



The Republic of Uganda

Ministry of Agriculture, Animal Industry and Fisheries

**Uganda Climate Smart Agricultural Transformation (UCSAT)
Project - P173296**

Draft

LABOUR MANAGEMENT PROCEDURES

September 2024

Contents

1.0 Introduction	3
1.1 Objectives of the LMP	3
2.0 Project description	3
2.1 Project Development Objective	3
2.2 Overview of Labour Use in the Project	3
2.3 Project specific Labour requirements/ categories	4
3.0 Assessment of Key Potential Labour Risks	5
4.0 Overview of Labour Legislation	6
5.0 Policies and Procedures	9
6.0 Forced Labour, Child Labour and Age of Employment	9
7.0 Duties and Responsibilities	10
8.0 Age of Employment	12
9.0 Hiring of labour	13
10.0 Contractor Management	14
11.0 Staff welfare	15
12.0 Workers' Grievances Management Committees and Structure	16

1.0 Introduction

The Labor Management Procedures (LMP) has been developed to guide on management of project workers in accordance with the requirements of Uganda Labor and Employment Laws and World Bank's Environmental and Social Standard (ESS2) - Labor and Working Conditions. The LMP applies to project workers including full-time, part-time, temporary, migrant workers, and as listed under ESS2, (Direct workers, Contracted workers, Community workers, and Primary supply workers). It is recommended that the key aspects of the LMP including those of other E&S instruments, shall be incorporated in the bidding documents and contracts for implementation.

1.1 Objectives of the LMP

The main objective is to document labour requirements and identify the risks associated with the project in line with legal requirements and good international and industry practices (GIIP).

Specific objectives include:

1. Promote compliance with national employment and labour laws and good international and industry practices
2. Promote fair and equitable labour practices for fair treatment, non-discrimination and equal opportunity of workers;
3. Protect workers' rights and promote healthy, safe, secure and comfortable accommodation that does not impact negatively on the communities in the surrounding area;
4. Ensure the management and control of activities that may pose labour-related risks at workplaces

2.0 Project description

2.1 Project Development Objective

The project development objective (PDO) is to increase productivity, market access and resilience of select-value chains in the project area and to respond promptly and effectively to an eligible crisis or emergency. The project is designed around 5 (five) components targeting 3 (three) value chains i.e. crop, livestock and fisheries. The five components include; Strengthening Climate-Smart Agricultural Research, Seed and AgroClimatic Information System; Promoting Adoption of Climate Smart Agriculture Technologies and Practices; Market Development and Linkages for Selected Value Chains; Contingent Emergency Response Component; and Project Management, Coordination and Implementation.

2.2 Overview of Labour Use in the Project

The Uganda Climate Smart Transformation Project Labor Management Procedures applies to project workers. According to ESS2, *project worker* refers to;

- a. People employed or engaged directly by the Government (including the project proponent (MAAIF) and the project implementing agencies) to work specifically in relation to the project (*Direct workers*);

- b. People employed or engaged through third parties to perform work related to core functions of the project, regardless of location (*Contracted workers*). ‘Third parties may include contractors, sub-contractors, brokers, agents or intermediaries;
- c. People employed or engaged to provide community labor (*Community workers*) as that term is identified in paragraphs 34-38 of ESS2; and
- d. People employed or engaged by Government’s primary suppliers (*Primary supply workers*) – are those suppliers who, on an ongoing basis, provide directly to the project goods or materials essential for the core functions of the project identified in paragraphs 39-42 of ESS2.

2.3 Project specific Labour requirements/ categories

The requirement of Project workers can be in terms of types, numbers and timing of the individual requirements. The requirement of the work force at different levels and labor type will be determined by the scope of work to be undertaken under different project investments.

The table below estimates workforce needs dictated by the CDD-project type sub-components, institutional capacity building aspects and involving participation of communities themselves (Farmer groups). The table below presents the estimated labor force for each type of worker. MAAIF shall ensure that the employment Contracts of all types of workers are in line with Uganda’s Employment, Labor Acts, and OSH Acts, as well as the provisions of ESS2, in particular the provisions relating to terms and conditions of employment, non-discrimination and equal opportunity, occupational health and safety, and prohibitions on forced and child labor. Their requirements, including those specified under ESS2 shall be incorporated as appropriate and enforced.

Table showing workforce needs & requirements

No.	Type of worker	Estimated numbers	Remark
1.	MDAs Employees/civil/public servants		
	MAAIF, NARO, NAGRIC, UNMA	40	Provide overall leadership of the project implementation, both at National, regional and District levels. NARO & NAGRIC shall be involved mainly in Supporting Climate-Smart Agricultural Research and Innovations and Building Competitive and Sustainable Seed Systems.
	MoGLSD	2	Will take lead in monitoring labour and working conditions of project activities.
	District Local Governments	400	Will lead overall coordination at local government level, including mobilization and sensitization of communities and participating farmer groups.
	Sub-County Local Governments	800	Involved in overall coordination at Sub-county level and monitoring activities, including mobilization and sensitization of communities and participating farmer groups.
2.	Direct workers		
	NPCU	09	Coordinate project implementation

No.	Type of worker	Estimated numbers	Remark
	NPIT	30	Provide technical support to MAAIF for project implementation.
3.	Contracted workers		
	<ul style="list-style-type: none"> - Contractors - Consultants - Suppliers 	1000	Some infrastructure sub-projects will require to be contracted out for implementation by Contractors.
4.	Community/ Voluntary Workers	5000	<p>To undertake implementation of some project activities on voluntary basis and/ or providing community labour contribution (CDD-approach) by project beneficiaries, and eventually owning and implementing individual activities on long-term basis.</p> <p>The project will target individuals (smallholder and largescale farmers), farmer groups, cooperatives, and self-help groups. The indirect beneficiaries are the household members of the project participants and the users of the rehabilitated lands and sustainably managed natural resources that have not benefited directly from the project but benefitting directly from project activities</p>

3.0 Assessment of Key Potential Labour Risks

Under each project value chain, the project will undertake several activities which include among others strategic infrastructure investments aimed at increasing productivity and marketing. These activities typically pose risks associated with construction projects as enlisted in the table below:

Table showing potential risks on Labour

Activity categories	Potential risk on labourforce	Mitigation measures
Infrastructure projects activities	Possible accidents/ injuries from tools and machinery, Absence/ lack of insurance for construction workers, Generation of waste and associated resources (water, energy) efficiency issues, community health and safety, labour impacts on host communities in case there is influx, etc. traffic safety, GBV/SEA by project workers	Adequate training for direct, contracted, community workers, and Government employees involved in project implementation.
Agro-input handling pesticides, herbicides and exposed to the treatments,	Specifically, related to hazards (poisoning) from the occupational health and safety exposure to	Safe procurement, transportation, storage, application and disposal of resultant wastes shall be

	pesticides, poisoning from used chemicals	undertaken in line with the IPMP guidance provided under Section 5.4.1 of the ESMF
Project host community safety (including consumers of contaminated food products).	Labour migration/influx will be limited in scope, due to limited contracted services and short windows of infrastructure works.	Minimal and continuous sensitization of the few workers and participating communities against such evils will be undertaken by the project.
	Therefore, the risks associated with HIV/AIDS transmission and increased levels of GBV/Sexual harassment are expected	In addition, all project contracts shall be required to have a code of conduct for all project workers, which will among others include aspects and clauses against SEA. The project will work closely with the local leaders and structures such as the Uganda Police to ensure the National Law requirements against SEA are respected and followed.
	The likely risk of employment discrimination against women and members of vulnerable groups has been addressed in the project design which will deliberately target at least 40% female beneficiaries and prioritise participation of the vulnerable groups including the youth and elderly.	In accordance with ESS2 and the Ugandan Labour Laws, the project will not recruit any labour of under 18 years of age (applicable also to community workers), due to the hazardous nature of the work that involves handling and management of pesticides, and neither rely on forced labour. In addition, the project will not employ forced labour, and all workers shall be required to have working contract/ appointment letter before assuming work. Where Community/ Voluntary workers are engaged, the project shall ensure use of a Community Agreement, containing agreed terms of engagement.

4.0 Overview of Labour Legislation

Terms and conditions of employment of workers under the project shall be according to Uganda's Employment Act, 2006, Workers Compensation Act 2000 and FIDIC; in consistence with the requirements of ESS2. Key aspects to pay attention to are:

- a) Clear contracts will be entered into with workers; stipulating their rights according

to the Employment Act, 2006.

- b) Method of payments to workers, clear procedures on any deductions of their wages and clear procedures of rests, leaves and holidays, are to be provided to the workers according to Parts V and VI of the Employment Act, 2006.
- c) Procedures of termination of employment, shall be clear and understandable.

The Employment Act of 2006: The Employment act is the governing legal statutory instrument for the recruitment, contracting, deployment, remuneration, management and compensation of workers. This Act provides for matters governing individual employment relationships in terms of circumstances of provision of labor.

Occupational Safety and Health Act of 2006; The Occupational Safety and Health Act of 2006 makes provisions for the health, safety, welfare and appropriate training of persons employed in workplaces.

Workers compensation Act of 2000: The Act outlines matters of compensation for injuries and accidents as well as the responsibility of employees to take care of their health, health and safety while on the project.

Public Health Act Cap.281: Part IX Sanitation and Housing: No person shall cause a nuisance, or shall suffer to exist on any land or premises owned or occupied by him or her or of which he/she is in charge, any nuisance or other condition liable to be injurious or dangerous to health.

The National Environment Act 2019, Section 3, provides for a Right to a decent environment in accordance with Constitution and the principles of sustainable development.

International Labour Management Requirements

The applicable international instruments to the project include the World Bank's Environmental and Social Standard two (ESS-2) on Labour and Working conditions clearly requires projects to undertake the following: promote safety and health at work; promote fair treatment, non-discrimination and equal opportunity of project workers; protect workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESF) and migrant workers, contracted workers and primary supply workers as appropriate; prevent all forms of forced labour and child labor; support principles of freedom of association and collective bargaining power in a manner consistent with the national law; and to provide workers with accessible means to raise workplace concerns.

Other International requirements include instruments of the International Labor Organization (ILO): Freedom of Association and Protection of the Right to Organize (ILO Convention 87, Article 88); The Right to Organize and Collective Bargaining (ILO Convention 98), Forced Labor (ILO Convention, Articles 3&4); The Abolition of Forced Labor (ILO Convention 105, Article 1); Minimum Age (of Employment, ILO Convention 138, Article 1); Discrimination (Employment and Occupation, ILO Convention 111, Article 11).

Occupational Health and Safety

Managing occupational health and safety procedures will be based on Uganda's *Occupational Safety and Health Act, 2006* and FIDIC 1999 clause 4.8 and 6.7

Key OHS measures are as follows:

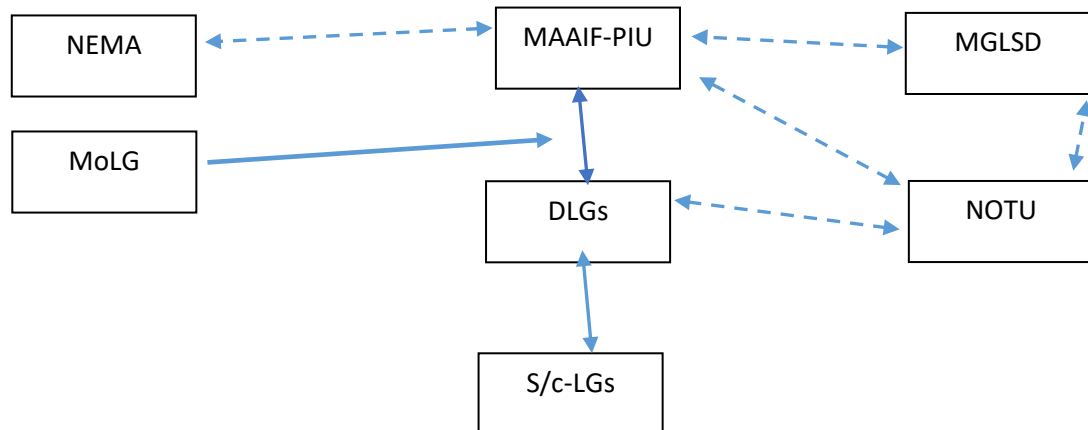
- a. Procedures to ensure establishing and maintaining safe working conditions.
- b. Reporting channels for workers to report work situations that they see are not safe or healthy.
- c. Compliance to requirements of the OHS Act by employers (contractor and sub-contractors).
- d. A system for continual review of OHS performance and conditions in workplace environment.

Institutional Framework

The following are some of the key institutions in the implementation of Labor Management in Uganda, and specifically for this project. They are:

- a. ***Ministry of Agriculture Animal Industry and Fisheries (MAAIF)*** represented by the PIU will be in charge of overall implementation of the project and ensuring labor and employment requirements are implemented as per the Uganda laws and ESS2;
- b. ***Ministry of Gender, Labor and Social Development- MGLSD***; - following their Statutory Mandate, will be in charge of enforcing OSH aspects and ensuring implementation of labor-employment requirements at workplaces, covering the whole country; MGLSD shall be assisted by the District Labour Officers on a day to day basis since they are at the grassroot and interface with the project on a daily basis in line with their responsibilities at that level;
- c. ***National Environment Management Authority-NEMA***; following their Regulatory Role, will monitor and enforce project activities to ensure proper storage and application of pesticides to minimize likely impacts on the communities and workers, and will also monitor implementation and enforcement of labour requirements in the project;
- d. ***Ministry of Local Governments (MoLG)***; - in charge of decentralized governance in Uganda, will directly supervise the District Local Governments to ensure they implement the project in line with Uganda's Local Governments Act that provides for decentralized functions, and implementation of labor laws and ESS 2 requirements, among others;
- e. ***District Local Governments***; - have various technical officers ranging from District labor officers charged with enforcement of labor working conditions and resolving labor related complaints; and
- f. ***National Organization of Trade Unions-NOTU***; - will monitor labour and working conditions of the project.

Institutional coordination and implementation structure



5.0 Policies and Procedures

Measures that should be followed during project implementation to address labour risks are provided below:

- a. All employers on this project shall develop and implement procedures to establish and maintain safe workplaces;
- b. All parties involved in employing or engaging project workers shall make sure to provide full information to workers, and conduct training for them about OHS requirements;
- c. Personal protective equipment should be provided to workers without expense to them;
- d. Clear processes and procedures shall be available to workers to enable them to report work situations that they believe are not safe or healthy, and accordingly remove themselves;
- e. Facilities appropriate to the circumstances of the works will be provided to the project workers;
- f. A system of regular review of OHS performance and the working environment will be put in place;
- g. A safety Plan shall be provided before the beginning of works in the project;
- h. Insurance for project workers, equipment and machinery shall be put in place

6.0 Forced Labour, Child Labour and Age of Employment

- i) Forced labour which consists of any work or service not voluntarily performed that is exerted from an individual under threat of force or penalty, will not be used in connection with the project. No trafficked persons shall be employed in connection with the project.
- ii) Persons under the age of 18 will not be employed or engaged in connection with this project.
- iii) Age of workers will be verified from their national identity documents.
- iv) If an underage worker is found on the project, the contractor who employed such workers shall be stopped from working and be given a notification to change such

workers.

Terms and Conditions

- Wages shall be paid to the project workers by the contractors according to Ugandan laws.
- Maximum number of hours that can be worked on the project is 8 hours a day.
- All other terms and conditions specified in the Ugandan labor law, FEDIC 1999 and World Bank OHS requirements apply to the project.

7.0 Duties and Responsibilities

Ministry of Agriculture Animal Industry and Fisheries

Permanent Secretary: Overall responsibility of project delivery and showcases commitment to set compliance aspects of the project as a responsible developer

Project Coordinator: is the main contract focal points throughout the project life cycle and provide final guidance in project execution.

Environment & Social officers: provide support to the project on compliance including but not limited to monitoring of workers' welfare, adherence to project related compliance aspects and advising on implementation of agreed or best practices in the operation. E&S will:

- a) As part of the OHS requirements, identify potential hazards to project workers and develop OHS plans to manage the identified risks;
- b) occupational health and safety (OHS)
- c) induction and training of contractors on OHS and labor management procedures ensure worker grievances are addressed
- d) regular monitoring and reporting on implementation of the labor management procedures and OHS requirements.

Contractor management: Contractor management presents some of the greatest risks during project implementation given the fact that most activities are contracted out. These often come with own Environment Health Safety and Social compliance cultures. Prompt inductions and continuous monitoring is encouraged to ensure compliance. While responsibility is provided to contractors, MAAIF remains accountable for the project. For contract bidding and contracts for the Project, the World Bank's standard procurement documents, which include labor, and occupational health and safety requirements will be adopted. MAAIF will incorporate a standard language, based on project requirements drawn from ESS2, ESS4 and other sections of the World Bank Environmental and Social Framework and supporting documentation, in the tender and contract documents to ensure potential bidders are aware of the environmental and social requirements to be met under the project. Tender documentation should note that the contractor/subcontractor shall actively collaborate and consult with project workers in promoting understanding, and methods necessary for project implementation.

MAAIF will require bidders for contracts for the Project to agree and to implement a workplace Code of Conduct (CoC) that includes provisions prohibiting any form of sexual exploitation, assault or harassment of Project workers, as well as sexual exploitation or sexual assault of persons in local communities affected by the project, and any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage. The CoC will apply to all persons employed or engaged, including persons employed or engaged through contractors and subcontractors, in relation to the project. The CoC shall form part of the induction process and the routine awareness sessions.

MAAIF will require bidders for contracts for the project to submit a statement confirming their firm compliance with national labor and employment and occupational health and safety laws, and labor management procedures in accordance with Environmental and Social Standard 2 “Labor and Working Conditions” (ESS2) and the LMP for the project.

MAAIF will make reasonable efforts to ensure that parties awarded contracts for the project are reliable law-abiding entities that do not have a history of problems relating to disrespect for national labor law, unresolved labor disputes, or frequent work-related accidents. As part of the selection process for contractors, MAAIF will request and review from prospective contractors the following information as a bare minimum:

- a) Information in public records, for example, corporate registers and public documents relating to violations of applicable labor law, including reports from labor inspectorates and other enforcement bodies
- b) Business licenses, registrations, permits, and approvals.
- c) Documents relating to a labor management system, including OHS records, for example, labor management procedures.
- d) Identification of labor management, safety, and health personnel, their qualifications, and certifications.
- e) Workers’ certifications/permits/training to perform required work for example Work at Height certification and Permit to Work training certification among others.
- f) Records of safety and health violations, and responses.
- g) Accident and fatality records and notifications to authorities.
- h) Records of legally required worker benefits and proof of workers’ enrolment in the related programs.
- i) Worker payroll records, including hours worked and pay received; and
- j) Identification of safety committee members and records of meetings

During the implementation of the contract, MAAIF will require that contractors to provide Weekly, Monthly and quarterly reports. The reports shall have among other aspects Personnel on Board (POB), Lost Time Incidents, Fatalities, inspections and audits, workplace inspections, grievances raised and resolved among others as dictated by field conditions and site-specific risks. Some of the pertinent contractor roles are subsequently presented as below:

Contractor site supervisors: Responsible for daily monitoring of activities to ensure compliance to set legislation and ensure close out of action points as provided in various

scenarios. They hold the mantle to sound project implementation. Additionally, the contractor shall:

- a) Implement the labour management procedures and OHS requirements in line with the ESMF.
- b) Supervise sub-contractors' implementation of labor management procedures and OHS requirements.
- c) Provide routine occupational health and safety training to all workers involved in works and maintains records of such trainings.
- d) Maintain records of recruitment and employment of contracted workers as provided in their contracts.
- e) Ensure that workers understand and sign the code of conduct, prior to commencement of works.
- f) Provide workers with the necessary PPE wear and enforce PPE usage.
- g) Ensure availability of first-aid kits, readily accessible by workers in case of injury.
- h) Ensure availability of food and adequate potable drinking water for all project teams
- i) Documentation and reporting of occupational accidents/incidents, maintain accident/incident logs. Major accidents/incidents such as fatalities etc., shall be reported to MAAIF and World Bank immediately and investigative action (s) undertaken to determine root causes. Minor incidents shall be recorded in the monthly monitoring reports including corrective actions undertaken to prevent re-occurrence. As part of OHS requirements, develop and implement emergency preparedness and response measures to effectively respond to emergency situations.

Contractor EHSS personnel: Responsible for project compliance in line with workers' rights and obligations and advising management on proper systems of work. These carry out daily and routine monitoring of activities to ensure compliance with specified safety measures and records of any incidents.

District focal persons: these include the Chief Administrative Officers, Local Leadership and Labor Officers and Community Development Officers. They ensure that all grievances provided to them are directed to the client and appropriately closed out or forwarded to the next tier as and when situations demand.

Local Council Chairpersons: They also responsible for providing names of potential casual laborer's.

8.0 Age of Employment

The project will employ workers aged 18 (eighteen) years and older. Age of participants will be verified during the employment process using tools like National ID and letters from the resident LC 1 chairpersons. In liaison with the District Labor officers and LC 1 chairpersons, awareness sessions on child and forced labor shall be conducted with clear consideration of host community cultural norms.

In rare occurrences where there are child head of families, the Labor officer will advise on the type of work such a person can do in terms of exemptions often provided for children of 16 and 17 years of age. This is in line with the provisions in Section 32 on Prohibition of Child Labor of the employment Act 2006 that allows employment of a child to do light work under supervision of an adult aged over eighteen years, and which does not affect the child's education provided it is not done between 7pm to 7am and is not injurious to her/his health. Emancipated children above 14 years including those heading households may be allowed to continue in their employment provided it is done in compliance with this provision. If a minor working on the project without the exemption discovered, it shall necessitate the following steps prior to termination of contract:

- a) Incident notification and investigation: to establish circumstances under which a child was recruited. The team set up for such an investigation shall be spear headed by the E&S teams and other members co-opted depending on the situation. These shall include the LC1 chairperson, Labor officer, Community Development Officer independent supervisor, project manager and a workers' representative.
- b) In writing, MAAIF will communicate to the beneficiary and the contractor within five working days to terminate the services of the child(ren) involved and pay him/her off for the services provided up to that time, particularly
- c) Where a child is terminated, the Sociologist involved upon receipt of the termination instructions from the developer will counsel the child laborer explaining the legal reasons for his termination and encouraging him/her to go back to school.

9.0 Hiring of labour

All work shall be carried out by personnel considered eligible to provide labour by law (above 18 years of age) upon presentation of a valid National Identification Card and recommendation letter from the resident Local Council chairpersons. For avoidance of doubt, this shall be under the guidance of the Ministry of Gender, Labour and Social Development. The minimum acceptable age of minors employed on the project will be sixteen (16) upon approval by the District labour officer and consideration will be given to young family heads. They shall be engaged in non-hazardous work that is not labour intensive for instance housekeeping and stock-taking.

All works shall be shared through a 40/60 ratio with the local community benefitting 60% of the employment. Community workers will be recruited and under direct supervision of contractor/ sub-contractors. The Contractor/ sub-contractors must ensure that all project workers sign employment contracts and Code of Conduct agreements. Equitable employment aspects of the project shall be streamlined throughout the project cycle with deliberate effort to cater for VMGs as per ESS7 and also in compliance with ESS2. Aspects of salaries and wages shall be in line with:

- a) Number of hours worked
- b) Distances excavated or covered during pole erection
- c) Grading as follows:
 - i. Casual Labor

- ii. Supervisors
- iii. Managers
- iv. UCSATP staff
- v. UCSATP Consultants

Deliberate efforts shall be directed to providing gender balance with specific attention to women in the project's areas of operation. In all available job offers, females shall be encouraged to apply and some jobs specifically earmarked for female employs. These shall include but not be limited to flag personnel, stores management, and field supervision among others.

All workers including casual labourers employed by the project shall workers be documented have written contracts stipulating all the above and other aspects as per the laws governing Uganda and materially consistent with objective of ESS2 and in compliance of this LMP. All workers will be issued a code of conduct stipulating the acceptable work behaviour and punitive measures provided to mitigate against SEA and GBV.

10.0 Contractor Management

To ensure sound and time-bound project implementation, MAAIF utilizes a number of specialists. This call is for sound contractor management be realized through proper agreement signing, agreement on key performance indicators and ensuring that worker related aspects of the project are embedded in contract. Contractors will be selected through an open competitive bidding process. Management of labor issues including occupational health and safety as guided by ESS 2 and the approved LMP shall form part of the contract awarded to the best evaluated bidder. There should be:

1. Scrutiny of Information in public records, for example, corporate registers and public documents relating to violations of applicable labor law, including reports from labor inspectorates and other enforcement bodies.
2. Business licenses, registrations, permits, and approvals; Documents relating to a labor management system, including OHS issues, for example, labor management procedures.
3. Identification of labor management, safety, and health personnel, their qualifications, and certifications.
4. Workers' certifications/permits/training to perform required work.
5. Records of safety and health violations, and responses.
6. Accident and fatality records and notifications to authorities.
7. Records of legally required worker benefits and proof of workers' enrolment in the related programs.
8. Worker payroll records, including hours worked and pay received.
9. Identification of safety committee members and records of meetings; and
10. Copies of previous contracts with contractors and suppliers, showing inclusion of provisions and terms

MAAIF shall have full access to all project information collected by the contractor and project focal persons. The project manager with support from the Independent Supervisor shall be tasked to monitor and ensure compliance by the Contractor to ESS 2.

All contractors shall have clear SOPs, closure dates and competent action parties. Continuous monitoring shall be carried out throughout the project life cycle including but not limited to anomaly sighting campaigns amongst staff, periodic audits, inspections, and/or spot checks of project locations or work sites and/or of labor management records and reports compiled by third parties. While contractors shall have independent agreements or contracts signed with employees and sub-contractors, MAAIF shall ensure that all contractors and employees are employed as per National Legislation, Best industry practice and in compliance to the labor management procedures. The contractor is obliged to provide all copies of contracts or agreements from all employees and subcontractors or any other contract entered into as part of the project delivery to MAAIF.

11.0 Staff welfare

Accommodation

Given the complex nature of the sub projects, pre facility visits shall be carried out for selected sites on possible establishment of camp sites. All facilities shall be inspected prior to occupation so as to ensure fit for purpose. All residential facilities shall have clean running water and shall ensure that care is taken on:

Malaria management

- Hygiene related aspects of the project including provision of hand washing soap and sanitizer where available and bathing facilities
- Proper human waste management including provision of adequate number of toilet facilities
- Appropriate lighting and ventilation
- Provision of proper muster points and Medical emergency points and readily accessible first aid kits maintained by health and safety representatives
- Gender considerations especially for separate accommodation and sanitation facilities
- Avoidance of locations that are hot spots for prostitution
- Social distancing and other standard operating procedures when/where relevant

Insurance

All project staff shall have insurance including but not limited to workman's compensation as stipulated in the employment contracts and provided by MAAIF. Best practice also calls for medical insurance or MOUs with credible medical service providers in the operation area to cater for illnesses during project implementation

Food and water

All project personnel shall be provided with meals in the following categories by their respective employers:

- Breakfast, lunch and dinner- teams staying in designated accommodation area
- Lunch- teams commuting from host communities
- Enough safe drinking water (≥ 3 litres of portable drinking water) - for all staff throughout the project cycle.

Security

All personnel shall be provided with appropriate security during project implementation and this shall be in collaboration with state security agencies like Uganda Police, the Uganda Peoples Défense Forces, the Uganda Wildlife Authority (if in Protected Areas) and private security firms where applicable. All these shall be sensitized on MAAIF awareness on Voluntary Principles on Human Rights and Security and encouraged to showcase these values while executing their state duties.

Timing of Labor Requirements

All workers shall work for 8 hours a day during the day time starting at 8:00am with one-hour lunch break and end at 4pm. Night time operations shall be conducted on a need only basis after activity specific risk assessment, toolbox talks and appropriate Permit to Work approval for this as a non-routine operation. This shall enable proper hazard identification and provision of mitigation measures. This caters mainly for works in busy town setting where day-time works have a potential to distract routine activities in the area. Teams working at night will have rested during day time. In scenarios where workers have to travel a distance longer than 1km, transportation shall be provided from accommodation to site/sites and time utilized for movements to and from the site shall form part of the working hours in the day. A journey Management risk assessment template utilized for field activities shall be drafted.

Incident management and investigation

To reduce the risk of incidents resulting from human error as an underlying factor, project teams shall be provided with awareness sessions on incident reporting, management and preventive actions provided in ESMF developed for UCSATP. Emphasis shall be on emergencies like injury, accidents with a lot of emphasis on near misses and Lost Time Incidents among others as per incident management plan.

12.0 Workers' Grievances Management Committees and Structure

In line with the provisions of ESS2 and ESS10, the MAAIF/UCSATP PIU will establish accessible and functional **Worker** Grievance Mechanism for all categories of **workers** described in this LMP. All workers will have liberty to communicate their grievances to the employer, MAAIF or World Bank. Grievances shall be communicated by complainants verbally or using telephone, email, by letter to either or all of the aforementioned entities. The various laws listed in the earlier sub sections provide employers and workers or their respective associations with opportunities to use social dialogue in order to prevent and resolve labour disputes amicably.

MAAIF will form the National Grievance Redress Committee Chaired by the Project Coordinator, while each participating District will establish one at that level, chaired by the

District Labour Officer, followed by the ones at Lower Local Government Levels of the Sub-County chaired by the Sub-County Chiefs, Parish Level chaired by the Parish Chiefs and at the lowest administrative level of villages, chaired by the LC-1 Chairperson. The workers GRM will be constituted among the workers and some representation from the project beneficiary community, and the contractor. It should be emphasized that this GRM is not a substitution to legal system for receiving and handling grievances. However, this is formed to mediate and seek appropriate solutions to labour related grievances, without escalating to legal redress. Legal redress is noted as the last resort mechanism to resolve labour disputes.

The Community Health and Safety Standards recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. Potential negative impacts affecting health and safety may arise from project supported activities which in this case may include management impacts from infrastructure activities, safe disposal of obsolete pesticides and associated packaging amongst others. It is therefore important that, the project strictly observes the need to avoid or minimize the risks and impacts to community health, safety and security that may arise from its particular attention given to the health and safety of the communities. Therefore, it is important to ensure that, the project avoids or minimizes the potential for community exposure to health risks (e.g., accidents, pollution, contaminated areas/resources) and diseases that could result from or be exacerbated by vector-borne diseases, and communicable diseases, injuries, mental health, and well-being