



ADAPTATION FUND



REPUBLIC OF UGANDA

MINISTRY OF WATER AND ENVIRONMENT

CONSULTANCY SERVICES TO DEVELOP THE ENVIRONMENTAL, SOCIAL AND GENDER (ESG) RISK ASSESSMENT FRAMEWORK FOR PROJECTS/PROGRAMMES IN UGANDA

PROCUREMENT REF No: MWE/CONS/20-21/00033

Inception Report

Submitted to:



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ACRONYMS

AF	Adaptation Fund
CSO	Civil Society Organization
EA	Environmental Audit
EIA	Environmental Impact Assessment
EMP	Environmental Management Planning
ESG	Environmental, Social and Gender
ESS	Environment and Social Standard
FGD	Focus Group Discussion
GCF	Green Climate Fund
GCHM	Grievance and Complaint Handling Mechanism
GHM	Grievance Handling Mechanism
GRC	Grievance Redress Committee
HR	Human Resource
KII	Key Informant Interview
LG	Local Government
M&E	Monitoring & Evaluation
MDAs	Ministries Departments & Agencies
MoGLSD	Ministry of Gender, Labor & Social Development
MWE	Ministry of Water and Environment
NEMA	National Environment Management Authority

NFA	National Forestry Authority
NGO	Non-Governmental Organization
NIE	National Implementing Entity
NPA	National Planning Authority
NWSC	National Water & Sewerage Cooperation
OHS	Occupational Health & Safety
OPM	Office of the Prime Minister
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
SIA	Social Impact Assessment
UNMA	Uganda National Meteorological Authority

1. PROJECT BACKGROUND

1.1. BACKGROUND

The Ministry of Water and Environment (MWE) was accredited as a National Implementing Entity (NIE) for direct access to the Adaptation Fund (AF) in March 2019. One of the key requirements as an implementing Entity is to have robust Environmental, Social and Gender Policy Guidelines in place to guide project development and implementation in respect to risks related to environmental and social harms and gender inequalities.

The MWE developed its Environment and Social Safeguards Framework (2018) to address negative impacts during implementation of the Adaptation Fund Projects. However, the framework did not cover the gender aspects and it is important that it is reviewed and updated to conform to the requirements of the Adaptation Fund.

In view of the above, the MWE proposes to build its institutional capacity for addressing environmental and social risks and gender considerations in its projects and programmes by commissioning the services of a consulting firm to work on different aspects of the capacity building process. The proposed activities include updating the existing gender policy, development of guidelines for environmental, social and gender risk screening including indicators for monitoring, developing an environmental and social risk assessment tool and gender assessment tool, developing procedures for public disclosure, updating the existing grievance and complaints handling mechanism, holding workshops to consult stakeholders in the development process, and building staff capacity through training.

The MWE applied and received a Technical Assistance Grant for the Environmental, Social & Gender Policy (TA-ESGP) for Uganda and MWE from the AF for updating its ESS Framework and incorporate Gender Policies/Risks.

1.2. OBJECTIVES OF THE CONSULTANCY

The overall objective of the consultancy is to build the institutional capacity of the MWE in addressing environmental and social risks and gender (ESGP) considerations in its projects/programmes through the development of an Environmental, Social and Gender (ESG) Risk Assessment Framework.

The specific objectives of the consultancy are to:

- i. To develop a comprehensive risk assessment and management tool for Environmental, Social and Gender (ESG) issues for the MWE aimed at addressing complaints about environmental and

social harms and complaints related to gender inequalities caused by projects/programmes during implementation.

ii. To develop procedures/guidelines for screening projects for environmental and social risks as well as gender-related risks and formulating risk management plans that are gender responsive.

iii. To train selected entity staff to carry out the relevant tasks related to the implementation of the Fund's Environmental and Social Policy and the Gender Policy.

1.3. SCOPE OF THE ASSIGNMENT

The scope of services in this consultancy shall comprise:

i. Developing of procedures/guidelines for environment and social risks assessment for MWE. This will entail:

- Reviewing the existing literature within MWE with the view of identifying useful information to inform the proposed Environmental, Social and Gender (ESG) Risk Assessment Framework for project formulation and implementation.
- Development of procedures/guidelines for environmental, social risk screening and assessment.
- Development of indicators to monitor environmental and social risks.
- Holding technical workshops on ESS for selected staff from the departments in the MWE, NEMA, NFA, the Ministry of Gender, Labor and Social Development, selected CSOs, Private sector and selected National NGO/CSOs and the Youth.

ii. Developing procedures and guidelines for screening gender-related risks and formulating risk management plans that are gender responsive. This will entail:

- Reviewing the existing literature on Gender Policy under MWE with the view of identifying useful information to inform the proposed Environmental, Social and Gender (ESG) Risk Assessment Framework for project formulation and implementation.
- Development of procedures/guidelines for gender assessment and risk management as a guide to gender responsive planning.

- Development of indicators to monitor gender risks.
- Holding meetings to validate the gender assessment tool with representatives from selected MDAs, OPM, NPA, MoGLSD, NGOs and selected gender/women advocacy groups and associations.

iii. Developing of guidelines for public disclosure on Environmental, Social and Gender Risks. This will entail:

- Reviewing the current MWE Grievance Handling Mechanism (GHM), EIA procedures and specific project disclosure procedures with the view of identifying useful information to inform disclosure on Environmental, Social and Gender Risks.
- Development of procedure/guidelines for public disclosure for the National implementing and Executing Entities.
- Holding workshops on validation of the gender policy for targeted stakeholders like MoGLSD, MWE, NEMA, NFA, NWSC, UNMA, LGs, CSO, private sector, marginalized groups and policy makers.

iv. Training of selected entity staff to carry out the relevant tasks related to the implementation of the Fund's Environmental and Social Policy and the Gender Policy. This will entail:

- Conduct capacity building of key staff in the NIE on the AF environmental and social and gender policy.

1.4. KEY DELIVERABLES

The Consultant is expected to deliver the following:

- An inception report including a detailed work plan and timelines, and detailed methodology to be submitted within 7 days from the date of signing of the Contract.
- A comprehensive risk assessment and management tool for Environmental, Social and Gender Risk assessment Framework (ESGF) for the MWE encompassing requirements of the Adaptation Fund ESGP including: (a) Environmental, social and gender risk assessment and management guidelines (b) guidelines for public disclosure for the NIE and EE in relation to

ESGP complaints during projects implementation (c) indicators to monitor environment, social and gender risks.

iii. A capacity building report for key staff in the NIE on the AF environmental, social and gender policy.

1.5. REPORTING

The consultant will be directly supervised by the Commissioner Policy and Planning Department of the MWE. The client will hold discussions with the consultant(s) at various stages in the consultancy to assess work progress, discuss challenges and constraints being encountered and possible interventions with the aim of ensuring that standard work is done in the agreed timelines.

1.6. TIME SCHEDULE

The Assignment shall be expected to be completed within a maximum of 52 work days within the time period from March - May 2021. The consultant will provide a detailed time schedule for the task and delivery of the outputs. The schedule will be agreed upon by the two parties (consultant and Client/MWE).

Task No.	Deliverable/Output/Milestone	Timing (From the date of contract effectiveness)/Expected deliverable date
1	Submission of Draft Inception Report to MWE.	25/March/2021
2	Power Point Presentation of Draft Inception Report by Consultant to MWE Senior Management.	29/March/2021
3	Submission of Final Inception Report to MWE.	05/April /2021
4	Submission of Draft Documents (Environmental, Social and Gender Risk Assessment and Management Guidelines; Guidelines for Public Disclosure for the NIE and EE in relation to ESGP complaints during projects implementation; and Indicators to monitor environment, social, gender risks)	23/April/2021
5	Preparation and Submission of a Comprehensive Risk Assessment and Management Tool for Environmental, Social and Gender Policy (ESGP) for the MWE encompassing requirements of the Adaptation Fund ESGP.	14/May/2021
6	Preparation and Submission of Capacity Building Report for key staff in the NIE on the AF environmental and social and gender policy.	28/May/2021

1.7. PURPOSE OF THE INCEPTION REPORT

The first deliverable of the assignment is an Inception Report whose purpose is to:

- a. Present consultant's approach to the tasks in the ToRs;
- b. Present and discuss the draft programme and key milestone dates for the deliverables;
- c. Progress on team mobilization;
- d. Present and discuss matters/issues the consultant wishes to clarify or discuss.
- e. Gather inputs from Stakeholders/MWE senior management on the scope and ensure precision on the task.

1.8. INCEPTION REPORT CONTENT

The inception report highlights the Consultant's initial activities undertaken as part of the tasks geared towards the assignment with a project organizational set-up, mobilization of experts, and understanding of assignment roles and responsibilities amongst the study team members.

It also highlights preliminary literature review, review and update of the work schedule/work plan for different activities and states the project milestones/deliverables. It also contains findings of preliminary site visits to some of the project areas undertaken in order to get a clear picture of the assignment.

The Consultant also meets with the Client to confirm the scope of the project and to identify relevant background information and the extent of the study area. This information forms the basis for undertaking the work in accordance with the project objectives.

A more focused response to the study tasks in the ToRs is provided in Chapter 2. Chapter 3 presents the deliberations and agreed positions reached during the presentation of the Draft Inception Report while Chapter 4 presents the detailed literature review. Chapter 5 presents the finalised study programme and key milestone dates for the presentations and deliverables. Chapter 6 presents the finalised study team and provides more focused responsibilities for each study team member.

2. INCEPTION PHASE ACTIVITIES

2.1. START UP MEETING

The team mobilised during the first week of the assignment and held a meeting regarding project execution, the study tasks set out in the Terms of Reference (ToRs), and the involvement of stakeholders. All the experts proposed in the technical proposal are available to undertake the assignment as shown in Table 1 below. The CVs for the main experts are attached in Annex II.

Table 1: Team of Experts Composition

Technical/Managerial Staff		
Name	Position	Task(s)
KEY EXPERTS		
Grace Aggrey Waiswa	Team Leader /Environmental Safeguards Specialist	• Team mobilization and meeting with key stakeholders. • Conduct a start-up/kick of meeting with the client. • Collect and review relevant reports and documents. • Update work methodology and work plan. • Prepare and submit inception report. • Develop Environmental Risk Assessment and Management Guidelines following Adaptation Fund Environmental Safeguards Principles. • Develop Indicators to monitor environmental risks. • Prepare a Capacity Building Report for key staff in the NIE on the AF environmental policy. • Prepare a Comprehensive Risk Assessment and Management Tool for Environmental Policy (EP) for the MWE encompassing requirements of the Adaptation Fund EP.
Sammy Kinnara	Environmental Safeguards Specialist	• Contribute to development of ESG and GRM guidelines; • Participate in collection of primary and secondary socio-economic and socio-cultural data for development of ESG and GRM guidelines; • Participate in organizing public consultations; • Participate in data analysis and preparation

Technical/Managerial Staff		
Name	Position	Task(s)
		- and presentation of Drafts to stakeholders; • Participate in incorporation of stakeholders' inputs into Drafts and preparation of Final ESG and GRM guidelines; • Participate in preparation of guidelines for evaluation of mitigation measures for possible impacts on health, safety, social and environmental components; • Participate in evaluating and synthesizing national regulations and standards, including international best practices in relation to labour and working conditions and stakeholder engagement; • Participate in preparation of guidelines for preparing preventive and corrective action plans for possible risks and impacts on health, safety, social and environmental components.
Francis Lugemwa	Social and Gender Safeguards Specialist	• Develop Social and Gender Risk Assessment and Management Guidelines following Adaptation Fund Social and Gender Safeguards Principles. • Develop Guidelines for Public Disclosure for the NIE and EE in relation to ESGP complaints during projects implementation. • Develop Indicators to monitor social and gender risks. • Prepare a Capacity Building Report on the AF social and gender policy for key staff in the NIE. • Prepare a Comprehensive Risk Assessment and Management Tool for Social and Gender Policy (SGP) for the MWE encompassing requirements of the Adaptation Fund SGP.
Tumwesigye Anthony		• Contribute to development of ESG and GRM guidelines; • Participate in collection of primary and secondary socio-economic and socio-cultural data for development of ESG and GRM guidelines; • Participate in organizing public consultations; • Participate in data analysis and preparation and presentation of Drafts to stakeholders;

Technical/Managerial Staff		
Name	Position	Task(s)
		• Participate in incorporation of stakeholders' inputs into Drafts and preparation of Final ESG and GRM guidelines; • Participate in preparation of guidelines for evaluation of mitigation measures for possible impacts on health, safety, social and environmental components; • Participate in evaluating and synthesizing national regulations and standards, including international best practices in relation to labour and working conditions and stakeholder engagement; • Participate in preparation of guidelines for preparing preventive and corrective action plans for possible risks and impacts on health, safety, social and environmental components.
SUPPORT/CONTRIBUTING STAFF		
Gloria Namirembe	Research Assistant - Environmental Safeguards	• Contribute to development of ESG and GRM guidelines; • Participate in collection of primary and secondary socio-economic and socio-cultural data for development of ESG and GRM guidelines; • Participate in organizing public consultations; • Participate in data analysis and preparation and presentation of Drafts to stakeholders; • Participate in incorporation of stakeholders' inputs into Drafts and preparation of Final ESG and GRM guidelines; • Participate in preparation of guidelines for evaluation of mitigation measures for possible impacts on health, safety, social and environmental components; • Participate in evaluating and synthesizing national regulations and standards, including international best practices in relation to labour and working conditions and stakeholder engagement; • Participate in preparation of guidelines for preparing preventive and corrective action plans for possible risks and impacts on health, safety, social and environmental

Technical/Managerial Staff		
Name	Position	Task(s)
		components.
Michael Isiko	Research Assistant - Social and Gender Safeguards	• Participate in developing Social and Gender Risk Assessment and Management Guidelines following Adaptation Fund Social and Gender Safeguards Principles. • Participate in developing Guidelines for Public Disclosure for the NIE and EE in relation to ESGP complaints during projects implementation. • Participate in developing Indicators to monitor social and gender risks. • Participate in preparing a Capacity Building Report on the AF social and gender policy for key staff in the NIE. • Participate in preparing a Comprehensive Risk Assessment and Management Tool for Social and Gender Policy (SGP) for the MWE encompassing requirements of the Adaptation Fund SGP.

2.2. LITERATURE REVIEW

The Team has collated and reviewed the following documents:

- Adaptation Fund Environmental and Social Policy (Approved in November 2013, Revised in March 2016).
- Gender Policy and Action Plan of the Adaptation Fund, Approved in March 2016.
- Draft of an UPDATE to the Gender Policy of the Adaptation Fund, 28 January 2020.
- MWE Environment and Social Safeguards Framework, 2018.
- MWE Grievance Redress Mechanism, 2018.
- Country's Policy, Legal and Institutional Frameworks for Uganda.

2.2.1. FINDINGS FROM THE ADAPTATION FUND ENVIRONMENTAL AND SOCIAL POLICY (APPROVED IN NOVEMBER 2013, REVISED IN MARCH 2016)

The policy is intended to ensure that in furthering the Fund's mission of addressing the adverse impacts of and risks posed by climate change, projects and programmes supported by the Fund do not result in unnecessary environmental and social harms. The environmental and social policy is intended bring the Fund's practices into line with the practice of other leading financing institutions that have adopted environmental and social safeguard policies to enhance sustainable development benefits and avoid unnecessary harm to the environment and affected communities.

The safeguard policies allow the institutions to identify and manage the environmental and social risks of their activities, by assessing potential environmental and social harms and then by identifying and implementing steps to avoid, minimize, or mitigate those harms. The future accreditation or reaccreditation of implementing entities may need to reflect their capacity and commitment to address environmental and social risks. Many of the multilateral implementing entities already have environmental and social policies and management systems that will meet the standards of the Fund. Some of the national and regional implementing entities may also have this capacity and commitment, but for others there may be a need for capacity building to manage environmental and social risks.

The policy requires that all projects/programmes be screened for their environmental and social impacts, that those impacts be identified, and that the proposed project/programme be categorized according to its potential environmental and social impacts. Projects/ programmes likely to have significant adverse environmental or social impacts that are for example diverse, widespread, and irreversible should be categorized as Category A. Projects/programmes with potential adverse impacts that are less adverse than Category A projects/programmes, because for example they are fewer in number, smaller in scale, less widespread, reversible or easily mitigated should be categorized as Category B. Those projects/programmes with no adverse environmental or social impacts should be categorized as Category C. Regardless in which category a specific project/programme is screened, all environmental and social risks shall be adequately identified and assessed by the implementing entity in an open and transparent manner with appropriate consultation.

The scope of the environmental and social assessment should be commensurate with the scope and severity of potential risks. If an environmental and social assessment is required, the assessment should assess all potential environmental and social risks and include a proposed risk management plan.

Environmental and social policies are fundamental to ensuring that the Fund does not support projects/programmes that unnecessarily harm the environment, public health or vulnerable communities. As part of the implementing entities' responsibilities for the project/programme,

all implementing entities shall (i) have an environmental and social management system that ensures environmental and social risks are identified and assessed at the earliest possible stage of project/programme design, (ii) adopt measures to avoid or where avoidance is impossible to minimize or mitigate those risks during implementation, and (iii) monitor and report on the status of those measures during and at the end of implementation. There shall be adequate opportunities for the informed participation of all stakeholders in the formulation and implementation of projects/programmes supported by the Fund.

All projects/programmes supported by the Fund shall be designed and implemented to meet the environmental and social principles that include compliance with all applicable domestic and international laws, provide for access and equity, avoid imposing any disproportionate adverse impacts on marginalized and vulnerable groups including children, women and girls, the elderly, indigenous people, tribal groups, displaced people, refugees, people living with disabilities, and people living with HIV/AIDS, gender equality and women's empowerment, core labour rights, consistent with the rights and responsibilities set forth in the UN Declaration on the Rights of Indigenous Peoples and other applicable international instruments relating to indigenous peoples, avoids or minimizes the need for involuntary resettlement, protect natural habitats, conserves biological diversity, no significant or unjustified increase in greenhouse gas emissions or other drivers of climate change, meets applicable international standards for maximizing energy efficiency and minimizing material resource use, the production of wastes, and the release of pollutants, avoid potentially significant negative impacts on public health, and avoid the alteration, damage, or removal of any physical cultural resources, cultural sites, and sites with unique natural values recognized as such at the community, national or international level.

Implementing entities shall identify stakeholders and involve them as early as possible in planning any project/programme supported by the Fund. The results of the environmental and social screening and a draft environmental and social assessment, including any proposed management plan, shall be made available for public consultations that are timely, effective, inclusive, and held free of coercion and in an appropriate way for communities that are directly affected by the proposed project/programme.

2.2.2. FINDINGS FROM THE GENDER POLICY AND ACTION PLAN OF THE ADAPTATION FUND, APPROVED IN MARCH 2016

The policy indicates a need for a gender-responsive climate policy that responds to the differing needs of men and women in national and local contexts. It emphasized gender equality as an increasingly crosscutting issue in major multilateral environmental agreements such as the 1992 Rio Declaration on Environment and Development that recognized the vital role women play in environmental management and development, Agenda 21 that focused on women's considerable knowledge and experience in managing and conserving natural resources, the United Nations Framework Convention on Climate Change (UNFCCC) that recognized the

“anthropogenic interference” within the climate system, the Cancun Agreements (2010) that underscored that gender equality and the effective participation of women are important for long-term cooperative action on all aspects of climate change, the Doha decision (2012), that decreed the promotion of gender balance and improving the participation of women in UNFCCC negotiations, the Lima decision (2014) that sought to advance gender balance, promote gender sensitivity in developing and implementing climate policy and achieve a gender responsive climate policy in all relevant activities under the UNFCCC and the Paris Agreement that acknowledged that Parties in their climate actions should be guided by respect for human rights, gender equality and the empowerment of women.

There is an emphasis that gender norms and related cultural rules are part of what structures the interactions and reactions to climate threats and opportunities in human systems. By striving for gender equality and supporting gender equitable processes, such as empowering women in its activities, the Fund increases the adaptive capacity of human systems. Women can be supported as positive change agents with deep knowledge of adaptation- relevant food, water or energy systems at the forefront of climate change and by actively addressing the disproportionately higher vulnerability of women to climate change impacts and natural disasters due to persisting gender inequalities. Gender inequality, inherent in some societies, often restricts women’s access to resources, legal rights or political participation and decision-making, threatens their peace and security, and undermines their adaptive capabilities.

A Gender Action Plan was developed to provide a framework and accountability tool for the full operationalization of the Gender Policy of the Fund by setting clear time-bound goals and priorities. In order to help advance gender equality through Fund operation, policy and projects/programmes, the gender action plan addressed six priority areas which include Governance and Institutional Structure, Operational Guidelines and Project/Programme Cycle Support, Capacity Development, Results-based Management, Resource Allocation and Budgeting and Collaboration and Communication.

Under the Operational Guidelines and Project/Programme Cycle Support one of the key issues that Implementing Entities have to undertake is to conduct an initial gender analysis and assessment at the earliest stage of project/programme preparation to determine the different needs, capabilities, roles and knowledge resources of women and men and identify how changing gender dynamics might drive lasting change. This is deemed a first critical step to establish a baseline against which results of gender responsive approaches and actions can be measured.

2.2.3. FINDINGS FROM THE DRAFT OF AN UPDATE TO THE GENDER POLICY OF THE ADAPTATION FUND, 28 JANUARY 2020

The policy highlights gender dimensions of climate change as being recognized as an increasingly crosscutting issue in major multilateral environmental agreements such as the

1992 Rio Declaration on Environment and Development, Agenda 2030 for Sustainable Development, the United Nations Framework Convention on Climate Change (UNFCCC) decisions and Paris Agreement. The Paris Agreement prominently underscored that Implementing Entities in their climate actions should be guided by respect for human rights, gender equality and the empowerment of women.

The policy indicates that without a commitment to gender equality, the Fund's vision, goal and desired impact cannot be realized. As such, the Fund's activities are to be designed and implemented with four cross-cutting themes of: engaging, empowering and benefitting the most vulnerable communities and social groups; advancing gender equality and the empowerment of women and girls; strengthening long-term institutional and technical capacity for effective adaptation; and building complementarity and coherence with other climate finance delivery channels.

There is recognition that climate change impacts women and girls, men and boys differently because of existing gender inequalities, gender discrimination and social exclusion. By striving for gender equality and supporting gender equitable processes, such as empowering women in its activities, the Fund increases the adaptive capacity of human systems in line with its mission to support effective adaptation.

The Fund's gender policy integrates key principles elaborated in the Fund's Environmental and Social Policy (ESP), especially the principles on access and equity, consideration of marginalized and vulnerable groups and of human rights. It highlights the principle of gender equality and women's empowerment as the goal that the Fund strives to attain through its processes. It acknowledges and integrates the need to apply an intersectional analysis in addressing gender-related differences in vulnerability and ability to decrease vulnerability and adapt to climate change impacts as a lens to understand the complexity and particularity of inequalities in the lives of women and girls, men and boys.

The Fund's gender policy is human rights-based and congruent with international instruments in acknowledging the centrality of women's rights as universal human rights, in particular with the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Labor Organization's (ILO) Core Conventions, the Millennium Development Goals (MDGs) and the follow up Sustainable Development Goals (SDGs) and the 2030 Agenda for Sustainable Development.

The Fund's gender policy is based on a set of key guiding principles that include commitment to work within its internal operations and with its partners to uphold women's human rights and to contribute to gender equality and the empowerment of women and girls in all its internal and external procedures in line with international human rights instruments, ensuing applicable international and domestic law, the Fund applies its gender policy to all its adaptation activities irrespective of project/programme size or focus, whether implemented by multilateral, regional

or national implementing entities accredited to the Fund, and the Fund is accountable for its gender mainstreaming efforts and its gender-responsive adaptation results and outcomes.

2.2.4. FINDINGS FROM THE MWE ENVIRONMENT AND SOCIAL SAFEGUARDS FRAMEWORK, 2018

The framework indicates that, at project formulation stage, each development project must highlight key environmental and social impacts (both negative and positive). Positive impacts will have enhancement measures suggested whereas for negative impacts mitigation measures will be suggested to minimize their effects on the environment and the communities in which the project is to be implemented. The suggested measures must be in tandem with the existing national laws and policies relating to sound environments and social management regimes as prescribed in different policies, laws and regulations.

The existing practice is that the Ministry follows the National Environmental Impact Assessment Guidelines, 1998 derived from the National Environment Management Policy, 1994 and national Environment Act (2019). Additionally, donor-specific Environmental and Social Safeguard Policies and guidelines, as may be required by individual projects are being implemented or supported by the Ministry.

The Framework addresses key Adaptation Fund principles, Green Climate Fund Standards as well as guidelines of development partners including, Labour and Working Conditions, access and equity, Marginalized and Vulnerable Groups, Human Rights, Gender Equality and Women's Empowerment, Indigenous Peoples and, Involuntary Resettlement. Others include protection of Natural Habitats and Conservation of Biological Diversity, Climate Change, Pollution Prevention and Resource Efficiency, Physical and Cultural Heritage and Lands and Soil Conservation.

All proposed projects and programmes shall be categorized according to the scale, nature and severity of their potential environmental and social impacts. Projects or programmes likely to have significant adverse environmental or social impacts that are for example diverse, widespread, or irreversible shall be categorized as Category A projects/programmes. Those with potential adverse impacts that are less adverse than Category A projects and programmes, because for example they are fewer in number, smaller in scale, less widespread, reversible or easily mitigated shall be categorized as Category B whereas those projects and programmes with no adverse environmental or not have potential significant social impacts should be categorized as Category C or D respectively.

The Ministry shall ensure that for all projects/programmes that have the potential to cause environmental or social harm (i.e. all Category A and B projects or programmes), the implementing entity shall prepare an environmental and social assessment that identifies any environmental or social risks, including any potential risks associated with the Fund's

environmental and social principles. Project or programme performance reports shall include a section on the status of implementation of any environmental and social management plans, including those measures required to avoid, minimize, or mitigate environmental and social risks. The reports shall also include, if necessary, a description of any corrective actions that are deemed necessary.

The Ministry shall establish Grievance handling mechanisms for all projects and programmes active at all levels. The communities to be affected or likely to be affected by projects or programmes shall be informed of the existence grievance and redress mechanism at the earliest opportunity of the stakeholder engagement process and in an understandable format and in all relevant languages. The details for sending complaints containing the contact information and the appropriate modes by which these will be received shall be provided by the Ministry and disseminated with other involved institutions.

2.2.5. FINDINGS FROM THE MWE GRIEVANCE REDRESS MECHANISM, 2018

The Ministry of Water and Environment has developed a Grievance Redress Mechanism that will be used when implementing and supporting projects and programs. It has been designed according to eight internationally accepted principles for the design of grievance mechanisms as elaborated by the United Nations Human Rights Council, 2011. These include Legitimacy, Accessibility, Predictability, Equitable, Transparent and Rights Compatible. Others are enabling continuous learning and based on engagement and dialogue.

The purpose of the Grievance Redress Mechanism is to provide people affected by the Ministry's Programs and projects with an independent mechanism through which their complaints and issues can be addressed and for the Ministry to ensure that information about its GRM is disseminated to all staff, civil society and local communities where projects and programs are being implemented as well as the general Public.

The Grievance Redress Mechanism has Grievance Redress Committees (GRCs) at two levels. One committee shall be at the Project/program sites with the Team Leader of the respective Water Management Zone as the Chairperson and the other at the Ministry level with the Commissioner Department of Water & Environment Liaison as the Chairperson.

The GRM makes reference to the national and international Grievance and Conflict Management Mechanisms such as the local courts, national courts, the Uganda Human Rights Commission, Office of the Inspectorate of Government (IGG), Natural Resource Management Institutions, the World Bank Inspection Panel; the International Human Rights System and in particular the Committee on Economic, Social, and Cultural Rights and Human Rights Committee as well as the Regional Human Rights bodies as other redress mechanism levels that aggrieved parties can turn to.

The GRC will take a proactive approach to raising awareness and providing information about the GRC to its stakeholders, including potentially affected people, civil society organizations, and national designated authorities, accredited entities, MWE project and program staff and others, so that they may have the information they may need about its mandate, objectives and functioning and so that the GRC can be effective in fulfilling its functions.

2.2.6. REVIEW OF POLICY, LEGAL AND INSTITUTIONAL FRAMEWORKS FOR UGANDA

Existing Policy, Legal and Institutional Frameworks and literature on the project from the Client have been reviewed and related to the Consultant's current undertaking. This has brought the Consultant Team up to date on the situation pertaining to this particular project. The Consultant Team has collected and reviewed documents as detailed in the following sections.

2.2.6.1. UGANDA POLICY FRAMEWORK

1. ***The National Environment Management Policy (NEMP) 1994:*** Its key policy objectives include the enhancement of the health and quality of life of Ugandans and promotion of long-term, sustainable socio-economic development through sound environmental and natural resource management and use; and optimizing resource use and achieving a sustainable level of resource consumption.
2. ***The National Water Policy, 1999:*** The National Water Policy emphasizes amongst others, the need for participatory planning to ensure sustainable use of the country's water resources.
3. ***Water Resources Policy, 1995:*** The overall water resources policy objective is to sustainably manage and develop the water resources in a coordinated and integrated manner so as to secure/provide water of an acceptable quality for all social and economic needs. Allocation of water to meet irrigation, livestock, industrial and other demands will be done considering the economic, social and environmental value of water in the wider basin.
4. ***The National Gender Policy, 1997:*** The GoU adopted a National Gender Policy of 1997, a tool to guide and direct the planning, resource allocation and implementation of development programs with a gender perspective. This project has mainstreamed gender dimensions into its formulation, planning and implementation framework hence, its compliance with the National Gender Policy for Uganda.
5. ***The National Policy for the Conservation and Management of Wetland Resources, 1995.*** The policy has established principles by which, wetlands resources can be optimally used and their productivity maintained in the future and stop existing

unsustainable exploitative practices in wetlands. Wetlands being major catchment components; this project aims at catchment protection including development of catchment management plans and involvement of the community members on how to protect the wetlands catchments.

6. ***The National HIV/AIDS Policy, 2004***, provides the principles and a framework for a multi-sectoral response to HIV/AIDS in Ugandan's world of work. The policy applies to all current and prospective employers and workers, including applicants for work, within the public and private sectors. Institutions are required to mainstream HIV/AIDS interventions into their plans, programmes, projects and activities.
7. ***Uganda Vision 2040***: According to Vision 2040, Uganda is to shift from a peasantry to an industrialized and largely urban society, and for that to be realized, there is need for the country to have well functioning infrastructure especially roads amongst others.

2.2.6.2. UGANDA LEGAL FRAMEWORK

Under this project, the following are highlighted among key legal tools under which MWE is obliged to comply. These are:

1. ***The Constitution of the Republic of Uganda, 1995***: Enshrines the principle of right to a clean and healthy environment. It is enshrined in Article 39 of the Constitution of Uganda, 1995. The Constitution of Uganda, the principal legislation under which all laws, regulations and institutional policies derive validity from, states under Article 245 that 'Parliament shall, by law, provide for measures intended to protect and preserve the environment from abuse, pollution and degradation; to manage the environment for sustainable development; and to promote environmental awareness'. MWE is required to ensure compliance with the Constitutional obligations on sustainability and to facilitate environmental and social actions that guarantee rights to a clean and healthy environment.
2. ***The National Environment Act, 2019 (Act 5)***: Uganda's environmental regulation is elaborated in the National Environment Act 2019 (Act 5). Part X, Section 112 of the Act provides for undertaking an environmental and social impact assessment (ESIA) by a project developer by way of project brief for projects set out in Schedule 4 of the Act. Part X, Section 113 of the Act provides for undertaking an environmental and social impact study (ESIS study) by a project developer for projects set out in Schedule 5 of the Act. The EIA process in Uganda is guided by: Environmental Impact Assessment Guidelines, 1997; Environmental Impact Assessment Regulations, 1998; and National Environmental (Audit) Regulations, 2006. The National Environment Act (2019) provides for strategic environmental assessment (SEA), a planning tool for assessing government policies, plans and programmes being initiated or reviewed and likely to have significant

effects on the environment. The National Environment Act (2019) further requires undertaking mandatory environmental and social impact assessments (ESIAs) for gazettement of forest reserves; introduction of new tree species; commercial charcoal production; and establishment of plantations of more than 500 ha.

3. ***The Water Act, Cap 152:*** The objective of the Act is to enable equitable and sustainable management, use, and protection of water resources of Uganda through supervision and coordination of public and private activities that may impact water quantity and quality. Project owners, planning to conduct construction works within river spaces and/or watershed of those rivers shall obtain the permit issued from the Water Policy Committee, authorized by this Act, prior to those construction works.

The act also seeks to promote provision of clean, safe and sufficient supply of water for domestic purposes to all persons. The basic foundation of the Act's provision is the reconciliation between protecting the environment and ensuring the availability to the population of water of sufficient quality and quantity.

4. ***The Local Governments Act 1995 (Cap 243):*** The Act creates a decentralized system of government based on the district as the main unit of administration. The Act allocates responsibility for service delivery of a number of functions to local government councils (districts, cities, municipalities or town councils) and to lower local government councils (sub-counties/divisions).
5. ***Water Abstraction Regulations, 1998:*** Regulation 18 provides for the establishment of a controlled water abstraction mechanism through issuance of permits to regulate the amount of water abstraction. The regulation requires that, a Water Abstraction Permit either for ground or surface water abstraction are pre-requisites for motorized and/or abstracting of quantities above 400m³/day for persons involved in construction (damming, diverting surface water). Under water related projects, compliance to water abstraction regulations by water supply schemes needs to be established and associated water abstraction permits need to be verified.
6. ***The Public Health Act, 1964:*** Section 7 provides local authorities with administrative powers to take all lawful, necessary and reasonable practical measures for preventing the occurrence of, or for dealing with any outbreak or prevalence of any infectious; communicable or preventable disease to safeguard and promote public health; and to exercise the powers and perform the duties in respect of public health conferred or imposed by this Act or other relevant laws.
7. ***The Workers Compensation Act 2000, Cap 225:*** The act provides for compensation to workers for injuries suffered in course of their employment. According to the Act, an employee is entitled to compensation for any personal injury from an accident or

disease arising out of and in the course of his or her employment even if the injury or disease resulted from the negligence of the employee. Under this Act, compensation is automatic.

8. ***The Occupational Safety and Health Act, 2006:*** The Act provides for the prevention and protection of persons at all workplaces from injuries, diseases, death and damage to property.
9. ***The Employment Act, 2006:*** The Act provides for matters governing individual employment relationships in terms of circumstances of provision of labor. It is quite explicit on matters of forced labor that, no one should be forced to work, there should be no discrimination with regard to recruitment process, and it prohibits sexual harassment in employment.
10. ***Environmental Impact Assessment Regulations (S.I. No. 13/1998):*** The EIA Regulations give a systematic EIA procedure in Uganda. They give a legal mandate to EIA, thus paving the way for an enabling environment for its use as a tool for environmental protection. The regulations also have punitive measures for offenders. The EIA Regulations further provide for: enabling participation of communities in undertaking environmental impact assessment studies; seeking views of people in communities which may be affected by project activities including reforestation and afforestation activities; publication of intended project activities through mass media and holding meetings with the affected communities; holding of public hearings and producing reports of the hearings; and ensuring that all environmental impact assessment reports including terms of reference, public comments, reports of public hearings or any other information submitted to NEMA are public documents.
11. ***The National Environment (Audit) Regulations, 2006:*** The Audit Regulations reinforce the requirement to undertake Self-Environmental Audits as contained in the EIA Regulations. Normally, under approval conditions of NEMA, it is a requirement to undertake Audits for projects which comply with the EIA requirement as part of the conditions of EIA approval. Further, the Regulations, under Regulation 8 provide that the owner or operator of a facility whose activities are likely to have a significant impact on the environment shall establish an Environment Management System (EMS). The Environmental Audit Guidelines for Uganda, 1999 spell out the processes and procedures for the conduct of an Environmental Audit.
12. ***National Environment (Wetlands, Riverbanks, and Lakeshores Management) Regulations, 2000.*** Regulation 11 (2) spells out traditional and regulated uses of wetland resources in the country. Every landowner, occupier or user who is adjacent or contiguous with a wetland shall have the duty to prevent the degradation or destruction of the wetland and shall maintain the ecological and other functions of the wetland.

13. **National Environment (Waste Management) Regulations, 1999:** The Waste Management Regulations apply to all categories of hazardous and non-hazardous waste and to the storage and disposal of hazardous waste and its movement into and out of Uganda. The regulations promote cleaner production methods and require a facility to minimize waste generation by eliminating use of toxic raw materials; reducing toxic emissions and wastes; and recovering and reuse of waste wherever possible. The Regulations oblige the Developer to put in place measures for proper management of waste.
14. **The National Environment (Noise Standards and Control) Regulations, 2003:** Section 7 of these regulations requires that no person shall emit noise in excess of permissible noise levels, unless permitted by a license issued under these Regulations. Section 8 imparts responsibility onto project developers to use the best practicable means to ensure that noise does not exceed permissible noise levels.
15. **The National Forestry and Tree Planting Act (2003):** Under Section 38 of the Act, a person intending to undertake a project or activity which may or is likely to have a significant impact on a forest shall undertake an environmental impact assessment. Other requirements of The National Forestry and Tree Planting Act (2003) include: Planting and growing of trees according to directions issued by the Government/local governments; Managing of forest resources according to approved management plans; Prevention of unauthorized removal of forest produce from forest reserves; and Prevention of non-forest uses in forest reserves.
16. **National Forestry and Tree Planting Regulations (2013) (Draft Version 20th November 2013):** These Regulations require: Prevention of unauthorized introduction of alien or exotic tree species into Uganda; Not bringing into a forest, any articles or materials of inflammable or combustible nature; Not lighting a fire, which may spread, damage or destroy a forest or part of it; and Involvement of local communities and forest user groups in rehabilitation of degraded forest reserves; maintenance of forest reserves boundaries; access to forest produce; joint law enforcement; sharing of benefits; and financing of joint projects.
17. **The Land Act of 1998 (Cap 227 Laws of Uganda):** This Act requires: Government acquisition of land in accordance with articles 26 and 237(2) of the Constitution: *prompt payment of fair and adequate compensation, prior to Government acquisition (in public interest) of private or community land*; Managing and utilising land in accordance with the Forests Act, the Mining Act, the National Environment Act, the Water Act, the Uganda Wildlife Act and any other law; and Obtaining concessions or licences or permits in respect of wetlands, forest reserves, national parks and any other land reserved for ecological and touristic purposes, subject to any law.

18. ***The Uganda Wildlife Act (2019)***: Under Section 23 of the Act, projects which may have a significant effect on any wildlife species or community are required to undertake an environmental impact assessment.

2.2.6.3. INSTITUTIONAL FRAMEWORKS

The institutional framework for environment management in the context of the project includes:

- a. ***Ministry of Water and Environment, (MoWE)*** is the responsible line Ministry for environment related issues in Uganda including formulation and enforcement of environment sector and natural resources and climate change policies, legislation and regulations.
- b. ***National Environment Management Authority (NEMA)*** is responsible for environmental coordination, supervision and monitoring. NEMA has a direct role in terms of approval of Environmental and Social Impact Assessment and Audit Reports.
- c. ***District Local Governments (DLGs)*** have key roles in that they have direct contacts and linkages of working with local communities through establishments which cascade up to community levels.

2.3. PREPARATION OF FIELD WORK TOOLS

The Consultant will prepare and pre-test field work tools prior to commencement of field data collection.

2.4. FIELD RECONNAISSANCE TRIP

The Consultant intends to undertake a field reconnaissance trip to an already running project or program funded by Adaptation Fund. This will provide more insight into how the project is being handled with respect to existing environmental, social and gender safeguards.

3. DETAILED METHODOLOGY

3.1. GENERAL APPROACH

3.1.1. PROJECT MANAGEMENT

The Consultant's approach to project management is based on extensive experience in undertaking technical and client representative project management roles for many similar projects. The Team Leader will make sure that all required deliverables are completed within agreed timelines. This approach has been adopted for smooth execution of the scope of work as specified in the ToRs and our technical proposal.

3.1.2. QUALITY ASSURANCE

As part of the Consultant's Quality Assurance system, Dr. Gerald Eilu, the Technical Director for the Consultant, has been appointed to be the internal reviewer of all reports before being submitted to the client.

NACOPART Uganda Limited is committed to providing the highest quality of service to its clients and therefore is considered to be an industry leader with respect to QA/QC (Quality Assurance/Quality Control) systems and processes. The proprietary QA/QC systems used by NACOPART Uganda Limited are constantly being upgraded and amended to keep pace with emerging industry standards and changing nature of the business.



The project's QA requirements will be coordinated through the Team Leader and Project Manager supported by the other key experts, and backstopping professional staffs in accordance with an approved QA plan (as part of the Project Management Plan, PMP).

The Team Leader will regularly meet with the key stakeholders and the client's representatives to discuss progress towards deliverables, potential risks to the project outputs/deliverables and any quality issues. The Team Leader will undertake weekly technical audits to ensure that the project is on track and being delivered as per Client's requirements and proposed schedule.

3.1.3. PROVISION OF DETAILED, CLEAR AND ACCURATE REPORTING

Reporting is the final step in Project delivery and can be considered to be the most important step. The delivery of professional and reliable report is central to the objectives of the Project. If this aspect of the Project is poor, then all other works undertaken are of wasted effort.

NACOPART Uganda Limited's methodology to achieve Project success relies on clear, accurate and detailed reporting. It is central to NACOPART Uganda Limited's strategy for delivery of the proposed Project and is reflected in the high quality, experienced and qualified people that NACOPART Uganda Limited's proposes to undertake the Project. High quality reporting delivers the desired information in the clearest way. This is particularly essential in qualitative and comparative studies as presented by the current assignment. NACOPART Uganda Limited's reporting formats will follow those undertaken in recent similar projects with great success.

3.1.4. WORKING TOGETHER WITH THE CLIENT - A COLLABORATIVE APPROACH

NACOPART Uganda Limited understands the importance of a coordinated, participative and integrated approach to this assignment. Fundamental will be open, easy and transparent communication between NACOPART Uganda Limited and client. To support a successful Project outcome with concise communication with all Project stakeholders, clear lines of communication with the Client, have been stated/proposed to establish the appropriate relationships in order to rapidly assemble the necessary materials to get the work done.

3.2. TECHNICAL APPROACH AND METHODS

The Consultant's overall approach to this assignment is to ensure this assignment is undertaken in a coordinated, culturally sensitive and integrated manner, with the overall objective of meeting the schedule, budget and all applicable requirements and quality standards. The technical approach and methods are described to address both the tasks and expected deliverables.

3.2.1. TECHNICAL APPROACH

Approach to the Assignment

The Consultant understands that Ministry of Water and Environment (MWE) was accredited as a National Implementing Entity (NIE) for direct access to the Adaptation fund. One of the key requirements as an implementing Entity is to have robust Environmental, Social and Gender Policy guidelines to guide project development and implementation in respect to risks related to environmental and social harms and gender inequalities.

This consultancy work is intended to formulate the Environmental, Social and Gender Risk Assessment Guidelines (ESG) for the Ministry of Water and Environment. To achieve these, an integrated approach involving quantitative and highly participatory qualitative methods has been proposed in order to develop quality document(s). Information from different categories and sources will be triangulated to corroborate and confirm emerging issues.

Our approach to the assignment is structured in the following four phases:

- (i) *Planning and Inception;*
- (ii) *Data and Information Collection;*
- (iii) *Data and Information Processing;*
- (iv) *Writing Environmental, Social and Gender (ESG) Risk Assessment Guidelines and their Validation.*

The Procedural flowchart below in Table 2 summarizes the above proposed four key phases with corresponding activities linked to the activity schedule and work plan. The Consultants will study the available Environmental, Social and Gender (ESG) Risk Assessment Guidelines especially for individual projects, GCF, Adaptation Fund and World Bank and other partners guidelines and procedures and as well as relevant Ministry documents and interview key staff, partners and stakeholders. Drafts will be prepared and presented to stakeholders for their inputs and their comments in a validation workshop. The ideas and suggestions will be incorporated into the draft documents to produce the Final Environmental, Social and Gender (ESG) Risk Assessment Guidelines for approval and adoption.

Table 2: Procedural flow chart summarizing the four key phases

Phase (s)	Brief Description of stages
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Phase (s)	Brief Description of stages
<i>Planning and Inception</i> 	Inception/Kick-off meeting Preliminary desk-based review of available ESG Risk Assessment Guidelines for individual Projects, GCF, Adaptation Fund and Environment and Social Framework for World Bank and other partners guidelines and procedures and as well relevant ministry documents. Identification of key partners and staff to be consulted. Discussion of work plan and schedule KIIs, FGDs and consultative meetings with MWE staff and other key partners Preparation and submission of Final Inception Report.
<i>Data and information collection</i> 	Detailed review of Environment and Social Standards for individual Projects, GCF, Adaptation Fund and Environment and Social Framework for World Bank and other partners guidelines and procedures and as well relevant ministry documents. Conducting KIIs and FGDs with identified partners and staff i.e. relevant national institutions including NEMA, Ministry of Gender Labor and Social development and NGOs and or Civil Society Organizations to be identified in collaboration with MWE safeguards team. Site visits and observation to some selected project sites.
<i>Data processing</i> 	Data and information analysis.
<i>Writing the ESG Risk Assessment and GRM Guidelines and their Validation</i>	<u>Preparation of Draft Reports and Presentation of Draft</u> ESG Risk Assessment and GRM Guidelines. Validation workshop involving key stakeholders - to solicit final inputs, harmonization, ownership and commitment on implementation of the ESG Risk Assessment and GRM Guidelines.

The Consultant will gather, review, and analyze all necessary data and information.

Task	No.	Subtasks/Activities	Outputs
Project Inception	1.1	Team mobilization	Inception Report with Updated Work Plan.
	1.2	Liaise with the client to get necessary information and documentation to kick-start the assignment i.e. inception field visit.	
	1.3	Collect and review relevant reports and documents.	
	1.4	Conduct inception field visits.	
	1.5	Update work methodology and work plan.	
	1.6	Prepare, present and submit inception report.	

Activity 1.1: Team Mobilization

The Team Leader communicated to all experts for this assignment to confirm their availability. The Team Leader further communicated the work schedule to the experts to ensure that the deliverables are achieved according to the timelines with enough information and of good quality.

Activity 1.2: Liaise with the Client

The Consultant's Team Leader met with the client for briefings on project objectives, and discussed technical, financial and contractual aspects of the consultancy assignment. A list of support documents were requested so that the work can go on smoothly.

Activity 1.3: Conduct a start-up/kick-off meeting

A start-up/kick-off meeting was held between the Team Leader and the Client. The purpose of the start-up meeting was to:

- Establish effective communication between the Consultant and the Client;
- Obtain background information on the Client organisation structure for the project, personnel resources and other executing agencies involved with the project;
- Interview Client staff to anchor the Consultant's understanding of the project and its objectives;
- Discuss the project Work Plan and identify the Client's priorities in project implementation;
- Obtain the Client's preliminary planning data for implementation of the project;
- Confirm the Client's project progress reports requirements and reporting schedule; and
- Obtain Client data, reports and technical information related to the project.

Activity 1.4: Collect and review relevant reports and documents

Relevant reports and documents were collected and reviewed. Reviewed documents included:

- Adaptation Fund Environmental and Social Policy (Approved in November 2013, Revised in March 2016).
- Gender Policy and Action Plan of the Adaptation Fund, Approved in March 2016.
- Draft of an UPDATE to the Gender Policy of the Adaptation Fund, 28 January 2020.
- MWE Environment and Social Safeguards Framework, 2018.
- MWE Grievance Redress Mechanism, 2018.
- Country's Policy, Legal and Institutional Frameworks for Uganda.

Activity 1.5: Conduct Inception Field Visits

Activity 1.6 Update Work Methodology and Work Plan

Activity 1.7 Prepare, present and submit draft inception report

After review of relevant reports and documents, consultation with primary stakeholders and the preliminary/inception field visits, the Consultant has summarised the outcomes in relation to enhancing the clarity on understanding of project objectives, challenges, opportunities, data requirements and availability, and activities and tasks to achieve objectives. The Consultant has also revised the work plan and approach and methodology for performing the assignment. Consequently, the Consultant has prepared this inception report, the first deliverable as per contract.

3.2.2. GENERAL METHODS

Overview

The consultant will obtain the required data and information using a number of methods including Literature Review (LR), Key Informant Interviews (KIIs), Focus Group Discussions (FGDs) and meetings with MWE staff and selected partners. Site visits may be conducted to project sites that demonstrate good as well as bad practices. At the end, a validation workshop will be held. This section highlights the means and approaches that will be used to achieve the deliverables stated in the TORs.

Target Groups

The consultancy will target key MWE staff including those from Agencies affiliated to the Ministry, NEMA, NFA, key partners, NGOs, CSOs as well as donor representatives and MWE project and Field based staff.

Literature Review

Relevant documents including the existing environment and social standards for existing projects, GCF, Adaptation Fund, Environment and Social Framework for World Bank and other partners' guidelines and procedures in relation to social safeguard policies and grievance handling mechanisms, gender issues as well as relevant Ministry documents will be reviewed to inform this assignment. Project documents and reports on their implementation will also be reviewed.

Key informant Interviews and Focus Group Discussions

Key informant interviews (KIIs) and Focus Group Discussions (FGDs) will mainly target MWE staff and key partners including those running projects or who have implemented projects with independent respective environment and social safeguards / standards (ESS). Achievements and challenges of the individual ESS will be discussed and improvements suggested for

incorporation into the overall MWE ESS and documents. A KII guide will be developed with questions that trigger off a discussion. The discussion guide will be agreed upon with MWE focal person during the inception phase.

Meetings

Meetings will be held with MWE staff and partners mainly to collect, review and validate information and documents produced by the Consultants.

Visits to Project Sites

In consultation with MWE staff, sites where the Ministry is implementing Projects will be selected and visited to enable the consulting team consult with stakeholders involved in project implementation as well as analyze the mechanisms being employed now by the Ministry in handling environmental, social and gender issues arising from project implementation. This will enable the consultants to assess their effectiveness and come up with ways to improve and close gaps in the new ESS and GCHMs documents that will constitute Environmental, Social and Gender Risk Assessment Guidelines.

Data Analysis

Data and information obtained will be analyzed using thematic, content and discourse analysis. The findings from KIIs and FDGs shall be used to strengthen and triangulate the findings from Literature review and provide additional information.

Validation Workshop

A validation workshop will be held involving key stakeholders to solicit final inputs, harmonization, ownership and commitment on implementation of the ESS and GCHMs (Environmental, Social and Gender Risk Assessment Guidelines) to be developed.

Table 3: Methods Matrix to Guide the Assignment

No.	Activity	Target /data sources	Method of data collection	Outputs / deliverables
1.	Review the existing literature held by MWE with the view of identifying useful information to inform the proposed Environmental, Social and Gender (ESG) Risk Assessment Framework for project formulation and implementation.	Projects Reports, Investment plans, Sector review Reports, ESIA reports, GRM, Monitoring plans	Desk review guided by a checklist tailored to assignment objectives	Relevant potential environmental risks, social and gender concerns identified
2.	Development of procedures / guidelines for environmental, social risk screening and assessments	Project and programme documents, M & E reports, ESIA reports, donors and other key stakeholders	Literature review Key informant interviews Meetings	Documentary concept
3.	Development of indicators to monitor environmental and social risks	Projects Reports, Investment plans, Sector review Reports, ESIA reports, GRM, Monitoring plans	Literature review KIIs FGDs Meetings	Relevant potential environmental risks, social and gender concerns identified
4.	Holding of the technical workshops on ESS for selected staff from the departments in the MWE, NEMA, NFA, the Ministry of Gender and Social Development, selected CSOs, Private sector and selected National NGO/CSOs and the Youth	Key staff of MWE, program implementers, and HR Documents	Desk review guided by a checklist tailored to assignment objectives	Environment, social and gender roles and responsibilities of different actors
5	Review the existing literature on Gender Policy under MWE with the view of identifying useful information to inform the proposed Environmental, Social and Gender Risk Assessment Framework (ESG) for project formulation and implementation.	Analysis briefs	Key informant interviews Meetings	Relevant potential environmental risks, social and gender concerns identified
6	Development of procedures/guidelines for gender assessment and risk management as a guide to gender responsive planning	Project and programme documents, M & E reports, ESIA reports, donors and other key stakeholders	Desk review guided by a checklist tailored to assignment objectives	Documentary concept

3.2.3. SPECIFIC METHODS FOR ACHIEVING KEY DELIVERABLES

Specific Methods for Developing Procedures/Guidelines for Environmental and Social Risk Assessment for MWE

The National Implementing Entities (NIE) will develop and implement an Environmental and Social Management Systems (ESMS) based on ISO 14001:2015 to guide the self-screening and self-assessment processes to determine compliance with ESGF. The ESMS should conduct risk assessment at the earliest possible design stage, adopt measures to avoid or minimize risks during implementation, and monitor and report on status of those measures during and at end of implementation.

An Environmental and Social Impact Assessment will be undertaken if risks are identified during the screening process and this will occur at two levels: national regulatory requirements and AF proposal requirements. An ESIA will assess all potential ESG risks and include a risk management plan. Further, the assessment will (a) consider all potential direct, indirect, trans-boundary, and cumulative impacts and risks that could result from the proposed project; (b) assess alternatives to the project; and, (c) assess possible measures to avoid, minimize, or mitigate ESG risks.

Specific Methods for Developing Procedures and Guidelines for Screening Gender Related Risks and Formulating Risk Management Plans that are Gender Responsive

Review of existing literature on gender policies in climate funds will help in mainstreaming of a gender perspective into general policies, programme planning, as well as into sectoral policies and activities at all levels of society, most specifically in the projects managed by the NIE. Review of the existing gender policy of the MWE and aligning it with that of the Fund and gender action plans of other climate funds such as the Global Environment Facility (GEF) and its Gender Action Plan (GEAP), the initial Gender Climate Fund (GCF) Gender Policy and GEAP, Environment and Social Safeguards Policy of the MWE will provide a basis for developing procedures and guidelines for screening gender-related risks. UN Conventions and Declarations ratified by Uganda and directly relating to gender policy such as: Universal Declaration of Human Rights (UDHR), Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), International Labor Organization's core conventions (ILO), Millennium

Development Goals (MDGs), Sustainable Development Goals (SDGs) and the 2030 Agenda for Sustainable Development will be reviewed.

Review of the existing national legal and regulatory framework. There are policies, laws, regulations and international conventions that apply to the environmental, health, human rights and social aspects of the projects that will be under the Fund. These legal requirements encompass some issues related to gender. The Gender Policy, 2007, The Uganda National HIV and AIDs Policy, 2011, The National Social Protection Policy, 2013 The National Orphans and Other Vulnerable Children (OVC) Policy, 2004 The National Employment Policy, 2011 and The Domestic Violence Act, 2010. In addition to national legislation, there is international guidance in line with lender requirements, and international conventions to which Uganda is a signatory such as the World Bank OP 4.12 on Involuntary Resettlement, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1981, United Nations Sustainable Development Goals and World Bank Operational Policy 4.20 on Gender and Development. Review of these will provide guidelines for screening gender-related risks.

Consultation with academic institutions such as Universities with women's studies centers and other organizations and institutions possessing specialist gender related knowledge will be key in the development of procedures and guidelines for screening gender-related risks and formulating risk management plans that are gender responsive. These will include among others the School of Women and Gender Studies, Makerere University and technocrats at the Ministry of Gender, Labor and Social Development, national gender equality agencies or commissions, or women's civil society groups or gender rights advocacy organizations.

Applying an intersectional analysis to the baseline data collected during the ESIA studies so as to focus on gender-related differences in vulnerability and ability to decrease vulnerability. Gender analysis is a tool that brings to the surface gender disparities of a core problem. It reveals the connections between gender relations and the development challenge to be solved, it indicates exactly what that impact is likely to be, and promotes alternative courses of action. The baseline studies will have to identify the inequalities between women, men, girls and boys and the gender-differentiated adaptation needs. The initial gender assessment will help identify project-related risks to gender equality and women's empowerment. Compliance will be ensured through the IE's ESMS. This will begin with recruiting gender expertise in the terms of reference for a project in order to achieve gender balance. The IE will consider designating a gender focal point among the project personnel to facilitate communication and support. This will formulate a basis for risk management plans that are gender-responsive.

A Human Rights Impact Assessment (HRIA) or Human Rights Due Diligence (HRDD) will have to be designed as a component of the ESIA studies and Social Performance Assessment for all projects managed by the NIE to address environmental and social harms and gender inequalities. The HRIA will assess the actual and potential impacts on the human rights of Project Affected Communities and Project Affected Persons, including impacts on women and other vulnerable groups. This will lead to the development of indicators for monitoring impacts on women and girls and risk management plans that are gender-responsive.

Formulation of gender-responsive project indicators will be a core component of tracking gender results and impacts of intended outputs. Indicators will be Specific, Measurable, Achievable, Realistic and Timely (SMART) and will examine how gender differences with respect to participation, decision-making, or access to resources are mitigated or addressed. The NIE and EEs will be required to implement Gender-responsive project budgets when allocating funds for project staff. The staff costs could include a funding allocation for a key individual to coordinate and have oversight responsibilities for the gender mainstreaming effort, including for the hiring of gender experts/consultants as needed. Funds will be allocated for gender training.

Specific Methods for Developing Guidelines for Public Disclosure for Environmental, Social and Gender Risks

The ESGF for MWE can only be as effective as interpreted and applied by the various stakeholders. The framework will begin with policy commitments, and will be operationalized through policy procedures, guidance notes, processes, management plans, organizational capacity, monitoring and evaluation processes and, finally, disclosure, and documentation. Stakeholder engagement and information disclosure that strives to promote and provide means for effective and inclusive engagement with project-affected parties on issues that could potentially affect them will be key in maintaining a constructive relationship between the NIE, the project implementation entities and the project affected persons.

Review of the existing legal framework related to Public participation and disclosure will be key in developing guidelines for ESGF. These will include the National Environment Act, No.5, 201 and the Environment Impact Assessment Regulations, 1998, in addition to Environmental and Social Standard 10 of the World Bank: Stakeholder Engagement and Information Disclosure.

Mapping of potential partners and stakeholders that will be affected by or could facilitate the implementation of the project under planning, including possible Executing Entities; for instance, government gender experts, local and national women's groups, and advocacy

organizations. Identification of partners with the capacity to carry-out gender responsive activities will be conducted. This will enhance the development of guidelines for public participation.

The NIE will encourage reporting on project commitment to gender equality and women's empowerment in all outreach, communication, and information sharing efforts on the project to all Fund partners as well as the larger public. This should include highlighting women's roles as key actors in addressing vulnerabilities and in concrete adaptation measures.

Specific Methods for Training of selected entity staff to carry out the relevant tasks related to the implementation of the Fund's Environmental and Social Policy and the Gender Policy

Power point presentations and group work will be the specific methods that will be utilized in the training of selected MWE staff to carry out the relevant tasks related to the implementation of the Fund's Environmental and Social Policy and the Gender Policy.

3.3 UPDATED WORK PLAN

The updated work plan is as shown in table below:

Table 4: Updated Work Schedule

No	Activity	PERIOD (MARCH - MAY 2021)												
		WK1 (1-5/03)	WK2 (8-12/03)	WK3 (15-19/03)	WK4 (22-26/03)	WK5 (29/03-2/04)	WK6 (5-9/04)	WK7 (12-16/04)	WK8 (19-23/04)	WK9 (26-30/04)	WK10 (3-7/05)	WK11 (10-14/05)	WK12 (17-21/05)	WK13 (24-28/05)
1	Signing contract.													
2	Kick off meeting with MWE.													
3	Preparation and submission of Inception Report.													
4	Literature review.													
5	Key informant Interviews and FGDs with MWE staff, partners and donors.													
6	Data/information analysis and reporting.													
7	Preparation of Draft Reports (Except Capacity Building Report).													
8	Submission of Draft Documents (Except Capacity Building Report).													
9	Validation Meeting.													
10	Incorporation of comments into the Draft Documents and submission of Final Documents (Except Capacity Building Report).													
11	Training key staff in the NIE on the AF environmental and social and gender policy.													
12	Preparation and Submission of Capacity Building Report.													

3.4 STAKEHOLDER CONSULTATION

Public consultations and stakeholder engagement formed an integral part of the reconnaissance field visit. It is defined as an interactive process by which the public's input on matters affecting them is sought and incorporated in project planning as early as possible. This chapter describes the public information and consultation process that was implemented by the consultant.

3.5 IMPORTANCE OF STAKEHOLDER CONSULTATION

The Stakeholder consultation undertaken had the following benefits:

- i) Ensured transparency and involvement of stakeholders in assessing and managing the potential environmental and socio-economic impacts of the project;
- ii) Helped manage risks, concerns and public expectations through on-going dialogue with stakeholders;
- iii) Improved decision-making, and built understanding by actively involving key project stakeholders in two-way communication and opportunities to increase project value to the local community; and to ensure the project was sustainable.

3.5.1 OBJECTIVES OF THE CONSULTATION

The consultations with stakeholders and communities were carried out to specifically achieve the following objectives:

- a. To provide information about the project and to tap stakeholder information on key environmental and social baseline information in the project area;
- b. To provide opportunities to stakeholders and communities to discuss their opinions and concerns respectively;
- c. To solicit the stakeholders' views on the project and discuss their involvement in the various project activities;
- d. To discern the attitudes of the community and their leaders towards the project so that their views and proposals are taken into consideration in the formulation of mitigation and benefit enhancement measures;
- e. To inform the process of developing appropriate management measures as well as institutional arrangements for effective implementation of the project.
- f. Stakeholder consultations contribute towards increasing project acceptance in the project area and that the consultations will contribute towards successful project design and implementation.

3.5.2 TARGET STAKEHOLDER GROUPS

The identification of stakeholder organizations was based on the project scope of works, the geopolitical and traditional setting of the project area. Engagement activities were planned according to project stages where the identified stakeholders were likely to make the most significant contribution to the study.

Target groups of the Project's stakeholder included the following:

- a. Districts' local government authorities (technical staff); who gave technical advice on how best the project can be implemented depending on the District development plans., and
- b. Communities where project is being implemented and local leaders. This group is important to get and incorporate their views to make the project accepted by the beneficiaries/end user and to have the sustainable project.
- c. Directly concerned ministries and national agencies that will be consulted in later stages to give guidance on how best the project can be implemented in accordance to country's rules and regulations.

3.5.3 CONSULTATION STRATEGY

A number of methods were employed based on the category of stakeholders to be consulted. Letters and phone call follow-up were used to seek appointments for consultations. At District and sub county levels the consultant made the courtesy calls to inform the relevant officials about the project prior consultations. Focus group discussions were undertaken for community members and water user committees/ water boards to capture their views. Community meetings were conducted mainly where projects are being implemented during which views were captured from any member of the community. The Consultants began the meetings by providing the relevant project information (disclosure) to ensure that the public raised issues from an informed point of view. Interview guides and checklists (Annex I) were used to ensure that the questions asked to the respondents were of relevance to the project implementation.

3.5.4 PLANNED UPCOMING CONSULTATION

Further consultations relevant to the project shall be conducted to feed in the study reports/guidelines. The institutions to be further consulted are;

1. National Forestry Authority (NFA).
2. National Environment Management Authority (NEMA).
3. Ministry of Water and Environment (MWE).
4. Ministry of Gender, Labor and Social Development (MoGLSD).
5. Ministries, Departments and Agencies (MDAs).

6. Office of Prime Minister (OPM).
7. National Planning Authority (NPA).
8. National Water and Sewerage Corporation (NWSC).
9. Uganda National Meteorological Authority (UNMA).
10. Local Governments (LGs).
11. NGOs/CSOs.
12. Private Sector.
13. Youth Groups.
14. Gender/Women Advocacy Groups and Associations.
15. Marginalized Groups.
16. Policy Makers.

4 CONCLUSIONS AND RECOMMENDATIONS

The consultant concludes this inception report by recommending the following;

The Consultant recommends undertaking of a field reconnaissance trip to an already running project or program funded by Adaptation Fund. This will provide more insight into how the project is being handled with respect to existing environmental, social and gender safeguards.

REFERENCES

Directorate of Human Rights Council of Europe, 1998: Gender Mainstreaming, Conceptual framework, methodology and presentation of good practices, Final Report of Activities of the Group of Specialists on Mainstreaming (EG-S-MS), Strasbourg, France.

MWE, 2018: Environment and Social Safeguards Policy.

UNDP, 2016: How to conduct a Gender Analysis, A guidance for UNDP Staff, Bureau of Policy and Programme Support, Gender Team.

Hutchinson, B. and Wisneski-Blum, K., 2017: Manual for Integrating Environmental, Social, and Gender Risk Policies into Adaptation Fund Project and Programme Development and Management: Desert Research Foundation of Namibia

Oxfam, 2017: Proposed Gender Actions and Recommendations on the World Bank's Environmental and Social Framework Guidance Notes.

- Environmental Impact Assessment Regulations, 1998
- National Environment (Waste Management) Regulations, 1999,
- National Environment (Wetlands, Riverbanks, and Lakeshores Management) Regulations of 2000.
- The Constitution of the Republic of Uganda, 1995,
- The Employment Act, 2006:
- The Local Governments Act 1995 (Cap 243),
- The National Environment (Audit) Regulations, 2006,
- The National Environment Act, 2019
- The National Environment Management Policy 1994
- The National Environment Regulations (Noise Standards and Control), 2003:
- The National Gender Policy, 1997

- The National HIV/AIDS Policy, 2004,
- The National Policy for the Conservation and Management of Wetland Resources, 1995
- The National Water Policy, 1999
- The Occupational Safety and Health Act, 2006,
- The Public Health Act, 1964
- The Water Act, Cap 152:
- The Workers Compensation Act, 2000Cap 225.
- Uganda Vision 2040:
- Water Abstraction Regulation, 1998,
- Water Resources Policy, 1995:

ANNEX I: CURRICULUM VITAE OF KEY EXPERTS

Position Title and No.	Team Leader/Environmental Safeguards Specialist
Name of Expert:	Waiswa Grace Aggrey
Date of Birth:	21/05/1964
Country of Citizenship/Residence	Uganda

Years with the Firm: 15

Education: {List college/university or other specialized education, giving names of educational institutions, dates attended, degree(s)/diploma(s) obtained}

INSTITUTION [DATE FROM - DATE TO]	DEGREE(S) OR DIPLOMA(S) OBTAINED
The Australian National University, 01/01/1994 - 31/12/1994	Master of Environmental Management & Development
The Australian National University, 01/01/1993 - 31/12/1993	Graduate Diploma in Environmental Management & Development
Makerere University, 01/10/1991 – 30/09/1992	Post Graduate Diploma in Education
Makerere University, 01/10/1985 - 30/06/1988	B.Sc. Forestry (Upper Second Class Honours)

Employment record relevant to the assignment: {Starting with present position, list in reverse order. Please provide dates, name of employing organization, titles of positions held, types of activities performed and location of the assignment, and contact information of previous clients and employing organization(s) who can be contacted for references. Past employment that is not relevant to the assignment does not need to be included.}

Period	Employing organization and your title/position. Contact information for references	Country	Summary of activities performed relevant to the Assignment
January 2005 - November 2013; March 2016 - to-date.	Associates for Strategic Resource Development and Environmental Management Limited. Title/Position: Senior Consultant Reference Person Name: Robert Aguma Position: Director Contact Details Tel: +256 772 380 340 Email: robertaguma@yahoo.com	Uganda	As Head of the Forestry Management Division, I am responsible for projecting ASRDEM LTD to potential clients and preparing and submitting competitive bids that include technical and financial proposals. Once work is secured and contracts signed with clients, I supervise data collection, analysis, report writing and presentation of preliminary and final results to clients during short meetings or workshops. If the task in question is preparation of a management plan for establishment of saw log plantations on land that is under other uses, I lead the team through preparation of preliminary and final site maps (based on satellite imagery, GIS data bases and ground-truthing), site assessment and classification into yield classes, allotment of suitable tree species to particular sites (site-species matching), yield projections, financial projections (including investment costs, Net Present Value, Internal Rate of Return, Balance

			Sheet), and environmental impact assessment (including preparation of environmental management and monitoring plans). I also take lead in preparation of management plans for established forests where harvesting and value addition e.g. saw milling and other multiple uses e.g. eco-tourism are anticipated. In the latter cases, I lead the team in forest inventory work to determine standing volume, recovery percentages and sawn timber volume depending on saw milling machinery that will be utilized, bio-diversity value, and the feasibility of collaborative forest management and private tree growers schemes. I also ensure quality assurance in all the work and outputs of the Forestry Management Division as well as timely delivery of products to clients, all aimed at attaining maximum customer satisfaction and guaranteeing repeat transactions and financial sustainability of ASRDEM LTD. In addition to the core responsibilities outlined above, I also review Environmental Impact Statements and Audits prepared by the Environmental Impact Assessment Division before submission to the National Environmental Management Authority for evaluation of environmental merits of development projects.
May 2003 – December 2004.	United Nations High Commissioner for Refugees (UNHCR) Branch Office Kampala. Title/Position: Environmental Coordinator Reference Person Name: Kiizza-Wandira Position: Head of Environment Unit Contact Details Tel: +256 772 516 093 Email: kiizza_wandira2005@yahoo.co.uk	Uganda	My duties as Environmental Coordinator comprised: ▪ Carrying out environmental assessment, monitoring, evaluation and management planning in refugee settlements and hosting areas in northern, north western, southern and western Uganda. ▪ Preparation of technical and financial proposals and detailed operational work plans for environmental projects funded by UNHCR in refugee-hosting areas. ▪ Monitoring and evaluation of performance and impact of UNHCR funded environmental projects. ▪ Providing specialist forestry and environmental management assistance to UNHCR field staff and implementing partners (five non-governmental organizations (NGOs) and four local government departments).

			▪ Ensuring timely submission by implementing partners of narrative and financial sub-project monitoring reports (SPMRs) and validating the accuracy of the reports by matching reported expenditures against work done on the ground. ▪ Participating in internal and external financial and technical audits of UNHCR funded environmental projects. ▪ Conducting environmental education and extension among refugee and national communities aimed at awareness raising, knowledge and skills transfer. ▪ Demonstrating improved technologies (agro-forestry, grafting and growing fruit-trees, vegetable growing, soil, water and energy conservation, and environmental sanitation). ▪ Promoting sustainable natural woodland management including marking and protection of threatened indigenous trees, bee keeping, and adding value to non-timber forest products (e.g. making medicated soap using oil extracted from tree seeds). ▪ Establishing central and community-owned tree nurseries. ▪ Establishing and tending woodlots in refugee hosting areas. ▪ Rehabilitation of areas formerly inhabited by refugees following relocation or voluntary repatriation. ▪ Working closely with beneficiary communities, sub-counties and districts authorities and other stakeholders to integrate project activities into local level development plans and budgets to ensure sustainability of environmental interventions.
July 2000 - April 2003	Uganda Wildlife Authority. Title/Position: Protected Area Planner (Planning and EIA Officer) Reference Person Name: Mwandha Samuel Position: Planning and EIA Coordinator	Uganda	My duties as Protected Area Planner/Planning and EIA Officer comprised wildlife protected areas management planning and environmental impact assessment. I prepared budgets and carried out field data collection for writing and revising management plans for some of the 10 national parks and 13 wildlife reserves. In the biophysical and social data

	Contact Details Tel: +256 753 938 034/+256 712 890 424 Email: mwandha.sam@gmail.com/mwandha_sam@yahoo.com	collection, I was part of a multi-disciplinary 15-person planning team comprising staff of Uganda Wildlife Authority and representatives of key stakeholders. Biophysical data was collected through extensive field reconnaissance exercises that included aerial surveys by light aircraft. Social data was collected through participatory methods that involved communities adjacent wildlife protected areas. Extensive consultations were also held with sub-county and district leaders, local and central government departments, non-governmental organizations, development partners (donors) and the private sector. I accounted for funds spent during the biophysical and social data collection exercises and consultative multi-stakeholder workshops. I then participated in writing and editing the wildlife-protected areas management plans and submitting them to the Uganda Wildlife Authority Board of Trustees for approval prior to implementation in the protected areas. In addition to the planning duties outlined above, I carried out environmental impact assessments of development projects implemented by Uganda Wildlife Authority in wildlife protected areas to identify adverse environmental impacts and to specify adequate measures to mitigate the negative impacts. I reviewed environmental impact statements submitted to Uganda Wildlife Authority and I carried out environmental inspections and environmental audits of all development projects implemented in wildlife-protected areas, including projects implemented by Uganda Wildlife Authority itself, other government departments and the private sector. The purpose of the environmental inspections and environmental audits was to verify compliance to measures prescribed for mitigating adverse environmental effects arising from the development projects and to take corrective action in the event of non-compliance before it was too late.
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Membership in Professional Associations: Integrated Food Security Phase Classification (IPC) Global Programme, Rome, Italy.

Language Skills (indicate only languages in which you can work):

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Competence indicated on a scale of 1 to 5 (1 - excellent; 5 - basic)

LANGUAGE	READING	SPEAKING	WRITING
English	1	1	1
Luganda	1	1	1
Lusoga	1	1	1

Adequacy for the Assignment:

Detailed Tasks Assigned on Consultant's Team of Experts:	Reference to Prior Work/Assignments that Best Illustrates Capability to Handle the Assigned Tasks
{List all deliverables/tasks as in TECH- 5 in which the Expert will be involved} The Expert will be involved in delivering the following: - An inception report including a detailed work plan and timelines, and detailed methodology. - A comprehensive risk assessment and management tool for Environmental, Social and Gender Policy (ESGP) for the MWE encompassing requirements of the Adaptation Fund ESGP including: (a) Environmental, social and gender risk assessment and management guidelines (b) guidelines for public disclosure for the NIE and EE in relation to ESGP complaints during projects implementation (c) indicators to monitor environment, social, gender risks. - A capacity building report for key staff in the NIE on the AF environmental, social and gender policy.	♦ Name of assignment or project: Consultancy Services for Updating Uganda's REDD+ Strategy and Safeguards Frameworks and Preparation of Safeguards Information System undertaken by Oy Arbonaut Ltd, Finland on behalf of Government of the Republic of Uganda/Ministry of Water and Environment (MWE)/The REDD+¹ Readiness Programme. Year: 2019. Location: Uganda. Main project features: Preparation of Uganda's REDD+ Safeguards Information System (SIS) including formulation of indicators for monitoring implementation of the safeguards and Updating Uganda's REDD+ Strategy and Safeguards Frameworks namely Strategic Environmental and Social Assessment (SESA), Environmental and Social Management Framework (ESMF), Process Framework (PF), Resettlement Policy Framework (RPF), Indigenous Peoples Planning Framework (IPPF), and Feedback and Grievance Redress Mechanism (FGRM). Position held: Environmental and Social Management Specialist Research Assistant. Activities performed: Reviewing literature, formulation of indicators for monitoring implementation of Uganda's REDD+ environmental and social safeguards, and updating Uganda's REDD+ Environmental and Social Management Framework (ESMF) in conformity with World Bank Environmental and Social Safeguards Policies. ♦ Name of assignment or project: Review of Revenue Sharing Policy & Programme and Preparation of Guidelines for Revenue Sharing between Wildlife Protected Areas and Adjacent Local Governments and Communities on behalf of Uganda Wildlife

¹ Reducing Emissions from Deforestation and Forest Degradation, Enhancement of Forest Carbon Stocks, Sustainable Forest Management and Conservation

	Authority. Year: 2010. Location: Uganda. Main project features: Preparation of Guidelines for Revenue Sharing between Wildlife Protected Areas and Adjacent Local Governments and Communities. Position held: Associate Consultant. Activities performed: Reviewing literature; consulting stakeholders namely district and sub-county local governments and communities adjacent wildlife protected areas in Uganda, managers of wildlife protected areas in Uganda, civil society organizations and private sector actors; and presentation and validation of draft revenue sharing guidelines at a national workshop held in Kampala. ♦ Name of assignment or project: Local Government Performance Assessment for Financial Years 2019/2020 & 2020/2021 for Central Region of Uganda Conducted by Promote Uganda Limited on behalf of Office of the Prime Minister of Uganda with Funding by the World Bank. Year: 2020. Location: Central Uganda. Main project features: Assignment of Scores for each District or Municipal Local Government according to Performance Area, Minimum Condition/Performance Measure, Scoring Guide, Assessment Procedure and Means of Verification/Evidence as outlined in the Local Government Management of Service Delivery Performance Assessment Manual (September 2020 Edition). Position held: Environmental and Social Safeguards Specialist. Activities performed: External Assessor for Environmental and Social Safeguards for Eleven (11) Districts in Central Uganda. ♦ Name of assignment or project: Local Government Performance Assessment for Financial Years 2018/2019 & 2019/2020 for Central Region Conducted by Promote Uganda Limited in Collaboration with Overseas Development Institute (ODI) with Funding by the Department for International Development (DFID) UK and World Bank. Year: 2019. Location: Central Uganda. Main project features: Assignment of Scores for each District or Municipal Local Government according to Performance Area, Performance Measures, Scoring Guide, Assessment Procedure and Means of Verification/Evidence as outlined in the Local Government Performance Assessment Manual. Position held: Project Execution, Engineering, Environmental and Social Management Specialist. Activities performed: External Assessor for Procurement and Contracts Management and Social and Environmental Safeguards including Gender and Environmental Mainstreaming for Ten (10) Districts in Central Uganda. ♦ Name of assignment or project: Local Government Performance Assessment for Financial Years 2017/2018 & 2018/2019 for Western Cluster Conducted by Radix Management Consulting Uganda Limited in Collaboration with Overseas Development
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	Institute (ODI) with Funding by the Department for International Development (DFID) UK and World Bank. Year: 2018. Location: Western Uganda. Main project features: Assignment of Scores for each District or Municipal Local Government according to Performance Area, Performance Measures, Scoring Guide, Assessment Procedure and Means of Verification/Evidence as outlined in the Local Government Performance Assessment Manual. Position held: Project Execution, Engineering, Environmental and Social Management Specialist. Activities performed: External Assessor for Procurement and Contracts Management and Social and Environmental Safeguards including Gender and Environmental Mainstreaming for Thirteen (13) District and Municipal Local Governments in Western Uganda. ♦ Name of assignment or project: Local Government Performance Assessment for Financial Years 2016/2017 & 2017/2018 conducted by a Consortium comprising Ernst & Young LLP (UK), EUROPE Ltd and Overseas Development Institute (ODI) with funding by the Department for International Development (DFID) UK. Year: 2018. Location: North-Western and Northern Uganda. Main project features: Assignment of Scores for each District or Municipal Local Government according to Performance Area, Performance Measures, Scoring Guide, Assessment Procedure and Means of Verification/Evidence as outlined in the Local Government Performance Assessment Manual. Position held: Project Execution, Engineering, Environmental and Social Management Specialist. Activities performed: External Assessor for Procurement and Contracts Management and Social and Environmental Safeguards including Gender and Environmental Mainstreaming for Thirteen (13) District and Municipal Local Governments in North western and Northern Uganda. ♦ Name of assignment or project: Consultancy services for conducting catchment protection, including training of women and youth groups and development of Environmental and Social Management Plan (ESMP) and monitoring its implementation in small towns water supply systems in central and Midwestern regions of Uganda. This consultancy was funded by African Development Bank Group under Water Supply and Sanitation Programme Phase II (WSSP - II). Year: 2017. Location: Central and Midwestern Regions of Uganda. Main project features: Community Based Catchment Protection. Position held: Catchment Protection Expert. Activities performed: Conducting Catchment Situation Analysis, Preparation of Catchment Baseline Reports for Targeted Micro-Catchments, and Guiding Communities to Prepare and Implement Catchment Protection Plans. ♦ Name of assignment or project: Developing and monitoring the
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	implementation of program components' Environment and Social Management Plan (ESMP) for Additional Funds to Water Supply and Sanitation Programme funded by African Development Bank Group. Year: 2016. Location: Mt Elgon in Eastern Uganda. Main project features: Developing Environment and Social Management Plan (ESMP) and Monitoring its Implementation. Position held: Forestry and Natural Resources Management Expert. Activities performed: Carrying out Baseline Analysis and Developing Adaptation Alternatives for Building Resilience to Climate Change in Flood-prone Areas of Mount Elgon. ♦ Name of assignment or project: Environmental and Social Impact Assessment (ESIA) for Expansion of Oil Palm Growing to Outlying Islands of Bubembe, Bunyama, Bukasa and Funve in Kalangala District conducted under the Vegetable Oil Development Project (VODP) Phase 2 funded by The International Fund for Agricultural Development (IFAD) and Government of the Republic of Uganda. Year: 2013. Location: Kalangala District in Central Uganda. Main project features: Conducting Environmental and Social Impact Assessment (ESIA) and Preparation of Environmental and Social Management Plan (ESMP). Position held: Natural Resource and Environmental Economist. Activities performed: Collecting data and writing the Cost Benefit Analysis Section of the ESIA Report that included economic valuation of potential loss of ecosystem stocks and functions due to the oil palm expansion project. ♦ Name of assignment or project: Environmental impact assessment for De-gazettement of Kitubulu Central Forest Reserve in Entebbe Municipality and Gazettement as a Central Forest Reserve of Plots 1 & 10 of Block 482 in Bubwa Village, Lugoba Parish, Ssi Sub-county, Buikwe District, Uganda. Year: 2010. Location: Wakiso and Buikwe Districts in Central Uganda. Main project features: Environmental and Social Impact Assessment (ESIA). Position held: Environmental and Social Impact Assessor. Activities performed: Conducting Environmental and Social Impact Assessment (ESIA) and Preparation of Environmental and Social Management Plan (ESMP).
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Experts' contact information: e-mail : gawaiswa@yahoo.com/gracewaiswa@gmail.com
phone: +256 772 439 202

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available to undertake the assignment in case of an award. I

understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client, and/or sanctions by the Bank.

Name of Expert: Waiswa Grace Aggrey

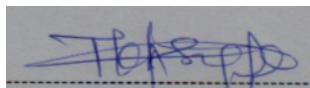
Signature:



Date: {11/03/2021}

Name of authorized Representative of the Consultant: TUMWESIGYE ANTHONY
(the same who signs the Proposal)

Signature:



Date: {11/03/2021}

CURRICULUM VITAE - SOCIAL AND GENDER SAFEGUARDS SPECIALIST

Position Title and No.	Social and Gender Safeguards Specialist
Name of Expert	Francis LUGEMWA
Country of Citizenship/Residence	Uganda

Education	
Institution	Degree/Diploma/Course
The Institute of Environmental Management and Assessment (IEMA), London, United Kingdom, 2020	Certificate in Environmental Management, IEMA Foundation Certificate Course.
IEMA and Bywater Excel, Bristol, United Kingdom, 2018	Certificate in ISO 14001 (Environmental Management Systems) Lead Auditor's Course.
International Association of Public Participation, Johannesburg, South Africa, 2015	Certificate in Public Participation (IAP2).
Makerere University Kampala, 2015 to date	Master of Arts in Sociology (Candidate), waiting for Viva
Makerere University Kampala, 2014	Master of Arts in Land Use Planning and Regional Development
Makerere University Kampala, 2004-2005	Post Graduate Diploma in Environmental Impact Assessment (Second Class Upper).
Makerere University Kampala, 1997	Bachelor of Arts (Second Class Upper).

Employment record

Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
2020	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Closeout Audits for facilities in License Area 2 (Hoima, Kikuube and Buliisa Districts). For Reference: Kakuru Daniel (Environmental Supervisor, Tullow) daniel.kakuru@tullowoil.com Tel No. 0776221831	Uganda	Main project features: The main objective of the environmental monitoring campaign was to evaluate the extent of the sites' recovery following project completion and restoration against the requirements and commitments set out in the Company site restoration plans, National Regulations and Industry Best practice. Activities performed: - Determine the restoration status (vegetation cover and soil quality) at restored sites; - Determine any residual impacts in around the footprint of restored sites; - Determine the individual sites' extent of recovery from the impact of disturbance post restoration; - Assess each site's key specific risk factors that should be must be addressed to achieve compliance and handover of site; - Identify non-conformances with the restoration plan and recommend appropriate corrective actions; and - Recommend a monitoring schedule for sites that do not meet the criteria for handover.
2019	Employer: Total East Africa Midstream B.V Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit on Geological, Geophysical and Geotechnical Surveys. For Reference: Robert Lwanga (Environmental Coordinator, EACOP) robert.nsubuga-lwanga@external.total.com Tel No. 0794888207	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Assessment of occupational health and safety working conditions of workers at the facility. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments.
2019	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project:	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for

Employment record			
Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
	Environmental Audit for Kisinja and Buliisa camp sites. For Reference: Daniel Kakuru (Environmental Coordinator, Tullow) daniel.kakuru@tullowoil.com Tel No. 0776221831		impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facility.
2019	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Kasemene -1, Kigogole-1, Kigogole-3, Nsoga 3&4 well-sites in Buliisa District. For Reference: Daniel Kakuru (Environmental Coordinator, Tullow) daniel.kakuru@tullowoil.com Tel No. 0776221831	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facility.
2019	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Kasemene -1, Kigogole-1, Kigogole-3, Nsoga 3&4 wellsites in Buliisa District. For Reference: Daniel Kakuru	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working

Employment record			
Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
	(Environmental Coordinator, Tullow) daniel.kakuru@tullowoil.com Tel No. 0776221831		conditions, land acquisition and stakeholder engagement. - Assessment of occupational health and safety working conditions of workers at the facility. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments.
2019	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Ngara and Kisinja Waste Consolidation Areas in Buliisa and Hoima Districts respectively For Reference: Daniel Kakuru (Environmental Coordinator, Tullow) daniel.kakuru@tullowoil.com Tel No. 0776221831	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Assessment of occupational health and safety working conditions of workers at the facility. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, and labor related impacts and community development issues such as ribbon developments.
2019	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Bugungu Camp in Buliisa District For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Assessment of occupational health and safety working conditions of workers at the facility.

Employment record			
Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
			- Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, and labor related impacts and community development issues such as ribbon developments.
2019	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Tangy Camp in Nwoya District For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Assessment of occupational health and safety working conditions of workers at the facility. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, and labor related impacts and community development issues such as ribbon developments.
2017	Employer: Rural Electrification Agency (REA) Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Project Brief for the ERT Phase III 150km for Package 1 - Lot 3 in Butaleja, Mbale and Bududa	Uganda	Main project features: Government of Uganda (GoU) established the first Rural Electrification Strategy and Plan (RESP) in 2001 covering a 10-year period (2001-2010). The World Bank approved the Energy for Rural Transformation (ERT) program as a three phase Adaptable Program Loan (APL) in November 2001 and the implementation of Phase I commenced in 2002. The objective of Phase I was to put in place a conducive environment and capacity for commercially oriented, sustainable service delivery of rural/renewable energy and of information and communication technologies (ICTs). A Project Brief was therefore undertaken to identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the Environmental and Social Standards (ESSs) of the

Employment record			
Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
			World Bank.
2014	Employer: ZIBA Limited Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: ESIA for the Kyambura 7.6MW Mini Hydro Electric Power Plant. For Reference: Sheila Mbeguya, Developer, smigereko@gmail.com Tel. No 0776574201	Uganda	Main project features: The project was funded by GET Fit Uganda program and was benchmarked on the Safeguard Policies of the World Bank to promote small-scale renewable energy under the climate resilient low-carbon development path that should lead to sustainable development. The team involved a multi-disciplinary team of ecologists, Biodiversity specialists and social economists in liaison with government lead agencies. ZIBA limited proposed to construct a 7.6MW in Kyambura, located in the south-western part of Uganda approximately 26km south of Kasese town in Rubirizi District. The project is to be located on Kyambura River, which drains into Kazinga Channel, which is 12km North of the proposed site. The study was benchmarked on IFC Performance standards 1 through to 8. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. Report compilation and publishing
2015	Employer: Kakira Sugar Limited (KSL) Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Social Action Plan (ESAP) Kakira Sugar Works For Reference: Jamal Rashid Management Representative, jrashid@kakisugar.com	Uganda	Main project features: In 2012, KSL set out to expand the power co-generation plant for which an ESIA was undertaken and subsequently approved by NEMA in November 2012. In July 2013, the GET FIT Investment Committee (IC) approved financing for the KSL bagasse co-generation expansion during the IC meeting. GET FIT has approved tariff support for Kakira to supply additional 20 MW to the national grid. The Project was approved with Conditions Precedent (CPs) regarding completion of an Environmental and Social Action Plan (ESAP).

Employment record			
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			The ESAP was benchmarked on the Safeguard Policies of the World Bank. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. Report compilation and publishing
2019	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for Ngiri-1 and Ngiri-2 wellsites in Buliisa District For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Assessment of occupational health and safety working conditions of workers at the facility. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development.
2019	Employer: Total East Africa Midstream B.V Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Services for Environmental and Social Impact Assessment (ESIA) Public Hearing for the	Uganda	- Attend the Public hearings and respond to some of the comments raised by stakeholders - Write-ups of the concerns and responses given to stakeholders - Liaise with the developer to ensure responses raised during the public hearing are submitted to NEMA.

Employment record			
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	East African Crude Oil Pipeline For Reference: Robert Lwanga (Environmental Coordinator, EACOP) robert.nsubuga-lwanga@external.total.com Tel No. 0794888207		
2019	Employer: Total East Africa Midstream B.V Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Development of Information, Education and Communication (IEC) Materials for the Public Hearing of the East African Crude Oil Pipeline Environmental & Social Impact Assessment (ESIA) Report For Reference: Robert Lwanga (Environmental Coordinator, EACOP) robert.nsubuga-lwanga@external.total.com Tel No. 0794888207	Uganda	- Development of the necessary IEC materials initially in English for distribution and publication in mainstream media, including, but not limited, to Newspapers, Television, and Radio as detailed in the Table 2.1 above, - Translation of IEC materials developed, from English to local languages used within the Project Area of Influence that include Runyoro, Runyankore-Rukiga, Luganda and Swahili, - Placement/Publication of the IEC materials in different media, and - Distribution of the IEC materials to the general public and Project Affected Persons.
2019	Employer: China National Offshore Oil Company (CNOOC) Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Revision, Printing & Resubmission of Kingfisher ESIA Report For Reference: Andrew Otuba (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772871996	Uganda	- Review the comments received from NEMA and have them addressed. - Printing of seven copies of the revised report and submitting it to the Authority.
2019	Employer: Total East Africa Midstream B.V Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Provision of Development of Legal & Regulatory Permits and License Matrix in Uganda. For Reference: Robert Lwanga (Environmental Coordinator, EACOP) robert.nsubuga-lwanga@external.total.com Tel No. 0794888207	Uganda	- Identify all legal and regulatory permits that may be applicable to the EACOP - Develop a matrix indicating where the permits/licences can be obtained and associated costs - Indicate the timelines required to obtain the permits

Employment record			
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2019	Employer: China National Offshore Oil Company (CNOOC) Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Development of Information, Education and Communication (IEC) Materials for the Public Hearing of the Kingfisher ESIA Report. For Reference: Andrew Otuba (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772871996	Uganda	- Development of the necessary IEC materials initially in English for distribution and publication in mainstream media, including, but not limited to, Newspapers, Television, and Radio as detailed in the Table 2.1 above, - Translation of IEC materials developed, from English to local languages used within the Project Area of Influence that include Runyoro, Rugungu, Alur and Swahili, - Placement/Publication of the IEC materials in different media, and - Distribution of the IEC materials to the general public and Project Affected Persons.
2019	Employer: China National Offshore Oil Company (CNOOC) Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Services for Environmental and Social Impact Assessment (ESIA) Public Hearing for the Kingfisher ESIA Report For Reference: Andrew Otuba (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772871996	Uganda	- Attend the Public hearings and respond to some of the comments raised by stakeholders - Write-ups of the concerns and responses given to stakeholders - Liaise with the developer to ensure responses raised during the public hearing are submitted to NEMA.
2018	Employer: Total East Africa Midstream B.V Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment (ESIA) for the East African Crude Oil Pipeline For Reference: Robert Lwanga (Environmental Coordinator, EACOP) robert.nsubuga-lwanga@external.total.com Tel No. 0794888207	Uganda	Main project features: Construction of the main pipeline from Kabaale (Uganda) to Tanga (Tanzania) including camps for workers, upgrading of roads, pressure reduction stations, and pump stations among others. Activities performed: - Field data collection - Documentation of stakeholder concerns (consultation) - Social team mobilization including supervision to ensure timely delivery of specialist reports, analyses, and map outputs - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing

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2018	Employer: Oranto Petroleum Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment (ESIA) for 3D data acquisition on sections of Lake Albert For Reference: Stephen Murungi (Environmental Coordinator, Oranto) Tel No. 0779711018	Uganda	Main project features: 3D data acquisition on Lake Albert Activities performed: - Field data collection - Documentation of stakeholder concerns (consultation) - Social team mobilization including supervision to ensure timely delivery of specialist reports, analyses, and map outputs - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2018	Employer: China National Offshore Oil Company (CNOOC) Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Services for the Environmental and Social Impact Assessment for the 3D Seismic Reacquisition in Kingfisher Development Area. For Reference: Andrew Otuba (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772871996	Uganda	Main project features: 3D data acquisition on Lake Albert Activities performed: - Field data collection - Documentation of stakeholder concerns (consultation) - Social team mobilization including supervision to ensure timely delivery of specialist reports, analyses, and map outputs - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2017	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Project Brief for the Geological, Geotechnical and Geophysical Survey for the feeder pipeline project in Buliisa and Hoima Districts. For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com	Uganda	Main project features: this covered a Geological, Geotechnical and Geophysical Survey for a proposed feeder pipeline Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures.

Employment record			
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	Tel. No: 0794888046		- Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2017	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment for Tilenga feeder pipeline. For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: this covered a ESIA studies for a proposed feeder pipeline Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2013	Employer: CNOOC Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: ESIA (Project Brief) for extraction of sand from the shores of Lake Albert, In Hoima District. For Reference: Andrew Otuba (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772871996	Uganda	Main project features: Extract sand to support civil works for construction of a lay down area and drill pads in the Buhuka flats, Kingfisher Field Development. Activities performed: - Establishment of the social baseline in the study area - Field data collection - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Report compilation and publishing

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2013	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Project Brief for the installation of a composter unit at the existing base camp. For Reference: Robert Lwanga (Environment, Advisor (EIA & Studies)) robert.lwanga@tulloil.com Tel. No: 0776221254	Uganda	Main project features: to cater for ongoing upgrade of the existing base camp by installation of composter unit for composting biodegradable waste originating from mess and other facilities within the camp. Activities performed: - Establishment of the social baseline in the study area - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2012	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audits for 17 well sites For Reference: Robert Lwanga (Environment, Advisor (EIA & Studies)) robert.lwanga@tulloil.com Tel. No: 0776221254	Uganda	Main project features: To assess operator's compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, and labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facilities.
2012	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment (Project Brief) for	Uganda	Main project features: assessed the likely impacts associated with the transportation of produced crude from well testing activities and murram from restored well pads from the North Nile area (Exploration Area 1, Nwoya District) to a temporary storage facility located at the Ngiri-2 well site in the South Nile area (Block 1,

Employment record			
Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
	transportation of produced crude from well testing activities and murram from restored well pads from the North Nile area (Exploration Area 1, Nwoya District) to a temporary storage facility located at the Ngiri-2 well site in the South Nile area (Block 1, Buliisa District). For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046		Buliisa District). A project brief was submitted in accordance with the EIA Regulations and NEMA Guidelines for EIA. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2012	Employer: Total E&P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit of Bugungu Camp For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environnment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: Assessed compliance of the operator with ESIA conditions of approval for Bugungu Camp (formerly Mpyo Camp), the ESMP as stated in the ESIA and other relevant laws as stipulated in permits. Activities performed: - Stakeholder engagement (local community, employees and lead agencies) - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facility.
2012	Employer: Tullow Uganda Operations Pty Limited	Uganda	Main project features: involved the improvement of accommodation, catering,

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	Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment (Project Brief) for Buliisa camp upgrade. For Reference: Robert Lwanga (Environment, Advisor (EIA & Studies)) robert.lwanga@tulloil.com Tel. No: 0776221254		administration, storm water management, and waste management facilities within the existing camp fences (EA2). Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2013	Employer: Total E & P Uganda Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment for Proposed Temporary storage of crude and murram at Ngiri-2 For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: The ESIA assessed the likely impacts associated with the transportation of produced crude from well testing activities and murram from restored well pads from the North Nile area (Exploration Area 1, Nwoya District) to a temporary storage facility located at the Ngiri-2 well site in the South Nile area (Block 1, Buliisa District). A project brief was submitted in accordance with the EIA Regulations and NEMA Guidelines for EIA. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing

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Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
2013	Employer: Total E&P Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact Assessment for Nile Crossing Geotechnical Survey For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: this covers a geotechnical survey for a proposed pipeline crossing on the lower Victoria Nile (EA1) Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
	Employer: Total E&P Uganda Limited Title/Position: Stakeholder Specialist Name of assignment or project: Environmental and Social Impact Assessment for Victoria Nile 3D Seismic Coverage For Reference: For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: the proposed activities were a follow up to an earlier ESIA that covered land-based seismic works; two source areas along the lower Victoria Nile were to be surveyed. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2012	Employer: EnviroServ Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: ESIA Construction of a drilling waste	Uganda	Main project features: An Environmental and Social Impact Statement was prepared in accordance with the EIA Regulations and the NEMA Guidelines for Environmental Impact Assessment. The ESIA focused on the initial phase of construction of the drilling waste

Employment record			
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	management facility		management facility with the understanding that any future expansion would be subject to further Environment and Social Impact Assessment. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2015	Employer: Total E&P Uganda and Tullow Uganda Operations Pty Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental and Social Impact assessment (Scoping Phase) for the Proposed North Development Project in EA-1/EA-1A and EA-2 – Total E&P Uganda and Tullow Uganda Operations Pty, 2015 – Ongoing. For Reference: Kemigisha-Sharon BASIIME (ESIA & Permitting Officer, Environment & Social Affairs) kemigisha-sharon.basiime@total.com Tel. No: 0794888046	Uganda	Main project features: The project was benchmarked on International Finance Corporation (IFC) Performance Standards. Under this project, developer will construct a range of facilities that will include development and production infrastructure as well as supporting infrastructure to achieve the production of crude oil in parts of Western and Northern Uganda. The subsurface construction will include a total of 41 wells (11 North of Victoria Nile and 30 south of the Nile); and the surface construction will include well-pads, production flow lines and water injection flow lines, an oil export pipeline, a central processing facility, a lake water extraction station, camps, upgrade of access roads and airstrips among others. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to

Employment record			
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			address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
2015	Employer: Tullow Uganda Operations Pty Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audits for 11 well sites For Reference: Robert Lwanga (Environment, Advisor (EIA & Studies)) robert.lwanga@tulloil.com Tel. No: 0776221254	Uganda	Main project features: To assess operator's compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, and labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facilities.
2015	Employer: CNOOC Uganda Limited Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audit for the Escarpment Road connecting Kameron (at the top of the escarpment) to Buhuka Flats For Reference: Fred Ssegirinya (Environmental Coordinator, QHSE Department) andrew.OTUBA@cnoocuganda.com Tel No. 0772798107	Uganda	Main project features: To assess operator's compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor-

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Period	Employing organization and title/position	Country	Summary of activities performed relevant to the assignment
			related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facilities.
2016	Employer: Total Uganda Limited (TUL) Title/Position: Lead Stakeholder Engagement/ Socio-economist Name of assignment or project: Environmental Audits for 60 fuel service stations in Uganda. For Reference: Chris Mayende, Health, Safety, Environment and Quality (HSEQ) Manager Christopher.mayende@total.ug Tel No. 0752793022	Uganda	Main project features: To assess operator's compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments for the various fuel stations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor - related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facilities.

Membership in professional associations and publications:

Associate Member of the Institute of Environmental Management and Assessment (**IEMA**), Certificate No. 125760

Uganda Association for Impact Assessors (UAIA)

Training

National Environment Management Authority (NEMA) and Wildlife Conservation Society (WCS), 2008	Environmental Impact Assessment (EIA) Training for Oil & Gas Projects
Eco & Partner Consult Limited	Quality Management Systems (ISO 9001:2008)
Eco & Partner Consult Limited (facilitated by David Mfitimukuza, MUIENR), 2010	Training in Geographical Information Systems
Nile Basin Initiative (NBI), 2012	Training in Environmental and Social Impact Assessment.

Language skills			
Language	Reading	Speaking	Writing
English	Excellent	Excellent	Excellent
German	Fair	Fair	Fair
Kiswahili	Fair	Fair	Fair
Luganda	Good	Good	Good

Adequacy for the Assignment	
Detailed Tasks Assigned On Consultant's Team of Experts	Reference to Prior Work/Assignments That Best Illustrates Capability to Handle the Assigned Tasks
Detailed Tasks: Baseline data collection in the Zone of Influence related to the human environment Identification of impacts and social risks related to the human environment such as HIV/ AIDs, gender-based violence (GBV), child abuse and labor related impacts. Evaluation of mitigation measures proposed for impacts on the social environment. Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. Engagement with key stakeholders	Name of assignment or project: Environmental Audit on Geological, Geophysical and Geotechnical Surveys. Client: Total East Africa Midstream B.V Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labour and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Assessment of occupational health and safety working conditions of workers at the facility. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments. Name of assignment or project: Project Brief for the ERT Phase III 150km for Package 1 - Lot 3 in Butaleja, Mbale and Bududa Client: Rural Electrification Agency (REA) Main project features: A Project Brief was therefore undertaken to identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the Environmental and Social Standards (ESSs) of the World Bank. Activities performed: - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. Name of assignment or project: Environmental Audit for Kasemene -1, Kigogole-1, Kigogole-3, Nsoga 3&4 wellsites in Buliisa District.

Deliverables: Inception report, Audit reports, Draft and Final Project Briefs and ESIA Reports.	Client: Tullow Uganda Operations Pty Limited. Main project features: to assess compliance with laws of Uganda, ESIA conditions of approval and ESMP commitments. Included base camp operations. Activities performed: - Evaluation of mitigation measures proposed for impacts on the social environment - Evaluating level of compliance with national regulations and standards, including international best practices in relation to labor and working conditions, land acquisition and stakeholder engagement. - Evaluating the implementation of mitigation measures to address social risks related to communicable diseases such as HIV/AIDs. - Evaluation of measures in place to address social risks that were identified in the ESIA such as gender-based violence (GBV), child abuse, labor related impacts and community development issues such as ribbon developments. - Assessment of occupational health and safety working conditions of workers at the facility.
	ESIA for upgrading of existing road network in the Buhuka flats, Kingfisher Field in Hoima District. Client: CNOOC Uganda Limited. Main project features: Single base bituminous surface treatment and construction of new sections of infield roads to enable vehicle access existing and proposed. Activities performed: - Field data collection - Documentation of stakeholder concerns (consultation) - Identifying vulnerable groups in the study area and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Interface with client to ensure quality control.
	Preparation of Environmental and Social Action Plan for Kakira Sugar Limited Sugar Mill and Power Co-generation plant. Client: Kakira Sugar Limited (KSL) Main project features: In 2012, KSL set out to expand the power co-generation plant for which an ESIA was undertaken and subsequently approved by NEMA in November 2012. In July 2013, the GET FiT Investment Committee (IC) approved financing for the KSL bagasse co-generation expansion during the IC meeting. GET FiT has approved tariff support for Kakira to supply additional 20 MW to the national grid. The Project was approved with Conditions Precedent (CPs) regarding completion of an Environmental and Social Action Plan (ESAP). Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures.

	- Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing Environmental and Social Impact assessment) for the Proposed North Development Project in EA-1/EA-1A and EA-2 – Total E&P Uganda and Tullow Uganda Operations Pty, 2015. Client: Total E&P Uganda and Tullow Uganda Operations Pty Limited Main project features: The project was benchmarked on International Finance Corporation (IFC) Performance Standards. Under this project, developer will construct a range of facilities that will include development and production infrastructure as well as supporting infrastructure to achieve the production of crude oil in parts of Western and Northern Uganda. The subsurface construction will include a total of 41 wells (11 North of Victoria Nile and 30 south of the Nile); and the surface construction will include well-pads, production flow lines and water injection flow lines, an oil export pipeline, a central processing facility, a lake water extraction station, camps, upgrade of access roads and airstrips among others. Activities performed: - Establishment of the social baseline in the study area - Documentation of stakeholder concerns (consultation) - Field data collection - Identifying potential impacts on the social environment and proposing appropriate mitigation measures. - Identification of social risks related to communicable diseases such as HIV/AIDs and mitigation measures that can be implemented to address such risks. - Evaluation of social risks such as gender-based violence (GBV), child abuse, labor related impacts and impacts related to community development. - Report compilation and publishing
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Experts contact information:

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Phone: +256 772-438609

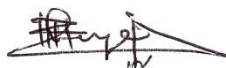
Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience, and I am available to undertake the assignment in case of an award. I understand that any misstatement or misrepresentation described herein may lead to my disqualification or dismissal by the Client.

Name of Expert :

Francis Lugemwa

Signature :



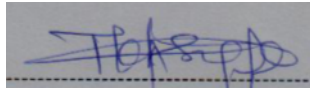
Date :

{11/03/2021}

**Name of authorized Representative of the Consultant:
(the same who signs the Proposal)**

TUMWESIGYE ANTHONY

Signature:

A handwritten signature in blue ink, appearing to be 'T. K. S. P. D.', written on a light blue background with a dashed horizontal line below it.

Date:

{11/03/2021}