



**MINISTRY OF WATER AND ENVIRONMENT**

**Directorate of Water Development**

**WATER SUPPLY AND SANITATION PROGRAM -  
PHASE III**



**STAKEHOLDER ENGAGEMENT PLAN**

## List of Acronyms

ACHPR	African Charter on Human and Peoples' Rights
CAO:	Chief Administration Officer
CO:	Carbon monoxide
CO <sub>2</sub> :	Carbon dioxide
COVID19:	Corona Virus Diseases 2019
DCDO:	District Community Development Officer
DEA:	Directorate of Environmental Affairs
DEO:	District Environment Officers
DHO:	District Health Officer
DLO:	District Labour Officer
DWD:	Directorate of Water Development
DWO	District Water Officer
DWRM:	Directorate of Water Resources Management
EH&S:	Environmental, Health and Safety
E&S	Environment and Social
ESIA:	Environmental & Social Impact Assessment
ESIS:	Environmental & Social Impact Statement
ESMF	Environmental and Social Management Framework
ESMMP:	Environmental and Social Management and Monitoring Plan
ESMP:	Environmental and Social Management Plans
GMC	Grievance Management Committee
GRM	Grievance Redress Mechanism
GIS:	Geographical information system
GoU:	Government of Uganda

HC:	Health Center (e.g. HC I, II, III, IV)
ISS	Integrated Safeguards System
IWRM:	Integrated Water Resources Management
LC:	Local Council (used for various tiers of local councils e.g. LC I, II, III, IV, V)
MGLSD	Ministry of Gender, Labour and Social Development
MoH:	Ministry of Health
MWE:	Ministry of Water and Environment
NEMA:	National Environment Management Authority
NGO:	Non-Governmental Organization
NOx:	Oxides of nitrogen
OHS:	Occupational Health & Safety
O&M:	Operation and Maintenance
OP:	Operational Procedure
OS	Operational Safeguards
PCR:	Physical Cultural Resources
PH:	Public Health
PIU:	Project Implementation Unit
PPE:	Personal Protective Equipment
RGC:	Rural Growth Center
RoW:	Right of Way
RPF	Resettlement Policy Framework
SC	Sub County
SCDO	Senior Community Development Officer
SEP	Stakeholder Engagement Plan
SO:	Scheme Operator

SOPs:	Standard Operation Procedures
SOx:	Oxides of Sulphur
TC	Town Council
TOR:	Terms of Reference
UBOS:	Uganda Bureau of Statistics
UPHC:	Uganda Population and Housing Census
VMGF	Vulnerable and Marginalized Group's Framework
VWMZ	Victoria Water Management Zone
WSDF:-	Water and Sanitation Development Facility
WSSS:	Water Supply and Sanitation System
WSC:	Water and Sanitation Committee

## Definition of Terms

***Affected Communities*** - Refers to groups of people living in close proximity to a project that could potentially be impacted by a project (“Stakeholders,” in contrast, refers to the broader group of people and organizations with an interest in the project).

***Consultation*** - The process of gathering information or advice from stakeholders and taking these views into account when making project decisions and/or setting targets and defining strategies.

***Engagement*** - A process in which a company builds and maintains constructive and sustainable relationships with stakeholders impacted over the life of a project. This is part of a broader “stakeholder engagement” strategy, which also encompasses governments, civil society, employees, suppliers, and others with an interest in the Project.

***Environmental and Social Impact Assessment*** - An assessment comprising various social and environmental studies which aim to identify project impacts and design appropriate mitigation measures to manage negative impacts, and to enhance positive ones.

***Grievance*** refers to any discontent or dissatisfaction or feeling of injustice that adversely affects organizational relations or productivity.

***Grievance Redress Mechanism*** - a process for receiving, evaluating, and addressing project-related complaints from citizens, stakeholders and other affected communities.

***Non-governmental Organizations*** - Private organizations, often not-for-profit, that facilitate community development, local capacity building, advocacy, and environmental protection.

***Partnership*** - In the context of engagement, partnerships are defined as collaboration between people and organizations to achieve a common goal and often share resources and competencies, risks and benefits.

***Stakeholders*** - Persons or groups who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its

outcome, either positively or negatively; workers, local communities directly affected by the project and other stakeholders not directly affected by the project but that have an interest in it, e.g. local authorities, neighboring projects, and/or nongovernmental organizations, etc.

***Stakeholder identification;*** is a process of categorizing different individuals or groups and the relative influence they have over a project as well as the influence of the project over them. The purpose of a stakeholder identification is to: Recognize each stakeholder group, study their profile and the nature of the stakes, understand each group's specific issues, concerns as well as expectations from the project that each group retains and gauge their influence on the Project.

***Stakeholder Analysis*** - is the process of identifying the individuals or groups that are likely to affect or be affected by a proposed project, and understanding them according to their impact on the project and the impact the project will have on them. This information is then used to assess the manner in which the interests of the stakeholders should be addressed in the project plan, policy, program, or other action.

***Stakeholder Engagement Plan*** - A plan which assists investors with effectively engaging with stakeholders throughout the life of the project and specifying activities that will be implemented to manage or enhance engagement.

# Chapter One: Introduction and Project Description

## 1.1 Background

The Ministry of water and Environment with support from African Development Bank intend to under the Water Supply and Sanitation Program Phase III. This Stakeholder Engagement Plan (SEP) presents information on the planned stakeholder engagement actions and processes under the WSSP III projects to be executed by the Ministry of Water and Environment. Information provided in the plan highlights the principles and considerations for consultations and engaging the stakeholders, processes, approaches and modalities for the engagement.

The AfDB Environmental and Social Frame work (ESF), defines stakeholder engagement as the continuing and iterative process by which the projects developers communicate, and facilitates a two-way dialogue with the people affected by its decisions and activities, as well as others with an interest in the implementation and outcomes of the developers' decisions and the project. It takes into account the different access and communication needs of various groups and individuals, especially those more disadvantaged or vulnerable, including consideration of both communication and physical accessibility challenges. Overall, stakeholder engagement is intended to be all-inclusive devoid of manipulation, interference, coercion, and intimidation, and conducted on the basis of timely, relevant, understandable and accessible information. It will involve providing information and opportunity for stakeholders to contribute towards decisions that influence developments in the project area, identifying impacts and mitigations and building long-term relations with MWE throughout the project's lifecycles. Effective engagement will ensure that stakeholders understand and offer a social licence to MWE's operations.

The Program shall support water supply and sanitation interventions in urban and rural areas across all the regions of the country. The main activities shall include construction of urban, rural and multi-purpose piped water supply systems, rehabilitation of water for production earth dams, strengthening of operation and management structures to sustain benefits of the project and implementation of catchment management measures around water sources to increase resilience to climate change. Sanitation interventions shall include environmentally friendly institutional and public water borne toilets, and general sanitation and hygiene promotion in the project areas. Program management support activities include improved coordination of planning, monitoring and reporting, capacity building, gender and HIV/AIDS mainstreaming, environmental and social safeguards, and promotion of youth economic empowerment and women in sector activities.

The Ministry engaged environmental experts to undertake environmental and social impact assessment for the proposed piped water supply and sanitation systems and as part of the assignment site specific social engagement plans were developed in the Environmental social mitigation plan. The Stakeholder Engagement Plan (SEP) has been developed in line with an Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), and the Vulnerable and Marginalized Group's Framework (VMGF) as a set of instruments required to address and manage the environmental and social risks and impacts.

Accordingly, this SEP has been prepared to meet the Government of Uganda's and the African Development Bank's Environmental and Social Framework requirements and will be disclosed as part of the project appraisal process. The Ministry of Water and Environment will be responsible for implementing the provisions and recommendations outlined in this SEP.

## 1.2 Location

The project shall be with in Uganda in various sites as detailed below:

Rural water supply and sanitation: Nyabuhikye-Kyikyenkye, Phase II (Ibanda District), Shuuku-Matsyoro, Phase II (Sheema District), Asuret (Soroti District), Katajula-Morikiswa-Soni (Tororo District), Cwero (Gulu District), Orom, Phase II (Kitgum, Agago, Pader Districts), Bembe (Wakiso District) and rehabilitation of earth dams in Kasensero (Mubende District) and Kotomol (Agago District).

Urban and multi-purpose water supply schemes: Igayaza-Kikwaya towns (Kakumiro District), Kibaale-Kifamba towns (Rakai District), Otwal-Barr (Oyam and Lira Districts), Serere multi-purpose water supply scheme, (Serere District), Kigumba FSTP (Kiryandongo District), Wobulenzi FSTP (Luweero District), and Buikwe FSTP (Buikwe District)

## 1.3 Project components

The Program shall support water supply and sanitation interventions in urban and rural areas across all the regions of the country. The main activities shall include construction of urban, rural and multi-purpose piped water supply systems, rehabilitation of water for production earth dams, strengthening of operation and management structures to sustain benefits of the project and implementation of catchment management measures around water sources to increase resilience to climate change. Sanitation interventions shall include environmentally friendly institutional and public water borne toilets, and general sanitation and hygiene promotion in the project areas. Program management support activities include improved coordination of planning, monitoring and reporting, capacity building, gender and HIV/AIDS mainstreaming, environmental and social safeguards, and promotion of youth economic empowerment and women in sector activities.

## 1.2 Purpose and scope

The purpose of the SEP is to provide a framework for appropriate stakeholder consultation and information disclosure in the context of the WSSP III which meets both the National legislation and African Development Bank ISS requirements. The goal of the SEP is to facilitate project participatory decision-making by involving project-affected parties<sup>1</sup> (PAPs), citizens in the project locations, and other stakeholders in a timely manner so that these groups are provided enough opportunity to voice their opinions and concerns to shape both the design and implementation of the project to incorporate those concerns.

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<sup>1</sup> Individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, those who may be more likely to be adversely affected by the project impacts and/or more limited than others in their ability to take advantage of a project's benefits.



Specifically, SEP serves the following purposes:

- stakeholder identification and analysis;
- planning how the engagement with stakeholder will take place;
- information disclosure;
- consultation with stakeholders;
- addressing and responding to grievances;
- monitoring and reporting on SEP.

This SEP will be disclosed by Ministry of Water and Environment, the Project Implementing Entities (Water and Sanitation Development facilities-WSDFs) in District Water and Sanitation coordination Committee Meetings and meetings with the District Grievance Management Committee, and on the MWE website. Feedback from stakeholders will be incorporated in the final version of the SEP.

The Program will be implemented in all the seventeen sub component sites in the districts of Aggao, Pader, Kitgum, Tororo, Serere, Luweero, Kiryandongo, Kakumiro, Mubende, Sheema, Ibanda, and Rakai in Uganda. In preparation of the Safeguards instruments, all the district administrative units were involved and lower administrative units were engaged with particular attention given to those that host key structures as identified by the designs.

Selected District Staff that include the District Chief Administrative Officer, the District Water Officer, the District Health Officer, the District Health Inspector, the District Environment Officer, the District Community Development Officer were consulted, and these will continue throughout the project cycle. These form part of the Grievance management Committees (GMC). These were carefully chosen so as to ascertain the level of project impacts and establish mitigation measures in advance. Detailed stakeholder engagements will be rolled out across all the project areas and the process will be continuous throughout the project life cycle. The primary beneficiaries of the Project are communities of WSSP III (comprising of both men, women, youth, children, persons with disabilities, people living with HIV/AIDS, water vendors) who are currently using unsafe water sources and are set to benefit from a safe piped water supply and sanitation system. Project consultations were and will continue to be conducted in an inclusive manner.

### 1.3 Objectives of the SEP

The overall objectives of SEP are to:

- Identify the roles and responsibility of all stakeholders and ensure their participation in all stages of the project cycle;
- Establish a systematic approach to stakeholder and citizen engagements that will help to identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties;

- Assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be considered in project design and environmental and social performance;
- Promote and provide means for effective and inclusive engagement with project-affected parties throughout the project cycle on issues that could potentially affect them;
- Ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format taking special consideration for the disadvantaged or vulnerable groups;
- Provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow the Project Implementing Entity and its Project Implementation Unit to respond to and manage such grievances.

## 1.4 Regulatory Requirements

This chapter presents a review of the relevant policies, laws, regulations and guidelines in Uganda and their implications to the implementation of the proposed water supply and sanitation project. Key institutions and their roles in the successful implementation of the project have also been discussed.

### **National Policy Framework**

#### *1.4.1.1 National Water Policy, 1999*

The National Water Policy promotes a new integrated approach to manage the water resources in ways that are sustainable and most beneficial to the people of Uganda. The goal of this policy is to provide guidance on development and management of the water resources of Uganda in an integrated and sustainable manner, so as to secure and provide water of adequate quantity and quality for all social and economic needs, with full participation of all stakeholders and mindful of the needs of future generations. The policy aims to:

- i. Promote rational use of water;
- ii. Control pollution and promote safe storage, treatment and disposal of waste, which could pollute water and impact public health; and
- iii. Promotion of awareness of water management and development issues and capacity building.

#### ***1.4.1.2 Ministry of Water and Environment; Environment and Social Safeguards Policy 2018***

The ESS is aimed to ensure that in implementing development programs, positive outcomes are maximized and negative outcomes are minimized. This framework ensures integration of environmental and social concerns in all stages of project development and all levels including national, district and local levels, with full participation of the people as means of minimizing environmental and social impacts. It further ensures identification of key environmental and social issues/aspects that will affect or will be affected by the projects/programmes and ensuring that risks are screened against the 15 principles as well as specification of appropriate roles and responsibilities, and outlining the necessary reporting procedures, for managing and monitoring environmental and social concerns including compliance; grievance mechanism, and establishment of institutional capacity building requirements to successfully implement the ESS.

#### ***1.4.1.3 Environment Health Policy - 2005***

The Environmental Health Policy concentrates on the importance of environmental sanitation which includes: safe management of human waste and associated personal hygiene; the safe collection, storage, and use of drinking water; solid waste management; drainage; and protection against disease vectors (MOH 2005). Environmental health practices include: safe disposal of human waste, hand washing, adequate water quantity for personal hygiene and protecting water quality, all influence the morbidity and mortality of diarrheal diseases.

#### ***1.4.1.4 National Gender Policy, 2007***

The Uganda National Gender Policy was first developed in 1997 and revised in 2007 as a confirmation that the Ugandan government is committed to take actions that will bring about more equal gender relations. The overall goal of this policy is to achieve gender equality and women's empowerment as an integral part of Uganda's socio-economic development. Its main purpose is to establish a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda. The policy is a guide to all stakeholders in planning, resource allocation, implementation and monitoring and

evaluation of programmes with a gender perspective. The main Objectives of this policy include;

- i. To reduce gender inequalities so that all women and men, girls and boys, are able to move out of poverty and to achieve improved and sustainable livelihoods;
- ii. To increase knowledge and understanding of human rights among women and men so that they can identify violations, demand, access, seek redress and enjoy their rights;
- iii. To strengthen women's presence and capacities in decision making for their meaningful participation in administrative and political processes;
- iv. To address gender inequalities and ensure inclusion of gender analysis in macro-economic policy formulation, implementation, monitoring and evaluation

#### ***1.4.1.5 National Equal Opportunities Policy, 2006***

The National Equal Opportunities Policy provides a framework for re-dressing imbalances, which exist against marginalized groups while promoting equality and fairness for all, with a goal of. Providing avenues where individuals and groups' potentials are put to maximum use by availing equal opportunities and affirmative action.

#### ***1.4.1.6 National Youth Policy, 2001***

The goal is to provide an appropriate framework for enabling youth to develop social, economic, cultural and political skills so as to enhance their participation in the overall development process and improve their quality of life. The objectives of the policy are;

- i. To initiate, strengthen and streamline all programmes and services targeting the youth.
- ii. To promote social and economic empowerment of the youth.
- iii. To build capacity and provide relevant training and information to the stakeholders.
- iv. To promote growth in the development of the youth through actions that protect empower and prepare them for adulthood.
- v. To provide psycho-social support and other services to youth in conflict situations, difficult circumstances and to the disadvantaged groups.
- vi. To increase youth involvement in decision--making, leadership, community based and other development programmes.
- vii. To mobilise resources for youth programmes and projects at all levels

#### ***1.4.1.7 National Child Labour Policy, 2007***

The overall objective of the policy is to guide and promote sustainable actions aimed at the progressive elimination of child labour. The vision of the policy is a society free of exploitative child labour in which all working children enjoy their right to childhood, education, dignity and the full development of their potential.

#### ***1.4.1.8 National Policy on Disability, 2006***

The vision of the policy is a society where people with disabilities (PWDs) fully participate in all spheres of development. The mission is to provide a framework to the empowerment of PWDs in the development process.

#### ***1.4.1.9 Occupational Health and Safety Policy***

This policy seeks to:

- i. Provide and maintain a healthy working environment;
- ii. Institutionalize OHS in the water-sector policies, programs and plans; and
- iii. Contribute towards safeguarding the physical environment.

The OHS Policy Statement is guided by the Constitution of the Republic of Uganda and other global, national and sectoral regulations and policies. The OHS Policy also takes into recognition of the Health Sector Strategic Plan, all of which aim to improve the quality of life for all Ugandans in their living and working environment.

#### ***1.4.1.10 HIV/AIDS Policy, 1992***

Current effort to combat HIV/AIDS is characterized by a policy of openness by Government and this has, to a large extent, been emulated by civil society, political and social institutions, and workplaces. HIV/AIDS is recognized by Ministry of Health as a considerable risk in construction of infrastructure projects and it (together with the Ministry of Gender, Labour and Social Development) encourages employers to develop in-house HIV/AIDS policies, provide awareness and prevention measures to workers and avoid discriminating against workers living with or affected by HIV/AIDS.

To ensure HIV/AIDS is addressed in the workplace, the policy encourages employee awareness and education on HIV/AIDS. To protect the infected and affected persons from discrimination, employers are required to keep personal medical records confidential. Employees living with, or affected by, HIV and AIDS, and those who have any related concerns, are encouraged to contact any confidant within the organization to discuss their

concerns and obtain information. It is anticipated that during the construction phase, there may be an influx of people into the project area possibly resulting into sexual fraternisation and a risk of HIV/AIDS spread. The policy also guides about HIV/AIDS management including awareness and provision of condoms in workplaces.

#### ***1.4.1.11 Uganda National ICT Policy 2012***

One of the objectives of Uganda's National ICT Policy is "to facilitate the broadest possible access to public domain information." The policy is designed to support the attainment of this objective through several strategies, including conducting research to establish citizens' information needs and the barriers to information use, and developing measures to overcome these barriers; and increasing accessibility to government information and ensuring uniform practices in its distribution.

#### ***1.4.1.12 The Uganda National Culture Policy (2006)***

This Policy seeks to promote community action on cultural practices that promote and that impinge on human dignity. It provides guidance on any development to avoid impingement on the culture of vulnerable and marginalized persons' This project will collaborate with the Department of Culture in ensuring proper preservation of positive cultural practice with the Kibaale - Kifamba communities.

### **The Uganda Legal Framework**

#### ***1.6.2.1 The Constitution of the Republic of Uganda, 1995 (as amended)***

The Constitution of the Republic of Uganda, as the supreme law, provides for and guarantees public participation in government activities and programs as one of its core pillars and a constitutional right. Amongst its Fundamental and other human rights and freedoms, the Constitution provides that the State shall guarantee and respect institutions which are charged by the State with responsibility for protecting and promoting human rights by providing them with adequate resources to function effectively. In addition, the right to access information is enshrined in Article 41 of the Constitution which provides that every citizen has a right of access to information in the possession of the state or any other organ of the state except where the release of the information is likely to interfere with the security of the state or the right to the privacy of any other person.

Objective XXVII (i) requires the State to promote sustainable development and public awareness of the need to manage land, air and water resources in a balanced and sustainable

manner for the present and future generations. *This objective petition for public awareness about the proposed project construction and operational scope and activities including an environmental management and monitoring plan hence was the basis for consultation of the community in the project area as a step for sustainable development.*

Paragraph (ii) of that objective goes ahead to state that the State will take all possible measures to prevent or minimize damage and destruction to land, air and water resources resulting from pollution or other causes. *Ugandan government enforces this through the lead agencies like NEMA which in turn mandates for a ESIS for the proposed projects to mitigate damage to the environment.*

Article 39 preserves the right of every Ugandan to a clean and healthy environment. *The proposed project construction status will be radical to clean, healthy and safe environment practices.*

## **National Legislative Framework**

### ***1.4.1.13 National Environment Act, No.5 of 2019***

The specific legislation that deals with Environmental and Social Impact Assessments (ESIA) in Uganda is the revised National Environment Act No.5 of 2019 from NEA-Cap 153, 1995. The National Environment Management Authority (NEMA) was created under the NEA, 1995 and mandated with the responsibility to oversee, coordinate and supervise environmental management activities in Uganda. Schedule 5 of the National Environment Act No.5 of 2019, this project is categorised under part 1 as a **Category 4**: Utilisation of water resources and water supply, including- (b) Abstraction or utilization of ground water of **more than 1000 m<sup>3</sup>/day**. The Act provides for various strategies and tools for environment management, which also include EIA for projects likely to have significant impacts on the environment.

### ***1.4.1.14 The Local Governments Act Cap 243***

The Local Government Act provides for decentralised governance and devolution of central government functions, powers and services to local governments that have their own political and administrative structures. Districts have powers to oversee implementation of development activities under supervision of their relevant departments such as environment, lands and water resources. According to Section 9 of the Local Government Act, a local government is the highest political and administrative authority in its area of jurisdiction and will exercise both legislative and executive powers in accordance with the constitution. *Rakai District (Environment and Water offices) bears the key responsibilities for environmental monitoring*

*during the construction phase of the proposed project.* The same Act Provides for the system of local governments to enforce environmental law; which includes among others, physical planning, environmental protection (forests and wetlands, streams etc) and ensuring proper sanitation.

#### ***1.4.1.15 Employment Act, 2006***

The Employment Act is the governing legal statutory instrument for the recruitment, contracting, deployment, remuneration, management and compensation of workers. The Act is based on the provisions of Article 40 of the Constitution of Uganda. The Act mandates Labour Officers to regularly inspect working conditions of workers to ascertain that the rights of workers and basic provisions are provided and workers' welfare attended to. The Act also provides for the freedom of association of workers permitting workers to join labour organizations. Section 32 addresses the issue of child labour and states that children under the age of twelve years shall not be employed in any business, undertaking or workplace (32(1)). Subsection 32(2) provides restrictions under which a child under the age of fourteen (14) years may be employed; including for light work under the supervision of an adult aged over eighteen (18) years and the work shall not interfere with the child's education.

#### ***1.4.1.16 Water Act, Cap 152***

The objective of the Water 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. Section 18 requires that before constructing or operation of any water works, a person should obtain a permit from Directorate of Water Resources Management (DWRM). Construction is herein defined to include alteration, improvement, maintenance and repair of water systems. The Act also aims to control pollution of water resources (Sections 28 and 31). Section 6 (c) implies that it is prohibited to cause or allow any waste to come into contact, whether directly or indirectly, with any water, other than under the provisions of the Water Act.

#### ***1.4.1.17 The Physical Planning Act, 2010***

The Physical Planning Act, 2010 replaced the Town and Country Planning Act, Cap 246 which was enacted in 1951 and revised in 1964 but is now inconsistent with contemporary government system in Uganda. The 1951 Act is enacted to regulate and operate in a centralised system of governance where physical planning was carried out at national level through the Town and Country Planning Board. Implementation of the Act was supervised by local



governments, especially the urban local governments. Uganda has since gone through many social, political and economic changes. For example, promulgation of the 1995 Constitution established a decentralised system of governance which divulged powers and functions including physical planning, finance and execution of projects from the central government to local governments. This therefore created a need to enact a physical planning legislation which is consistent with this Constitutional requirement. The Physical Planning Act, 2011 establishes district and urban physical planning committees, provides for making and approval of physical development plans and applications for development.

Section 37 of The Physical Planning Act, 2011 requires an EIA permit for developments before they are implemented, stating: "Where a development application related to matters that require an environmental impact assessment, the approving authority may grant preliminary approval subject to the applicant obtaining an EIA certificate in accordance with the National Environment Act".

#### ***1.4.1.18 Occupational Safety and Health Act, 2006***

The Occupational Safety and Health Act, Section 13, puts the responsibility of protection of the worker and the general environment to the employer and he or she must take all measures to protect the worker and the general public from the dangerous aspects of his or her undertaking. In section 18, he or she also has the responsibility of monitoring the environment under the influence of his or her undertaking. It also pleases in section 14 (1) that the contractor with more than 20 workers should; Prepare, and as often as may be appropriate, revise a written statement of policy with respect to the safety and health of employees while at work. Section 19 (2) skeletons that it is the duty of contractor to ensure that personal protective equipment provided under subsection (1) is used whenever it is required. Occupation Safety and Health Act also requires that the project construction area should be registered under section 41 (1).

#### ***1.4.1.19 Public Health Act Cap 281***

The Public Health Act consolidates the law with respect to public health and puts a duty on urban and local authorities for matters pertaining to public health. Section 7 of this Act provides local authorities with administrative powers to take all lawful, necessary and reasonably practicable 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 the public health.

The Act also specifies about nuisances or conditions liable to be injurious/ dangerous to health caused by persons or to persons on premises/ land they occupy or are in charge of. These nuisances include among others, vehicles in a state harmful to health, a dwelling or part of dwelling which is in a state that is dirty or harbors vermin or is damp and is likely to be harmful to health or is liable to favour the spread of any infectious disease, any pit, drain, septic tank, garbage receptacle, manure heap, dung pit so foul or offensively situated and likely to be injurious to health, any noxious matter or waste water flowing or discharged from any premises, wherever situated into any public street, gutter, gulley, swamp or watercourse that is not approved for reception of the discharge.

#### ***1.4.1.20The Children's Act, Cap 59***

The Children's Act was enacted; to reform and consolidate the law relating to children; to provide for the care, protection and maintenance of children; to provide for local authority support for children; to establish a family and children court; to make provision for children charged with offences and for other connected purposes. In particular, Section 8 of this Act provides that no child will be employed or engaged in any activity that may be harmful to his or her health, education or mental, physical or moral development.

#### ***1.4.1.21NSSF Act, Cap 222***

The National Social Security Fund is a mandatory pure defined contribution provident fund which pays lump sums at retirement. The contribution rate to NSSF is 15% shared at 5% and 10% between the employee and employer respectively. The scheme was created by the National Social Security Fund Act (Cap 222) Laws of Uganda and its core objective is to protect formal employees against uncertainties of social and economic life.

#### ***1.4.1.22The Historical and Monuments Act, Cap 46***

This Act provides for the preservation and protection of historical monuments and objects of archaeological pale-ontological ethnographical and traditional interests.

National Regulatory Framework

#### ***1.4.1.23Environmental Impact Assessment Regulations, 2020***

The regulations require a detailed study to determine possible environmental impacts and mitigation measures. The guidelines require that the EIA process should be participatory engaging the general public and stakeholders in consultations or to inform them and obtain their views about the proposed development during the EIA.

#### ***1.4.1.24 National Environment (Noise Standards & 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 licence issued under these Regulations. Section 8 imparts responsibility onto noise generators to use the best practicable means to ensure that noise does not exceed permissible noise levels. Part IV of the First Schedules states the maximum permissible noise levels at construction sites as 75 dBA and 60 dBA for commercial and residential areas respectively.

#### ***1.4.1.25 National Environment (Audit) Regulations, 2020***

These regulations require that an environmental audit is undertaken to ensure compliance by the developer with the regulations, conditions in permits and licenses and any other applicable law, environment management systems and the environmental management and monitoring plan of the developer.

#### ***1.4.1.26 National Environment (Waste Management) Regulations, S.I. No. 49 of 2020***

These Regulations apply to: All categories of hazardous and non-hazardous waste; Storage and disposal of hazardous waste and its movement into and out of Uganda. The regulations, which will relate to overall waste management (promote and minimise waste generation) during the construction phase, by: Eliminating use of toxic raw materials; Reducing toxic emissions and wastes; Recovering and reuse of waste wherever possible.

#### ***1.4.1.27 Guidelines for Environmental Impact Assessment in Uganda, 1997***

According to these Guidelines, during the ESIA process, its scoping phase to the extent possible, involves consultations with potentially affected communities, relevant government agencies, representatives of other interested parties including NGOs, private sector, independent experts and all other stakeholders including the public. This exercise will include meetings to obtain the stakeholders' comments on what should be included in the study, amongst others.

#### ***1.4.1.28 The Covid-19 Guidelines***

Following the outbreak of the Covid-19, the GoU, through the Ministry of Health, adopted strict containment and mitigation measures, guidelines and Standard Operating Procedures (SOPs) against the pandemic on ad hoc basis. The measures, guidelines and SOPs have been updated and adjusted from time to time in response to the changing Covid-19 situation in the country. These measures and guidelines vary across the country with different districts, cities

or municipalities having different protocols. During the life cycle of the Project, the implementing agencies, local leaders and other stakeholders will ensure strict adherence to the prevailing measures, guidelines and SOPs to ensure the general protection and safety of everyone.

## **Regional Conventions on Access to Information**

### ***1.4.1.29 The African Charter on Human and Peoples' Rights (ACHPR)***

At regional level, the right to access information is enshrined in Article 9 of the African Charter on Human and Peoples' Rights (ACHPR). Article 9 of the ACHPR states that every individual shall have the right to receive information and the right to express and disseminate his/her opinions within the law.

## **International Conventions on Access to Information**

### ***1.4.1.30 Principle 10 of the 1992 Rio Declaration***

Environmental issues are best handled with the participation of all concerned citizens at the relevant level. At the national level, each individual shall have appropriate access to information concerning the environment that is held by public authorities, including information on hazardous materials and activities in their communities, and the opportunity to participate in decision-making processes. State actors shall facilitate and encourage public awareness and participation by making information widely available.

### ***1.4.1.31 Universal Declaration of Human Rights***

Access to information is a fundamental human right recognized by international human rights instruments, including Article 19 of the Universal Declaration of Human Rights, which provides that everyone has the right to freedom of opinion and expression. This right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

### ***1.4.1.32 Other conventions on rights to information***

The right of access to information is further recognized by: Article 19 of the International Covenant on Civil and Political Rights; Articles 13 (1) and (17) of the Declaration on the Rights of the Child; Article 15 of the United Nations Declaration on the Rights of Indigenous People; and the United Nations General Assembly Resolution, 59 (1). In 2012, the United Nations also recognized access to the internet as an important tool for the promotion of the right of access to information, while 2016 was the first year that UNESCO marked September 28 as the

International Day for Universal Access to Information (IDUAI). At the regional level, the right to access information is enshrined in Article 9 of the African Charter on Human and Peoples' Rights (ACHPR). Article 9 of the ACHPR states that "Every individual shall have the right to receive information and the right to express and disseminate his/her opinions within the law."

#### ***1.4.1.33 African Development Bank's Integrated Safeguards Policy***

The Bank's Integrated Safeguards Policy sets out the Bank's own commitments to and responsibilities for delivering the ISS: to (i) ensure the systematic assessment of environmental and social impacts and risks; (ii) apply the OSs to the entire portfolio of Bank operations; (iii) support clients and countries with technical guidance and practical support in meeting the requirements; (iv) implement an adaptive and proportionate approach to environmental and social management measures to be agreed with clients as a condition of project financing; (v) ensure that clients engage in meaningful consultations with affected groups; and (vi) respect and promote the protection of vulnerable groups, in a manner appropriate to the African context.

The Policy also sets out the Bank's commitment to harmonise environmental and social safeguards among MFIs and to co-ordinate with co-financing partners. It highlights the importance of compliance monitoring and supervision to ensure that the safeguards are implemented. Project implementation will specifically adhere to the Bank's Operational Safeguards 1, 2, 3, and 4.

**OS 1: Environmental and Social Assessment** – This overarching safeguard governs the process of determining a project's environmental and social category and the resulting environmental and social assessment requirements: the scope of application; categorisation; use of a SESA and ESIA, where appropriate; Environmental and Social Management Plans; climate change vulnerability assessment; public consultation; community impacts; appraisal and treatment of vulnerable groups; and grievance procedures. It updates and consolidates the policy commitments set out in the Bank's policy on the environment.

**OS 2: Involuntary Resettlement: Land Acquisition, Population Displacement and Compensation** – This safeguard consolidates the policy commitments and

requirements set out in the Bank's policy on involuntary resettlement, and it incorporates refinements designed to improve the operational effectiveness of those requirements. In particular, it embraces comprehensive and forward-looking notions of livelihood and assets, accounting for their social, cultural, and economic dimensions. It also adopts a definition of community and common property that emphasises the need to maintain social cohesion, community structures, and the social interlinkages that common property provides. The safeguard retains the requirement to provide compensation at full replacement cost; reiterates the importance of a resettlement that improves standards of living, income earning capacity, and overall means of livelihood; and emphasises the need to ensure that social considerations, such as gender, age, and stakes in the project outcome, do not disenfranchise particular project-affected people.

**OS 3: Biodiversity and Ecosystem Services** – The overarching objective of this safeguard is to conserve biological diversity and promote the sustainable use of natural resources. It translates into OS requirements the Bank's commitments in its policy on integrated water resources management and the UN Convention on Biological Diversity. The safeguard reflects the importance of biodiversity on the African continent and the value of key ecosystems to the population, emphasising the need to “respect, conserve and maintain [the] knowledge, innovations and practices of indigenous and local communities... [and] to protect and encourage customary use of biological resources in accordance with traditional cultural practices that are compatible with conservation or sustainable use requirements 3.

**OS 4: Pollution Prevention and Control, Greenhouse Gases, Hazardous Materials and Resource Efficiency** – This safeguard covers the range of impacts of pollution, waste, and hazardous materials for which there are agreed international conventions and comprehensive industry-specific standards that other multilateral development banks follow. It also introduces vulnerability analysis and monitoring of greenhouse WSDF-SW as the Project implementation unit will ensure that this SEP adheres to the African Development Bank's Operational Safeguards by ensuring that it adheres to

the general objectives and guiding principles of the SEP outlined in the objectives Section.

#### *1.4.1.34 The African Development Bank's Gender Strategy 2021-2025*

This prioritises the need to reduce gender inequalities across Africa by increasing access to finance and technical assistance, enhancing technical skills and gender-responsive infrastructure. The Gender Strategy 2021 -2025 is anchored on three pillars that support the Bank's priorities to promote transformative gender equality and women and girl's empowerment and accelerate economic and social development in regional member countries (RMCs). These pillars are: Empowering women through access to finance and markets', Accelerating employability and job creation for women through skills enhancement' and Increasing women's access to social services through infrastructure.

## Chapter 2: Previous stakeholders Engagement Activities

### 2.1 Details of previous SE activities undertaken

Table 2.1: Details of previous SE activities undertaken Kibaale -Kifamba

Previous Stakeholder activities for Kibaale – Kifamba project - Rakai District						
S/No	Date	Location	Type of engagement	Objective	Number of Participants	Summary of Outcomes
	12 <sup>th</sup> March 2014	Rakai Council Hall	District Advocacy Meeting	Creating Awareness at District Level about the WSDf-SW and to have an MoU with the District to enable smooth implementation of Water Supply and Sanitation Projects in the District by WSDf-SW	12 Females 19 Males	The WSDf-SW presentations were appreciated for being clear and a Memorandum of Understanding establishing a general framework for cooperation and participation was signed between Rakai District and WSDf-SW
	27 <sup>th</sup> August 2014	Kyalulangira Sub County Offices	Sub County Advocacy Meeting	Advocating for the WSDf-SW to the Sub County Leaders; the activities, working approaches, principles, and the roles and responsibilities of the Community and Sub County during project implementation	1 Female 3 Males	From this meeting the Sub County led an initiative to have the community select members of the Kibaale Water and Sanitation Committee.
1	31 <sup>st</sup> July 2019	Rakai District Offices	District Advocacy Meeting	Advocating for the WSDf-SW to the District Leaders; the activities, working approaches, principles, and the roles and responsibilities of the District during project implementation	1females 3 Males	Leaders welcomed the WSDf-SW intervention in Water Supply Development and Sanitation improvement in Rakai District. A Memorandum of Understanding establishing a general framework for cooperation and participation was signed between Rakai District and WSDf-SW.
2	31 <sup>st</sup> July 2019	Kifamba Sub County Council Hall	Kifamba Sub County Advocacy Meeting	Advocating for the WSDf-SW to the Sub County Leaders; the activities, working approaches, principles, and the roles and responsibilities of the Community and Sub County during project implementation	2 Females Males	Leaders welcomed the WSDf-SW intervention in Water Supply Development and Sanitation improvement in Kifamba RGC and spearheaded the selection of a Water ad Sanitation Committee to bridge the gap between the community and other stakeholders during project implementation
3	14 <sup>th</sup> to 15 <sup>th</sup> November 2019	Kifamba Sub County Hall	Awareness Creation Training	To create awareness about Facility objectives, activities and approaches.  To sensitize the RGC about the facility implementation process.	3	Training The WSC, Sub County Leaders, and Local Council Chairpersons and Technical Staff on their roles and responsibilities and were also taken through the Memorandum of Understanding that would be signed.



				<p>Sensitize the RGC about community obligations towards development of water and sanitation system.</p> <p>To sensitize the community about the Improved Sanitation and Hygiene (ISH) Strategy for sanitation improvement.</p> <p>To discuss MOU to be signed between the RGC/ST and the WSDf-SW. To identify actors in implementation and define their roles and responsibilities towards successful implementation.</p> <p>Discuss way forward with the community in relation to;</p> <p>Defining the water area Developing town Work plan.</p>		
4	25 <sup>th</sup> November 2020	Kifamba Sub County Offices	Water and Sanitation Committee Meeting	To brief the Committee on the Water Supply Design Progress, brainstorming on the Community History, and address any challenges faced during the design phase.	12 Females 7Males	A document (Community History) on the history of the area regarding Water supply situation, sanitation, environment, gender, as a reference to note changes after the intervention is made was compiled.
5	27 <sup>th</sup> May 2021 10:00am  2:00pm	Kyalulangira Sub County Headquarters  Kifamba Sub County Headquarters	Kibaale WSSS Draft detailed design presentation  Kifamba WSSS Draft detailed design presentation	To disclose the design to the community members and have them make input in the design process, and get to know the pieces of land identified in the design.	13Females 30Males  11Females 18Males	Community members made in put submitting the areas they felt had been left out in the design; Kakumbiro, Kasiika, Kyalulaala, Lwanamboga in Byakabanda Sub County, and a distribution line to serve the areas of Sanje A, Sanje B, Kigomola, Lwantende, Ntebezaddungu, Ntovu, Kalugu, Kazinga B, Kyamumba, Ngagga A, Ndagga B, Kyamigongo, Kamicola, Katunga, Kigolomola, Kamoma A and Kamoma B. Community proposed an appropriate Sanitation Facility at the Water Source.
6	18 <sup>th</sup> August 2021	Kibaale Town Council	Water and Sanitation Committee Meeting	Pegging the Pieces of land as identified in the design and discussing the land acquisition process	8 Females 6Males	Pieces of land pegged, and WSC members tasked to obtain the willingness of owners to offer land for water supply and sanitation development, obtain block and plot numbers for areas with land titles such that a search on actual ownership be carried out, identify any issues or encumbrances on the land
7	19 <sup>th</sup> August 2021	Kifamba Sub County	Water and Sanitation Committee	Pegging the Pieces of land as identified in the design and discussing the land acquisition process	10 Females 4 Males	Pieces of land pegged, and WSC members tasked to obtain the willingness of owners to offer land for water supply and sanitation development, obtain block and

						plot numbers for areas with land titles such that a search on actual ownership be carried out, identify any issues or encumbrances on the land.
8	13 <sup>th</sup> December 2021	Rakai District Offices	Consultations with District Technical Leadership	Consultations with Sub County Leadership on the anticipated impacts of the project and their recommendations	6Males	A compilation of anticipated risks and recommendations was made. Issues picked informed this Stakeholder engagement Plan.
9	14 <sup>th</sup> December 2021	Kyalulangira, Kifamba, Byakabanda, Sub County Headquarters	Consultations with Kyalulangira Sub County Leadership	Consultations with Sub County Leadership on the anticipated impacts of the project and their recommendations	1 Female 6Males 4Females 4 Males 2 Females 8 Males	A compilation of anticipated risks and recommendations was made. Issues picked informed this Stakeholder engagement Plan.
1	14 <sup>th</sup> October 2022	Lukondo Water Source	Community Engagement	Pegging the new Water Treatment Plant Area	6Males	
1	8 <sup>th</sup> December 2022	Kibaale Town Council	Kibaale - Kifamba Stakeholders' Meeting	Sensitization and Harmonization Meeting on Land Acquisition and setting timelines	10 Females 31 Males	A Committee was formed to steer the process of joint land acquisition.

**Table 2.2: Details of previous SE activities undertaken Buikwe FSTP**

Previous Stakeholder activities for undertaken Buikwe FSTP - Buikwe District						
S/No	Date	Location	Type of engagement	Objective	Number of Participants	Summary of Outcomes
1	21 <sup>st</sup> / April/2022	<ul style="list-style-type: none"> <li>Lugazi Municipal Council offices</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Entry Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Introducing The project</li> </ul>	<ul style="list-style-type: none"> <li>1 male</li> <li>1 female</li> </ul>	<ul style="list-style-type: none"> <li>The proposed project is beneficial to our communities regarding sanitation and also the employment of our youth during the construction phase and operation phases of the project.</li> <li>The project will also solve a huge problem of management of sludge, there is no system to handle the faecal matter at the moment in the entire town since the population is increasing</li> <li>There will be a reduction of water-borne diseases since there is a high risk of water contamination without the faecal sludge treatment plant</li> <li>The project will encourage more planned developments in the future</li> <li>Toilets constructed near water sources during rainy seasons, faecal matter flows in the water contaminating it.</li> <li>We welcome the project to our area</li> <li>Engage the community so they can own it</li> </ul>

						<ul style="list-style-type: none"> <li>• Farmers who are carrying out agriculture have to be notified and given a tentative time to leave the project site</li> <li>• The issue of smell should be handled so it doesn't affect the community</li> <li>• There is a cemetery on site that belongs to the Municipal council where unclaimed bodies are buried and at the moment, bodies are just thrown, with the proposed project coming in place, I hope it will help us demarcate it so the bodies are buried properly</li> </ul>
<ul style="list-style-type: none"> <li>•</li> </ul>	22 <sup>nd</sup> /April/2022	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Town Project Introduction</li> </ul>	<ul style="list-style-type: none"> <li>• Creating Awareness at Town Council Level</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Females</li> <li>• 2 Males</li> </ul>	<ul style="list-style-type: none"> <li>• We welcome the project because the proposed faecal sludge facility will be used by the whole district</li> <li>• The faecal sludge facility will help us reach levels of towns such as Lira</li> <li>• The proposed project is located in an area that was planned for such projects within our area</li> <li>• The proposed project falls within the planned development of the Municipal Council because its where the dumping site is also located</li> <li>• Buffers should be located on that project site since it has various projects going on.</li> </ul>
<ul style="list-style-type: none"> <li>•</li> </ul>	22 <sup>nd</sup> April/ 2022	<ul style="list-style-type: none"> <li>• Kakubansiri Cell</li> </ul>	<ul style="list-style-type: none"> <li>• Community meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising</li> </ul>	<ul style="list-style-type: none"> <li>• 15 Females</li> <li>• 20 males</li> </ul>	<ul style="list-style-type: none"> <li>• We welcome the project in our area since Kikubansiri belongs to the Municipal Council, this will help bring development in our area with utilities such as water and electricity coming to our area.</li> <li>• We welcome the project</li> <li>• We have a problem of water scarcity in our area, will this project provide us with water?</li> <li>• The project will provide employment opportunities for us, especially women and youth during construction and operations.</li> <li>• Most contractors in our area have not been providing the youth jobs, how different will this project be?</li> <li>• There is a water source downstream of the project site that people use, I hope the contractor finds an alternative for the communities that are using it</li> <li>• There is land scarcity in our area, can the contractor construct public toilets for us?</li> <li>• The issue of smell from the facility is our worry, especially during windy days</li> </ul>

•	26 <sup>th</sup> /April/2022	•Online consultations held online on	• Health and Safety	• Consultation	• 1 male	<ul style="list-style-type: none"> <li>• There is a need to address underlying occupational health and safety issues of the facility including odour, existing water facilities, and other construction impacts.</li> <li>• The use of PPE is important.</li> <li>• Need to engage with the district health inspectors for continuous monitoring.</li> </ul>
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<b>Previous Stakeholder activities for undertaken Kigumba FSTP - Kiryandongo District</b>						
S/No	Date	Location	Type of engagement	Objective	Number of Participants	Summary of Outcomes
1	26 <sup>th</sup> /April/2022	• Online consultations held online on	• Health and Safety	• Consultation	• 1 male	<ul style="list-style-type: none"> <li>• There is a need to address underlying occupational health and safety issues of the facility including odour, existing water facilities, and other construction impacts.</li> <li>• The use of PPE is important.</li> <li>• Need to engage with the district health inspectors for continuous monitoring.</li> </ul>
	• 5th February,2021	• Community meeting at Kigumba Town Council	• Awareness raising	• Creating awareness	• 8 females • 5 Males	<ul style="list-style-type: none"> <li>• We welcome the project in our area</li> <li>• Sanitation will improve since people dispose off their faecal matter anywhere, they find, many of them lack toilets</li> <li>• The project is particularly important to us, people lack pit latrines because when they can't empty them</li> <li>• We welcome the project</li> <li>• We have been getting so many cases of Typhoid at the hospital in Kiryandongo Health centre II because of consumption of contaminated water.</li> </ul>
	• 5th February,2021	• House hold Engagement	• Awareness raising	• Created awareness	• 1 male	<ul style="list-style-type: none"> <li>• We welcome the project</li> <li>• As a neighbour, am worried about the issue of smell being a nuisance to me and my children and I will be forced to leave yet I have been here for years.</li> </ul>
<b>Previous General Stakeholder activities for undertaken Wobulezi, Luweero District</b>						
	• 4th /Feb/2021	• Bukolwa-Lusia village	• Awareness raising	• Creating awareness	• 3 Males • 3 females	<ul style="list-style-type: none"> <li>• We welcome the project</li> <li>• People have nowhere to dig their toilets so the project will benefit it, areas such as Kiwoko, Nakaseke, Semuto and Ziribwe Town Councils will all use this facility</li> <li>• Will be the fees be lowered by those neighboring the facility?</li> </ul>

						<ul style="list-style-type: none"> <li>• What is the acreage of the site?</li> <li>• Am one of the people who uses the well located in the site, we request a production well for the people</li> </ul>
	<ul style="list-style-type: none"> <li>• 4th /Feb/2021</li> </ul>	<ul style="list-style-type: none"> <li>• Wobulenzi Town Council</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness raising</li> </ul>	<ul style="list-style-type: none"> <li>• Creating awareness</li> </ul>	<ul style="list-style-type: none"> <li>• 1 female</li> <li>• 1 Male</li> </ul>	<ul style="list-style-type: none"> <li>• We welcome the project because it will improve on the sanitation of the communities</li> <li>• We are proposing to construct lined up latrines in Wobulenzi which is appropriate for the proposed project</li> <li>• Costs of transportation of these wastes will decrease</li> <li>• We shall have to do sensitization of the cesspool emptiers to the communities</li> <li>• The project will benefit Wobulenzi as a town council since the CBD is congested</li> </ul>
	•	•	•	•	•	•

**Previous General Stakeholder activities for undertaken Wobulezi, Kigumba and Buikwe FSTPs**

S/No	Date	Location	Type of engagement	Objective	Number of Participants	Summary of Outcomes
1	21 <sup>st</sup> /April/2022	<ul style="list-style-type: none"> <li>• Online</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Health and Safety requirements</li> </ul>	<ul style="list-style-type: none"> <li>• 1 male</li> </ul>	<ul style="list-style-type: none"> <li>• Wastewater and treatment</li> <li>• Many systems, receive infiltration, which can carry pesticides and herbicides from soil applications. For many years, work in the wastewater treatment field was regarded as the most hazardous to workers, particularly because of deaths involving confined space entry. The wastewater treatment area is seen as slightly less hazardous today, but treatment plant workers still experience health problems and death. Specifically, these experiences involve chemicals in the sewer system and in regular work exposures throughout the facility's operations.</li> <li>• Mixing equipment, sludge rakes, pumps and mechanical devices used for a variety of operations in sewage treatment plants can maim, and even kill, if they are inadvertently activated when a worker is servicing them. Wet surfaces, often encountered in sewage treatment plants, contribute to slipping and falling hazards.</li> <li>• Sewage and wastewater contain bacteria, fungi, parasites, and viruses that can cause intestinal, lung, and other infections. If</li> </ul>

						<p>equipment, work practices, and personal protective equipment (PPE) don't protect you from swallowing these agents, you can get sick.</p> <ul style="list-style-type: none"><li>• Health effects</li><li>• Some chemical-related health complaints are acute in nature and involve short-term exposures and complaints such as irritations of the eyes, nose or throat. Other problems are chronic and result from repeated exposures, sometimes over several years that negatively affect internal organs or cause allergic reactions.</li><li>• Surveys indicate that wastewater treatment may generate aerosols containing microbiological and chemical factors. The primary path of exposure for aerosols is probably inhalation. The physical layouts of many sewage treatment plants involve open tanks and drainage areas; plants typically are not designed to prevent aerial dispersion of effluent during the treatment process. Volatile organics in wastewater may be vaporized or air-stripped during treatment. Many of the compounds are carcinogens and/or mutagens, so sewage workers may be at increased risk of cancer or adverse birth defects.</li><li>• Exposure</li><li>• Effluent treatment plant workers may be exposed to chemicals or organisms by direct contact with sewage, water and sludges, or by inhalation of gases, particles, aerosols, vapours or droplets. These hazards may come into the plant in soluble form or bound to suspended solids. Compounds reported from sludge analyses include chlorinated organic solvents, polychlorinated biphenyls (PCBs) and pesticides, petroleum hydrocarbons, flame retardants, heavy metals, asbestos, dioxins and radioactive materials.</li><li>• The concentration of organics and metals in sludge is indicative of the region's industries. In one case, high concentration of</li></ul>
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						<p>PCBs and sludge were caused by the fabrication of electrical equipment upstream from the treatment plant.</p> <ul style="list-style-type: none"> <li>• Chemical derivatives formed by microbiological or other operations during the sewage treatment process may be more or less toxic than the original compound. Disease-causing organisms have been found in sewage sludge, so sewage workers may be at increased risk of infection or diseases.</li> <li>• Conclusion</li> <li>• To keep workers safe, operators</li> <li>• The issue of smell should be handled so it doesn't affect the community</li> <li>• There is a cemetery on site that belongs to the Municipal council where unclaimed bodies are buried and at the moment, bodies are just thrown, with the proposed project coming in place, I hope it will help us demarcate it so the bodies are buried properly.</li> </ul>
	25th /06/2021	Phone Call	<ul style="list-style-type: none"> <li>• Environment Regulatory requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance requirements</li> </ul>	<ul style="list-style-type: none"> <li>• 1 female</li> </ul>	<ul style="list-style-type: none"> <li>• The site should not be located in the wetland but can be adjacent to a wetland system</li> <li>• The sites should not be located close to settlements. Any settlement within a radius of 200metres should be compensated.</li> </ul>
	9th July 2021	Ministry of Water Luzira	<ul style="list-style-type: none"> <li>• Demand and Town Expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Demand assessment</li> </ul>	<ul style="list-style-type: none"> <li>• 3 females</li> <li>• 1 male</li> </ul>	<ul style="list-style-type: none"> <li>• The Town Councils are in dire need for these faecal facilities and the ministry is responding to need</li> <li>• The Ministry has ensured that the sites are not directly in the wetlands but near so that treated effluents from our planted wetlands can then be sent to the natural water bodies once treated</li> <li>• As the ministry we are securing memorandums of understanding for the sites through the respective local governments who are mandated to provide the land spaces.</li> </ul>

## 2.2 Information disclosure

Details of information disclosed to date, link or physical location.				
S/No	Date	Location	Information disclosed	Information Disclosed
1	12 <sup>th</sup> March 2014	Rakai Council Hall	District Advocacy Meeting	Awareness was created at District Level about the WSDF-SW, the objectives of the Facility, the approaches and working Principles, the Areas of Support in Kibaale and Kifamba, the roles and responsibilities of the district, and the Roles and Responsibilities of the WSDF-SW and the terms of the Memorandum of Understanding.
2	27 <sup>th</sup> August 2014	Kyalulangira Sub County Offices	Sub County Advocacy Meeting	<p>Awareness was created at the Sub County Level; the Sub County Leadership was informed about the approval of Kibaale and Kifamba Towns by the WSDF-SW Steering Committee for Water Supply Development and Sanitation improvement under the WSDF-SW.</p> <p>Also disclosed were the activities to be carried out in a town; Water Supply Development and water distributed at three service levels; Public Standposts, Private Yard Connections, and Institutions, Sanitation and Hygiene improvement, and Environmental Management.</p> <p>Disclosed also were the roles and responsibilities of the Community and Sub County during project implementation. Chief among the Community roles that were disclosed were; to provide all land for infrastructure development in the dimensions and locations provided at the time of design presentation to the stakeholders. All land provided shall not have any conditionalities attached and should be free of any conflicts.</p>
3	31 <sup>st</sup> July 2019	Rakai District Offices	District Advocacy Meeting	Awareness was created at District Level to the new District Leadership about the WSDF-SW, the objectives of the Facility, the approaches and working Principles, the Areas of Support in Kibaale and Kifamba, the roles



				and responsibilities of the district, and the Roles and Responsibilities of the WSDF-SW and the terms of the Memorandum of Understanding.
4	31 <sup>st</sup> July 2019	Kifamba Sub County Council Hall	Kifamba Sub County Advocacy Meeting	<p>Awareness was created at the Sub County Level; the Sub County Leadership was informed about the approval of Kibaale and Kifamba Towns by the WSDF-SW Steering Committee for Water Supply Development and Sanitation improvement under the WSDF-SW.</p> <p>Also disclosed were the activities to be carried out in a town; Water Supply Development and water distributed at three service levels; Public Standposts, Private Yard Connections, and Institutions, Sanitation and Hygiene improvement, and Environmental Management.</p> <p>Disclosed also were the roles and responsibilities of the Community and Sub County during project implementation. Chief among the Community roles that were disclosed were; to provide all land for infrastructure development in the dimensions and locations provided at the time of design presentation to the stakeholders. All land provided shall not have any conditionalities attached and should be free of any conflicts.</p>
5	27 <sup>th</sup> May 2021 10:00am  2:00pm	Kyalulangira Sub County Headquarters  Kifamba Sub County Headquarters	Kibaale WSSS Draft detailed design presentation  Kifamba WSSS Draft detailed design presentation	The Water Supply and Sanitation Design was presented to the Community; it showed the extent of the Water Supply area, with details of the villages to be served. It also showed the identified locations for the Water Source, Treatment Plant, Reservoir Tanks, Booster Stations, and Break Pressure tanks.
6	18 <sup>th</sup> August 2021	Kibaale Town Council	Water and Sanitation Committee Meeting	The Water and Sanitation Committee Members and Sub County Leaders were taken to the physical locations of the identified pieces of land, the dimensions required were measured and pegged and they were asked to start processes of land acquisition by approaching land owners for negotiations.

7	19 <sup>th</sup> August 2021	Kifamba Sub County	Water and Sanitation Committee	The Water and Sanitation Committee Members and Sub County Leaders were taken to the physical locations of the identified pieces of land, the dimensions required were measured and pegged and they were asked to start processes of land acquisition by approaching land owners for negotiations.
8	14 <sup>th</sup> October 2022	Lukondo Water Source	Community Engagement	The Chairperson of the Kibaale Water and Sanitation Committee; Mr. Mugema Christopher and the LCI Chairperson of Lukondo Mr. Kasekende were taken to the revised location of the Water Treatment Plant, they were shown the area, and it was pegged off. During this exercise, the LCI Chairperson helped identify the PAPs that were using that Lake Buffer where the Treatment Plant will be located.
9	8 <sup>th</sup> December 2022	Kibaale Town Council	Kibaale - Kifamba Stakeholders' Meeting	Stakeholders from Kibaale, Kifamba, Byakabanda, Kiziba, and Kyalulangira were told of the Water Supply Facilities they share; Water Source, Water Treatment Plant, and Command Reservoir Tank such that they combine efforts to convince land owners and acquire them.  They were also taken through the Application for Construction; a form they fill after acquiring all the pieces of land.  Information disclosed at this meeting also was that the project was to get funding from the African Development Bank.

	Date	Location	Type of engagement	Objective	Number of Participants		Summary of Outcomes /concerns
					F	M	
<b>Nyabuhikye- Kikyenkye GFS Phase 11</b>							
1	9 <sup>th</sup> Feb 2023	Ibanda DLG H/Q	District consultation meeting.	As in ESIA's	1	8	The district welcomed the project

2	9 <sup>th</sup> Feb 2023	Nyabuhikye Subcounty/ Bwahwa II.	Sub county/ community consultation		1	10	Local leader in sub counties welcomes the new phases
<b>Shuuku Masyoro GFS Phase II</b>							
3	10 <sup>th</sup> Feb 2023	Sheema DLG H/Q	District consultation meeting	As in ESIA's	2	9	Pledged support to all project activities
4	10 <sup>th</sup> Feb 2023	Masyoro Site	sub county/community consultation		2	9	Local leader in sub counties welcomes the new phases
<b>Morikiswa WSS Tororo District</b>							
	10/03/2023	Tororo District headquarters	Entry meeting at district level	District level consultation meeting Introduction of the project & Consultant for ESIA	1	3	The district welcomed the project. They also noted that there are many distribution networks in the district e.g., in Paya, Kirewa, now among others which have been non-functional which could be an issue of low water supply. They also noted that there are many distribution networks in the district e.g., in Paya, Kirewa, Nowir among others which have been non-functional which could be an issue of low water supply. The sources dry in the dry season.
	10/03/2023	Kisoko Sub- County County (Principal Assistant Secretary)	consultation meeint				NWSC no longer operates in the area. Therefore, it will solve the problem of water scarcity. Most of the institutions in the area do not have clean water. The project should be connected to such institutions
	10/03/2023	Petta Sub county leaders (LCIII Chairman, Parish chiefs)	Group discussion with sub-county & parish chiefs & opinion leader	Capture opinions and concerns	0	4	Buy-in of the project created The sub-county is water stressed

							<p>There are many boreholes in the area which are non-function especially in the dry season</p> <p>Cases of domestic violence in the area as a result of women delaying at the water sources because of low flow of water from the borehole and high population.</p> <p>Most of the people here are mixed farmers. Animals also use water from the same boreholes and therefore the demand for water is extremely high</p>
	10/03/2023	Machali East Village	LC I dialogue meeting	inform & get opinions & concerns at village level		2	<p>Project accepted and welcomed</p> <p>The sources dry in the dry season. Most constructed boreholes do not function during the dry season</p> <p>The water sources are shared with animals. The water sources are shared with animals.</p> <p>As a result of water scarcity, people are willing to let lines pass their lands despite numerous land disputes and conflicts in the area.</p>
	10/03/2023	Residents of Kanansi zone, Lamogi Parish, Petta S/C	Participatory community dialogue	provide information about the project	6	10	<p>Most of the institutions in the area do not have clean water.</p> <p>The population is high and the water supply is not adequate for all of them.</p> <p>The population is high and the water supply is not adequate for all of them</p> <p>We have one borehole with good water yield but it serves many people - over 4000 people</p> <p>Water at the boreholes only comes in the morning</p>

							problems related domestic and gender-based violence There is violence at the borehole including fights as the people scramble for the water.
	11/03/2023	Kisoko village, Kisoko S/C	Participatory community dialogue	manage expectations and misconceptions regarding the project;	2	4	The demand for water is high and the community is willing to pay in order to access the utility. Distance to the borehole that serves the community is long. The population using the borehole is high. Most boreholes are not functional and there is no water in the dry season. Although we are in urgent need for water, some people cannot afford to pay for the water service. There are fights for water at the borehole. Distance to the borehole that serves the community is long. The population using the borehole is high. Most boreholes are not functional and there is no water in the dry season. Although we are in urgent need for water, some people cannot afford to pay for the water service. There are fights for water at the borehole.
	11/03/23	Rudam zone, Kisoko S/C	Group Discussion:	Create awareness on the project	1	27	Awareness created at Zone level
	11/03/23	Odopony zone, Namwaya Parish, Nagongera S/C	Consultation meeting at village level	Area maps indicating the project design,	-	14	There is no safe water in our areas. There is one natural water source which is contaminated but used by 1000

				location of project components and project information briefs were displayed			people. The water source dries up during the dry season. • There is no borehole in the area. NWSC provided water at Koi area but it did not last long. The facility broke up. There is a pipeline in the area but it is not functional. The population is high and the sources of water are few
	11/03/23	Maruki Trading Centre, Sopi Sop Group		Create awareness on the project	8	14	The project is welcome because natural water sources dry up in the dry season Most water sources are non-functional The demand for water is high and therefore the community is willing to pay for the water The sub-county is water stressed
<b>Soni WSS Tororo District</b>							
	10/03/23	District Leaders: Assistant CAO: Mr. Okoth Kitong DEO's rep: Ms. Logoose Khanifa WTA: Mr. Nicholas Asodio	Stakeholder consultations		1	2	The leadership of Tororo District welcomes the project and anticipates that this water project will benefit the target area and reduce on the water stress experienced in the area since the existing reservoirs cannot supply adequate water to meet community demand.  There are many distribution networks in the district e.g., in Paya, Kirewa, Nowir among others which have been non- function which has caused the issue of low water supply.  Most water sources dry up in the dry

							season. The demand for water is high and the community is willing to pay in order to access the utility.
	11/03/23	Group Discussion: Patiaka zone, Soni S/C	Consultation at sub-county level		4	7	We don't have enough water sources. There is only one borehole serving six zones. Water is contaminated. Too much pressure at the borehole causes fights and other forms of violence at the borehole. There is a long distance to the borehole and therefore it takes a lot of time to access water from the borehole. There is one borehole serving six zones. Water from the boreholes is clean but not enough. However, sometimes, the borehole is rusty and so water is not clean. There is violence including fights for water at the borehole. There is poor hygiene as a result of scarcity of water; some people don't bathe and wash their clothes.
	11/03/23	Community meeting: Kisera zone A, Kisoni zone, Pakitaka A, Pakitaka B	Stakeholder consultation	capture opinions and concerns of PAPs	3	12	We get water from a near-by spring but the water is of very poor quality and this has led to many water users falling ill especially children getting diarrhea. The spring has helped us to have easy access to water though in the dry season it dries up and then we have to move long distances looking for water.

							<p>We share the same water source with our animals since water sources are limited.</p> <p>We welcome the project and we can't wait for it to start running because we really need this water.</p>
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		Chawolo Village, Kirewa sub-county Chairman LCI (Mr. Richard Odoi) and community members	Consultation at village level	capture opinions, concerns and expectations	5	8	<p>To serve our customers because the spring well which is accessed. The project is welcome since there is water scarcity in this area.</p> <p>We share the same water source with our animals making it contaminated and dirty since water sources in our communities are limited.</p> <p>We need more nearby water sources by most of the population in Chawolo Village dries up in the dry season and then we have to move long distances to look for water to supply our customers which somehow curtails our services</p> <p>The borehole which serves the communities of Kiseru zone A, Kisoni zone, Pakitaka A, Pakitaka B is locked by the caretaker in the evening so that it regains water for the following day and therefore we cannot get enough water for our customers.</p> <p>to serve our customers because the spring well which is accessed. The project is welcome since there is water scarcity in this area.</p> <p>We share the same water source with our animals making it contaminated and dirty since water sources in our communities are limited.</p> <p>We need more nearby water sources by most of the population in Chawolo Village dries up in the dry season and then we have to move long distances to</p>
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							<p>look for water to supply our customers which somehow curtails our services The borehole which serves the communities of Kiseru zone A, Kisoni zone, Pakitaka A, Pakitaka B is locked by the caretaker in the evening so that it regains water for the following day and therefore we cannot get enough water for our customers.</p>
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<b>Bembe RGC in Wakiso District</b>							
	04/03/2023	Bbigompanga T C	Planning for ESIA	capture opinions, concerns and expectations	4	9	
	03/03/2023	Kidugala LC1			5	5	
	02/03/2023	Nansiti LC1			3	7	
	03/03/2023	Kibujjo- Bembe			4	7	
<b>Cwero Rural Growth Centre in Gulu District</b>							
	10/3/23	Bokerber village	Focus Groups Discussions	Raise awareness about the project	120 females	80 Males	
	18/03/23	Cwero Health center/Primary school	Focus Groups Discussions	Consultation	5	23	
	18/03/23	Dwere Village	Community meeting	Raise awareness about the project	10	21	
	17/03/23	Gulu District	District engagement	Awareness raising	4	13	
	18.03.23	Aswa County	Community meeting	Raise awareness about the project	23	69	
<b>Orom Water Supply System Phase 2</b>							
	13/03/2023	Agago District	Stakeholder meeting with technical staff	Document technical aspects that need attention in the ESIA		3	Preparation of the ESIA Report
	13/03/2023	Kokil West, Pamio Sub County, Agago District	Stakeholder consultative engagement meeting	Document community issues	7	8	Preparation of the ESIA Report

				that need attention in the ESIA			
	13/03/2023	Paimol Sub County, Agago District	Stakeholder consultative engagement meeting	Document community issues that need attention in the ESIA	10	7	Preparation of the ESIA Report
	13/03/2023	Paimol Sub County (Lai Central, Paimol Lumu Trading Centre	Stakeholder consultative engagement meeting	Document community issues that need attention in the ESIA		13	Preparation of the ESIA Report
	14/03/2023	Namokora Trading Centre, Kitgum	Stakeholder consultative engagement meeting	Document leaders' issues in the ESIA		2	Preparation of the ESIA Report
	15/03/2023	Namokora Trading Centre, Kitgum District	Stakeholder meeting with technical staff	Document leaders' issues in the ESIA	2		Preparation of the ESIA report
	15/03/2023	Namokora-Namokora North S/ Sub County, Kitgum District	Stakeholder meeting with Leaders and Technical staff	Document Leaders and technical issues that need attention in the ESIA		5	Preparation of the ESIA report
	16/03/2023	Kitgum District headquarters	Stakeholder meeting with technical staff	Document technical issues that need attention in the ESIA		3	Preparation of the ESIA report
	16/03/2023	Mucwini Sub County, Kitgum District	Stakeholder meeting with Community members	Document technical issues that need attention in the ESIA	8	8	Preparation of the ESIA report
	16/03/2023	Mucwini Trading Centre, Kitgum District	Stakeholder meeting with Community members	Document technical issues that need attention in the ESIA	5	10	Preparation of the ESIA report
	16/03/2023	Labongo-Layamo Sub County	Stakeholder consultative meeting	Document technical issues that need	12	3	Preparation of the ESIA report

			with Community members	attention in the ESIA			
	16/03/2023	Pader District Headquarters	Stakeholder meeting with technical staff	Document technical issues that need attention in the ESIA		1	Preparation of the ESIA report
	16/03/2023	Lagoro S/C – Labiro B	Stakeholder consultative meeting with Community members	Document social aspects that need attention in the ESIA	4	3	Preparation of the ESIA report
	17/03/2023	Orom Sub County, Kitgum District	Stakeholder consultative meeting with Community members	Document community aspects that need attention in the ESIA	2	5	Preparation of the ESIA report
	18/03/2023	Lagwenolim Central Cell, Pader	Stakeholder consultative meeting with Community members	Document community aspects that need attention in the ESIA	7	6	Preparation of the ESIA report
	18/03/2023	Locken Village, Pader District	Stakeholder consultative meeting with Community members	Document community aspects that need attention in the ESIA	2	7	Preparation of the ESIA report
	14/03/2023	Namokora Trading Centre, Kitgum	Stakeholder consultative engagement meeting	Document leaders' issues in the ESIA		2	Preparation of the ESIA Report
	15/03/2023	Namokora Trading Centre, Kitgum District	Stakeholder meeting with technical staff	Document leaders' issues in the ESIA	2		Preparation of the ESIA report
	15/03/2023	Namokora-Namokora North S/ Sub County, Kitgum District	Stakeholder meeting with Leaders and Technical staff	Document Leaders and technical issues that need attention in the ESIA		5	Preparation of the ESIA report
	16/03/2023	Kitgum District headquarters	Stakeholder meeting with technical staff	Document technical issues that need		3	Preparation of the ESIA report

				attention in the ESIA			
	16/03/2023	Mucwini Sub County, Kitgum District	Stakeholder meeting with Community members	Document technical issues that need attention in the ESIA	8	8	Preparation of the ESIA report
	16/03/2023	Mucwini Trading Centre, Kitgum District	Stakeholder meeting with Community members	Document technical issues that need attention in the ESIA	5	10	Preparation of the ESIA report

## Chapter 3: Stakeholder Identification and Analysis

### 3.1 Stakeholder identification

Project stakeholders are people who have a role in the Project, or could be affected by the Project, or who are interested in the Project. Project stakeholders can further be categorized as primary and secondary stakeholders. Primary stakeholders are individuals, groups or local communities that may be affected by the Project, positively or negatively, and directly or indirectly especially those who are directly affected, including those who are disadvantaged or vulnerable. Secondary stakeholders are broader stakeholders who may be able to influence the outcome of the Project because of their knowledge about the affected communities or political influence over them”.

The Kibaale – Kifamba Water Supply and Sanitation Project stakeholders are defined as individuals, groups or other entities who:

- i. Have a role in the project implementation (also known as ‘implementing agencies’)
- ii. Are impacted or likely to be impacted directly or indirectly, positively or adversely, by the Project (also known as ‘affected parties’)
- iii. May have an interest in the Project (‘interested parties’). They include individuals or groups whose interests may be affected by the Project and who have the potential to influence the Project outcomes in any way. In fulfilment of its requirement, the WSDF-SW, identified the various stakeholders for the project. This was done in order to understand the stakeholder needs and expectation for engagement, their priorities and objectives in relation to the project and this was and will continue to be used to tailor engagements with these stakeholders.

The identified Stakeholders were further categorized as;

1. Implementing Agencies
2. Project Affected Parties
3. Project Interested Parties.

### 3.2 Affected Stakeholders

These include individual, local communities, institutions, that will be affected by the project negatively or positively.

**Direct beneficiaries of the Project** ; These will be the people of Rakai District in the Villages of; Bulanga A and Bulanga B in **Kibanda Sub County**, Lugongo, Kiyooza B, and Kiyooza A, Kamukalo A, Kamukalo B, Lukyamu A, Lukyamu B, Bbuba A, Bbuba B, Kisomole A, Kisomole B, Kyawanyana, Bumogolo, Kaami A, Kaami B, Kibinda, Kikakata, Lukondo B, Lukondo A, Kyampewo A, and Kyampewo B in **Byakabanda Sub County**, Katunga, Ndaga A, Ndaga B, Kyamugongo, and Kamitsyola in **Kiziba Sub County**, Lubumba, Kangombe B, Kigumba A, Kigumba B, Bitusi A, Bitusi B, Kangombe A, Tolero, Kalungi, Kibaale B, Kibaale A, Kibaale C, Kaliro, Lwantende, Byenkende B, Byenkende A, Kyakasenene A, Kyakasenene B, Kabingo, and Kyambulugu in **Kibaale Town Council**, Sanje B, Kigolomola, Sanje A, Kayago BB, Kayago BA, Kayago A, Kyalulangira A, Kyalulangira B, Kyamuwumba A, Kyamuwumba B, Kalungu, Kasula A, Kasula B, Ntovu, Kamoma A, Ntebezaddungu A, Ntebezaddungu B, Kamoma B, Kabungo, Kawenda, Kizinga C, Kizinga B, Kizinga A in **Kyalulangira Sub County**, and Kalongo LCI A, Kalongo LCI B, Mbirizi LCI B, Mbirizi LCI A, Mbirizi LCI C, Kabala LCI B, Kabala LCI A, Kiteredde LCI, Kitente LCI A, Kitente LCI B, Nabunga LCI B, Nabunga LCI A, Kifamba LCI C, Kifamba LCI B, Kifamba LCI A, Kifamba LCI D, Lutemi LCI, Lwemisege LCI, Kijumba LCI, Nseese LCI A, Nseese LCI B, Kisaasa LCI A, Kisaasa LCI B, Kiruuli LCI A, Kiruuli LCI B, Nyanga, Kentele LCI A, Nyanga Kentele LCI B, Kasaasa LCI B, Kasaasa LCI A, Mannya Kawunguli LCI B, Mannya Kawunguli LCI C, Mannya Kawunguli, LCI A, Lulaala LCI, Kagongero LCI A, Kagongero LCI B, and Lwemivulu LCI in **Kifamba Sub County**.

**Project Affected Persons;** The identified PAPs are those that currently have food crops like maize and beans and cash crops like coffee trees in the Lake Buffer at Lukondo Village.

**Land Owners;** These are the owners of the pieces of land that were identified in the Water Supply and Sanitation Design for location of Water and Sanitation Structures. These pieces of land will be acquired by the beneficiary communities, and they will give up rights of ownership. WSDF-SW will help process land titles for these pieces of land.

**Youth;** The Youth in the area have the potential to be employed by the Contractor during scheme Construction.

### 3.3 Interested Parties

**3.3.1 Umbrellas Authorities for Water and Sanitation;** These will enter into a Memorandum of Understanding with the Minister that will mandate them to run the



Management of the Water Supply and Sanitation Systems in the area, in case they get appointed by the Minister to manage the Operation and Maintenance of the System.

**3.3.2 National Water and Sewerage Corporation;** was established a by act of parliament with mandate to operate and provide water and sewerage services in areas entrusted to it, on a sound commercial and viable basis.

**3.3.3 Local Government (Districts, Sub counties/Town councils);** These entered into a Memorandum of Understanding with the WSDF/MWE which defines the obligations, Organizes and assists the communities to fulfil their obligations; Chief among them to acquire all land for all infrastructure development. Resolve any land wrangles (which are likely to arise as transmission and distribution lines and especially service pipes are dug) and any other conflicts that may arise that are related to the intervention/Facility being put in place. Monitor progress of community contributions especially on land acquisition.

**3.3.4 Central Government, Ministry of Water and Environment, Directorate of Water Development, WSDF-SW;** Will establish guidelines and policies for execution, Develop and disseminate all required planning data and information, costing figures, planning and design guidelines, reporting formats etc., handle procurement for works, supplies and services following PPDA guidelines, Compile progress reports for Government of Uganda and Development Partners, Lobbies for funding, recruitment of technical staff, Quality assurance, effective use of resources including both financial and technical audits.

**3.3.5 NEMA, Environmental affairs, Water Management Zone (WMZ);** Will ensure adherence to environmental management guidelines and policies, Receive and process applications for water abstraction permits for piped water supply systems, monitor and ensure sustainable utilization of water resources, monitor the quality of water supplied by the Water Authorities to ensure that it meets the national standards, Provide services such as mobilization, awareness, hygiene education or training.

African Development Bank; Monitor the project implementation process, conduct evaluations and reviews in the framework of AfDB and following bilateral agreements, ensure that and the funds to WSDF-SW are available in time.

In order to meet best practice approaches, Kibaale – Kifamba Water Supply and Sanitation Project, WSDF-SW as the Project implementing agency will apply the following principles for stakeholder engagement:

1. **Openness and life-cycle approach:** Public consultations for the project(s) will be arranged during the whole life-cycle, carried out in an open manner, free of external manipulation, interference, coercion or intimidation
2. **Informed participation and feedback:** Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholders' feedback, for analyzing and addressing comments and concerns
3. **Inclusiveness and sensitivity:** Stakeholder identification is undertaken to support better communications and build effective relationships. The participation process for the project(s) is inclusive. All stakeholders at all times are encouraged to be involved in the consultation process. Equal access to information is provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention is given to vulnerable groups identified by the project which include the girl child, people living with disabilities, women, and disadvantaged youth.

#### 3.4 Disadvantaged and vulnerable Groups

Vulnerable groups were identified and the limitations they may have in participating in the project consultation process (accessibility, language barrier, disability, lack of transport etc.) understand how they normally get information about the project, limitation on day or time, additional support and resources required (transport, translation, braille, focusses meetings, accessibility in terms of venue etc.); organization in the area working with the disabled; recent engagement with the vulnerable groups.

Table on Summary of vulnerable groups needs

Community	Stakeholder Groups	Key characteristics	Language Needs	Preferred notification	Specific needs
Kibaale Community	People with Disabilities	60 people living with Disabilities; 33 males, 27 females	Local language commonly used in project area	Written information such as flyers, fact sheets and posters in strategic areas in the community	Graphic/visual illustrations for the engagement Timing and duration of the engagement Refreshment
Kifamba Community	People with Disabilities	6 people living with Disabilities; 4males, 2 females	Local language commonly used in project area	Written information such as flyers, fact sheets and posters in strategic areas in the community	Graphic/visual illustrations for the engagement Timing and duration of the engagement Refreshment
Kibaale and Kifamba Communities	Women Groups		Local language commonly used in project area	Information sharing in Local Language	Meetings in Day Time
Female Headed Households	Female-headed households (widows, divorced, separated)	Approximately 413 households	Local language commonly used in project area	Posters in strategic areas in the community, visit with Water and Sanitation Committee Member	Timing of the engagement Logistical needs to attend meeting
Youths	Establish number of youths in the community	Establish number of youth and women in the community	Local language commonly used in project area and English	Written information such as flyers, fact sheets and posters in strategic areas in the community	Short and concise messages Graphic/visual illustrations for the engagement
Lukondo Village	Project Affected Persons	4 people with food and cash crops in the source area	Local language commonly used in project area	MoUs with Food Crop Cultivators and Compensations for the Cash Crops	MoU Compensation

### 3.5 Matrix containing all the project stakeholders and their needs assessment

**Stakeholders Position** - the Spectrum of stakeholders' position can be weighted as: Unaware (**U**), Supporter (**S**), Moderate supporter (**MS**), Neutral (**N**), Moderate opponent (**MO**), Opponent (**O**)

**Table: Project stakeholders and their needs assessment**

Stakeholder	Risk/impact	Interest	Influence	Position	Importance	Strategy
<b>Primary Stakeholder</b>						
PAPS	<ul style="list-style-type: none"> <li>- Disruption of sources of livelihoods</li> <li>- Low compensation ward</li> <li>- Potential resistance to land acquisition activities</li> <li>- Adverse effects</li> </ul>	<ul style="list-style-type: none"> <li>- Eviction after compensation</li> <li>- Fair, timely, adequate compensation</li> </ul>	<ul style="list-style-type: none"> <li>- Legal and recognizable asset rights</li> <li>- Large numbers, knowledge, voice</li> </ul>	- MS	- High	<ul style="list-style-type: none"> <li>- Information disclosure</li> <li>- Consultations</li> <li>- Participation</li> </ul>
Landlords	<ul style="list-style-type: none"> <li>- Loss of land ownership rights without compensation</li> </ul>	-	<ul style="list-style-type: none"> <li>- Own land title for land on which unregistered land owners are occupying</li> <li>- Powers to approve tenants' compensation forms through countersigning</li> </ul>	- MS	- High	<ul style="list-style-type: none"> <li>- Participation</li> <li>- Seeking approval</li> </ul>
<b>Secondary Stakeholder</b>						
<b>Mandated Stakeholder</b>						
National Roads Authority	<ul style="list-style-type: none"> <li>- Clearance to cross roads, clearance to use road reserve</li> </ul>	<ul style="list-style-type: none"> <li>- Timely completion of the project</li> </ul>	<ul style="list-style-type: none"> <li>- Road Policy, regulations, and guidelines for asset acquisition</li> </ul>	S	- High	<ul style="list-style-type: none"> <li>- Consultation</li> <li>- Providing clearance,</li> </ul>
Uganda Land Commission	<ul style="list-style-type: none"> <li>- Failure to acquire land for the project</li> </ul>	<ul style="list-style-type: none"> <li>- Acquiring land for the state</li> </ul>	<ul style="list-style-type: none"> <li>- Policy, regulations, and guidelines for asset acquisition</li> </ul>	- S	- Low	<ul style="list-style-type: none"> <li>- Consultations</li> </ul>

Ministry of Water and Environment - National Environmental Management Authority (NEMA)	- Environmental destruction	- Environmental conservation	- Approves ESIA - Manages and issues Permits for RoW through wetlands - Monitors project impacts	- S	-	- Seeking approvals
Ministry of Water and Environment - Directorate of Water Resources Management	- Demarcation of the Lake Buffer zone - Water Resource use regulation	- Clearance and Approval	- Clearance to put up Structures in the Lake Buffer area - Manages and issues Water Abstraction Permits -	- S	-	- Seeking approvals
Ministry of Justices and Constitutional Affairs and Attorney General (AG)	- Escalation of unresolved grievances into lawsuit	- Handling few few lawsuits - Issuing guardianship order - Timely processing of Letters of Administration (LoA)	- Judicial powers - Law administration - Processing letters of administration (	- S	- Average	- Consultations - Approvals
Parliament of Uganda	-	- Accountability of approved funding	- Legislation powers and oversight roles over government programmes	- S	- Low	- Inform area MP
Chief Administrative Officer	- Effects of delayed and/or unfair complaints	- Accountability of public resources	- Chief Accounting Officer in the district and witnessing compensation forms - Powers to convene family meetings for processing letters of administration	- S	- High	- Inform - consultation
District Land Boards	- Unfair compensation	- Adequate, fair, and timely compensation of the affected community	- Legal mandate to set district level compensation rates for temporary improvements (crops, graves)	- S	- High	- Obtaining compensation rates

Local Council	- Failure of road project	-	- Mandate to mobilise the community - Verification of PAPs - Settling grievances - Resolution of land disputes	- S	- High	- Information disclosure - Consultation - Participation
Water and Sanitation Committee	- Mobilization of Communities	- Timely Information and feedback sharing	- Mandated by the MoU to mobilise the community to fulfil Obligations	- S	- High	- Information disclosure - Consultation - Participation
Umbrellas of Water and Sanitation	- Management of Water Supply System O&M	-	-	-	-	-
National Water and Sewerage Corporation	- Management of Water Supply System O&M	-	-	-	-	-
<b><i>Un-mandated stakeholders</i></b>						
Public media houses in the project area	-	-	- Mandate to inform, educate and advocate	- N	- Low	- Inform
Civil Society Organisations operating in the project area	- Misinformation	- Project compliance to rights-based approaches of respecting, protecting & fulfilling rights	- In-depth knowledge of the environment and social characteristics of the project area, and the law	- N	- Average	- Information disclosure - Consultations
Cultural Institutions in the project area	-	-	-	-	-	-

## Chapter 4: Stakeholder Engagement Program

### 4.1 Stakeholder Engagement Strategy

During the various project phases with the general aim of stakeholder engagement at each stage. The stakeholders are categorised into High Influence/Priority, Medium Influence/ Priority and Low Influence/Priority. The stakeholders who are categorized as high influence are those who have a high influence on the project or are likely to be heavily impacted by the project activities and are thus high up on the project proponent's priority list for engagement and consultation. Similarly, the stakeholders categorized as medium influence are those who have a moderate influence on the project or even though they are to be impacted by the project, it is unlikely to be substantial and is thus neither high nor low in the project proponent's list for engagement. On the other hand, the stakeholders with low influences are those who have a minimal influence on the decision making.

**Table: Stakeholder categorization on Interest and Power to Influence**

S/N	Stakeholder	Degree of Interest in the Project	Power to Influence the Project
1	Water Users	High	Medium
2	Local Governments	High	Medium
3	Ministry of Finance Planning and Economic Development	High	High
4	Heads of Institutions	High	Medium
5	Opinion Leaders	High	Medium
6	Project Affected Persons	High	Medium
7	Vulnerable Groups (PWDs, Women, Youth Persons Living with HIV)	High	Low

9	Land Owners	Low	Medium
10	Contractors	High	Medium
11	AfDB	High	High



## 4.2 Information Disclosure

what information will be disclosed, what formats, methods used to communicate to each stakeholder (based on the common methods used in the area). Use radio, posters, television, IEC materials, meetings, social media etc.

Project stage	Information to be disclosed	Proposed methods	Timetables/ locations	Target Stakeholders	Percentage reached	Responsibility
Fulfilment of Community Obligations	Disclosure meeting on the Regulations, Restrictions, and Penalties regarding use of Lake Buffers	Meeting (FGD)	18 <sup>th</sup> May 2023 at Lukondo Source	Project Affected Persons, ACAO - Water, ADWO-Mobilisation, LCIII Chairperson Byakabanda SC, LCI Chairperson Lukondo, Chairperson WSC Kibaale	100%	Engineers, Sociologists, Surveyor, DWRM/VWMZ Senior Water Officer
	Disclosure on Settlement of Project Affected Persons at Lukondo Source and obtaining consents	Meeting (FGD)	15 <sup>th</sup> June 2023	Project Affected Persons, LCIII Chairperson Byakabanda SC, LCI Chairperson Lukondo, Chairperson WSC Kibaale	100%	Engineers, Sociologists, Surveyor
	Disclosure on the Remuneration Process for the PAPs and obtaining necessary documentation	Meeting (FGD)	June 2023	Project Affected Persons, LCIII Chairpersons Kibaale, Kiziba, Byakabanda SC, LCI Chairperson Lukondo, Chairperson WSC Kibaale	0%	Engineers, Sociologists, Surveyor
Construction	Introducing the Contractor	Meeting/Public Meeting	1no.Community /Public Meeting	WSC Members, Ministry Officials LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders, Community Members	80%	Engineers, Sociologists, Environment and Sanitation Officers, Communications Officer, Monitoring and Evaluation Officer

	Process of Acquiring a Water Connection, Nutrition, Gender, HIV/AIDS	Training, Live Talk Show on Local Radio, Radio Spots, WSC Meeting	2 Days Training, 1 Radio Talk Show Once, Radio Spots once every day for 1 week, 1 WSC Meeting	WSC Members, LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders, Community Members	80%	Sociologists and Engineers
	HIV/AIDS Sensitization to Contractor's Workers	Training	1 Day Training	Contractor's Site Workers	0%	Sociologists/LG Health Workers
	Sensitization on Nutrition	Training	1 Day Training	Pregnant Women, Lactating Mothers, Adolescent Girls	60%	Sociologists/LG Health Workers
	Sensitization on Gender	Training	1 Day Training	WSC Members, LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders, Community Members	60%	Sociologists/LG Community Development Workers
	Sensitization on HIV/AIDS	Training	1 Day Training	WSC Members, LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders, Community Members	60%	Sociologists/LG Health Workers
	Disclosure of Applications Received/Verified /Approved/Not Approved	WSC Meeting, Cell/Village Meetings	1 WSC Meeting 1 Meeting per Cell/Village	WSC Members, All Applicants	0%	Sociologists and Engineers
	Disclosure of Paid-up Applicants for Connection	WSC Meeting, Cell/Village Meetings	1 WSC Meeting 1 Meeting per Cell/Village	WSC Members, All Approved Applicants	0%	Sociologists and Engineers
	Disclosure of Connections made	WSC Meeting, Cell/Village Meetings	1 WSC Meeting 1 Meeting per Cell/Village	WSC Members, All Approved Applicants	0%	Sociologists and Engineers

	Environment and Sanitation Requirements	Training, Live Talk Show on Local Radio, Radio Spots, Drama, WSC Meeting	2 Days Training, 1 Radio Talk Show Once, Radio Spots once every day for 1 week, 1 Drama Show 1 WSC Meeting	WSC Members, LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders, Community Members	0%	Environment and Sanitation Officers
	House to House Sanitation Follow Up Visits	House to House Visits	10 Days visits	WSC Members, Household Heads	100%	Environment and Sanitation Officers and Sociologists
Operation and Maintenance Phase	Operation and Maintenance Requirements	Training, Live Talk Show on Local Radio, Radio Spots, WSC Meeting	2 Days Training, 1 Radio Talk Show Once, Radio Spots once every day for 1 week, 1 WSC Meeting	WSC Members, LG Leaders, Heads of Institutions, Opinion Leaders, Women Group Leaders	80%	Sociologists and Engineers
	Test Running Feedback	Meeting, Reports	1 Meeting per month for a quarter	LG Leaders, Water Authority Staff		
	System Handover	General Community Event/Public Meeting	1 Event	Ministry Officials, LG Leaders, Community Members	80%	Engineers, Sociologists, Environment and Sanitation Officers, Communications Officer, Monitoring and Evaluation Officer

### 4.3 Proposed Consultation Strategy:

Methods that will be used to consult each of the stakeholders according to the target audience. (Traditional mechanisms, public meetings, surveys, interviews, FGD, polls etc.)

Project Stage	Topic of Consultation	Method Used	Time Table/Location	Target Stakeholders	Responsibility
Preparation	Call for Applications	District Council Meeting (FGD)	12 <sup>th</sup> March 2014 Rakai District	District Councilors and Heads of Departments	Sociologists and Engineers
Mobilization and Design	Community History	WSC Meeting (FGD)	Kyalulangira and Kifamba	WSC and LG Leaders	Sociologists
	Project Anticipated Impacts	Meeting (FGD)	13 <sup>th</sup> December Rakai District, 14 <sup>th</sup> December, Kyalulangira SC and Kifamba SC, 15 <sup>th</sup> December Byakabanda SC	LG Leaders	Consultant
	Project Affected Persons	Meeting (FGD)	27 <sup>th</sup> May 2021 Kyalulangira SC and Kifamba SC	WSC Members, LG Leaders, Heads of Institutions	Consultant, Sociologists, Engineers
Fulfilment of Community Obligations	Collecting all Land Acquisition Grievances	Stakeholders Meeting (Public)	July 2023 in Kibaale Town Council	PAPs, LCIII Chairpersons and Sub County Chiefs/Town Clerk of Byakabanda, Kiziba, Kyalulangira, Kibaale, Kibanda, and Kifamba,	Engineers, Sociologists, Environment and Sanitation Officers, Surveyor, Communications Officer,

				District Grievance Management Committee, Water and Sanitation Committees for Kibaale and Kifamba, all Project Affected Persons	Monitoring and Evaluation Officer
Construction	Water Connection Application	Meetings (FGD)	Kyalulangira, Kiziba, Byakabanda, Kibaale, Kibanda, Kifamba	WSC Members, LG Leaders, Private Connection Applicants	Sociologists and Engineers
	Identification of Vulnerable peoples (Disabled, Child Headed Families, People Living with HIV/AIDS, Poorest of the Poor)	Meeting (FGD)	Kyalulangira, Kiziba, Byakabanda, Kibaale, Kibanda, Kifamba	WSC Members, LG Leaders	Sociologists and Engineers
	Water Connection to Vulnerable Groups	Interviews	Kyalulangira, Kiziba, Byakabanda, Kibaale, Kibanda, Kifamba	Vulnerable peoples (Disabled, Child Headed Families, People Living with HIV/AIDS, Poorest of the Poor)	Sociologists and Engineers, Sanitation and Environment Offices
	Sanitation and Hygiene Improvement	House to House Follow Up Visits (Household Sanitation Surveys)	Kyalulangira, Kiziba, Byakabanda, Kibaale, Kibanda, Kifamba	Household Heads	Sanitation and Environment Offices

Operation and Maintenance	Establishment of Operation and Maintenance Structures				
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#### 4.4 Strategy for incorporating views of the Vulnerable

How the views of the vulnerable be sought & incorporated into the project design and implementation.

Method	Tool	Description and Use Contents	Dissemination Method	Target Groups
Radio	Radio Talk Shows, Radio Spots, DJ Mentions	Description of the Project, updates on project implementation progress and processes. Advance announcement of the forthcoming or commencement of specific Project activities	Collaboration with media producers that operate in the region and can reach local audiences.	Women, Youth, People with Disabilities
Visual Presentations	Visually convey Project information to vulnerable community members through Drama	Description of the Project activities, processes and timeline. Updates on Project development. Disclose ESIA, ESMP, RPF and other relevant project documentation	Presentations are widely used as part of consultation events with vulnerable stakeholders.	Women, Youth, People with Disabilities
Notice Boards	Brochures, Fliers, Posters	Advance announcements of the forthcoming or commencement of specific Project activities, or changes to the scheduled process.	Printed announcements and notifications are placed in visible and easily accessible places frequented by the local public, including Worship Centres, village cultural centres, shops, local administrations	Women, Youth, People with Disabilities

#### 4.5 Timelines for comments

#### 4.5.1 Deadlines for comments

Comments for Stakeholders will be solicited at every stage of the project life cycle. For Public meetings, workshops, focus groups, comments will be recorded through detailed reports of those meetings/ workshops. The Senior Sociologist; a member of the Project Implementation Unit, and in charge of implementing social safeguards will be responsible for receiving and recording any queries, concerns or complaints against the project.

Comments and decisions made on the comments will be collated reported back to Stakeholders once the final decision on the course of action related to the comments has been made. Record will also be maintained on the methods used to inform stakeholders on dates and/or locations where they can gather project information and give feedback.

In addition, Stakeholders will be allowed to file complaints against the project through the Grievance Redress Mechanism detailed in Chapter 6 of the SEP. All records relating to this mechanism including, grievance forms, grievance log, notes, meeting minutes, release forms, etc will also be stored.

Project Stage	Timeline/Date
Project Preparation	1 <sup>st</sup> Quarter 2019/2020 -3 <sup>rd</sup> Quarter 2020/2021
Design	4 <sup>th</sup> Quarter 2020/2021
Fulfilment of Community Obligations	2 <sup>nd</sup> Quarter, 3 <sup>rd</sup> Quarter, 4 <sup>th</sup> Quarter 2022/2023
Construction	3 <sup>rd</sup> Quarter 2023/2024 -3 <sup>rd</sup> Quarter 2024/2025
Operation and Maintenance	3 <sup>rd</sup> Quarter - 4 <sup>th</sup> Quarter 2025

As the project progresses, stakeholders, including the general public will continuing be informed about its milestones. This information includes disclosure on the project's environmental and social performance, the implementation of the stakeholder engagement plan and the status of the grievance redress mechanism. These reports will be completed on at least an annual basis, but may increase in frequency during periods of increased activity etc. construction phases, when the public will experience more impacts or when project phases are changing. During periods of increased activity, reports may be provided on a quarterly basis.

#### **4.5.2 Review of comments**

The comments received from the stakeholder engagement activities will be gathered (written and oral comments) and reviewed, and reported back to stakeholders on the following process:

- Comments are received from stakeholders in meetings orally or in the written form (both in the Local Language (Luganda) and English) at the project level. Comments will be also be received through telephone calls.
- The Sociologists will summarize the comments and bring to the notice of the Project Implementation Unit and Management.
- The Sociologists on behalf of the PIU will respond to the comments by oral/ written/ means at the project level during meetings, or liaise with the concerned officers under whose docket the comments can be addressed to respond to the comments.
- The Sociologists organize the meeting with respective stakeholders depending on the kind of comments collected
- If it's not solved by Sociologists and the Project Implementation Unit, then it will be addressed by Management.
- The Senior Sociologist will share the summary of the comments to stakeholders in every level
- A written record of all these will be kept and maintained and kept in the Kibaale – Kifamba Water Supply and Sanitation Project File for easy access of all.



## Chapter 5: Resources and Responsibilities for stakeholder engagements activities

### 5.1 Technical Resources:

The technical personnel devoted/ responsible for implementation SEP at each level of the project, PIU, district, consultants, contractors – their role and responsibility and qualifications.

Project Stage	Technical Personnel	Role	Qualifications
Preparation	Engineers	<ul style="list-style-type: none"> <li>-Tentative design of the project components to meet the expectations;</li> <li>Arrangement for the project preparation;</li> <li>-Discussions about the localities/sites included in the project;</li> <li>-Alignment of the project with national strategy;</li> <li>-Investment viability of the project;</li> <li>-Contribution of the project to the country's economic development, poverty reduction and shared prosperity.</li> <li>-Project preparation timeline and the documentation required, such as the Environmental and Social Impact Assessment (ESIA) &amp; Environmental and Social Management Framework (ESMF, the Stakeholder Engagement Plan (SEP) and the compliance with requirements of the African Development Bank.</li> </ul>	BSc. Civil Engineering (Minimum)
	Sociologists	Designing project specific Stakeholder engagement Framework and Plan	BA. Social Sciences and Related Courses (Minimum)
	Sanitation and Environment Officers	Preparation of documentation such as the Environmental and Social Impact Assessment (ESIA) & Environmental and Social Management Framework (ESMF) from which the SEP makes reference	MSc. Public Health (Minimum)

	MWE Management	Facilitate with all the required logistics to timely implement the SEP.  -Monitor the implementation of the SEP  -Reporting on the overall Achievements of the SEP in the Overall Reporting of the Ministry	Diverse Disciplines
Mobilization and Design	Engineers	-Guide/Coordinate/Supervise the Contractors for activities related to the SEP	BSc. Civil Engineering (Minimum)
	Sociologists	Disseminating the Stakeholder Engagement Framework and Plan to other Stakeholders	BA. Social Sciences and Related Courses (Minimum)
	Sanitation and Environment Officers	inform the local stakeholders on Environment and Sanitation Requirements	MSc. Public Health
	MWE Management	Facilitate with all the required logistics to timely implement the SEP.  -Monitor the implementation of the SEP  -Reporting on the overall Achievements of the SEP in the Overall Reporting of the WSDF-SW	Diverse Disciplines
Fulfilment of Community Obligations	Engineers	-Guide/Coordinate/Supervise the Contractors for activities related to the SEP	BSc. Civil Engineering (Minimum)
	Sociologists	Overall planning and implementation of the SEP.  -Lead Activities on Stakeholders Engagement.  -Take lead in carrying out the beneficiary satisfaction survey.	BA. Social Sciences and Related Courses (Minimum)
	Surveyor	-Guide Stakeholders on issues related to land acquisition and land titling processes	BSc. Land Surveying (Minimum)

	WSDF-SW Management	Facilitate with all the required logistics to timely implement the SEP.  -Monitor the implementation of the SEP  -Reporting on the overall Achievements of the SEP in the Overall Reporting of the WSDF-SW	Diverse Disciplines
Construction	Engineers	-Guide/Coordinate/Supervise the Contractors for activities related to the SEP	BSc. Civil Engineering (Minimum)
	Sociologists	-Overall planning and implementation of the SEP.  -Lead Activities on Stakeholders Engagement.  -Take lead in carrying out the beneficiary satisfaction survey.	BA. Social Sciences and Related Courses (Minimum)
	Sanitation and Environment Officers	-Collaborate/inform the local stakeholders on Environment and Sanitation Monitoring	MSc. Public Health (Minimum)
	Contractor	-Report to the PIU on issues related to the implementation of the SEP with the Stakeholders.  -Resolve and convey to the PIU resolution of grievance cases; in particular the labour related grievance cases	Diverse Disciplines
	MWE Management	-Facilitate with all the required logistics to timely implement the SEP.  -Monitor the implementation of the SEP  -Reporting on the overall Achievements of the SEP in the Overall Reporting of the WSDF-SW	Diverse Disciplines
	Other interested stakeholders (Local	-Participate in the implementation of SEP activities	Diverse Disciplines

	Governments at different Levels, Regulatory Authorities, External agencies)	-Engage with Project Stakeholders on regulatory and other pertinent issues	
	Ministry of Water and Environment, African Development Bank	Monitor/ensure compliance with the laws of Uganda and the guidelines of the African Development Bank)	Diverse Disciplines
Operation and Maintenance	Engineers	Participate in the beneficiary satisfaction survey	BSc. Civil Engineering (Minimum)
	Sociologists	Take lead in carrying out the beneficiary satisfaction survey	BA. Social Sciences and Related Courses (Minimum)
	Sanitation and Environment Officers	Participate in the beneficiary satisfaction survey	MSc. Public Health (Minimum)
	Other interested stakeholders (Local Governments at different Levels, Regulatory Authorities, External agencies)	Monitor Beneficiary Satisfaction	Diverse Disciplines
	Ministry of Water and Environment, African Development Bank	Monitor Beneficiary Satisfaction	Diverse Disciplines

## 4.1 Role of management in SE

The process of engagement and consultation in the project spans the entire lifetime of the project, from inception to its closure. The goal of the project's Stakeholder Engagement Plan is to promote and provide means for effective, inclusive, accessible and, meaningful engagement with project- affected parties throughout the project life-cycle on issues that could potentially affect their livelihoods and properties. While advancing effective, inclusive and, meaningful engagement with project- affected parties, the role of Management shall be to;

**Facilitate** the Project implementation unit with all the required logistics to timely implement the Stakeholder Engagement Plan; Make all the required Consultations, and Disclosures in time, collect and address grievances and give feedback in time. Management will facilitate prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timeframe that enables meaningful consultations with stakeholders in a culturally appropriate format, in relevant local language(s) and is understandable to stakeholders.

**Monitor** the implementation of the SEP; ensuring that the Project Implementation Unit is keen committed on following the laid-out plan and the schedules. Management will also ensure that consultation(s) is/ are free of external manipulation, interference, coercion, discrimination, and intimidation.

**Reporting** on the overall Achievements of Stakeholder Engagement in the Overall Reporting of the WSDF-SW; ensuring that lessons learnt and best of Practices are documented.

## 5.2 Financial resources:

Estimated budgetary allocations, cost of equipment, remuneration of the officers.

**Table 5.1: Indicative Budget for the SEP Implementation Plan**

Name of Water Supply System	Amount in UGX
Kibaale Kifamba	237,000,000
Barr - Otwal Water Supply and Sanitation Project	164,000,000
Igayaza - Kikwaya Water supply and Sanitation Project	120,000,000
Serere Multi-Purpose	184,562,000
Wobulezi FSTP	147,000,000

Buikwe FSTP	267,000,000
Kigumba FSTP	153,000,000
Onyamo Earth Dam	727,870,000
Kasensero Earth dam	451,770,000
Nyabuhikye Kikyenkye GFS	115,000,000
Shuuku Masyoro GFS	120,000,000
Morikiswa - Soni Solar Powered water supply	712,650,000
Bembe Solar powered Solar powered water supply	84,903,104
Cwero Solar powered Solar powered water supply	346,700,000
Orom Phase 2 Solar powered Solar powered water s	435,300,000
	4,266,755,104

## Chapter 6: Grievance Redress Mechanism

Grievance Redress Mechanism (GRM).

The Project-Affected-People in rural areas and small-town settlements and any other stakeholders may submit comments or complaints at any time by using the project's Grievance Redress Mechanism (GRM). The overall objectives of the GRM are to:

1. Provide a transparent process for timely identification and resolution of issues affecting the project and people, including issues related to specifics in program components.
2. Strengthen accountability to beneficiaries, including project affected people. The GRM will be accessible to all external project stakeholders, including affected people, community members in rural areas and small towns, civil society, media, and other interested parties.

Grievances may emerge from directed and indirect activities related to civil work activities. Local communities have existing traditional and cultural grievance redress mechanisms, and in addition, there are the Water and sanitation Committees. When Grievances cannot be managed at Community Level, there is a District Grievance Management Committee. The initial effort to resolve grievances to the complainant's satisfaction will be undertaken by those structures. If any grievance cannot be resolved at that level, it shall be allowed to go the court of law.

Grievance Resolution Information about the GRM will be publicized as part of the initial program consultations and disclosure in all the participating agencies. Brochures will be distributed during consultations and public meetings, and posters will be displayed in public places such as in government offices, project implementation unit offices, notice boards available to strategic stakeholders, etc

The overall grievance resolution framework will include six steps described below. The six steps demonstrate a typical grievances resolution process.

- **Step 1: Uptake.** Project stakeholders will be able to provide feedback and report complaints through several channels such as filling up grievance forms, reporting grievances to implementing agencies, submitting grievance via email address made

available by the implementing units and via the implementing institutions' websites collection boxes stipulated for the grievance uptake.

- **Step 2: Sorting and processing.** Each unit / department of the implementing institutions will conduct a prompt sorting and processing of all grievances. The processing will involve the internal escalation process to specific desks to review, resolve and respond to grievances raised.

- **Step 3: Acknowledgement and follow-up.** Within seven (7) days after the date a complaint is submitted, the responsible person within the unit will communicate with the complainant and provide information on the likely course of action and the anticipated timeframe for resolution of the complaint. The information provided to complainant would also include, if required, the likely procedure if complaints had to be escalated outside the unit and the estimated timeline for each stage.

- **Step 4: Verification, investigation and action.** This step involves gathering information about the grievance to determine the facts surrounding the issue and verifying the complaint's validity, and then developing a proposed resolution. It is expected that many or most grievances would be resolved at this stage. All activities taken during this and the other steps will be fully documented, and any resolution logged in the register.

- **Step 5: Monitoring and evaluation.** Monitoring refers to the process of tracking grievances and assessing the progression toward resolution. Each implementing agency would develop and maintaining a grievance register and maintain records of all steps taken to resolve grievances or otherwise respond to feedback and questions.

- **Step 6: Providing Feedback.** This step involves informing those who have raised complaints, concerns or grievances the resolutions to the issues they have raised.

Whenever possible, complainants should be informed of the proposed resolution in person, which gives them the opportunity ask follow-up questions which could be answered on the spot for total resolve. If the complainant is not satisfied with the resolution, he or she will be informed of further options.



The Sociologists shall update the grievance register which shall be the collection of all grievances raised across GRM State One and GRM Stage Two levels. The social specialists shall meet quarterly to review the grievance registers and update the grievance register which shall be the collection of all grievances raised during project implementation

The grievance register should have the following.

1. Individual reference number
2. Name of the person submitting the complaint, question, or other feedback, address and/or contact information (unless the complaint has been submitted anonymously)
3. Details of the complaint, feedback, or question/her location and details of his /her complaint.
4. Date of the complaint.
5. Name of person assigned to deal with the complaint (acknowledge to the complainant, investigate, propose resolutions, etc.)
6. Details of proposed resolution, including person(s) who will be responsible for authorizing and implementing any corrective actions that are part of the proposed resolution.
7. Date when proposed resolution was communicated to the complainant (unless anonymous).
8. Date when the complainant acknowledged, in writing if possible, being informed of the proposed resolution.
9. Details of whether the complainant was satisfied with the resolution, and whether the complaint can be closed out
10. If necessary, details of escalation procedure
11. Date when the resolution is implemented (if any).

## 6.5 Monitoring and reporting on grievances

Regular monitoring of project progress will be built into the design, in the form of appropriate indicators, targets, information systems, and review mechanisms. Project progress will be assessed using monitoring data, and course corrections will be made as necessary. The Project Implementation Unit and the WSDF-SW Management and

officials will undertake regular supervision visits to project sites for supervision and monitoring, at least quarterly.

The Senior Sociologist will be responsible for the monitoring and reporting of this SEP. She will prepare periodic monitoring report as required (monthly, quarterly, six-monthly, annual, etc.) by the PIU. In case consolidated report on E&S management is prepared, she will ensure that specific sections/chapters on the SEP implementation are entered in such reports.

Monitoring and reporting will include involving Project Affected Parties, internal and external stakeholders, interested group and the vulnerable in monitoring mitigation measures that will be agreed on the essential services package to satisfy stakeholder concerns; thus, promoting transparency. The Project will establish a monitoring system that is participatory, which will utilize indicators that are sensible to concerned stakeholders. Furthermore, the project will involve affected parties by gathering their observations to triangulate scientific findings and involve them in participatory discussions of external and monitoring and evaluation missions.

The monitoring report will include clear and specific indicators both as regard the engagement with stakeholders and also the project's grievance redress management.

Below is the Monitoring Matrix in this regard.

<b>Key elements</b>	<b>Timeframe</b>	<b>Methods</b>	<b>Responsibilities</b>
<b>Stakeholders' access to project information and consultations</b>	Periodic (during project preparation and maintained throughout project implementation)	Interviews, observations, survey	PIU & WSDF-SW Management, together with external monitor
<b>Project beneficiaries' awareness of project activities, their entitlements and responsibilities</b>	Periodic (during project implementation)	Interviews, observations, survey	PIU & WSDF-SW Management, together with external monitor
<b>Acceptability and appropriateness of consultation and engagement approaches</b>	Periodic (during project implementation)	Interviews, observations, survey, score-card as relevant	PIU & WSDF-SW Management, together with external monitor
<b>Community facilitators' engagement with target beneficiaries</b>	Periodic (during project implementation)	Interviews, observations, survey, score-card as relevant	PIU & WSDF-SW Management, together with external monitor
<b>Public awareness of GRM channels and their reliability</b>	Periodic (during project implementation)	Spot checks, interviews, observations	PIU & WSDF-SW Management, together with external monitor
<b>Accessibility and readability of public information dissemination materials</b>	Periodic (during project implementation)	Spot checks, interviews, desk-review	PIU & WSDF-SW Management, together with external monitor
<b>Rate of grievances and complaints (reported and unreported)</b>	Periodic (during project implementation)	Desk review, interviews, survey	PIU & WSDF-SW Management, together with external monitor

## 5.1 Reporting Back to Stakeholders

The PIU will ensure regular/periodic reporting back and information sharing with the PAPs and as well as the stakeholders' groups. This 'reporting back' measures vis-à-vis the PAPs should be always carried through face-to-face meeting or direct interactions, for the other stakeholders' group.

Monthly summaries and internal reports on public grievances, enquiries and related incidents, together with the status of implementation of associated corrective/preventative actions will be collected by responsible staff and referred to the senior management of the project. The monthly summaries will provide a mechanism for assessing both the number and the nature of complaints and requests for information, along with the Project's ability to address those in a timely and effective manner.

The Project will arrange necessary training associated with the implementation of this SEP that will be provided to the members of staff who, due to their professional duties, may be involved in interactions with the external public, as well as to the senior management. Specialized training will also be provided to the staff appointed to deal with community stakeholder grievances. Project contractors will also receive necessary instructions for the Grievance Procedure and in relation to the main principles of community relations GRM in relation to the labor force working under them.

Information on public engagement activities undertaken by the Project during the year may be conveyed to the stakeholders in two possible ways:

- Publication of a standalone annual report on project's interaction with the stakeholders.
- A number of Key Performance Indicators (KPIs) will also be monitored by the project on a regular basis, including the following parameters:

*Number of public hearings, consultation meetings and other public discussions/forums conducted within a reporting period (e.g. monthly, quarterly, or annually);*

*Frequency of public engagement activities;*

*Geographical coverage of public engagement activities – number of locations and settlements covered by the consultation process, including the settlements in remote areas within the Project Area.*

*Number of public grievances received within a reporting period (e.g. monthly, quarterly, or annually) and number of those resolved within the prescribed timeline;*

*Type of public grievances received;*

*Number of press materials published/broadcasted in the local, regional, and national media;*

The outcomes/feedback from these 'reporting back' measures will be compiled and shared/disclosed with the stakeholders' and general public through the use of proper media.

The point of contact regarding the stakeholder engagement program is shown in the box below.

Organization: Ministry of Water and Environment

Contact details Name and position: Eng. Dr. Felix Twinomucunguzi - Project Coordinator

Address: Ministry of Water and Environment

P.O Box 20006 Kampala

E-mail: [twinof@gmail.com](mailto:twinof@gmail.com)

## Chapter 7: Monitoring & Reporting

**7.1 Monitoring and Tracking of Stakeholder Engagement** is important as it ensures effective continuous engagement and follow-up, as well as minimizes slippages and oversight of important engagements. The Stakeholder Engagement Plan will be periodically revised and updated as necessary in the course of capacity building program implementation in order to ensure that the information presented herein is consistent and is the most recent, and that the identified stakeholders and methods of engagement remain appropriate and effective in relation to the project context and specific stages of the implementation. Any major changes to the project related activities and to its schedule will be duly reflected in the SEP. SEP Reports will be shared with Stakeholders at the Monthly Site Meetings.

### **7.2 Reporting – reporting frequencies, monthly, quarterly, annually etc.**

Monthly summaries and internal reports on public grievances, enquiries and related incidents, together with the status of implementation of associated corrective/preventative actions will be collated by responsible staff and referred to the senior management of the project(s). The monthly summaries will provide a mechanism for assessing both the number and the nature of complaints and requests for information, along with the Project's ability to address those in a timely and effective manner. Information on public engagement activities undertaken by the Project during the year may be conveyed to the stakeholders in:

- Publication of a standalone annual report on project's interaction with the stakeholders.
- A number of Key Performance Indicators (KPIs) will also be monitored by the project on a regular basis, including the following parameters:
  - Number of public hearings, consultation meetings and other public discussions/forums conducted within a reporting period (e.g. monthly, quarterly, or annually);
  - Frequency of public engagement activities;
  - Number and details of vulnerable individuals involved in consultation meetings;
  - Number of public grievances received within a reporting period (e.g. monthly, quarterly, or annually) and number of those resolved within the prescribed timeline;
  - Type of public grievances received; and
  - Number of press materials published/broadcasted in the local, state, and national media.