, Agricultural Engineer, District Commercial Officer and Extension worker, Artificial Insemination technicians, Coordination committees at different levels of value chains, FO representatives, Contractors' Representatives and other service providers.

Private sectors partners to be trained will include certified hatchery operators, agro-input dealers, machine/equipment/appliance operators, processors, transporters, contractors

Step 2: Development of the training plan

Specific topics, and appropriate timelines will be developed and detailed in the training planSome of the specific topic will include

- Introduction to ESF and all the 10 ESSs, their requirements, national E&S legislations as applicable to the project;
- Environment and Social Sustainability;
- Climate risk assessment and climate proofing investments;
- Environment and Social Assessment process;
- Management E&S risks during the procurement cycle;
- Stakeholder mapping and engagement;
- Specific aspects of environmental and social assessment and monitoring of the ESMP;
- managing health and safety in projects;
- Community Health and Safety;
- Traffic Management Plan;
- Waste Management;
- Emergency preparedness and response, including reporting of incidents and accidents, maintaining an incidents log;
- Gender mainstreaming in construction works;
- Implementation and monitoring of HIV/AIDS
- Combat pandemic diseases such as COVID 19
- Contractor management on environment and social risks;
- Grievances management implementation and monitoring;
- Land acquisition and resettlement; Gender-based violence/Sexual Exploitation and Abuse (SEA).

Resourceful persons will be sourced from DLGS, NEMA, MoWE, MGLSD, community based organisations, higher academic institutions and appropriate training materials will be prepared and or adopted. ESSH modules will be integrated in project capacity building/short term trainings/re-tooling programs and awareness rising sessions in respective value chains. ESS IEC materials, guidelines like fliers, poster brochures and factsheets resources will be developed in line with climate smart strategies. The trainings will be spearheaded by the project safeguards specialists and will collaboratively involve the technical staff from MAAIF, DLGS, NEMA, MoWE, MGLSD, higher academic institutions and farmer representatives. Resolutions emerging from the trainings will be integrated and implemented in project activities;

Step 3: Mobilization of ESSH facilitators

These trainings will be undertaken in collaboration with technical officers from MoWE, NEMA and MGLSD and higher academic institutions.

Activity Two: Induction, Refresher and Onsite trainings

Step 1: Undertake trainings.

These trainings will be segmented at different levels namely;

a) National level ESSH training which will be undertaken within six months after project effectiveness and thereafter undertake refresher trainings on a quarterly basis;
b) Annual ESSH trainings - National level which will target technical staff from MAAIF, and relevant agencies i.e. NARO, PARI, NaGRIC, UNMA
c) Bi-annual ESSH trainings - District level training which will serve as a training of trainers particularly District Production Officer, District Agricultural Officer, District Engineer, District Environment Officer, DCDO, District Officer, District Veterinary officer, District Fisheries officer, Agricultural Engineer, District Health Inspector, District Environmental Health Officer, District Commercial Officer
d) Quarterly ESSH trainings - Lower Local government trainings to be undertaken by District TOTs will target Agricultural Extension workers, CBFs, Farmer Organisation/ Groups (Crop, Livestock and Fisheries), contractors
e) Direct project beneficiaries' trainings will be undertaken by the contractor's and FO's ESSH representatives, value chain committees (lake Management Committees,), fish hatchery operators, fish processors, fish farm groups, one month before commencement of works and continued to be undertaken on quarterly basis. Tool box talks to include ESS sessions on incident prevention and response shall be undertaken daily and records maintained accordingly. Specific Incident prevention and response focused on root cause analysis and prevention of re-occurrence shall be undertaken immediately after once an incident has happened. This will be participatory with an aim of enabling affected persons to understand that all accidents are preventable and need to implement mitigation measures or controls provided at all times. These should also target project workers, community members that could have been affected by the incident. PCU ESS officers and or their representatives and District ESS team shall hold on-site ESS sessions during each ESS compliance supervision exercise to serve as refresher trainings and avenue for development of action plans.

Step 2: Refresher trainings on quarterly basis.

Building an Environment, Social, Safety and Health Safeguards culture among project stakeholders requires continuous capacity enhancement sessions that focus on influencing positive mindset. Hence these trainings will be continuous through refresher trainings and onsite training or tool box talks tailored to address emerging safeguards issues

Step 3: Document, disseminate training reports and implement said actions.

Proceedings, lessons learnt and revised action plans will be documented and disseminated to the relevant stakeholders. This will culminate into the review and update MAAIF ESSH capacity building program

Investment 2: Conducting stakeholder engagements and preparing and implementing site-specific instruments and tools including mainstreaming of ESHS aspects in other sector operations;

The purpose of the Stakeholder Engagement Plan (SEP) is to ensure effective engagements with key stakeholder and local communities throughout UCSATP project life cycle. The National Project Coordination Unit (NPCU) will prepare a Stakeholder Engagement Plan (SEP) to support a structured, purposeful and appropriate approach to stakeholder consultations and disclosure. The SEP will identify and define the key stakeholders, segment and analyse them; plan engagement modalities through effective communication, consultations and disclosure and defining roles and responsibilities for its implementation in the various value chains.

The respective value chain Plans shall provide adequate funds in their respective budgets and plans for stakeholder and community engagements throughout the project implementation. The project SSDO in collaboration with SEHSO and the Value Chain Leads will provide the necessary technical coordination and advice in the development and implementation of the site specific stakeholder engagement plan. The PCU will continually conduct reviews to the SEP and provide appropriate recommendations and guidelines.

Activity 1: Development, printing and dissemination of the stakeholder engagement plan

In order to reach the targeted beneficiaries, the project will develop comprehensive site/investment specific stakeholder engagement plans. The SEPs will be developed in a participatory way. Its implementation will be spread across the three value chains. The SEP will be a structured management tool that support the interface with the project stakeholders and in particular;

a) Support the establishment and operations of the project coordination committees at district, regional and national level

b) Support the bi-annual National PSC, Quarterly cluster, monthly district and monthly PIT review meetings that will be held throughout the lifetime of the project

c) Support sstakeholder consultative and validation meetings targeting specific beneficiaries - specific design studies, project briefs, ESIA studies

d) Support awareness creation and publicity using available media channels and forums e.g. media houses, print media, meetings

Activity 2: Stakeholder engagements

Throughout the project, different stakeholders will be engaged ranging from political, technical, CSO, private sector, service providers, agro input dealers, farmers, farmer organisations and contractors at National, District, and lower local government levels.

This will be undertaken through;

i. Different coordination committees with clear Memorandum of Understandings (MoUs)/ Terms of Reference that will be established at district, regional and national level. Terms of Reference will stipulate the membership, duties, frequency of meetings and reporting procedures. These committees

will act as a platform for tracking of project implementation deliverables and resolution of any challenges that may hamper success of the project.

ii. Stakeholder sensitization and periodic review Meetings

The project will support regional sensitization workshops throughout project implementation to inform stakeholders about project components, mode of implementation, project beneficiaries, roles and responsibilities of various stakeholders. The sensitization workshops will be organized at various project implementation levels. Biannual National PSC, Quarterly cluster, monthly district and monthly PIT review meetings will be held throughout the lifetime of the project.

iii. Stakeholder consultative meetings targeting specific beneficiaries will be organized from time to time. These meetings shall be focused on generating consensus on specific project deliverables. Such meetings may include focus group discussions while undertaking specific design studies, project briefs, ESIA studies. All stakeholder engagements shall have a Stakeholder Engagement Report detailing the information disseminated, issues raised by stakeholders, agreed action points including the party responsible and dates for implementation. The reports shall have the lists of all attendants disaggregated by gender plus some photographs and short video clips,

iv. Awareness creation

Awareness meetings and workshops at the center, DLG and LLGs on CSA and engaging local leaders and farmers; This will be organized at national and regional level to inform the different stakeholders on the UCSATP, implementation modalities and coverage. The project coordination unit will coordinate the awareness meeting at the national, regional, and district levels while the department of Agricultural Extension and Skills Management will coordinate the district and lower local government meetings through office of the Chief Administrative Officer of the respective districts. The participants to the meeting will be mobilized through Emails and telephone contacts or virtual participants will be allowed, banners and posters will be developed and a talk show organized where the Honorable ministers, project coordinator and other technical officers, MDAs, Non-state actors working on CSA/SLM. Participants at the Center will include all MDAs, stakeholders in CSA TIMPs, honorable ministers, media and others.

At District level, awareness will be through local FM stations in that region. Radio and Television talk shows on UCSATP will be conducted by RDC, District Chair of the selected district or host district and MAAIF representative during informing people on UCSATP. Department of Agriculture, Extension Services (DAES) will send letter through CAO's inviting stakeholders for the meeting, a follow up with telephone calls and e mails will be done. Participants at the local Government will include, CAOs, Director NARO from the region, District Chairpersons of all the districts, RDCs, DPOs, DAOs, District Natural resource officer, District Community based officer, Commercial Officer, District Fisheries Officer, Entomology Officer, all chairperson LCIII of the participating Districts and representatives of Non-state actors implementing CSA projects.

vi. Stakeholder Mobilization. At community/Sub County level; community mobilization and strengthening farmer and community institutions in planning and implementation of micro-projects will start immediately from the talk show, use of local FM stations will requested through RDC to provide one-hour airtime for District production officer and District Chairperson to talk on UCSATP. Both political and technical wing will continue talking about UCSATP in any of the community gatherings. Faith based organization will also help in mobilization through their various community gatherings,

parish chiefs can be given a minute to talk about CSA., extension workers, parish chiefs through the parish development module will mobilize the farmers to participate in the CSA activities. Also, posters, flyers and other communication materials will be distributed by parish chiefs and sub county extension workers. A record of awareness creation proceedings shall kept by the responsible department.

Activity Two: Implementation of site-specific instruments and tools including mainstreaming of ESHS aspects in other sector operations;

Step 1: The project SEHSO and SSDO will develop site specific tools (aligned to subcomponents) to include ESS screening tools, Project brief reporting format, ESMP template, e-ESS compliance supervision checklist, ESS compliance checklist on safe handling and management of agro-chemicals, e-ESS performance score card and ESS clearance report format. These tools shall be validated by respective user departments (crop, fisheries, infrastructure and livestock), District Environment and Social Safeguards team from the respective project districts. All tools shall be synchronized and integrated into the project Management Information System and World Bank Geo-enabling Initiative for Monitoring and Supervision (GEM) to track performance.

Step 2: Site specific tools will be reviewed periodically to integrate any emerging ESSH aspects respective to a sub-project;

Step 3: Using the templates in Setp 1, the project will facilitate the District ESS teams to undertake site specific ESSH screening, prepare and submit a detailed site-specific project brief, screening report and Environment and Social Management Plans (ESMPs). ESS screening will be undertaken during the design stage to determine the ESS risks and mitigation measures. Site specific project brief and screening reports will be reviewed by the project SEHS and SSD officers and forwarded to WB ESS team for review and subsequently to NEMA for approval where it is statutorily required.

Step 5a): Environment and Social risks/Impact Assessment/ screening

Step 1: Environment and social screening

In accordance with the National Environment Act, 2019, Environment and Social Impact and risks studies will be undertaken for the major infrastructure investments. The purpose of the assessment is to determine whether the project activity is likely to have adverse impacts or not, is inclusive and therefore exempt from further assessment or determine that there are associated impacts including gender and vulnerable persons, social exclusion/inclusion which will inform the preparation of the ESIA and or ESMP accordingly. Identify potential impacts of the project on the biophysical and socioeconomic environment. Probe whether any proposed activities could result in significant, cumulative impacts. Guide project design by suggesting appropriate mitigation measures to address the identified negative impacts. Ascertain whether all the relevant legislation, regulations, policies and plans have been adhered to. All the infrastructure projects under the value chains will be screened for ESS.

Step 2: Prepare Terms of Reference for ESIA studies

The Project ESS team working closely with user department/value chain will identify, and assess projects that require detailed ESIA and develop respective Terms of Reference. The TORs will detail

scope of work, deliverables, duration, associated studies, Environment and Social Monitoring plan, cost estimates and stakeholder engagements to be undertaken among others.

Consultant/s will be procured to undertake detailed ESIA studies in accordance with procurement procedures. Among the key deliverables of the procured ESIA consultants, will be provision of satisfactorily acceptable ESIA Terms of Reference and Scoping report for onward submission to NEMA for approval which will be followed by detailed ESIA studies. ESIA report, project brief and site specific ESMPs will identify the biodiversity offset, other offset or compensation mechanism that will be undertaken during implementation.

Activity 5b): Support to Land acquisition and resettlement for infrastructure investments

The project while implementing infrastructure sub-projects will try to avoid resettlement of large numbers of people (200 persons or more) and/or lead to compensations of large sums of money. However, during project implementation, some projects implemented may lead to either land acquisition and/or denial of, restriction to or loss of access to economic assets and resources. A Resettlement Policy Framework and a Process Framework was prepared to provide guidelines on addressing any potential physical and/or economic displacement and any restrictions of access to ecosystems services in the project area.

A Resettlement Policy Framework (RPF) was prepared to outline potential adverse impacts relating to permanent and temporary, physical, and economic displacement of both titleholders and non-titleholders and to propose mitigation measures. RPF has been disclosed and it outlines the resettlement policy principles, procedures, and institutional arrangements to mitigate risks and offer sustainable livelihood and development opportunities to the people affected by the Project.

When the project sites have been identified screening of proposed interventions on sites shall be undertaken to understand needs to for involuntary resettlement risks and impacts. If involuntary resettlement cannot be avoided, a comprehensive Resettlement Action Plan (s) will be prepared by MAAIF for the respective sub projects.

The implementation of the Resettlement Action Plan (s) will conform to the resettlement elements of the international and legal frameworks and policies that include among other measures; ensure that appropriate funds are allocated to the resettlement process; fair evaluation, compensation of the affected parties, and constructive stakeholder engagements and grievance redress processes are established and adequate.

The process for land acquisition will be adopted and will involve the following steps;

Screening: All activities should be screened for potential environmental and social impacts using the screening form in the ESMF. Activities with potential for land acquisition and compensation will complete the steps outlined under the RPF parallel with environmental and social assessment process. Screening of Projects involving land acquisition and compensation will include possible and alternative sites for project implementation as a potential mitigation measure. This should be done through a consultative process.

Prepare terms of reference for Resettlement Action/compensation Plan (RAP): The MAAIF/UCSATP will prepare the terms of reference in consultation with the Ministry of Lands

Housing and Urban Development (MLHUD) office of the Chief Government Valuer. A Consultant(s) will be hired to complete the compensation plan.

Identify the project affected persons: a socio-economic survey will be completed to determine the scope and nature of land acquisition impacts in the selected sub-projects sites. The socio-economic survey will focus on the potential affected communities and includes collection of some demographic data, description of the area, livelihoods, the local participation process, and establishing baseline information on livelihoods and income, landholding etc.

Sensitisation of PAPs: during screening and during all the other planning and preparatory activities, there must be a well-planned consultation process and involvement of the affected persons. Once land to be acquired has been identified and PAPs assessed, the affected persons must be informed about the intentions for use the earmarked sites for the project. The affected persons should inform of; their rights and options pertaining resettlement.

Specific technically and economically feasible options and alternatives for resettlement sites if displacement to occur.

i. Respective resettlement action plans will be prepared in line with GoU Land Acquisition policies and laws and the World Bank ESS 5 Land Acquisition, Restrictions on Restrictions on Land Use and Involuntary Resettlement.

ii. Resettlement Action Plans will be budgeted under GoU and implemented accordingly in line with the national legal framework and World Bank Standard 5.

Investment Three: Establishment and operationalisation of the project Grievance Redress Mechanism (GRM)

In order to harness the benefits of the community investments, the project will establish a GRM system to support the management of project complaints. The Grievance Redress Mechanism (GRM) is meant to provide an effective platform for expression of concerns and achieving remedies for communities' grievances. The Grievance Redress Committee (GRC) will have clear goals and objectives; and a well-defined scope for operation (geographical area coverage) to ensure its accessibility and effectiveness. MAAIF/PCU will establish the GRM for the project at various levels.

A project-specific Grievance Readiness Mechanism (GRM) will be established to receive, acknowledge, evaluate and facilitate the resolution of the complaints relating to ES issues with corrective actions proposed. This will be undertaken using understandable and transparent processes that are gender-responsive, culturally appropriate and readily accessible to all segments of the affected people. In addition, the GRM will be established in each target district, sub county, parish/village and each project site. Records of grievances received, corrective actions taken, and their outcomes shall be properly maintained. The information on project-specific GRM will be disclosed to local stakeholders and the project-affected people in an appropriate and timely manner.

The project will establish, and operationalise a culturally appropriate, effective and accessible Grievance redress mechanism as an alternative dispute resolution platform for the UCSAT project. The main objective of a Grievance Redress Mechanism (GRM) is to assist resolve complaints in a timely, effective and efficient manner. The GRM shall provide a transparent and credible process for fair, effective and

lasting outcome. It builds the stakeholder trust and cooperation as an integral component of broader community consultation that facilitates corrective actions. Detail procedure for establishment and operations of the project GRM are provided in the annexes.

Key implementation activities

1. Prepare the GRM guidelines for the project

MAAIF/UCSATP will develop and implement GRM guideline that details the procedure, timing, indicative committee members, etc. The complaints received/recorded, resolved and referred at various levels of the GRM structure will be reported quarterly and annually in the environmental and social implementation performance report.

2. Operationalise the GRM system

The project will establish the Grievance redress committees that are consistent with the projects such as ACDP, NUSAF, DRDIP approaches. If an effective and functional grievance redress committee exists in the districts, it can be used to guide to the extent possible, the planned grievance management under the UCSATP. The GRM will serve as a location addressing grievances related to the project with provision of appropriate training for the committee members regarding the requirement in the project. The GRM structure shall be established at the village/parish, subcounty, district and project implementation unit. The composition and modalities of operations will be detailed in the GRM guidelines.

3. Conduct awareness and information disclosure on the GRM

MAAIF will conduct awareness raising for the affected communities about the presence of the GRM and inform their right to file any concerns, complaints and issues they have related to the project.

4. Support management of grievances at various project levels

When project affected persons present a grievance, they generally expect to receive one or more of the following: acknowledgment of their problem, honest response to questions about project activities, apology, compensation, modification of the conduct that caused the grievance and some other fair remedy. In voicing their concerns, they also expect to be heard and taken seriously. The established GRM structure shall be capacitated to manage grievances during the implementation of the project.

Investment Four: Strengthening gender and social inclusion in the project including sexual exploitation and abuse/gender-based violence (GBV), and non-discrimination of vulnerable individuals and groups;

The UCSATP project activities that can exacerbate exposure of women/girls to GBV and SEA as household stressors and forced changes in livelihood strategies exacerbate existing high rates of GBV. The project will involve the use of some external labour to undertake some infrastructure related activities and to a limited extent may involve the use of the armed forces in the Karamoja region to provide security to project staff in areas where cattle rustling is rampant, and this may pose negative impacts on women and girls due to the likely SEA, if mitigation actions are not put in place. Experience shows that armed forces engagement in a civilian community poses risks to the community; such risks

would include Gender Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment of the civilian community.

Step 1: Undertake gender analysis on the crop, livestock and fisheries value chains

This project was categorized as gender sensitive project. Gender analysis will be carried out in line with the gender policies on specific value chains to identifyy and assess (i) strengths and weaknesses with regard to gender and social inclusion issues in the UCSATP; (ii) gender context in the crop, livestock and fisheries value chains; and (iii) gender dynamics in the crop, livestock and fisheries value chains. A gender equality and social inclusion action plan inclusive of a monitoring plan will be prepared to manage the challenges identified during the gender analysis.

Step 2: Undertake the GBV/SEA rapid risk assessment

As part of the project design, a rapid risk assessment was conducted and a preliminary GBV action plan developed as part of the ESMF. The rapid risk assessment will be done to guide and direct the planning, resource allocation and implementation of development programs with a gender perspective.

Step 3: Implement the GBV/SEA prevention and response action plan

The GBV prevention and response action plan details the operational measures that the project will put in place to assess and mitigate the risks of gender-based violence, including sexual exploitation and abuse (SEA) and sexual harassment that are project related, and how they will be integrated over the life of the project. This includes among other things, procedures for preventing and responding to GBV/SEA/SH including managing grievances that might arise.

Step 4: Sensitize the project stakeholders on gender and GBV,

The project will make use of the different avenues to create awareness on GBV/SEA. Such organizations such as DLGs and other key service providers (NGOs) offering support, and use Farmer training forum/meetings to sensitize and inform communities, and sensitively and appropriately expand the use of the grievance redress mechanism for addressing the same. The Climate Smart Agriculture project has already mainstreamed gender dimensions into its formulation, planning and implementation framework, hence, its compliance with the National Gender Policy for Uganda.

Step 5: Map services for survivors available in the all project area.

Social inclusion and non-discrimination of Vulnerable groups and individuals

A Vulnerable and Marginalized Groups Framework has been prepared and will provide guidance on mitigating potential impacts on marginalized groups. The purpose of the VMGF is to set out principles for management of risks that may be occasioned to Vulnerable and Marginalised Groups (VMGs) during implementation of the project. ESS7 enlists VMGs to include traditional hunters' communities of Batwa also known as Twa or Pigmies who live primarily in South Western Uganda; IK who live in Karamoja, Benet also known as Ndorobos who live in Kween district, and the Tepeth also known as Soo who live in Mt Moroto, Karamoja.

The World Bank ESS7 and the Ugandan laws recognizes the importance of rights and interest of the Vulnerable and Marginalized Groups (VMG) and requires engagement with VMGs in the design, determination and implementation of the project.

Specific measures/activities to mitigate negative impacts on project/sub-project(s) beneficiary VMGs will depend on the location/sites and shall include the following:

a. Undertake consultations with specific VMGs as part of the Stakeholder Engagement Plan project implementation

b. Conduct extensive culturally appropriate awareness on shared benefits among the VMGs to address any form of discrimination that may be triggered by the project

c. Undertake project disclosure meetings (where applicable) on compensation of lost natural resources and livelihood support activities

d. Undertake community mobilisation, sensitisation and awareness creation of VMGs on risks of GBV/SEA/VAC associated with labour influx and project works

e. Identify and train champions in the VMG communities to support local level interventions on safety and management of accidents associated with implementation of the project

f. Formation and training of Grievance Redress Committees in the VMG communities on reporting cases and supporting a GBV/SEA referral mechanism within the local governance structure

Investment Five: Strengthening ESHS compliance monitoring and supervision by MAAIF

Environment, and Social compliance monitoring and supervision will be undertaken throughout implementation of project activities. This is aimed at ensuring that all environment and social risks are addressed in line with appropriate mitigation measures indicated in the Environment and Social Management Plans, Integrated Pest Management Plan and related Waste Management Plan, Security Management Plan, Gender-Based Violence (GBV) Action Plan, Labor Management Procedures (LMP), and Stakeholder Engagement Plan. This will be implemented following the steps below;

Activity 1: ESHS needs assessment for compliance supervision

Step 1: The NPCU will have full time contracted SEHS officer and SSD officer to oversee and coordinate ESHS implementation throughout the project cycle. These shall be supported by the Senior Sustainable Land Management Officer and specific short-term consultants. In collaboration with existing government MDAs and Local Government technical staff, ESHS compliance assessment tools shall be developed and or reviewed and aligned to the variables identified in the rapid needs' assessment.

Step 2: Undertake a rapid ESHS needs assessment in respect to value chains in the first year. This will focus on knowledge, capacity, skill set gaps and ESHS potential risks associated with the value chains.

Step 3: Reviewed/Developed tools shall be integrated into the ESHS management system which shall be validated and disseminated to sector stakeholders. This system shall comprise of ESHS compliance tools, ESHS performance score cards in respect to the contractor/Farmer Organisation, ESHS guidelines and codes of practice, ESHS Policy documents, Sector Gender Strategy, and the sector ESSH

management plans as aligned to National Legislations. MAAIF will designate staff at managerial level to manage the sector's ESHS management system.

Step 4: To promote effective reporting, all project districts and relevant sector department will integrate ESHS reporting variables into their workplans and budgets which shall be reported on monthly as guided by the project SEHS officer and SSD officer.

Step 5: User friendly ESHS IEC materials in respect of each value chain including safety and health signage in accordance with standard nomenclature should be developed and disseminated.

Activity 2: Undertake ESHS compliance supervision in all project interventions

Step 1; Functional ESHS management committees namely Environment, Safety and Health committees, Road User Committee, Catchment Management Committees, Water User Association, Grievance Management Committees shall be instituted with clear Terms of Reference. These shall be decentralized to all sector agencies. Membership of these committees will consist of workers/farmers or project beneficiaries and employer. Workers/farmers or project beneficiaries' representations should be democratically elected by members or farmers or workers.

Instances such as protected areas where these committees exist, the project will strengthen their current, ongoing programs to support climate smart agriculture interventions.

Step 2: Joint ESHS compliance supervision will be undertaken quarterly by the project SEHS officer, SSD officer, value chain representatives, MGLSD, NEMA and district ESS team and monthly by contractor or supplier or service provider. As a mechanism of building ESSH capacity in compliance supervision, district ESS team will work closely with District Agricultural Officer, District Fisheries Officer, District Engineer, District Veterinary Officer, Agricultural Extension Officer and District Agricultural Engineer to boost their knowledge and skills.

Compliance supervision visits shall target ongoing construction works in specific infrastructure works, irrigation schemes, fish farming, slaughter houses, water impoundment facilities, SLM structures, water shed facilities, input distribution, asbestos removal exercise,

Step 3: Monitoring of water flows and quality will be undertaken by MAAIF technical team and DWRM in liaison with the District Local Government Technical Staff, Fishing groups and Farmers Groups, and reports submitted on a quarterly basis.

In respect to activities being undertaken in protected areas such as forest reserves, lakeshores-riverbanks-wetlands, the project ESS team shall undertake compliance supervision in collaboration with NFA, DLGs, Wetlands Management Department (MWE), and NEMA.

Collaborate with NFA to ensure that trees are planted in catchment areas, preservation or afforestation of endangered species, prevent encroachment on protected forestry reserves (during bee keeping)

Watershed protection: in order to protect wetlands from encroachment and degradation by human activities including farming, a buffer of 30 meters for all medium sized rivers/ wetlands from their highest water mark will be maintained.

Step 4: Specific Environment hygienic compliance supervision targeting GHG emissions during execution of project activities such as biogas generation plants, cooling systems or plants and nitrogen from AI storage facilities shall be undertaken.

Activity 3: ESHS Statutory compliance supervision

Step 1: Undertake annual Environmental Risk Assessment in accordance with ESIA or project brief approval conditions and submit to NEMA for approval

. This risk assessment shall focus on the following environmental, social, health or human rights risks or hazards that may be associated with the project or activity aspects;
(a) environmental risks and hazards relating to;
- ✓ any material threat to the protection, conservation and maintaining of natural habitats and biodiversity;
- ✓ pollution;
- ✓ use of living natural resources; and
- ✓ climate change, climate vulnerability and other transboundary or global impacts;

(b) social risks and hazards relating to;
- ✓ threats to human security through the escalation of personal, communal or inter-district or transboundary conflict, crime or violence;
- ✓ impacts that may fall disproportionately on disadvantaged or vulnerable groups, including indigenous people and local communities, women, children, youth, the elderly and persons with disability;
- ✓ compulsory acquisition of land or restriction on access to natural resources, including displacement of persons and loss of livelihood;
- ✓ land tenure and natural resource and use, including;
  - o potential impacts on local land use patterns and land tenure arrangements;
  - o land access and availability;
  - o food security and land values;
  - o any corresponding risks related to conflict over land and other natural resources;
  - o safety and well-being of workers and project affected communities;
- ✓ cultural or natural heritage;

(c) health risks and hazards related to individuals or communities who may be exposed to the impacts of the project or activity; and
(d) human rights risks related to environment, natural resources or ecosystem services.

Step 2: Undertake Environmental compliance Audit.

To ensure conformity to the environmental laws, standands and conditions of approval of certificates or permits, environment risk assessment shall be undertaken for subprojects with ESIA under implementation in the UCSATP. Upon issuance and implementation of approval conditions in the Environment and Social Impact Assessment Certificate, and in accordance with Sec 45 of the National Environment (Environmental and Social Assessment) Regulations 2020, annual Environmental Compliance audits shall be undertaken.
Terms of Reference for Environmental Compliance Audit shall be developed and utilized in procuring an authorized person to undertake the audit. The Audit shall focus on the following factors;

a) ensure compliance with the Act, regulations made under the Act, conditions in permits, licenses, certificates and other approvals, and any other applicable law or international agreement;

b) assess the effectiveness of the environment management system and compliance with the environmental management and monitoring plan of the project or activity; and
c) undertake consultation with the members of the public affected or likely to be affected by the environmental and social aspects of the project or activity

Activity 4: ESHS reporting

Step 1: The project SEHS officer, SSD officer will submit quarterly and annual reports to the World Bank while the district and sector agencies will submit monthly reports to the NPCU SEHS officer and SSD officer for review and consolidation. These reports (see attached report format) shall be submitted no later than 15 days after the end of each reporting period.

These reports shall constitute of ESHS success and response stories to guide project implementation. These stories shall be integrated into documentaries on project activity implementation as a demonstration of public accountability, ownership of project deliverables by project beneficiaries and sustainability strategies. Mitigation measures identified during review process will be integrated into the proceeding workplans, activities and further discussed during cluster and project technical coordination meetings.

Step 2: Upon completion of each quarterly compliance supervision, project SEHS officer SSD officer shall conduct ESSH performance evaluation and an appropriate score shall be awarded. In-cases of persistent violations with low scores below 50% over four consistent supervision and notifications, contractor or service providers or supplier will be issued with a notification that this will be displayed on project website. This will guide further procurements that would be awarded to the respective contractor or service providers or supplier.

Step 3: Develop and disseminate an Environment, Social, Safety and Health violations or incidents or accidents notification system; All incidents or accidents or dangerous occurrence will be recorded in an incident register in format attached. This should provide sufficient details regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervisor, as appropriate.

All incidents with significant adverse effect on the environment, the affected communities, the public or workers, and accidents that result in death, serious or multiple injury should be reported to NPCU no later than 48 hours after learning of the incident or accident. Contractor or grantee or project beneficiary should notify the District ESS team to undertake detailed investigations and ensure that appropriate mitigation measures are implemented to avoid reoccurrences.

Investment Six: Enhancing MAAIF's E&S management infrastructure such as E-ESHS tracking system, hazardous waste disposal facilities, and analytical monitoring equipment

Activity 1: Renovation and equipping the national lab in Namalere

The National seed laboratory in Namalere also provides temporary holding room for impounded agro-inputs awaiting disposal or resolution by court cases. However, this room doesn't meet the standards for an agro-chemical holding room for it lacks appropriate ventilation, drainage systems, decontamination system leading to recommended liquid waste treatment amenity and stocking facilities.

Therefore, development of designs for renovation and equipping of the national laboratory in Namalere, will provide for an appropriate and standard holding room for these impounded agrochemicals which should be regularly monitored for any leakage that would result in ground contamination.

Proper record keeping to avoid prolonged storage of these chemicals shall be maintained. DCIC will ensure that all agro-inputs with resolved court cases are handled/removed from temporary holding room immediately by the owner of the agro-chemicals

Through PPP, UCSATP and DCIC will collaborate with licensed hazardous waste handler to transport waste for disposal in designated sites. A decontamination of the facility and transportation will be undertaken and report filed along with report from disposal site confirming that all procedures were followed and waste has been appropriately handled.

Activity 2: Review and update existing E-ESHS tracking system and align to climate smart project interventions

Among the ESS instruments in the UCSATP repository is the ESSH compliance tools which shall be reviewed and aligned to the ESMPs in respect of the value chain investments and climate smart interventions. Review shall involve technical officers in the respective value chains at project, national and district level.

Activity 3: Management of hazardous waste generated from project interventions

Step 1: Review and integrate collection and management of hazardous waste at agro-input dealer point, communal spray races points;

As a climate smart strategy, the project will ensure that there is minimum generation of waste throughout its life time. However, it is anticipated that agro-chemical inputs to include fertilizers, pesticides, insecticides and fungicides will be used in minimum amounts.

These inputs will be accessed by farmers from certified agro-input dealers through the E-voucher system. Among the conditions for certification by DCIC will be the need to comply with ESS including supporting waste management initiatives such as withdraw of agro-chemical input packaging materials from the farmer as he or she returns to procure a new consignment.

Step 2: Support selected districts to manage collection and disposal of hazardous waste e.g procurement and distribution of appropriate waste collection receptors;

Designs for laboratories at the district level will incorporate designation of a temporary holding room for agrochemical waste. All agro-chemical waste collected by the agro-input dealer or farmers will be temporary stored in this facility

UCSATP will procure appropriate waste collection receptors that will be distributed to selected districts and placed in specific infrastructures e.g rural markets, spray races for collection of hazardous waste.

Step 3: Procure a licensed hazardous waste handler to collect and transport hazardous waste to a designated waste disposal site for final disposal;

Through PPP, UCSATP and DCIC will procure licensed hazardous waste handler to transport waste for disposal in designated sites. A decontamination of the facility and transportation will be undertaken and report filed along with report from disposal site confirming that all procedures were followed and waste has been appropriately handled.

Activity 4: Procurement of analytical monitoring equipment (such as liquid chromatography mass spectrometer, high performance liquid chromatography, accessory equipment, glass wares, standards and reagents for testing the quality of pesticides, and portable test kits for rapid detection of fake fertilizers, among others);

Step 1: In coordination with DCIC, UCSATP will develop specifications for procurement of analytical monitoring equipment and procurement process for supplier initiated. For quality assurance, contract manager with required technical capacity shall be appointed to oversee the contract management procedures. Supplier will be required to deliver tested and calibrated equipment accompanied by their certificates and operation manuals;

Step 2: Test, Calibrate and distribute selected analytical monitoring equipment

This equipment shall then be distributed to selected laboratories.

Step 3: Facilitate operation and maintenance of selected analytical monitoring equipment

Capacity building session for equipment operators shall be undertaken and records maintained

Step 4: Develop specifications for Procurement of equipment to monitor Green House Gases including methane emitted during biogas production

a) Procurement of equipment to monitor Green House Gases including methane emitted during biogas production and ensure proper contract management;
b) Test, and Calibrate selected GHG monitoring equipment
c) Undertake bi-annual joint monitoring of GHGs at selected sampling points

Step 5: Develop specifications for Procurement of equipment to monitor organic soil carbon

a) Procurement of equipment to monitor organic soil carbon and ensure proper contract management;
b) Test, and Calibrate selected organic soil carbon
c) Undertake baseline, midterm and end-project joint monitoring of organic soil carbon at selected sampling points

Investment 6: Acquiring ESHS statutory permits and certificates in respect of project components;

ESHS statutory permits and certificates in the UCSAT project will be sought from Ministry of Water and Environment, National Environment and Management Authority, Ministry of Lands, Housing and Urban Development and National Forestry Authority.

Activity 1: Development of an Environment and Social Impact Statement

UCSATP will develop an Environment and Social Impact statement bearing a summary of critical risks, mitigation measures, monitoring plans, stakeholder involvement and Environment and Social Management Plans. This Statement will be submitted to NEMA for review and clearance to pay set statutory fees as per set schedule. This will be followed by issuance of an approval certificate from the Authority.

In case of the need to extend an ESIA certificate, the project will pay administrative fees associated with extension. In case of the need to transfer an ESIA certificate and on approval by NEMA, the project will pay transfer fees as prescribed in the National Environment (Environment and Social Impact Assessment) regulations

Table 2 below provides a summary of the Statutory Certificates that will be required in the UCSATP.

	Permit Required	Issuing Authority	Legal Framework	Relevance
	Project NEMA approval certificate	NEMA	National Environment Management Act 2020	• Environmental and Social Impact Assessment for Lot 1: Lumbuye 1 and Lumbuye 2 irrigation schemes in Iganga District and Bukagolo irrigation scheme in Bugiri District. • ESIA for Aswa and Ayila in Nwoya and Amuru districts respectively • Dredging of Lake Kyoga undertaken to avert severe flooding; • Establishment of 2 sites of community aquaparks with fish pond facilities in public-communally used wetlands, each site having 200 ponds and average volume of 1000m3; • Establish 3 sites of community fish cage facilities on Lake Albert and Lake Victoria, each site with 80 cages and average volume of 108m3 ; • construction of 4 strategic water storage facilities; • Selected Project brief certified
	Workplace registration	MGLSD/OSHD	OHS Act, 2006	• All designs and activities on site must comply with Occupational Health and safety standards for the benefit of all workers on site.

				• Statutory Equipment will have to be inspected and certified • All workplaces should be registered with commissioner OSH one month before commencement of works or operation
	Development Permission	The District Local Government Authorities	The Planning Act, 2010	Requires the project owner to obtain necessary development permission from the District Technical Planning Committee.
	Waste Transportation License	NEMA	National Environment (Waste Management) Regulation 2020	• Under project both hazardous and non-hazardous (agro-chemicals, packing materials, asbestos) waste will have to be transported off site for disposal • Asbestos roofing sheets are to be removed from staff houses in Kawanda during renovation
	Wetland User Permit	NEMA	National Environment Management (Wetland, Riverbank, Lakeshore) Regulation 2000	At water abstraction for the irrigation schemes, excavation and construction of dams and wires at the selected point on the river will have to be effected. Rehabilitation of road chokes traversing through a swamp
	River/Lake Dredging Permit	DWRM	Rivers Act, cap 357	2 outlets and 1 inlet section of lake kyoga will be dredged during project period.
	Surface water abstraction permit	DWRM	Water Act, cap 152	Water abstraction for small scale irrigating, pumped and storage facilities. Gravitational irrigation system is to be utilized
	Noise emissions in excess of permissible noise levels	NEMA	National Environment (Noise Standards and Control) Regulations, 2003	The project may need a Licence to emit Noise in Excess of the Permissible Levels for any noisy works.

Activity Three: Mainstreaming of ESHS aspects in other project operations.

Environment and social management plans highlighting different risks and mitigation measures at design stage, construction and operation phase will need to be implemented through the project cycle are elaborated below;

a. Integration of Site Specific ESMPs into building or infrastructure or green house structural designs;

This will assist in preventing the environment, safety and health incidents that may occur and increase the durability of the structure. These incidents could be fatal or non-fatal, loss of property

The following critical Environment, Safety and Health aspects shall be integrated;

i. Provision of appropriate ventilation facilities (balancing between natural and artificial, mechanical ventilators, ventilators shall be fitted with insect trap nets on the outside to prevent birds, bats and other insects from accessing facility,);

ii. Provision of appropriate lighting facilities (balancing between natural and artificial, translucent roof, positioning of doors, windows, gabbed roof covered with corrugated metal sheets and leak proof);

iii. Appropriate lightening arrestors;

iv. use of climate resilience structural materials with adequate structural integrity to withstand stand winds, storms, fire, vibration, moving weeds. Available suitable construction materials (bricks, steel trusses, corrugated galvanized iron (CGI) sheets over steel sections purlins trusses).

v. Adequate height and width to permit adequate work space inclusive of machine holding area,

vi. Adequate space that allow arrangement of bags in stacks with a base of 6 m x 9 m with a stack height varying from 4 to 5 m, leaving 27 per cent free space of the floor area for alleyways and a free space of 2 m between the stacks and 0.8 to 1.0 m between wall to stack for easily moving of person for observation

vii. Provision of water harvesting facilities installed with water filter amenities

viii. Adequate health and welfare facilities e.g toilets, washrooms, change rooms (separate for respective sex, appropriate to existing environment and terrain e.g high water table area, low water table, rocky area), hand washing facilities, insect trap nets

ix. Provision of appropriate waste (solid, liquid and gases) management facilities e.g collection facilities for hazardous waste (pesticide packaging, expired products), soak pits, husks/dust collection shelters, incineration facilities,

x. Appropriate storm water drainage/collection system

xi. Instituting restoration of existing environment e.g tree planting, re-vegetation, filling of ditches, land scaping, erosion control

xii. Provision of adequate large size doors (e.g., size 2.4 x 2.4 m) in opposite direction with top ventilators

xiii. The height of wall on which trusses are placed is generally kept about 5.5 meters

xiv. Provision of fall protection devises and facilities to work at height

xv. Implementing Permit to work system particularly for high risk works such as working at height, working under water, working with hazardous substances (e.g asbestos)

xvi. Scheduling construction activities during non-peak hours, providing clear signage and alternative routes, and implementing dust and noise control measure

xvii. Through PPP, project shall collaborate with certified technicians e.g for cooling systems, solar systems, cottage industry appliances to handle continuous maintenance of procured upon expiry of warrant given by the supplier;

xviii. Through PPP, project shall collaborate with licensed waste handlers to transport and ensure effective disposal of waste generated;

b. Integration of Site Specific ESMPs into management of Asbestos materials

Through government interventions, the seed certification laboratories at Kawanda are being upgraded to cover a wide range of time bound analysis of collected samples. This will warrant the staff to work in shifts including night shift. Provision of safe and healthy living facilities is paramount in enhancing their level of productivity.

UCSATP will renovate an estimated total of 15 staff quarters at Kawanda. Roofing structures are made up of asbestos. The project will procure the services of a certified waste handler who should be medically certified to handle asbestos to undertake removal, handling, transportation.

The waste handler will be required to submit detailed environment management system detailing the following;

i. operating procedures for waste handling and the equipment available for waste management;
ii. health, safety, social and environmental safeguards;
iii. an environmental management and monitoring plan
iv. waste management plan which shall consider the choice of waste management options and their impacts on human health or the environment, including the ecological sensitive areas;
v. mechanisms for traceability of waste and waste streams from the point of waste generation to final disposal of waste;
vi. a programme to be implemented at the waste management facility for accepting waste, including routine and random inspections of incoming loads, visual inspection of all waste as it is delivered, inspection of suspicious loads and records of inspections;
vii. training of personnel;
viii. procedures for notification of relevant authorities; and
ix. an effective information, education and communication strategy.
x. Decommissioning plan
xi. Restoration plan and after care procedures
xii. Transportation journey management plan

c. Integration of Site Specific ESMPs into procurement process and documents,

Procurement documents to be considered include service contracts, workers contracts, Terms of References, call for proposals, Expression of Interest, procurement Bids, performance contracts, Equipment Supply contract, Training manuals, Memorandum of Understanding and skill enhancement manuals among others. ESS performance will be evaluated based on the following ESHS aspects among others listed below;

i. environmental incidents or non-compliances with contract requirements, including contamination, pollution or damage to ground or water supplies;

ii. health and safety incidents, accidents, injuries, occupational diseases and all fatalities that require treatment;

iii. interactions with regulators: identify agency, dates, subjects, outcomes (report the negative if none);

iv. status of all permits and agreements e.g. work permits; Certificate of Registration of workplace; Permit to work issued for hazardous or high-risk tasks or underwater works or handling highly hazardous substances e.g. Asbestos material; food handler certification; Examination and certification of statutory equipment; status of permits and consents:

v. Safety and health supervision i.e. safety officer or person designated to handle safety and health; social development officer; competent emergency response personnel; worker violations observed; actions taken to recommend/require improved conditions, or to improve conditions.

vi. Promotion of food safety, hygiene and quality standards – at production, chilling, transportation and processing;

vii. worker accommodations and resting area

viii. HIV/AIDS: provider of health services, information and/or training;

ix. gender (for expats and locals separately):

x. training i.e. onsite, induction, toolbox talks, health sensitisation sessions, GBV /SEA sensitization and/or training

xi. environmental and social supervision i.e. by environmentalist; sociologist; health and safety; and community liaison person(s).

xii. Grievances: list new grievances: Worker grievances; Community grievances

xiii. Traffic and vehicles/equipment safety management:

xiv. Environmental mitigations and issues (what have been done): i.e. dust, noise, ground water, vibration, GHG emissions, erosion control, waste management, restoration, details of water sources and swamp protection

xv. Safe handling and management of agro-chemicals

xvi. Appropriate PPE selection, use and maintenance e.g. in respect to risk

xvii. Electrical safety

xviii. Fall protection mechanisms

d. Integration of Environment, Safety and health variables into equipment or machine or tractors, fleet transport or appliance

Before installation, during testing and operation of supplied machinery, equipment or appliance or fleet transport, it will be necessary that a quality assurance assessment is undertaken to ensure that critical safeguards are provided. Some of equipment or machinery or appliances to be provided by the project include cancer-free energy-saving smoking kilns, solar dryers, small movable tractors, irrigation equipment, solar powered pumps, movable cold rooms, coolers, pasteurizers, boilers, fridge, milking cans, milk/beef coolants and simple packaging machinery For all machinery and equipment that are being provided by the project either directly or through indirectly through community procurements, the following variables should be critical;

i. Provision of safe machinery and equipment with all appropriate safeguards e.g guards on moving belts, automatic shut off mechanisms, operating manuals, fail safe mechanisms, lock down system;

ii. Installed noise and vibration control mechanisms;

iii. Installed emission control mechanism that ensure efficient fuel combustion;

iv. Provision of use friendly operating manuals

v. Provision of appropriate safety values and gas leakage detectors e.g on refrigerators, cold chain appliances, GHG heating stoves;

vi. Functional operating and maintenance schedule e.g. prevent leakages or spills of oils, efficient fuel combustion with minimum emissions;

vii. Installation, operation and maintenance of electrical safety system;

viii. Efficient record keeping and maintenance of machinery or appliance or equipment;

ix. Refresher training of hired competent machine operators – skilled and certified

x. Attainment of statutory inspection, examination and certification for statutory equipment e.g air receivers or air compressors in refrigeration or chilling facilities;

e. Integration of Environment, Safety and health variables into water impoundment facilities

As a mechanism of addressing the water shortage challenge that often affects crop, fisheries and livestock value chains, the project will be construct 4 strategic valley dams, revamp/renovate by desilting 300 valley tanks, construct 69 water harvesting and storage facilities. Potential risks associated with these facilities include rock slides, backfill, explosions, falls, drowning which could result in fatal or

non-fatal or destructive incidents. These risks are attributed to by earthquakes or flooding or inappropriate designs. In order to control or mitigate these risks the following measures shall be instituted right from design, operation and maintenance phases;

i. Need to have considerable engineering and safety value to provide an insight into the structural and functional integrity of dam systems and their operation.

ii. Develop and implement mitigation measures as stipulated in the Emergency Action Plans (EAP) should include flood zoning, early flood warning, evacuation plans, and rescue and salvage measures to reduce the damages to the minimum possible level.

iii. These emergency action plans must always be available, updated, and ready, and a certain level of preparedness shall be kept always to meet emergencies.

iv. All incidents even the minor should be reported and documented as these are essential in ensuring dam safety;

v. Keep log books of all observations and events assist in allow proper diagnosis in similar future cases. Immediate actions by the operators must be undertaken to execute the necessary remedies or report the issues that are beyond their capacity to the higher technical levels

vi. Always stay a safe distance outside of warning signs, buoys and barriers when fishing, boating or swimming.

vii. Stay away from the edge of waters.

viii. Be sure to obey all warning signs and signals.

ix. dam owners, operators, and other relevant agencies to undertake drills, testing, and training to ensure smooth coordination in case of emergencies.

x. Undertake adequate stakeholder analysis and engagement, including disadvantaged or vulnerable groups, to tailor the means of communication, such as posters, brochures, social media, outreach to local associations, and others, as well as to engage the local communities so that they would be part and informed of the emergency action plan

xi. Undertake regulate monitoring of water level and storage, seepage, and infiltration, deformation and displacement, and weather and seismic activity.

xii. For existing dams, in particular, the dam owner and/or operator's instrumentation monitoring procedure, practice, status of monitoring equipment, staff capacity, and training needs should be considered for preparing the upgraded Implementation Plan. The plan should also consider the results of dam safety assessment so that the new and/or upgraded instruments in the early stages can monitor potentially weak spots and detect any anomalies

xiii. Periodic manual removal of weeds from the reservoir shall be considered to avoid the possibility of an uncontrollable invasion of the reservoir by aquatic weeds e.g., water hyacinth.

xiv. Introduction of fish species that feed on invasive aquatic weeds into the reservoir hence reducing on the possibility of large quantities of weeds in the reservoir.

xv. Controlled use of fertilizers and pesticides on the fields to avoid eutrophication due to contaminated run-off.

f. Integration of Environment, Safety and health variables into irrigation systems

Under the UCSATP, farmers will be provided with water for irrigation from overhead water storage tanks or groundwater extraction and community watering points, all powered by solar and wind energy or supported by gravitational water flow system. ESS aspects in irrigation entail maintenance of hydrological flow, maintenance of ecological environment, prevention of soil erosion, salination or alkalization, security of installed infrastructure, governance aspects of the scheme operation and maintenance of installed infrastructure

The following mitigation measures will be integrated in the ESMPs in irrigation systems to address any identified risks;

i. Selection of an appropriate irrigation system that ensures a balance in the water distribution process to prevent scarcity of water in some areas and water clogging in other areas, doesn't cause an increase in alkalinity in the peripheral areas, doesn't result in wastage of water, promotes equitable distribution of water among water users in the scheme and prevents the spread of waterborne diseases;

ii. In order to balance off maintenance and operation costs, natural gravitational forces dependant on human power /manual operation can be utilised in cleaning, opening and closing pipe line.

iii. Ensuring proper water drainage; water management is essential to crop survival and maximizing yield potential. It's important to ensure that the irrigated crops are getting enough water, but also that they aren't being over-watered.

iv. Community sensitization in regard to irrigation technology utilization

v. Provide and enforce a buffer zone along river riverbank to avoid encroachment. (all crop cultivation should be outside the buffer zone)

vi. Sensitize the population to appreciate the importance of conserving wetlands and riverbanks.

vii. Sensitise the population on the laws governing use and management of wetlands and riverbanks

viii. The principles of an integrated solid waste management system should be implemented i.e. reduction at source, reuse and recycle.

ix. Ensure water abstraction is done only as per allowable limits

x. During road construction, implement erosion control measures like silt fences and sediment basins, soil stabilisation by revegetating where possible which will ensure that no sedimentation occurs.

xi. Implement storm water management practices like digging trenches for passage of run off and diversion of storm water. These will eliminate construction runoff hence reducing flooding and sedimentation.

xii. Train construction personnel on the importance of erosion and sediment control and ensure that they are updated about maintenance and cleaning up of sediment, construction debris, and other materials.

xiii. Encourage farmers and surrounding communities to seek early treatment of water borne diseases;

xiv. Promoting personal hygiene standards

xv. Sensitise local people about control of waterborne diseases and sleeping under a mosquito net.

xvi. Encourage fumigation practices within the project areas.

xvii. After any excavation or trenching is completed on site, immediate backfilling and resurfacing will be done to avoid facilitation of erosion agents.

xviii. Compaction will be necessary to stabilize the soil. Planting of grass on bare land, slopes of the dyke embankments to minimize erosion tendencies should be given priority.

xix. Avoiding excessive vegetation clearance that will expose soil to agents of erosion during construction phase.

xx. Re-vegetate the cleared sites with local species of vegetation

xxi. Strengthen working relationship between the Local Authorities and the farmers to ensure that diversions during construction works do not disrupt water flows to the downstream users.

xxii. The designs of proposed infrastructure take into account the long-term hydrology of the present rivers and streams, including low flows and return periods of floods which will include flood protection structures and proper distribution systems.

xxiii. Instituting water user association to oversee functionality of the scheme;

g. Implementation of Pest Management Plan

Through the E-voucher system, farmers will be provided with certified inputs to include among others pesticides, fungicides, fertilizers. Being a Climate Smart Agricultural Transformation Project, these agro-chemical inputs shall be used as last resort, in minimum quantities and within the recommended procedures. Overdependence on chemical pesticides in pest control has brought about problems like (1) pest resistance to pesticides, (2) resurgence of pests, (3) toxic residues on food, water, air and soil, (4) elimination of natural enemies and disruption of the ecosystem and (5) minor pests assuming major status.

As an alternative pest and disease control strategy, the project will also utilize botanicals and biopesticides derived from natural materials such as animals, plants, bacteria, and certain minerals.to mitigate the impact of agro-chemicals. Because, mostly they are (1) naturally occurring, (2) they have high specificity to target pests, (3) no or little adverse effect on beneficial insects, (4) resistance development to them is slow or less common, (5) they have no unknown environmental hazards, (6) have less residual activity and (7) are effective against insecticide resistance species of insects. A UCSATP integrated Pest Management Plan was developed and shall be implemented across project

activities involving the use of agro-chemicals and botanicals or biopesticides. Key ESS aspects to be considered include;

i. The UCSATP will utilise botanicals and biopesticides that have been tested and certified for release by NARO

ii. To avoid environmental pollution, farmers shall be encouraged and trained in use of Integrated Pest Management practices instead of applying agrochemicals. For fertilizer, the farmers shall be trained on the right application of fertilizer and safe use of pesticides.

iii. Training on pesticide application may be specifically directed to the quantities to apply, timing (when), and protective gears to wear and should be incorporated in a Pest Management Plan.

iv. In the Fish value chain, hormones and antibiotics are used in hatcheries for sex reversal in fingerlings. In case of failure to admit the right dosage, or excretion, these hormones may be retained in water. As a mitigation measure, all hatchery operators should be trained on risks of these hormones causing harm to human health such they get into the food chain, thus waste water from hatchery should be appropriate disposed off into sewerage system and not natural environment. This waste water should not be used for crop irrigation.

h. Develop and implement biodiversity offset, other offset or compensation mechanism

This mechanism will focus on actions designed to compensate for significant, residual biodiversity loss that may arise during project implementation. Biodiversity offsets will aim at avoiding, minimising, restoring and offsetting before project closure. These strategies to be implemented in UCSAT project will include;

i. Securing or setting aside land or water areas for conservation,

ii. Enhanced management of habitats or species, and other defined activities.

iii. Creation, expansion of buffer existing protected areas;

iv. Enhancement, linkage or restoration of habitats;

v. Protection or management of species of conservation interest

i. Implementation of Green House Gas (GHG Reduction) strategies in livestock

The UCSATP will implement the following mitigation measures to Green House Gas reduction across the value chains;

i. Ensure effective silage preservation aimed at improving forage quality on the farm. Introduction of legumes into grass pastures especially during warm temperatures

ii. Introduction of dietary lipids as an effective measure in reducing enteric methane emissions such as distiller's grains,

iii. Supplementation with small amounts of concentrate feed in all-forage diets increases animal productivity and also use of processed grain to increase its digestibility and decrease GHG and or methane emission intensity. Though this should not substitute high-quality forage.

iv. Particularly for manure management in GHG mitigation:

- Forages with higher sugar content (high-sugar grasses or forage harvested in the afternoon when its sugar content is higher) may reduce urinary nitrogen excretion, ammonia volatilization and perhaps N2O emission from manure applied to soil, but more research is needed to support this hypothesis.
- Separation of manure solids and anaerobic degradation pre-treatments can mitigate CH4 emission from subsurface-applied manure, which may otherwise be greater than that from surface-applied manure.
- Timing of manure application (e.g. to match crop nutrient demands, avoiding application before rain) and maintaining soil pH above 6.5 may also effectively decrease N2O emissions.

v. Animal Husbandry

- The UCSATP will improve the genetic potential of animals through planned cross-breeding or selection within breeds, improve reproductive efficiency, animal health and reproductive lifespan as a strategy of reducing GHG emission intensity
- Reducing age at slaughter of finished cattle and the number of days that animals are on feed in the feedlot by improving nutrition and genetics will have a significant impact on GHG emissions in beef and other meat animal production systems.

j. Water shed management

This aims at preserving, restoring, and sustainably managing the health and functionality of watershed ecosystems. Watershed management technologies have proven to be effective for mitigating erosion on sloping land, stabilizing landscapes, flood control, providing clean water, maintenance of ecosystem health and stabilizing – and in some instances improving – agrarian production systems on the small to medium scale.

The following watershed management technologies will be implemented in the UCSATP;

i. Erosion control and sediment management - vital for preventing soil runoff into water bodies. Techniques such as the use of erosion-control blankets, silt fences, and vegetative cover can help reduce sedimentation in streams and rivers. Managing sediment is essential for maintaining water quality and preventing the siltation of water bodies

ii. Watershed modeling – This will involve use of models to simulate and predict how water flows, how pollutants disperse, and the overall health of the watershed. These models shall include;

- Hydrological models that will be aimed at stimulating the movement of water within the watershed. By considering factors like precipitation, runoff, infiltration, and streamflow,

our models provide insights into water availability and help predict flooding risks for clients.

- Geographic information systems shall be deployed to map and analyze key watershed data such as topography, land use, and hydrological features.

iii. Sustainable land use planning – aimed at minimizing human impacts on these areas. By zoning land for specific purposes, such as agriculture, conservation, planting weeds, siting of health and welfare facilities can help reduce pollution, preserve natural habitats, and maintain water quality by ensuring that water is cleaned, free of pollutants before its released to the lake or wetland or water body

iv. Water quality management - monitoring, treating, and regulating water to ensure it meets quality standards. such as the installation of wetlands, enforcing the attainment of buffer zone, vegetative buffers, and stormwater management practices to filter pollutants and enhance water quality

v. Reforestation and habitat restoration

Establish and link functional community development conservation committee (CDCC) at the grassroots level to the district conservation committee. Formation of the committee should be participatory and relevant to their particular needs with involvement of community members e.g youth, men, women and PWD and supported by active, well-trained field-level extension service. This will empower community members with will to conserve natural resources and thus slow down rate of degradation. Specific activities should include focus forest management and conservation farming activities Three major factors that would facilitate community active participation of women are: a clear prospect of benefit sharing; support from their families; and the small size of the CDCC. Put in place catchment management plans to improve catchment health, respect permits and rights of other water users and maintain and monitor environmental flow at all times. Proper levelling and de-silting will be carried out to facilitate proper drainage and avoid water logging. Promotion of carbon sinks around livestock farms, fishing ponds and water impoundment facilities

Safeguard Capacity Building

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Environmental and social Safeguard Documentation, and Reporting

The project will keep records of all safeguards implementation activities - screening decisions and documentation on approvals or permits received, documentation for consultations with stakeholders on safeguards matters for post implementation review by the NPCU or any other interested external stakeholder or regulator. As much as possible, information on safeguards must be shared with all stakeholders, especially persons who are likely to be affected by the issue in question.

Safeguards reporting will be done monthly from the sub-county Safeguard Officers to the districts and NPCU and then for onward submission to the relevant institutions (NEMA or other lead agency and the World Bank) for review. The reporting format should follow that prescribed by the ESMF, RPF, NEMA

conditions of approval, and consistent with key issues to be covered in all safeguard's activities. When the policies are triggered and ESMPs and PMPs are prepared, the documents will be shared with the communities and disclosed as per the ESMF/RPF requirements.

ANNEXES

ANNEX I: ENVIRONMENTAL AND SOCIAL MANAGEMENT PROCESS

Environmental and social management process for respective investments will follow 8 steps outlined below under the oversight of the LG, though some will be required to have a more in-depth impact assessment under national oversight by NEMA. The District Environmental Officer and District Community Development Officers are the focal point for carrying out this process.

Step 1: Project Screening

The District Environmental Officer and District Community Development Officer in consultation with the relevant technical staff (as the need arises) undertake environment and social screening on the proposed subproject using the provided Environmental and Social Screening Form (ESSF) in Annex…….. and prepare Project brief format provided for in the National (Environmental and Social

Assessment) Regulations. The project brief will be made publicly available. The ESSF requires information that will:
i. Screen for projects that are ineligible for funding under UCSATP;
ii. Guide the scope of the environmental and social assessment

Performance Assessment: The Performance Assessment will verify that all projects in the UCSATP workplan have undergone screening. The DEO should ensure that the Project brief is kept on file for each project, which is signed by the DEO and DCDO and certified by the District TPC. In addition, resultant ESMPs, ESIA certificates, Project Brief approvals and ESIA Audit reports should be kept on file and their corresponding monitoring/ application records verified/ correlated during performance assessment.

Step 2: Determine Scope of Environmental and Social Assessment

Using the information in the ESSF, the DEO will determine the scope and level of the environmental and social assessment as guided by National Environment Act, 2019 and the National (Environmental and Social Assessment) Regulations, 2020

Type of Project	**Scope of ESIA**	**Oversight of ESIA process**
Project would have adverse environmental and social impacts that are sensitive, diverse, irreversible and/or unprecedented	Project ineligible for financing under UCSATP	N/A
Project type is included in the Fourth Schedule (Part 1 and Part 2) of the National Environmental Act.	Submission of project brief to Authority and or Lead Agency for approval	NEMA
Project type is included in the Fifth Schedule National Environmental Act.	Mandatory full ESIA and NEMA oversight of project and clearance of ESIA	NEMA
Project would result in land acquisition and/or involuntary resettlement	Resettlement Framework applied	LG/MAAIF
Projects which may require environmental and social impact assessments. Areas declared by national law as protected areas; wetlands, lakeshores, riverbanks and other fragile ecosystems;	Project brief submitted by MAAIF to NEMA for decision on scope of ESIA	TBD
Project type is included in the Eleventh Schedule National Environmental Act.	Preparation of Environmental and Social Management Plan	LG

Projects or activities exempted from environment assessments.		

Through the Project brief, the DEO/DCDO recommend the scope of environmental and social assessment to be carried out and appropriate oversight based on the table above to the Technical Planning Committee (TPC).

The TPC reviews the Project brief and either approves the findings or requires additional information in order for the Project brief to be approved. Once approved by TPC, continue with stakeholder engagement and implementation under LG oversight or submit to NEMA for certification.

UCSATP activities that fall in the category of sub-projects and their respective facilities listed in the Fourth Schedule (Part 1 and Part 2) of the National Environmental Act that require a project brief to be submitted to the Authority and or Lead Agency include the following; Irrigation of between 5 to 20 hectares; Small bridge construction; Swamp road improvement which involves installation of culverts; Construction of agro-processing facilities; Construction of watering points and treatment facilities; and Establishment of farming demonstration sites among others

Those that fall in the category of sub-projects listed in Fifth Schedule National Environmental Act and regulations that require an ESIA to be submitted to the Authority for approval include the following Construction of 4 strategic multipurpose large dams with a threshold of 1,000,000 m3 or more, Dredging of a lake kyoga; Construction of facilities for commercial aquaculture of 200,000 kilos per year or of an area of one hectare; Establishment of fish cages for commercial production; Establishment of industrial or commercial fish processing plants; and Establishment of 4 aquaculture parks among others.

In situations where studies have been conducted, PCU ESS jointly with the DEO and DCDO will review the reports to ensure validity and relevance of the mitigation measures in respect to the identified risks. Final ESIA reports will be submitted to NEMA for approval.

All UCSATP sub-project activities requiring land acquisition and or working in protected areas will be implemented in accordance with the Resettlement Plans and Process Framework respectively.

UCSATP activities listed in the Eleventh Schedule of the National Environmental Act that are exempted from environment assessments include Construction of fish ponds of size 10m by 20m; Establishment of no fishing zones, such as fish breeding or nursery areas; and Minor land use changes in areas with slopes of less than 20% including housing construction among others.

Performance Assessment: All relevant sub-project will be required to have conducted ESSF screening and project brief should be kept on file.

Each sub-project will be verified that the TPC has reviewed and approved the project brief, and that the scope of environmental and social assessment is appropriate to the type and scale of project. In addition, resultant ESMPs, ESIA certificates, Project Brief approvals and ESIA Audit reports should be kept on file and their corresponding monitoring/application records verified/correlated during performance assessment.

ENVIRONMENT AND SOCIAL PROJECT BRIEF FORMAT

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Quality Assurance of ESIA

To ensure quality assurance of the ESIAs undertaken for the project, a review and approval of ToRs by the Bank and supervision of the ESIA consultants by the client shall be undertaken. The ESIA/ESMP, VMGP and RAP review and approval process shall be carried out in parallel with the review and approval of the technical designs; economic & financial analysis; and other preliminary aspects of the projects. To avert conflict of interest and ensure prudence, the firm engaged in the preparation of technical designs for a project shall not be involved in conducting ESIA &/or RAP for the same project.

Investments planned for refugee hosting districts shall be subjected to studies/ assessments that will culminate into the preparation of ESIAs and RAPs to cater for cases of land uptake and compensation for loss of property and livelihoods. This shall be in accordance with Refugee Protection Framework. These studies shall involve community participation where they shall be consulted on matters pertaining to the planned investments, ecological characteristics of the areas targeted and their socio-economic conditions. Once the locations for investments in refugee hosting districts are determined, detailed designs shall be prepared. In this process, beneficiary surveys shall be conducted and baseline information established for several factors which shall be basis for evaluating the results of the project investment in the area.

ESIA disclosure for public review shall be made at a place accessible to local people (e.g. through a local government office, public libraries and websites of participating District Local Governments, MAAIF, NARO, NAGRI, UNMA, WB and NEMA) in a form, manner, and language they can understand. Simplified excerpts of the documents shall also be disclosed through public feed-back fora at the locations where community consultations were made to ensure that there is wide access and acclimatization of project issues by the public.

Step 3: Identify Mitigation Measures

During the planning stage, environmental and social mitigation measures will be identified for each sub-project where negative environmental and social impact is likely to occur at all phases from pre-construction through to decommissioning and will be included in the investment profiles for

implementation.

The mitigation measures should be detailed enough to permit the project implementers (DAO, CDOs, Labour Officers, Agriculture extension officers, engineers, Community Based Facilitators, Farmer Organisation leaders and contractors) to understand what exactly is needed and to derive the associated costs, which are then included in the Environmental and Social Management Plan in the next step.

Step 4: Develop Environmental and Social Management Plans Environmental and Social Management Plans (ESMPs) is intended to ensure efficient environmental and social management in all sub-project activities, and that the mitigation measures identified in Step 3 are carried out and monitored by the responsible parties.

Performance Assessment: Each potential impact identified in the project brief should have mitigation measures included in the ESMP. ESMPs will be reviewed to ensure that all areas marked "Yes" on the ESSF have corresponding mitigation measures in the ESMP. The ESMPs should be kept on file and their corresponding monitoring/application records verified/correlated during performance assessment.

The ESMP will include the following:

i.	The relevant project activities
ii.	The potential negative environmental and social impacts;
iii.	The proposed mitigating measures;
iv.	Responsibilities for implementing the mitigation measures;
v.	The LG officials responsible for monitoring the implementation of the mitigation measures;
vi.	The frequency of the afore-mentioned measures;
vii.	Staff roles and their capacity needs to implement mitigation measures identified above;
viii.	The cost estimates for these activities, which are built into the project cost.
ix.	Monitoring indicators for implementation of mitigation measures;
x.	Column for monitoring findings and recommended follow up actions (blank).
xi.	A Grievance Redress Mechanism to handle complaints that may arise

Step 5: Review and Approval of ESMP

For quality control the ESMP shall be reviewed and approved by the TPC, who will recommend for its approval by the Sectoral Committee for Environment. Approved ESMPs are then incorporated in the project profiles [1]in the District Council Development Plan and if there are drawings or designs or statutory plans in the ESMP these should be cross referenced and attached to the drawings.

The Contractor's/FO/consultant's auxiliary facilities shall also be subjected to statutory approvals (e.g. ESMP approval by NEMA, registration of workplace by MGLSD, etc.) and shall be supervised and supported by the client or client's representative. Contractors/FO/consultant's shall be required to

[1] Project profiles are developed for every subproject to include information on costs and budgets, deliverables, technical descriptions, M&E, certification (environmental and sector heads) as aligned to the project development objective.

undertake environmental and social due diligence of materials supply sources (stones, sand, murram), to ensure acquisition of such materials from compliant facilities.

Acquisition of these facilities should however take the following into consideration: suitability of the site for such facilities; social and environmental factors associated with the sites; proximity to the planned infrastructure and costs of site acquisition. The site should not have any encumbrances costs. The financial resources required shall be incorporated in the Contract and or Grant Agreements.

Performance Assessment: Project records will be reviewed to ensure that the TPC has approved the ESMP, and that the ESMP is included in the District Council Development Plan. Corresponding monitoring/application of ESMP shall be verified/correlated during performance assessment. All mitigation measures stated in the ESMPs that require implementation by Contractors or Farmer Organisation leadership shall be included in the Contracts or Grants Agreements (made contractual obligation) and embedded in the Bid Documents.

Step 6: Contracting

Environment and social management aspects shall be integrated in UCSATP Standard Bidding Document and contracting documentation. The following features shall be enhanced:

1. **Eligible Bidders:** shall refer to those bidder's business whose activities have not been suspended for failure to perform; suspended or terminated or performance security called by an employer for reasons related to non-compliance with Environment, Social, Health and Safety (ESHS) requirements over the last 5 years.

2. **The Documents Comprising the bid:** The Bidder shall submit the Environment, Social, Health and Safety (ESHS) Code of Conduct and ESHS Management Strategies and implementation Plan (ESHS-MSIP).

a. **Environment, Social, Health and Safety (ESHS) Code of Conduct**: This shall contain obligations on all project staff including sub-contractors and casual laborers to comply with ESHS provisions. The following issues are the components of a satisfactory Code of conduct:

i. Compliance with the National laws in regard to environment, Social, health and safety;
ii. Non-discrimination – on basis of gender, ethnicity, race, religion etc;
iii. Interaction with the community;
iv. Sexual harassment;
v. Violence or exploitation – including Gender based violence;
vi. Protection of Children;
vii. Sanitation requirement;
viii. Duty to report violation of this conduct.

N.B **The Code of Conduct should be written in plain English (and translated into local languages) and signed by each worker as a proof that they received a copy, had the code explained to them, acknowledged adherence and understood the consequences of violation.**

b. **The ESHS Management Strategies and implementation Plan (ESHS –MSIP**): these describe in

detail the actions to manage key ESHS risks as they relate to, workers, communities, natural resources, materials, equipment, management processes etc. that will be used or encountered during implementation. The Plan should include those actions described in the Environment and Social Impact Assessment, Project Brief, Environment and Social Management Plan, ESMP, Regulatory authority conditions attached to any permits or approvals of the project.

The ESHS –MSIP shall include strategies to manage the following key ESHS risks:
i. Regulatory Compliance Plan to ensure that all regulatory requirements – both pre-construction and during construction are met;
ii. Campsite management plan to ensure that all ESHS risks in the campsite are met;
iii. On-site works management plan to ensure that all on-site risks are addressed;
iv. Borrow area management plan to ensure that risks associated with opening, operating and closing the borrow areas are addressed;
v. Quarry management plan that includes the operating licenses of the quarry from where the material is sourced;
vi. HIV and AIDS, and other disease prevention and management plan to ensure that all risks associated with HIV and AIDS, Covid 19 and other diseases are addressed;
vii. Traffic management plan to ensure community safety from construction traffic; and
viii. Labour recruitment and management plan.

3. **Documents required from the selected bidder to be submitted for approval and subsequently implement include:** the Contractors or Farmer Organisation Environment and Social Management Plan (C/FO-ESMP), which is in line with the Environmental, Social, Health and Safety Management Strategies and Implementation Plans ESHS-MSIP, the sub-project ESMP that has been approved by the National Environment Management Authority (NEMA), Security Management Plan, Environmental & Social Audit (ESAs) reports, Resettlement Action Plan (RAP), VMGP, Process Framework, if any, and NEMA's clearance conditions if any.

4. **Contractor's/Farmer Organisation Environmental, Social, Health and Safety Policy:** The contractor and or Farmer Organisation should develop an Environmental, Social, Health and Safety Policy that will apply to the works and activities being undertaken.

Content for an Environmental and Social Health and Safety Policy
The policy goal**, *as a minimum, should be stated, ` to integrate environmental protection, occupational and community health and safety, gender, equality, child protection, vulnerable people (including those with disabilities), gender-based violence (GBV), HIV/AIDS awareness and prevention and wide stakeholder engagement in the planning processes, programs, and activities of the parties involved in the execution of the Works'.***
As a minimum, the policy sets out to the following commitments:
i. Apply good national and international practice to protect and conserve the natural environment and to minimize unavoidable impacts;
ii. Provide and maintain a healthy and safe work environment and safe systems of work;
iii. Protect the health and safety of local communities and users, with particular

concern for those who are disabled, elderly, or otherwise vulnerable;
iv. Ensure that terms of employment and working conditions of all workers engaged are upheld;
v. Be intolerant of, and enforce disciplinary measures for illegal activities;
vi. To be intolerant of, and enforce disciplinary measures for Gender Based Violence, child sacrifice, child defilement, and sexual harassment;
vii. Incorporate a gender perspective and provide an enabling environment where women and men have equal opportunity to participate in, and benefit from, planning and development of the Works;
viii. Work co-operatively, including with end users of the works, relevant authorities, contractors and local communities;
ix. Engage with and listen to affected persons and stakeholders and be responsive to their concerns, with special regard for vulnerable, disabled, and elderly people;
x. Provide an environment that fosters the exchange of information, views, and ideas that is free of any fear of retaliation;
xi. Minimize the risk of HIV, Covid 19 and other communicable disease transmission and to mitigate their effects associated with the execution of the Works.
The Environmental and Social Health and Safety Policy should be regularly updated and signed by the top leader.

5. **Technical Personnel:** Bidders should provide suitably qualified personnel to implement and report on environment, social, health and safety issues during the execution of project activities. Such personnel may include an Environment, Health and Safety Officer and a Sociologist. The contractor/FO/consultant shall use the formats provided below to develop monthly reports.

6. The District Environment Officers, Labour Officer and District Community Development Officers shall monitor and report on the implementation of the C/FO-ESMP. They will use the formats provided in Annex ……..

Payment for delivery of the ESHS requirements: During the preparation of the bid documents or the specifications, mitigation measures should be listed (item by item) in the Bills of Quantities or the specifications or Terms of Reference, and each one costed by the bidder. These mitigation measures will be part of the total contract sum and will be executed by the contractor. The following ESHS requirements should be considered during Payment of certificates;

If the Contractor/FO/consultant failed to perform any ESHS obligations or work under the Contract/grant agreement, the value of this work or obligation, as determined by the contract manager, should be withheld until the work or obligation has been performed, and/or the cost of rectification or replacement, as determined by the contract manager, may be withheld until rectification or replacement has been completed. Failure to perform shall include the following:

a) Failure to comply with any ESHS obligations or work described in the Works' Requirements which may include: working outside site boundaries, excessive dust, failure to keep public roads in a safe usable condition, damage to offsite vegetation, pollution of water courses from oils or sedimentation, contamination of land e.g. from oils, human waste, damage to archaeology or cultural heritage features, air pollution as a result of unauthorized and/or inefficient combustion;

b) Failure to regularly review C/FO-ESMP and/or update it in a timely manner to address emerging ESHS issues, or anticipated risks or impacts;
c) Failure to implement the C/FO -ESMP e.g. failure to provide required training or sensitization;
d) Failing to have appropriate consents/permits/certificates prior to undertaking Works or related activities;
e) Failure to submit ESHS report/s or failure to submit such reports in a timely manner;
f) Failure to implement remediation as instructed by the contract manager within the specified timeframe (e.g. remediation addressing non-compliance/s).

7. **Drawings:** If there are drawings in the ESMP these should be cross referenced and attached to the drawings.

8. **Activity Schedule/BOQs:** In the BOQ there should be a cross-reference to the separate annexure in the ESMP titled "BOQ for ESMP**"**

Performance Assessment: All contracts, grant agreements will be reviewed to verify inclusion of clauses for environmental and social management that address the mitigation measures identified in Step 3.

Step 7: Monitoring and Reporting

Environmental and social monitoring aims at checking the effectiveness and relevance of the implementation of the proposed mitigation measures.

The DEO, Labour Officer and DCDO undertakes the compliance supervision in sequences and frequencies stipulated in the ESMP (including where appropriate, a Maintenance Schedule) and ensure that mitigation measures are implemented. The monitoring indicators should be developed based on the ESMP mitigation measures.

Performance Assessment: LGs must be able to demonstrate that budget is allocated to the DEO and DCDO to conduct environmental and social monitoring of projects according to the schedule in the ESMP. Review monthly reports against the ESMP.

Step 8: Project Completion and Closing

No payment shall be affected by the LG accounting officer without the Environmental and Social certification by the DEO and DCDO as an indicator that appropriate mitigation measures as included in the contract or grant agreement have been implemented.

Performance Assessment: All completed projects will be reviewed to ensure that they have obtained appropriate certifications – the completion certificate issued by the DEO and DCDO

Roles during appraisals and reviews:

These key roles shall be undertaken by the responsible stakeholders as mandated by law. Most notably to be involved are: World Bank, NEMA, Project Safeguards Staff, component managers, MAAIF

Directorates , District & Municipal Staff (Environment & Community Development), NFA, UWA, MGLSD, Independent Consultants, Contractors and FO representatives.

To ensure proper implementation of the ESMPs, MAAIF will provide budget lines for implementation of the required mitigation measures. Actions that will be implemented by the Contractors and Farmer Organisation shall be included in the respective bidding documents, Call for proposals, Grant Agreements and Contracts and subsequently expounded in the Contractors'/ Farmer Organisation ESMPs. Those that shall be implemented by MAAIF/NARO/NAGRI/UNMA/Local Governments shall equally be included in Annual Work-plans and Budgets, and accordingly implemented, monitored and reported upon. MAAIF shall put in place coordination arrangements to closely work with NEMA, other MDAs and D/MEOs on the supervision of the ESMPs implementation within the overall plan for the project.

Project ESS Monitoring, Reporting and Audits

Monitoring & Supervision of the ESMPs, VMGP, Process Framework and RAPs implementation is designed to:
a. Determine whether the project is being carried out in conformity with environmental and social safeguards and legal requirements;
b. Identify problems as they arise during implementation and recommend means to resolve them;
c. Recommend changes in project concept/design as appropriate, as the project progresses or as circumstances change; and
d. Identify the key risks to project sustainability and recommend appropriate risk management strategies and mitigations to the proponent.

The safeguards staff at each level will be responsible for reviewing and consolidating feedback on environmental and social aspects in each of the components and submit such reports to the PCU Safeguard Specialists who shall then aggregate such reports for onward submission to the Bank.

Several other agencies will play a key role (in line with their statutory mandates) to ensure that the management of environmental and social aspects are implemented effectively.

The DEO and DCDO shall produce monthly reports using the format in Annex ……..that includes activities undertaken; level of compliance; gaps and agreed to actions.

PCU Senior Environmental Health and Safety Officer and Senior Social Development officer will undertake quarterly ESHS compliance supervision in project activities and subsequent undertake Environment and social management Performance using the USCATP- ESSH Performance Assessment Score card. Emphasis shall be placed on environmental and social planning, implementation, monitoring and reporting by stakeholders at all levels. Annual ESHS progress reports will be submitted to WB no later than 15 days after the end of each reporting period. This will be done during routine project review meetings, and project supervision missions

An independently commissioned environmental and social audit of project activities shall be carried out periodically (between 12 – 36 months) depending on the level of implementation of the specific projects. The audit team will report to MAAIF who will lead the implementation of any corrective measures that shall be identified. Audit reports will be shared with NEMA, lead agencies, NARO, NAGRIC and World Bank. The audit seeks to ensure that:

i. The ESIAs/ESMPs, Process Framework, VMGP and RAP processes are implemented appropriately; and mitigation measures are being identified and implemented prudently;
ii. Any modifications or amendment in the ESMPs required to improve effectiveness are undertaken;
iii. Results of ESIAs/ESMPs, Process Framework, VMGP and RAP implementation are verified, and used to assess whether the project achieved the environmental mitigation and community livelihood restoration or enhancement objectives and whether resettlement entitlements were appropriate.
iv. The audit will also assess the efficiency, effectiveness, impact, and sustainability of RAP activities. The aim is to learn lessons for application to future projects in the sector and in other WB interventions in the country.

On annual basis the MAAIF in collaboration with NEMA (through the Department of Environmental Monitoring and Compliance); MGLSD and other MDAs based on issues linked to their mandates will carry out a joint national assessment of project performance in environment & natural resource management and social compliance as part of the project's overall monitoring program. The teams shall pursue corrective measures as required and certify that measures identified in the ESMPs and RAPs are being implemented. A safeguards supervision plan shall be developed with clear objectives to ensure successful implementation of ESMPs and RAPs.

RAP Preparation and Implementation Process.
Once specific projects sites are identified, a census of the affected persons shall be undertaken and a RAP developed - containing the detailed status of the amenities to be affected by the project. The RAPs shall provide details for compensation of all the eligible PAPs based on their losses (including physical assets or income sources affected within a set and communicated cut-off-date). The RAPs shall be prepared in accordance with the National and World Bank requirements. The RAP process shall also be participatory with the participation of the affected public and other relevant stakeholders. MWE and NWSC working alongside LGs and other relevant stakeholders to implement the RAPs shall work in collaboration with the Chief Government Valuer.
The PAPs shall be compensated in accordance with the Valuation Reports approved by the Chief Government Valuer before project works start or as shall be mutually agreed with the consent of the developer, the PAPs and LGs. For activities involving land acquisition or loss, denial or restriction to access of resources, provisions shall be made, for compensation or other assistance required for relocation, prior to displacement. In the event of relocation or loss of shelter, measures to assist PAPs (provision and preparation of resettlement sites with adequate facilities and relocation costs) shall be provided to PAPs by the Project Planning Team. The schedule for the implementation of activities, as agreed between the Project Planning Team and PAPs must include: target dates for start and completion of civil works; and dates of possession of land that PAPs shall be currently using.
The following PAP categories shall be eligible for compensation:
a. People who have been in the surveyed part of the proposed foot prints of the sub-projects; landlords owning land affected by the proposed sub-projects; and all persons who have formal legal rights to land or assets
b. People whose structures are to be affected by the developments;
c. People who use and/or rent land for cultivation whose livelihoods including crops, trees and other identified amenities are to be removed or damaged due to land acquisition activities.

d. All persons who do not have formal legal rights to land or assets, but have a claim to land or assets that is recognized or recognizable under the national law.
e. Persons who have no recognizable legal rights or claim to the land or assets they occupy.

7.8.4 Livelihood Restoration and compensation issues.
Livelihood restoration is critical to the success of the project because PAPs may have a difficulty to achieve their livelihood aspirations if not engaged in participatory planning and identification of their alternative needs at the time of assessment and these may turn out to be saboteurs. Livelihood planning should be based on appropriate feasible solutions and technical advice from government entities, CSOs and local consultants. The livelihood programs should be designed in consultation with PAPs, district and Municipal officials, CSOs and interested parties within the project affected areas. A participatory approach should be used for needs assessments and where feasible, livelihood programs shall be aligned with relevant existing national, district and municipal programs.
7.9 Stakeholder Consultations and Disclosure of Pertinent Information.
Stakeholder engagement shall be promoted and undertaken throughout the project cycle in order to support the development of strong, constructive and responsive relationships that are important for successful management of established infrastructure, and environmental & social risks. Stakeholder consultations shall be carried out at district, municipality, sub-county and at the local communities to inform them about the scope of planned projects, associated impacts (positive and negative) and how these shall be addressed.
Disclosure of results of studies (socio-economic surveys, ESIAs and RAPs) shall be made to stakeholders at all levels in a manner and language which they can understand. The proponent shall also disclose the ESIAs and RAPs on its website, print media, public libraries and all districts where projects shall be implemented. The World Bank's shall also disclose the ESIAs and RAPs on its *Infoshop* for the attention of Bank stakeholders.

7.12 Capacity Building and Training
UCSATP shall involve utilizing the existing institutional structures and capacity within the MWE and NWSC to implement the Project. For successful implementation of safeguards issues, it is important to ensure that staff and other stakeholders who play a role in implementing the ESMF and RPF are provided with appropriate and continuous environmental and social safeguards capacity development through tailored trainings for effective delivery of safeguards
Funds allocated to Component 4 (Project Implementation & Sector Support) shall be used to provide technical assistance to support the capacity development needs of the implementing agencies to ensure effective implementation of safeguard measures throughout the project lifetime. The main role of the Environmental Specialist (ES) and Social Development Specialist (SDS) are to provide technical advice and support on environmental and social management and mitigation planning across all the implementing entities at MWE and NWSC to ensure that the ESMF is fully implemented. The safeguards capacity building shall cover select staff from MWE/NWSC, Local Governments, Contractors, Consultants, participating CSOs and community. The participation of Bank, NEMA, MGLSD and MLHUD in the delivery of these training needs shall be pursued. Where necessary, Consultants with relevant experience in the proposed topics and familiarity with the water sector can be engaged to deliver trainings. The trainings shall be convened on National, Regional or District level depending on the number of participants to be engaged in each training session. Refresher courses

should be held as needed during the course of the project lifecycle. The training shall focus on safeguards issues both in the project construction and operational phase.

7.12.1 Training Areas of Focus.

The training will cover pertinent safeguards areas of specific interest, including but not limited to: Relevant World Bank and National Safeguard Policies; Roles of key stakeholders in the implementation of environmental and social safeguards; Effective monitoring and Reporting for environmental and social safeguards; Health and Safety Management (both Occupational and Community Safety), Development & Implementation of Contractor's ESMP, management and use of Auxiliary Facilities (Labour Camps, Equipment Storage Yard), Construction materials acquisition – environmental and social due diligence, Labour influx management and use of Code of Conduct, Child abuse/defilement, Grievance Redress Management, and so on. Detailed content to be covered during the training shall be developed based on the capacity assessment of the targeted participants. Tailor-made short capacity enhancement trainings for safeguards top-implementing staff (PST safeguards staff, MWE and NWSC Safeguards Coordinators and Focal Persons) organised in-country or by Training Institutions abroad. The focus is on the following areas: Unlocking the World Bank Safeguard Policies and other World Bank safeguards guidelines; Approaches for Conflict-Sensitive Natural Resource Management; Effective Management of Environmental and Social Risks in Construction Projects; Meaningful Stakeholder Consultation and Engagement in Infrastructure Projects; Understanding the concept of Cumulative Impact Assessment; Achieving Effective Involuntary Resettlement and Occupational Safety and Health among others.

The training costs shall be established in the course of project implementation after establishing the scope of content to be covered; number & duration of training sessions to be held; and the number of participants to be involved. These costs shall be embedded in the overall implementation budget for the project.

Other probable documents to be prepared (where applicable)

Depending on the findings of environmental and social screening process, the location of the projects and as deemed necessary, the following additional guiding plans (in addition to the ESIA/ESMP and RAP) may have to be prepared alongside or as an integrated part of the ESIA/ESMP:

♣ **Physical Cultural Resources (PCR) Management Plan:** This shall cover an inventory of PCRs, and measures for: mitigation of identified adverse impacts; and strengthening institutional capacity to handle PCRs. Monitoring systems to track progress of PCR activities shall be integrated into the ESMP.

♣ **Dam Safety Measures:** Any issues involving small dams shall be aimed at preventing soil erosion and enhance flood protection. Provisions in the existing Small Dam Guidelines prepared for Uganda, WB ESS4 Annex 1 Safety of dams and the FAO Manual on Small Earth Dams shall be used to ensure adherence to generic dam safety measures.

ANNEX II: PROJECT LEVEL GRIEVANCE MECHANISM

When local people present a grievance, they generally expect to receive one or more of the following: acknowledgment of their problem, honest response to questions about project activities, apology, compensation, modification of the conduct that caused the grievance and some other fair remedy. In voicing their concerns, they also expect to be heard and taken seriously. The project level grievance mechanism shall be outlined in the following instruments: ESMF, SEP, VMGF, RPF, and ESIA/ESMPs.

PROCEDURES AND TIME FRAMES

There is no ideal model or one-size-fits-all approach to grievance resolution. The best solutions to conflicts are generally achieved through localized mechanisms that take account of the specific issues, cultural context, local customs, and project conditions and scale. In its simplest form, a grievance mechanism can be broken down into the following primary components:

a. Receive and register a complaint.

b. Screen and validate the complaint.

c. Formulate a response.

d. Select a resolution approach, based on consultation with affected person/group.

e. Implement the approach.

f. Settle the issues.

g. Track and evaluate results.

Learn from the experience and communicate back to all parties involved

Level 1: Local grievance redress committees (LGRC) will be initiated at the village level to record grievances and also help in mediation. This committee will comprise the LC I Chairperson, a trusted village elder, a religious representative, an elected PAP representative, representative of Farmer Group and specific vulnerable group representatives of relevance to the village i.e. women, youth and the disabled. Disputes will be resolved at the village level as far as possible. The project will prioritize use of existing Grievance Redress Structures/ Committees as opposed to forming new ones. In such cases, the project will be introduced to the existing GRCs and taken through the project specific GRM requirements.

Level 2: The Grievance Redress Committee at the Sub County level

This will be established at sub county level to deal with grievances unsettled at the community or farmer groups level. It will comprise of approximately 5 members;

1. The Sub County Chief, Chairperson to the committee
2. The Community Development Officer, Secretary to the committee
3. Secretary for Production, as member
4. A representative of vulnerable groups (women etc.), as member
5. Agriculture extension officer, as member

Level 3: District Level Grievance Redress Committee

This will be established to deal with any grievances unsettled at the Farmer Group or Sub County levels. the GRC at the district will comprise of 7 members;

1. Chief Administrative Officer, shall be the Chairperson to the committee
2. District Community Development Officer, shall be the Secretary

3. Secretary for Production, as member
4. District Production and Marketing Officer, as member
5. District Project Focal Person, as member
6. District Environment Officer, as member
7. District Labour Officer, as member

The PIU through the Social Development Specialist will technically guide the formation and selection of GRCs and continually build their capacities to receive and handle complaints first hand. The Social Development Specialist will be supported by the National Grievance Redress Committee that will be established to handle all referral complaints. The Chairperson of the Village GRC shall have responsibility to liaise with the Sub County Community Development Officer who shall coordinate the functioning of all farmer groups GRCs in the Sub County including documentation and reporting to the district Focal Person. The District Community Development Officer or as designated at the discretion of the CAO shall be the Technical Focal Officer for the GRM. The mechanism will utilize tools and devices such as Logbooks, Complaints Registration Form (ANNEX 12.2), E-GRM developed under Agriculture Cluster Development Project (ACDP), telephones, opinion/suggestion boxes, emails, letters, and walk-ins.

The grievance mechanism implementation process is as follows for the project:

a. The Local Grievance Redress Committee (LGRC) will interrogate the PAP/Complainant in the local language and complete a Grievance Form which will be signed by the leader of the LGRC and the PAP/complainant. This will then be lodged in the Grievance Log/Register provided by the Grievance focal Officer;

b. The PAP should expect a response from the LGRC within seven days of filing the complaint. If the issue is not resolved, the LGRC will forward the complaint to the GRC at the Sub County, and accordingly inform the Complainant;

c. The GRC at the Sub County will be given a fourteen-day notice to hold a meeting. Two days after the meeting, the Sub County GRC will call the PAP and LGRC for discussions, feedback and resolution. The resolution will be presented to the PAP in written form within the same day of the meeting. If there is no resolution to the grievance, the GRC at the Sub County and the PAP shall then refer the matter to the GRC at the District level;

d. The GRC at the District will be given a fourteen-day notice to hold a meeting. Two days after the meeting, the GRC will call the PAP and LGRC for discussions and resolution. The resolution will be presented to the PAP in written form within the same day of the meeting;

e. If there is no resolution to the grievance, the GRC at the district level and the PAP shall then refer the matter to the District Land Tribunal for land-related issues and to MAAIF head office for all other grievances; and

Appeal to Court - The Ugandan laws allow any aggrieved person the right to access to Court of law. If the complainant still remains dissatisfied with the District Land Tribunal or MAAIF top management in Entebbe, the complainant has the option to pursue appropriate recourse via judicial process in Uganda. Courts of law will be a "last resort" option, in view of the above mechanism.

Management of grievances

There are ways to proactively solve issues before they even become grievances, and this is in tandem with the E&S mitigation hierarchy. Implementers should be aware and accept that grievances do occur, that dealing with them is part of the work, and that they should be considered in a work plan. Project Implementers should do the following:

a. **Provide sufficient and timely information to communities**. Many grievances arise because of misunderstandings; lack of information; or delayed, inconsistent, or insufficient information. Accurate and adequate information about a project and its activities, plus an approximate implementation schedule, should be documented in the SEP and communicated to the communities, especially PAPs, regularly. Appropriate communication channels and means of communication should be used;

b. **Conduct meaningful community consultations**. MAAIF shall continue undertaking community consultations and dialogue throughout the implementation of the project. Sharing information, reporting on project progress, providing community members with an opportunity to express their concerns, clarifying and responding to their issues, eliciting communities′ views, and receiving feedback on interventions will benefit the communities and the project management; and

c. **Build capacity for project staff, particularly community facilitators and other field-level staff**. The community-level facilitators and field-level staff of MAAIF and the participating Districts shall continue to be provided with adequate information on the project such as project design, activities, implementation schedules, and institutional arrangements as well as enhanced skills in effective communication, understanding community dynamics and processes, negotiation and conflict resolution, and empathizing with communities and their needs. Building trust and maintaining good rapport with the communities by providing relevant information on the project and responding effectively to the needs and concerns of the community members will help solve issues before they even become grievances. It is also important that community facilitators and field-level staff provide regular feedback on their interactions with the communities to the higher levels of the implementing agencies as will be in both the Project Implementation Manual and, the project SEP.

ANNEX III: ASBESTOS AWARENESS TRAINING GUIDELINE

This training should be made mandatory for anyone working directly with asbestos or ACMs and are therefore liable to be exposed to asbestos fibres, including those involved in building demolition, debris clean-up, transport and disposal. Asbestos awareness training should be designed around the activities to be undertaken and should include

- The legal position concerning work with and disposal of asbestos waste;
- Procedures people should take to protect themselves;
- What control measures are required;
- What equipment people need to do the job properly;

- How to choose, use and look after personal protective equipment (PPE), including respiratory protective equipment (RPE);
- Decontamination of yourself, work equipment and work areas;
- Waste handling and waste disposal;
- Emergency procedures

This training should be complimented by practical drill on procedures on safe handling, transportation and disposal

Additionally, the following safety and health requirements should be adhered to during handling, transportation and disposal;

A. **SAFE HANDLING ASBESTOS**

1. Appropriate and adequate Personal Protective Equipment (PPE)

- As a minimum, provide workers with gloves, goggles, disposable clothing or replacement clothing, adequate footwear and disposable masks
- Dispose of contaminated clothing and protective equipment in the same way as other asbestos-containing materials (ACMs).
- Provide washing facilities for workers and training to all involved if possible, or work supervisors as a minimum

2. If possible, do not disturb it, break it or cut it or burn it to avoid releasing the asbestos fibre or dust

3. Wet It

- If it is necessary to move, saw or break up the materials, keep them thoroughly wet to reduce the amount of airborne fibres
- Work only in well-ventilated areas
- Take particular care with friable materials
- Clean any contaminated surfaces by wetting the area or using damps cloths. Never dust or sweep as this propels fibres into the air

4. Cover it

- When disposing of it, keep piles of ACMs covered with plastic sheets until they can be disposed of
- Always wet the materials before moving

5. Wrap it up

- Store asbestos-containing waste in sealable containers until it can be disposed of safely
- Use metal or plastic drums or strong polyethylene bags

- If using bags put one bag inside another and seal with strong tape
- Label the containers in the local language(s) and include a hazard warning before disposal

B. DEDICATED ASBESTOS DISPOSAL SITE SELECTION

1. Site:

In collaboration with the local government, locate a designated, engineered, hazardous waste landfill facility or site where adequate cover material is available, access is good and controllable and where the waste cannot be exposed by water or wind erosion, slope failure, further disasters or re-excavation

2. Vehicles

- Clearly label vehicles transporting asbestos waste and ensure they are operated by trained personnel
- Once waste is deposited in the transportation vehicles, cover the waste securely with 1000-gauge polythene sheet or minimum 80 gsm tarpaulin

3. Emission protection

During and after the disposal of asbestos waste, make sure no visible emissions occur and cover waste with at least 15cm of compacted non-asbestos-containing material within 24 hours of disposal

4. Barriers

If no natural barriers exist around the site to deter access, install fencing, trenches or other barriers to prevent unauthorised access to the designated area

5. Warning signs

Post warning signs at the entrance of the site and around the perimeter

6. Closure

Final closure of an area containing asbestos waste requires at least an additional 75cm of compacted non-asbestos material to provide a 1m final cover. This must be done within 90 days of the last deposition

C. PERSONAL DECONTAMINATION

It is important that everyone working with or near asbestos materials ensures they are fully decontaminated before leaving the workplace. This will help alleviate the possibility of taking asbestos fibres home on clothing and exposing family and friends.

The following procedure should be followed by each person working at on debris clearance involving asbestos materials.

- Clean boots with damp rags
- Use damp rags in a gentle ‘patting’ action on overalls (rubbing can disturb fibres)
- Where there are two workers (of the same sex), they can help to clean each other

- Peel off disposable overalls. They should be inside-out when they have been removed. Put the overalls in a suitable asbestos waste bag (Class 9 plastic bag)
- Remove Respiratory Personal Equipment (RPE) last. If using disposable face covering, place these in the asbestos waste bag. For non-disposable RPE, clean after use and store in safe place away from contamination
- Tape the waste bag securely closed and dispose of with hazardous waste