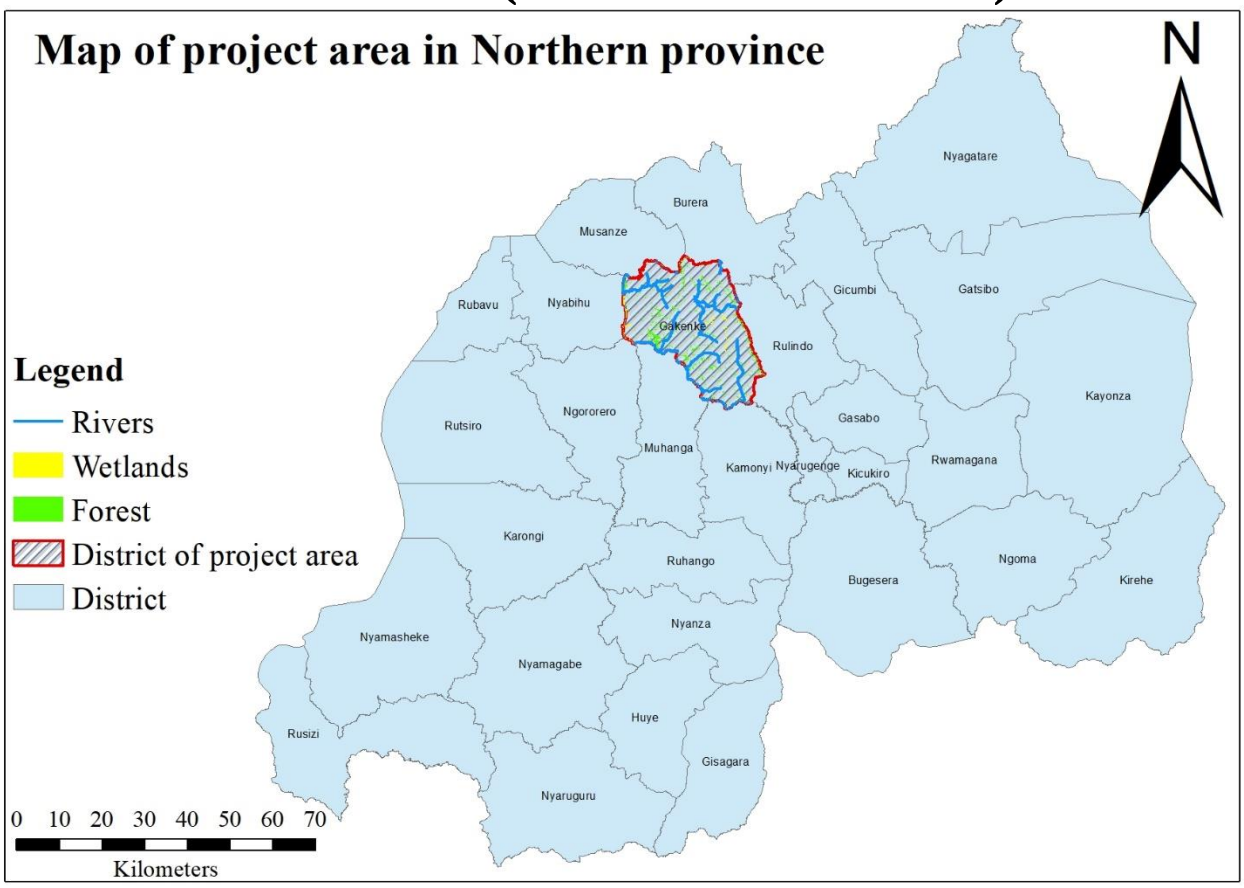
ENVIRONMENTAL & SOCIAL IMPACT ASSESSMENT STUDY (ESIA) FOR THE DEVELOPMENT OF AGROFORESTRY FOR SUSTAINABLE AGRICULTURE PROJECT UNDER THE FOREST INVESTMENT PROGRAM (FIP) IN THE NORTHERN PROVINCE (Gakenke DISTRICT)



FINAL REPORT

December, 2022

PROJECT INFORMATION SHEET

PROJECT TITLE	THE DEVELOPMENT OF AGROFORESTRY AND SUSTAINABLE AGRICULTURE PROJECT UNDER THE FOREST INVESTMENT PROGRAM (FIP) IN NORTH PROVINCE (GAKENKE DISTRICT)	
CLIENT	MINISTRY OF ENVIRONMENT	
KEY PROJECT STAKEHOLDERS	MINISTRY OF LOCAL GOVERNMENT (MINALOC)	COORDINATION OF GOOD GOVERNANCE & SOCIAL PROTECTION
	MINISTRY OF FINANCE AND ECONOMIC PLANNING	MOBILIZATION OF THE PROJECT FUNDS
	MINISTRY OF AGRICULTURE AND ANIMAL RESOURCES (MINAGRI)	ADVICE ON BEST AGROFORESTY TREE SPECIES AND PLANTING PRACTICES
	RWANDA AGRICULTURE AND ANIMAL RESOURCES DEVELOPMENT BOARD (RAB)	ADVICE ON BEST AGROFORESTY TREE SPECIES AND PLANTING PRACTICES
	FUND FOR ENVIRONMENT AND CLIMATE CHANGE (FONERWA),	PROJECT FUND MOBILIZATION
	RWANDA DEVELOPMENT BOARD	ISSUANCE OF ESIA CERTIFICATE
	RWANDA ENVIRONMENT MANAGEMENT AUTHORITY (REMA)	MONITORING AND AUDIT THE IMPLEMENTATION OF THE PROJECT ESMP
	RWANDA FORESTRY AUTHORITY (RFA)	SELECTION TREE SPECIES TO BE PLANTED AND PROJECT IMPLEMENTATION
	RWANDA WATER RESOURCES BOARD (RWB)	PROVISION OF DATA ON WATER RESOURCES
	RWANDA METEOROLOGICAL AGENCY	PROVISION OF METEOROLOGICAL DATA
	AFRICAN DEVELOPMENT BANK (AfDB)	FUNDING THE PROJECT
	GAKENKE DISTRICT	ASSISTANCE IN SENSITATION OF PEOPLE ON VOLUNTARILY LAND LEASE FOR TREE PLANTING ACTIVITIES
	RESIDENTS OF GAKENKE	AVAILING LAND TO THE PROJECT AND PROTECTING TREES
	RESEARCHER AND ACADEMICIANS	RESEARCH
	REG, BRD	ADVISE ON BEST IMPROVED COOK STOVES. COOPERATION IN SENSITIZATION ABOUT USE OF IMPROVED COOK STOVES
	NGOS INVOLVED IN PROTECTION AND MANAGEMENT OF NATURAL RESOURCES (INCLUDING LAND, FOREST, ECOSYSTEM….)	ADVOCATE, TRAIN AND FUND THE BEST PRACTICES FOR THE PROTECTION AND MANAGEMENT OF NATURAL RESOURCES
	CONSULTANCY FIRMS & INDIVIDUALS	CONSULTANCY OPPORTUNITY
VERSION	ESIA FINAL REPORT	
DATE	DECEMBER, 2022	

LIST OF ABBREVIATIONS AND ACRONYMS

ACHO:	African Cultural Heritage Organisation
ACNR:	Association pour la Conservation de la Nature au Rwanda, ACNR
AfDB:	African development Bank
AIDS:	Acquired Immune Deficiency Syndrome
ARAPs:	Abbreviated Resettlement Action Plan
BOD:	Biological Oxygen Demand
BRD:	Banque Rwandaise de Developpement
COVID 19:	Corona Virus Disease 2019
EDCL:	Energy Development Corporation Limited
ESIA:	Environmental and Social Impact Assessment
ESMP:	Environmental and Social Management Plan
GBV:	Gender Based Violence
GPS:	Global Positioning System
HIV:	Human Immunodeficiency Virus Infection
INMR:	Institute of National Museums of Rwanda
IUCN:	International Union for Conservation of Nature
KOPs:	Key Observation Points
MINALOC:	Ministry of Local Government
MINECOFIN:	Ministry of Finance and Economic Planning
MININFRA:	Ministry of Infrastructure
MIDIMAR:	Ministry of Disaster Management and Refugee Affairs
MOE:	Ministry of Environment
NGOs:	Non-governmental organization
NST1:	National Strategy for Transformation
OSH:	Occupational Safety and Health
PAPs:	Project Affected Persons
PPE:	Personal Protective Equipment
RDB:	Rwanda Development Board
REG:	Rwanda Energy Group
REMA:	Rwanda Environment Management Authority
RWB:	Rwanda Water Resources Board
STDs:	Sexually Transmitted Diseases
ToR:	Terms of Reference
UNFCCC:	United Nations Framework Convention on Climate Change
UNEP:	United Nations Environment Programme
VEC:	Valued Ecosystem Components
WASAC:	Water and Sanitation Corporation
WHO:	World Health Organization

ACKNOWLEDGEMENT

We, the undersigned, hereby declare that this ESIA Report represents the facts pertaining to the Proposed "Development of Agroforestry for Sustainable Agriculture" under Forest Investment Program (FIP)

ON BEHALF OF MINISTRY OF THE MINISTRY OF ENVIRONMENT

Patrick KARERA/Permanent Secretary



Sign: _____

Dated: December, 13th 2022

DETAILS OF EXPERTS WHO CONDUCTED THE ESIA

EGIDE NKURANGA, MSc in Environmental Science

Lead Expert, Reg N^{0} RAPEP/EA/008



Sign: _____

Dated: December 5th, 2022

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TERMINOLOGY AND DEFINITIONS

Term	Explanation
Alternative	A possible course of action, in place of another, that would meet the same purpose and need but which would avoid or minimize negative impacts or enhance project benefits. These can include alternative locations/sites, layouts, processes, designs, schedules and/or inputs. The "no-project" alternative constitutes the 'without project' option and provides a benchmark against which to evaluate changes; development should result in net benefit to society and should avoid undesirable negative impacts.
Assessment	The process of collecting, organizing, analysing, interpreting and communicating information relevant to decision making.
Cumulative Impacts	In relation to an activity, means the impact of an activity that in itself may not be significant but may become significant when added to the existing and potential impacts eventuating from similar or diverse activities or undertakings in the area.
Effect/Impact	Any change in the physical, natural or cultural environment brought about by a development Project. Effect and Impact are used interchangeably.
Environment	As defined in the organic law, Environment is a diversity of things made up of natural and artificial environment. It includes chemical substances, biodiversity as well as socio-economic activities, cultural, aesthetic, and scientific factors likely to have direct or indirect, immediate or long-term effects on the development of an area, biodiversity and on human activities.
Environmental and Social Management Plan (ESMP)	A working document on environmental and socio-economic mitigation measures, which must be implemented by several responsible parties during all the phases of the proposed project.
Evaluation	The process of ascertaining the relative importance or significance of information, the light of people's values, preference and judgments in order to make a decision.
Hazard	Anything that has the potential to cause damage to life, property and/or the environment. The hazard of a particular material or installation is constant; that is, it would present the same hazard wherever it was present.

Term	Explanation
Mitigate	The implementation of practical measures to reduce adverse impacts.
Project	Refers to the execution of Development of Agroforestry and Sustainable Agriculture Project under the Forest Investment Program (FIP)
Public	Citizens in the project area who may have diverse cultural, educational, political and socio-economic characteristics.
Review	The process of establishing whether an ESIA is adequate for the Competent Authority to use it to inform the decision on Development Consent. It is important to note that the decision will usually involve consideration of other information in addition to the environmental information, but the aim of review is to check that the environmental information is adequate.
Scoping Process	Process of identifying: issues that will be relevant for consideration of the application; the potential environmental impacts of the proposed activity; and alternatives to the proposed activity that are feasible and reasonable.
Screening	The process by which a decision is taken on whether or not EIA is required for a particular Project.
Significant Effect / Impact	An impact that by its magnitude, duration, intensity or probability of occurrence may have a notable effect on one or more aspects of the environment.
Stakeholders	A sub-group of the public whose interests may be positively or negatively affected by a proposal or activity and/or who are concerned with a proposal or activity and its consequences. The term therefore includes the proponent, authorities (both the lead authority and other authorities) and all interested and affected parties (I&APs). The principle that environmental consultants and stakeholder engagement practitioners should be independent and unbiased excludes these groups from being considered stakeholders.

1. EXECUTIVE SUMMARY

1.1 Overview of the project

1.1.1 Summary

The fundamental challenge of Rwanda is a dense and rapidly increasing population on a fragile and rapidly eroding land resource, exacerbated by climate change. The Development of Agroforestry and Sustainable Agriculture project is expected to contribute to solving these challenges by advocating and supporting the restoration and rehabilitation of landscapes including degraded lands with agroforestry systems for sustainable agricultural development. The specific objective of this project is to develop agroforestry for sustainable agriculture on about 7,500 ha of land in Gakenke District. The project is one of the projects being developed within the framework of the Forest Investment Program (FIP) based on extensive consultations with all major stakeholders of Rwanda. The other projects include the "Support for Sustainable Forest and Landscape Management" and the "Wood Supply Chain, Improved Efficiency and Added Value".

The nature and scope of the project makes it to fall under those projects that require an Environmental and Social Impact Assessment (ESIA) as provisioned by the Article 30 of Rwanda Environmental Law No. 48/2018, the Ministerial Order No 001/ 2019 of 15/04/2019 and the African Development Bank (AfDB) Operational Safeguard 1 (Environmental and social assessment).

The project will create job and business opportunities to local people, will increase the area of land covered by trees and associated benefits to environment (soil conservation, erosion control, local climate regulation, air quality improvement, carbone sink, etc). The project has limited negative environmental and social impacts including soil disturbance and dust emission during planting trees, wastes generation (wood biomass-substrate, pots, etc) from tree nurseries and during trees transplantation. It is expected that the project land will be acquired from the public land or voluntarily leased by local people who will in turn benefit from tree harvesting when overgrown. However, for any reason, if land and properties theron are involuntarily affected by the project activities, a fair compensation at full replacement cost of all affected properties and lands will be undertaken, based on the National Law relating to expropriation in the public interests, and AfDB Operational Safeguard 2 (Involuntary resettlement: land acquisition, population displacement and compensation). In case of inconsistency or conflict, the AfDB

safeguard will supersede over the national law.

1.1.2 Methodology of the ESIA

The assessment was guided by the terms of reference (ToR) provided by the Ministry of Environment and the ToR approved by RDB. The study also referred to the African Development Development Bank (AfDB) Integrated Safeguards System (ISS) mainly the Operational Safeguard 1 (Environmental and social assessment); Operational Safeguard 2 (Involuntary resettlement); Operational Safeguard 3 (Biodiversity and ecosystem services); Operational Safeguard 4 (Pollution prevention and control, greenhouse gases, hazardous materials and resource efficiency); and Operational Safeguard 5 (Labour conditions, health and safety). The approaches to the study involved stakeholder consultations, questionnaire administering, site visits/physical inspections, baseline surveys, integration and assessment of this information.

1.2. Institutional and legal framework for implementation of the project

The Republic of Rwanda has developed policy and strategies; legal instruments and institutional framework for environmental protection and conservation. The environmental policies are prepared by the Ministry of Environment (MoE) and regulated and enforced by the Rwanda Environmental Development Authority (REMA), while environmental approval certificates of projects are cleared by Rwanda Development Board (RDB).

The Law on Environment No. 48/2018 in its Article 30 guides on the projects that must undergo an environmental impact assessment before they obtain authorization for their implementation. The Law also specifies the main points that an Environmental Impact Assessment must include. The institutions, policies and laws that have been bearing with this project are discussed below.

The relevant Rwanda institutions that have a stake in the implementation of a project of development of agroforestry for sustainable agriculture include among others the following:

- Rwanda Forest Authority (RFA) is the agency in charge of forests and as the project developer (proponent) and will be the project implementing agency.
- Rwanda Environment Management Authority (REMA) which is supervised by the Ministry of Environment (MoE), is the implementing arm of the MoE. It has the legal mandate for national environmental protection, conservation, promotion and overall

management, as well as on all matters pertinent to the environment and climate change.

- Ministry of Local Government (MINALOC) and the Local Administrative Entities Development Agency (LODA), Northern province and Gakenke district ensure the coordination of good governance and high quality territorial administration programs that promote economic, social and political development throughout the nation. In relation to this project MINALOC/Gakenke district have the responsibility to ensure the social protection of people and smooth implementation of the project.
- The Ministry of agriculture and Livestock Resources (MINAGRI), in charge of overall responsibility to coordinate the planning and implementation of all projects and programmes in the agricultural sector.
- Rwanda Agriculture Board (RAB), Responsible for coordination of agricultural research and promotion of science-based technology for sustainable agriculture development, post-harvest management, land conservation and water management which involve agroforestry technologies.
- Ministry of Finance and Economic Planning (MINECOFIN), in charge of Mobilizing necessary funds to fund Government projects including a project of Development of Agroforestry and Sustainable Agriculture;
- Rwanda Development Board (RDB) in charge of providing the project Proponent with clearance to proceed with construction and issuance of an environmental approval certificate; Rwanda Environment Management Authority (REMA) in charge of monitoring and supervising the implementation of the environmental management and environmental audits.

1.3. Project Key impacts and Enhancement measures

The study has shown the project will have both positive and negative impacts to the natural and social environment.

The positive project impacts include:

- employment and business opportunities and associated positive effects on the economy;
- erosion control, restored degraded soil and increased agriculture productivity
- carbon sequestration,

- regulation of the local micro climate and air quality;

The project negative impacts were rated as minor as most of them will be short term and will occur during establishment of the tree nursery and transplantation and will be related to:

- Soil disturbance, erosion and dust emission;
- Environmental pollution from tree nurseries;
- Work safety and health risks to workers associated with tree nusuries and transplanting.

Prevention, mitigation and compensation measures to minimize the project negative impacts have been proposed in Environmental and Social Management and Monitoring Plan and include:

During the tree pre-nursery period, the client will:

- Educate the local communities on the benefits for planting trees (soil conservation, erosion control, local climate regulation, air quality improvement, carbone sink, etc) and encourage them to own the project. People should understand that they will have the right and benefits to harvest the overgrown trees
- Ensure the project land are acquired from the public land, or people commit themselves for voluntarily avail the land for the project's activities, otherwise they will be compensated according to the National Law relating to expropriation in the public interests, and AfDB Operational Safeguard 2 (Involuntary resettlement: land acquisition, population displacement and compensation).

During the tree nursery period, the contractor will:

- Minimize and reuse waste and discarded material (e.g., pot, wood biomass-substrate) from tree nurseries;
- Sort, collect and recover the discarded nursery materials according types (bio-degradable, plastics, metals, etc) and dispose in the sanitary landfill the material that can not be reused or recycled.
- Avoid discharge of the nursery effluent and other waste streams to the nearby water run ways.

During Post tree nursery period, the Contractor will:

- Collect and remove the nursery remains (bags) and rehabilitate the site to its pre-project status, otherwise landscape and green the area;
- Alternatively, train and hand the tree nursery to the local communities for future use (if this option is preferred by local community);

During the transplanting period, the contractor will:

- Educate the local communities on the best practices for growing trees and associated benefits (soil conservation, erosion control, local climate regulation, air quality improvement, carbone sink, etc)
- Avoid leaving uncompacted loose soil which can be washed away by the stormwater;
- Sort, collect and recover the discarded nursery materials according to types (bio-degradable, plastics, metals, etc) and dispose in the sanitary landfill the material that can not be reused or recycled.

During the growing period, the contractor and local People

- will maintain safe the trees and request for replacement in case of tree death;

The client and respective districts will:

- Educate the local communities on the benefits for trees (soil conservation, erosion control, local climate regulation, air quality improvement, carbone sink, etc) and encourage them to own the project.

1.4. Stakeholders' Consultations

A Stakeholder's consultation workshop was undertaken in Huye on 20th October 2022. The consultation workshop had the purpose of:

- Informing the stakeholders about the incoming project;
- Collecting views and concerns of the stakeholders on the project.

All consulted stakeholders had high expectations from the project in terms of jobs, business and income opportunities. Overall, the consulted stakeholders specified that the project will:

- increase land coverage by agro-forestry and associated benefits to soil fertility, water and air quality;
- improve the people's livelihood through job and business opportunities;
- increase climate change resilience and restoration of ecosystem and biological species;
- reduce water and soil vulnerability.

1.5. Environmental and Social Management and Monitoring Plan (ESMP)

An Environmental and Social Management and Monitoring Plan (ESMP) has been developed for Development of Agroforestry and Sustainable Agriculture project to assist the developer and the project management team including the client, the contractor and the supervisor in mitigation and managing environmental and social impacts and risks associated with life cycle of the project. This ESIA report will be reviewed and approved by the Rwanda Development Board (RDB). Before the project implementation, the contractor will review the project ESIA and produce the Contractor's ESMP whose implementation will be monitored and audited by REMA.

For the successful implementation of the project, it is mandatory to undertake periodic monitoring of the project's activities to assess the project compliance to environmental and social parameters/indicators and ensure corrective actions are taken. Table 1-1, 1-2 and 1-3 show the project ESMP, monitoring parameters, locations, sites, responsibility and cost.

Table 1- 1: Environmental and Social Management and Monitoring Plan for Tree nursery establishment

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and Mitigation measures	Monitoring indicator	Monitoring		Responsibility		Cost estimate in Rfw
				Site	Frequency	Implementation	Supervision	
Land acquisition for the project activities	Loss of land and destruction of properties Affected people are underpaid; ***AfDB Operational Safeguard 2***	Use the public land and private land whose owners have voluntarily leased the land for the tree planting activities otherwise ensure fair compensation at full replacement cost of the project affected properties and lands according to the AfDB Operational Safeguard 2 and National Expropriation Law and districts expropriation procedures	Complaints over loss of land	Nursery	Monthly	Districts	MoE	Cost covered in Contingency cost
Setting up tree nurseries	Dust pollution at the nursery sites ***AfDB Operational Safeguard 4*** *AfDB Operational Safeguard 3, 4*	Proper Health and Safety measures for the workers such as using of appropriate PPE (safety shoes and hand gloves) should be taken to avoid any accidents at work place	Safety shoes and hand gloves	Nursery	Weekly	Contractor;	Supervision firm; District MoE	3,000,000
Setting up tree nurseries	Water resources encroachment; Solid and liquid waste from the nursery sites; ***AfDB Operational Safeguard 4***	Nurseries shall not be located within the buffer zone of water resources, otherwise all wastes will be strictly controlled to avoid any discharge into the water bodies; .	Turbidity, pH, BOD	Nursery	Quarterly	Contractor;	Supervision firm; District MoE	1,000,000

Source: Consultant, 2022

Table 1- 2: Environmental and Social Management and Monitoring Plan during Tree Planting Phase

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
Digging holes and trees planting	Worker's accidents leading to injuries, illness or death; ***AfDB Operational Safeguard 5***	Ensure all workers involved in tree planting wear gloves and boots as Personal Protective Equipment (PPEs); Avail first aid kit on-site, and train the foreman on techniques of handling injured people; Health insurance for the personnel;	Gloves and boots Frst aid kit Health insurance for the personnel;	Tree planting sites	Weekly	Contractor;	Supervision firm; District MoE	3,000,000
Digging holes and trees planting	Degradation of air quality (dust and particulate emissions) during holes digging and tree planting ***AfDB Operational Safeguard 4***	When required, spray water to the dry earth and bare soils as and to minimize the potential for environmental nuisance due to dust; Increase the watering frequency during periods of high risk (e.g. high winds); Provide masks to workers in very dusty environment;	Complaints over dust emission Masks to workers	Tree planting sites	Weekly	Contractor;	Supervision firm; District MoE	1,000,000
Planting activities	Land/ soil/water pollution due to solid, liquid wastes such as remaining foods, leafs, papers, straw, empty containers, etc; ***AfDB Operational Safeguard 4***	Any wastes should not be thrown into the river/stream/drainage channels other than dump in to the designated disposal site; Biodegradable wastes should be managed by composting method. Non biodegradable waste should be given to the authorized dealers for recycling;	Turbidity, pH, BOD	Tree planting sites	Quarterly	Contractor;	Supervision firm; District MoE	1,000,000
Planting	Destruction or	Implement change finds protocols	Change finds	Tree	Quarterly	Contractor	Supervision	Covered in

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
activities	disturbances of newly identified cultural sites; ***AfDB Operational Safeguard 2***	and avoid land take or destruction of areas of historic interest (Cemeteries, Genocide memorials, recreational areas); Compensate all affected land, properties and cultural heritage	protocols	planting sites			firm; District MoE	Contingency cost
Digging holes and trees planting	Unprotected loose and bare soil exposed to erosion ***AfDB Operational Safeguard 3***	Avoid discharging soil and other wastes in water bodies; Project workers shall be instructed to protect water resources;	Turbidity Trainings of the project workers on water resources protection	Nearby water resources	Quarterly	Contractor	REMA; RFA; District; Supervision firm;	Cost covered elsewhere
All project activities	Risk of labor influx; Conflict over jobs between local people and external workers; ESS2 ***AfDB Operational Safeguard 5***	Local residents will be given the priority during workforce selection/ recruitment; Identify project workers by wearing uniforms and identity tags;	Proportion of local people employed by the project Workers' uniforms and identity tags	Tree planting areas	Quarterly	Contractor	RFA; REMA; District; Supervision firm;	N/A

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	Employing under age workforce and school drop out Female under Employed; ***AfDB Operational Safeguard 5***	Only people with above 18 years shall be recruited as per the labor law; The contractor shall engage in consultation with local parents and authority to make sure that no under age children are hired. The district shall hold local authorities responsible and parent accountable for failing to properly educate their children; Female shall be encouraged to work for the project (a quota of at least 30% female shall be respected);	List of employees with ID cards Proportion of female workers	Project sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	N/A
	Social welfare ***AfDB Operational Safeguard 5***	Avail potable water to all workers and sanitation facilities at the project sites. Location of portable facilities shall be at least 6 m away from storm drain system and surface waters; Provision and hand washing points (with soaps) and latrines;	Access to potable water Access to adequate sanitation facilities Latrines Hand washing facilities	Working sites	Weekly	Contractor	RFA; District; Supervision firm;	3,000,000
	Increase of HIV/AIDS, Other STDs; and unwanted pregnancies; ***AfDB***	Develop a sensitization campaign to the staff on HIV&AIDS and other STDs; Establish a voluntary testing to determine HIV status; counseling at existing medical facilities; Install a sensitization campaign during Umugoroba	Reports of Sensitization campaign to the staff on HIV&AIDS contamination Number of	Working sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	800,000

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	Operational Safeguard 5	w'Ababyeyi (Village Roundtable Programme) will be done to teach young girls and women on changes to be brought by the project and their implication on their social and sexual life The client shall ensure that the contractor has a contract with all workers with provision related to monitoring of the sexual behaviours of the workers; The contractor shall pursue workers who have impregnated local women;	HIV tests					
All project activities	Increased contamination of Covid-19 virus; ***AfDB Operational Safeguard 5***	Depending on the COVID 19 severity, provide face masks to all workers to lower risks of transmission of Covid-19; Enforce physical distancing practice at site as Covid-19 spreads mainly among workers and people in close contact for a prolonged period; Avail clean water, container of hand soap/sanitizer for hand washing; Avail a registration book at main entrance (specifying names, tel. number, village, cell, sector, district of every one) for future tracking in case a Covid-19 victim is found at site.	Number of people wearing face masks at work Mechanisms to stop the spread of COVID 19 and other transimited diseases	Working sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	Covered in BoQ

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	Increased generation of solid wastes and generation of sewage; ***AfDB Operational Safeguard 4***	Implement 3 R principles (Reducing, reusing, recycling wastes); Avail solid waste bins and sort garbage according different categories (e-wastes, chemicals, plastics, metals, glasses papers/wood and biodegradable wastes); Install pit latrines at working sites Avoid digging pit latrines in area with shallow groundwater.	Mechanisms for solid waste management Pits latrines at working places	Working sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	1,000,000

Source: Consultant, 2022

Table 1- 3: Environmental and Social Management and Monitoring Plan duringTrees Growing Phase

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
Growing phase and mature phase	Safety issues from tree fall	All trees neaby the roads, utility infrastructure and buildings will be checked regularly to identify any hazard associated with trees All hazardous trees will be harvested and replaced	Report on status of trees	Entire project area	Annually	Local people/District	MoE	To be determined

Source: Consultant, 2022

1.6. Brief Description of the Project

1.6.1. Scope

This project was initiated by the Ministry of Environment and the Ministry of agriculture and Livestock Resources (MINAGRI) to respond to the challenges related to a dense and rapidly increasing population on a fragile and rapidly eroding land resource, exacerbated by climate change in Rwanda. The project will support the restoration and rehabilitation of landscapes including degraded lands with agroforestry systems for sustainable agricultural development, will contribute in soil erosion reduction, improved soil fertility and reduction of greenhouse gas (GHG) emissions. The Project is aligned to Rwanda's National Strategy for Transformation - NST1 (2017 to 2024), notably its Economic Transformation Pillar: Increase agriculture and livestock quality, productivity and production; sustainably exploit natural resources and protect the environment. It is also aligned to the NST1's Social Transformation Pillar: Move towards a poverty free Rwanda, as well as the Objectives of its Transformational Governance Pillar: Strengthen partnerships between Government, private sector, citizens, NGOs, CSOs and FBOs. The Project is also aligned to the National Agroforestry and Action Plan of Rwanda (2018 – 2027) as well as Rwanda`s commitment to restore 2 million hectares of degraded landscapes (around 76% of the national territory) under the African Forest Landscape Restoration Initiative (AFR100) and the Bonn Challenge by 2030.

The sites for the project investments are located in the Northern Province- Gakenke distric (see Table 1-4 and Figure 1-1).

Table 1- 4: Sectors for the project intervention in Gakenke district

Districts	Sectors
Gakenke	Kivuruga, Coko, Rushahsi, Busengo, Mugunga, Rusasa, Janja, Muhondo, Ruli, Minazi, Gashenyi, Gakenke, Kamubuga

Populations of this districts find it difficult to cope with the challenges of climate change, land degradation, deforestation, food insecurity and low income. They also find it difficult to cater for basic needs such as fuel for cooking and access to finance for investment. The majority of these populations are poor (especially women, youth, and smallholder farmers) and mainly rely on forest resources for their livelihoods. The major challenge however is the high rate of land degradation and soil nutrient loss through water erosion.

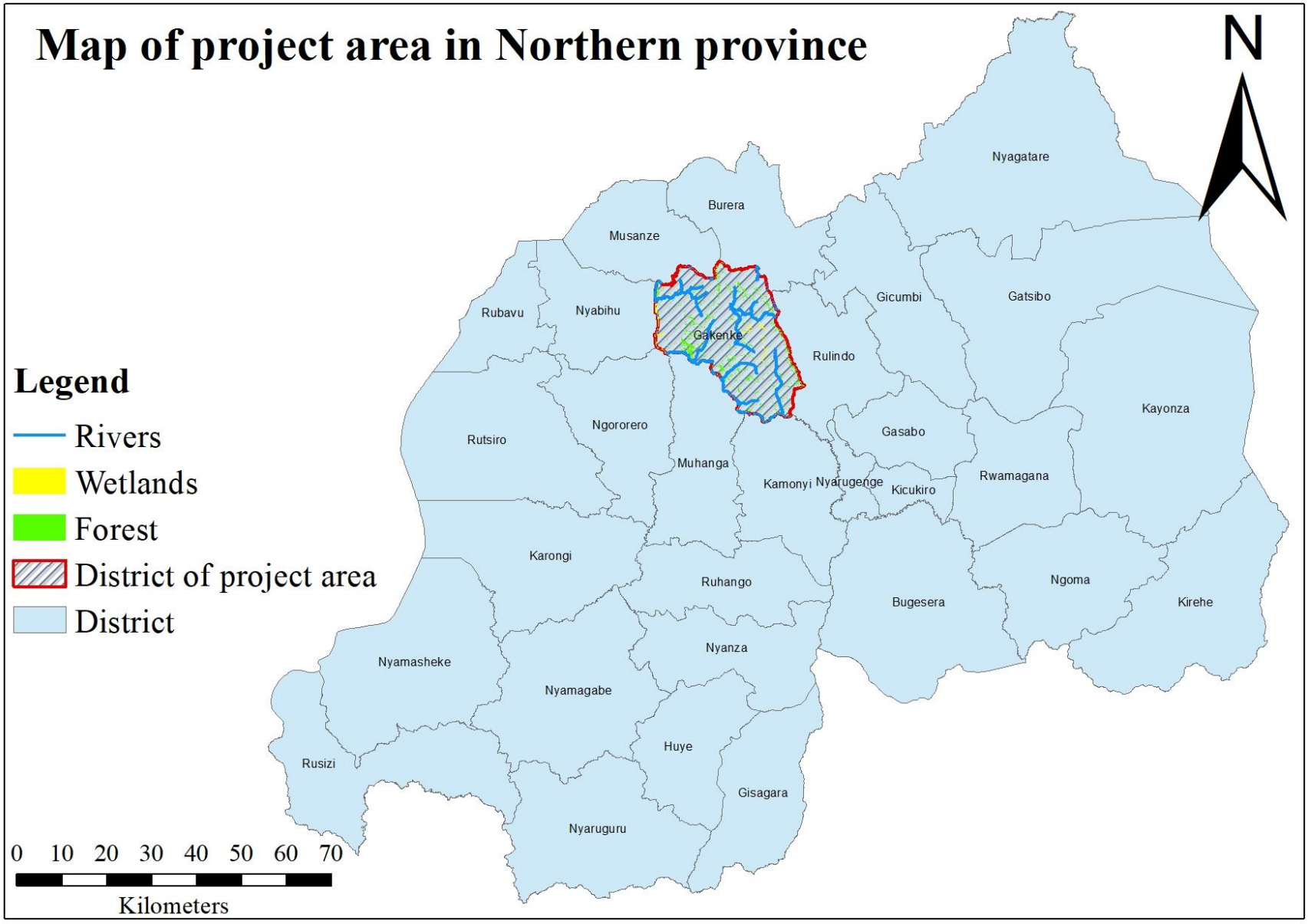

Figure 1- 1: Project area for the Development of Agroforestry and Sustainable Agriculture Project in Gakenke district

1.6.2. Design and components

1.6.2.1 Project components

The Project will be implemented through 4 components: (1) Land restoration and stabilization, (2) Rural community livelihood and Sustainable AF value chain development, (3) Institutional and Community adaptive skills and capacities for AF development, (4) Project management and coordination (see Table 1-5). Component 1 concerns land-based investments targeting specific districts and provinces of Rwanda, while Components 2 and 3 have a country-wide scope that includes; national policy, development and research institutions of the government departments of Agriculture and Forestry as well as the country's centers of excellence such as the University of Rwanda.

Table 1- 5: Project components and sub-components

Components	***Sub-components***	***Key activities***	***Scale of intervention***
Component 1: Landscape restoration and stabilization.	(i) Supporting plantation of Agroforestry tree species in exposed degraded agricultural lands, watersheds and riverbanks	Production, planting and maintenance of about 1,200,000 seedlings of agroforestry, watersheds and riverbanks protection	7,500 ha
		Production and supply of about 94,000 Fruit trees	47 ha
	(ii) Supporting diversification of tree species in Agroforestry systems	Diversification of about 1,200,000 of Agroforestry tree species	7,500 ha
	(iii) Supporting the dissemination of improved cooking stoves in targeted households to decrease pressure on trees.	Distribution of improved cooking stoves in the area of intervention (service providers will follow REG/EDCL requirements and will present certificates of REG/EDCL)	15,000 households

Components	***Sub-components***	***Key activities***	***Scale of intervention***
Component 2: Rural community livelihood and sustainable AF value chain development.	(i) Strengthening research in the Agroforestry value chain from seeds to end products	-Development of technical guidelines for the trees nursery (fruit trees and other agroforestry trees Production). -Establishment and management of model tree nursery in 13 Sectors of Gakenke district.	For the district of Gakenke
	(ii) Supporting the development and enhancement of agroforestry value chains	-Strengthen existing champion cooperatives in agroforestry and agriculture value chain; -Train project beneficiaries on timber and non-timber products, - Support cooperatives initiatives under timber and non-timber value chain development	1 cooperative will be supported
	(iii) Supporting Alternative livelihoods.	Supporting livelihoods through livestock to improve soil fertility and income generation in the community	6,200 household
Component 3: Institutional and Community adaptive skills and capacities for AF development.	(i) AF priority skills development and technology transfer	- Training of different stakeholders on agroforestry technology and GIS application in Landscape Restoration, - Organize study tours	- District staff related to the project and Sector staff - Private operator in tree nursery management
	(ii) Establishing incentive mechanisms for the adoption of AF practices by producers	-Consultancy service on establishment of incentive mechanisms for the adoption of Agroforestry practices by producers -Organize farmers	RFA and District

Components	*Sub-components*	*Key activities*	*Scale of intervention*
		competition and awarding the best performers in adoption of Agroforestry practices	
	(iii) Jointly coordinating AF interventions with a focus on degraded land to improve services and production.	-Coordination meetings, -Stakeholder working group meetings; -Consultative meetings	RFA, District level and Community level
Component 4: roject management and coordination.	(i) MoE oversight and quality assurance role	-MoE oversight and quality assurance role;	MoE
	(ii) Project audits (annually carried out), mid-term review, completion, accounting and financial management reports, field verifications and M&E reports	-Program Mid-term review; -Program completion report; -Field Verifications and M&E Reports;	RFA
	(iii) Production of knowledge management products	-Production Knowledge Management on agroforestry promotion	RFA
	(iv) PIU (personnel and operations)	-PMU staff + Gakenke District Officers' salaries; -2 laptops; -1 vehicles pick up 4X4; -Vehicles running costs (3*5 years); -1 motorcycles -motorcycles running costs (3*5 years); -Telecommunications; -Office suppliers; -Printer (all in one) [2-3 in 5years]	RFA

1.6.2.2 Tree species

Trees to be planted will be site-adaptive, fast growing, and agroforestry species. Local people will have the right to select tree species on the list presented in Annex 6 according to their preferences.

1.6.2.3 Tree Planting

The site for planting trees will be carefully selected to have the required soil depth for the tree growth. Wherever possible, a 3-5 m spacing will be maintained between trees. One of the most common errors in tree planting is that the rootball is either planted too deep or too high, both of which can cause serious problems. It is recommended that the planting hole will be 2 to 3 times wider than the diameter of the tree's rootball. The depth of the hole shall be equivalent to the height of the rootball. After planting, the hole will be backfilled with soil dug from the planting hole, soil mixed with large amounts of organic soil amendments such as compost. The addition of an organic soil amendment may be called for if the existing soil is of poor quality, such as excessively sandy or heavy clay soils, or those consisting of undesirable fill material. Alternatively, quality topsoil, similar in texture to the existing soil, may be brought in and used for backfill.

When planting on slopes, it will be important to set the tree so the top-most root in the ball on the uphill side is about even with the soil. The side of the root ball on the downhill side will be well above the surrounding soil. Then enough soil and mulch will be brought to the hole to cover the sides of the root ball.

When planting in rock or very compacted soil break up the substrate as best as possible to allow roots to anchor into the landscape. In fact, if this is not done, roots are likely to be very shallow and the tree may grow poorly. Drilling holes in rock below the root ball might help encourage some deep roots that could help secure the tree in windy weather.

Once the plant is properly placed in the hole, cut away and remove all rope, twine, burlap and any plastic or synthetic materials that will not decompose.

1.6.2.4 Watering

Water is a critical factor in the successful establishment of landscape plants. Excessive or insufficient water will impede the formation and/or elongation of new roots. Immediately after planting, the planted area will be watered. Depending on soil type, rootball size, weather, location etc., the rootballs of newly planted trees may need water every day, 2-3 times per week or once a

week; more frequent irrigation may be needed during the dry season or in times of extended drought. A watering schedule needs to be established, as the important thing to remember is that the rootball and planting area need water on a regular basis for the tree to become established. Newly planted trees, with their newly developing roots, must receive adequate water during the entire first growing season, right up until dormancy in the late fall, to become established. Rainfall alone may not provide the adequate, consistent moisture necessary for establishment.

1.6.2.5 Tree Protection and Staking

A tree protection fence will be provided to enhance tree growth and protect young trees from being damaged by the passing humans and animals. Whenever needed and according to the trunk strength, size of the canopy, wind direction and site traffic problems, stakes will be provided.

1.6.2.6 Wastes and germination bags management

Wastes to be generated by the project include germination bags/pots and human excreta. Burlap will be reused or recycled by the project as much as possible. Human excreta to be generated by workers will be handled using temporal or portable pit latrines. Special attention should be paid to not dig them in areas with shallow groundwater or nearby rivers. The germination bags will be collected together after to be used for recycling or to be used again.

2. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

2.1 Environmental and Social Impact Assessment Process in Rwanda

The Republic of Rwanda has developed policy and strategies; legal instruments and institutional framework for environmental protection and conservation. The environmental policies are prepared by the Ministry of Environment (MoE) and regulated and enforced by the Rwanda Environmental Management Authority (REMA), while the Environmental Impact Assessment (EIA) is reviewed and cleared by Rwanda Development Board (RDB).

The Law on Environment No. 48/2018 in its Article 30 guides on the projects that must undergo an environmental impact assessment before they obtain authorization for their implementation. The Law also specifies the main points that an Environmental Impact Assessment must include. All institutions, policies and laws that have bearing with this project are discussed in this chapter.

The Environmental and Social Impact Assessment (ESIA) is a planning tool that permits the integration of environmental concerns into the project planning process at the earliest possible planning and design stages and helps provide management of the project with practical advice on the mitigation of any potentially adverse environmental impacts of the project. In Rwanda, the ESIA is regulated by Law on environment N°48/2018 of 13/08/2018 and Ministerial Order N° 001/2019 of 15/04/2019 establishing the list of projects that must undergo environmental impacts' assessment, instructions, requirements and procedures to conduct environmental impact assessment. This ESIA was conducted according the process shown in Figure 2-1.

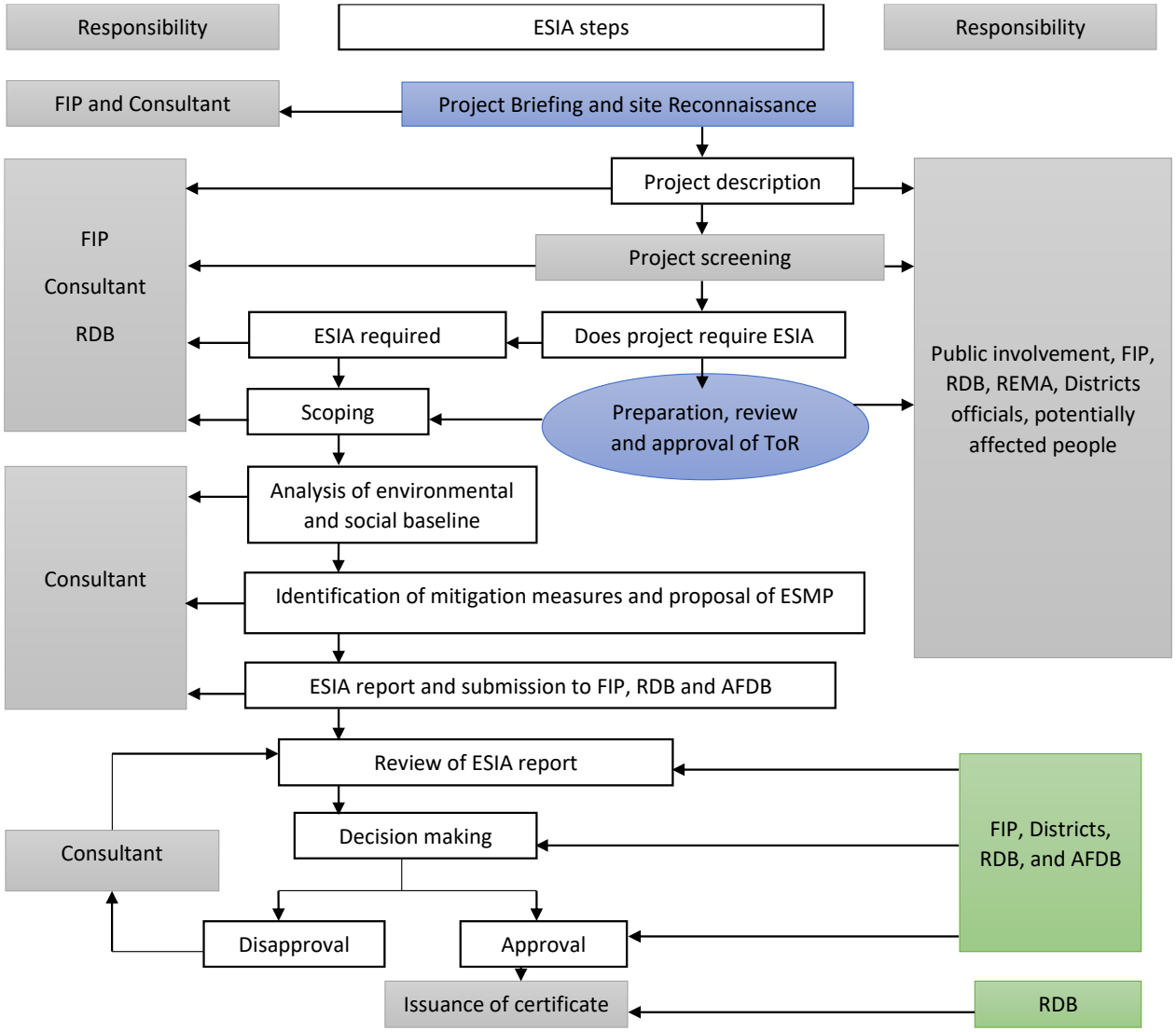

Figure 2- 1: ESIA process in Rwanda
Source: *Adapted from ESIA Process in Rwanda*

The Procedures for Environmental Impact Assessment have been prepared to contribute to improvement of EIA practice in Rwanda and, they aim to serve agencies and individuals taking part in the EIA process. The target groups include developers, EIA experts, staff of REMA, environmental committees at all local government levels (province, Project area, sector and cell), lead agencies, experts from research institutions and universities, NGOs and the general public. The guidelines are designed to ensure that participants in the EIA process understand their roles and that laws and regulations are interpreted correctly and consistently.

2.2 Institutional Framework

In the juridical system of the Republic of Rwanda, the Environmental Impact Assessment procedure is regulated by the Ministerial Order No 001/ 2019 of 15/04/2019 establishing the list of projects that must undergo environmental impact assessment, instructions, requirements and procedures to conduct environmental impact assessment. This list includes large scale investment projects in agricultural such as tree planting, forest restoration etc. Table 2-1 highlights all relevant institutions related to this project. It shows each institution, its objectives and it roles and responsibilities.

Table 2- 1: The roles and responsibilities of relevant Institutions

Institution	Mission	Relevance to the project
Ministry of Environment (MoE)	The Mission of MoE is to ensure the conservation, protection and development of the environment and the safeguard of green and climate resilience for growth of the economy.	MoE is responsible for supervision of the Implementation of the project activities
Ministry of Agriculture and Animal Resources (MINAGRI)	MINAGRI has the mission of promoting the sustainable development of a modern, efficient and competitive agriculture and livestock sector, in order to ensure food security, agriculture export and diversification of the productions for the benefit of the farmer and the economy of the Country.	MINAGRI is responsible for: ✓ Advise on the agroforestry tree species to be planted in the project area
Rwanda Forest Authority (RFA)	The mission of **RFA** is to ensure the growth of forest resources, their management and protection for sustainable development purpose.	RFA is responsible for: ✓ Implementation of the project ✓ Advise on the tree species to be planted in the project area
Rwanda Environment Management Authority (REMA)	REMA has the objective to promote and ensure the protection of the environment and sustainable management of natural resources through decentralized structures of governance and seek national position to emerging global issues with a view to enhancing the well-being of the Rwandan people.	REMA is responsible for: ✓ Auditing the project compliance with the laws on environment during its preparation and implementation phases.

Institution	Mission	Relevance to the project
National Land Authority (NLA)	The NLA mission is to implement national policies, laws, strategies, regulations and Government resolutions related to the management and use of land;	NLA is responsible for advising on: ✓ Land-use planning for reforestation
Local Administrative Entities Development Agency (LODA)	Mission of **LODA** is to contribute to the capacity building of the population and decentralized entities by outsourcing funding to finance the socio-economic development of decentralized entities and reduction of extreme poverty in Rwanda.	✓ Involvement in Agroforestry through policy implementation, law enforcement and community awareness raising.
Rwanda Development Board (RDB)	**RDB** has objective of accelerating Rwanda's economic development by enabling private sector growth.	✓ RDB will have the responsibility of reviewing the ESIA reports, providing environmental compliance certificates to development projects. RDB has cleared the ESIA prepared in the feasibility study of the development project and issued Certificate.
Rwanda Agriculture Board (RAB)	RAB has the general mission of developing agriculture and animal resources through research, agricultural and animal resources extension in order to increase agricultural and animal productivity as well as their derived.	RAB is responsible for: ✓ Responsible for promotion of the sustainable agriculture development, which involve agroforestry technologies.
Ministry of Gender Equality and Family Promotion (MIGEPROF)	MIGEPROF has objectives to promote equality and equity for both men and women and ensure empowerment of women through the national development processes of Rwanda.	MIGEPROF will play a key role of Gender and Community Mobilization for the project to be more gender responsive.
Ministry of Finance and Economic Planning (MINECOFIN)	MINECOFIN has the mission of mobilizing budget that is used to implement government development projects	Mobilization of funds for the implementation of the Agroforestry strategies and related policies
Fund for the Environment in Rwanda (FONERWA)	**FONERWA** has mission to mobilize and manage resources for achieving environmental sustainability, climate resilience, and green growth in order to promote Rwanda's short,medium,and	FONERWA is responsible for: ✓ Cross-sectorial financing mechanism to support the achievement of environmentally sustainable projects, and ✓ climate resilient and green economic growth as articulated in the Green Growth and Climate Resilience Strategy

Institution	Mission	Relevance to the project
	longterm sustainable development goals; To fund projects and programmes by public and private sector organizations that produce results contributing to these objectives	
University of Rwanda	To support the development of Rwanda by discovering and advancing knowledge, committed to the highest standards of academic excellence	Has two colleges that directly deal with biodiversity and agrobiodiversity: College of Agriculture, Animal Sciences and Veterinary Medicine and the College of Science and Technology. Offers programs and degrees in Agroforestry, forestry and soil management. They should be engaged in selection of tree species.
District (Gakenke**)**	The district has the mission of implementing projects for the social economic development of the residents	The District is responsible for: ✓ Ensuring the implementation of the project complies with laws, policies, related to environment, social, health and safety requirements and programmes relating to protection, conservation and promotion of theenvironment;
Grievance Redress Committee (GRC)	The GRC will ensure that complaints and grievances are addressed in good faith and through a transparent and impartial process, but one which is culturally acceptable.	The GRC will ensure that ✓ Record, categorize and prioritize the grievances; ✓ Settle the grievances via consultation with all stakeholders (and inform those stakeholders of the solutions) ✓ Forward any unresolved cases to the relevant authority.
Local community and community verifiers	Communities have the mission to implement the government policy, regulations, programmes and projects including those related to protection of land from soil degradation, improvement of the soil fertility and agroforestry	Communities are responsible for: ✓ Lease the land for the project activities; ✓ Participating in the grievance redress committees; ✓ Checking, keeping track and reporting of any project related issue to the communities, ncluding those related to GRM or GBV; ✓ Providing the project labour force and protection of trees

2.3 PolicyFramework

The National Policies, Plan and Strategies relevant to this project are summarized in Table 2-2

Table 2- 2: National Policies, Plan and Strategies

Policy, Plan, Strategy	Objective	Relevance
Good Governance/Cross Cutting		
Rwanda Vision 2050	Rwanda to become an upper middle-income country by 2035 and a high-income country by 2050. Vision 2050 takes into account the aspiration of Rwandans to leave to our children a better world to live in. As such, growth and development will follow a sustainable path in terms of use and management of natural resources while building resilience to cope with climate change impacts. Rwandans' aspiration for high quality of life will be further appreciated through the quality of the environment, both natural and built.	This project is in line with the country's visions (2035 and 2050 visions). During the project implementation, the local communities will be sensitized on the benefits of trees
National Strategy for Transformation (NST1, 2017-2024)	The NST1 aims to accelerate the transformation and economic growth with the private sector at the helm. With this new strategy, Rwanda's public policy will focus on developing and transforming Rwandans into a capable and skilled people ready to compete in a global environment.	This project is in line with the NST1 as it will transform the human development by giving jobs and play role in disaster management, protection of the environment and climate change, etc.
National Poverty Reduction Strategy, 2013-2018	The National Poverty Reduction Strategy identifies the transformation of priority areas including human development which covers the actions of improving living conditions of the poor, economic infrastructure, governance, development of the private sector and the institutional reinforcement.	This project is in line with the stated policy as it will transform the human development by improving living conditions of the poor and agriculture productivity.

Policy, Plan, Strategy	Objective	Relevance
Environment, Natural Resources and Ecosystems		
National Environment and Climate Change Policy, 2019.	The main objective of the National Environment and Climate Change Policy is to make Rwanda a nation that has a clean and healthy environment, resilient to climate variability and change that supports a high quality of life for its society.	The project will comply with this policy by ensuring health and safety standard on environment and climate change.
National Biodiversity Strategy and Action Plan, 2016	This strategy defines the objectives and priorities for the conservation and sustainable management of biodiversity. The plan includes hillsides and wetlands and protected areas as some of the areas that need to be conserved.	The project activities will avoid practices that destroy the biodiversity and protected areas and contribute with different measures to support biodiversity conservation and restoration
Rwanda Biodiversity Policy, 2011	The goal of this Policy is to conserve Rwanda‘s biological diversity, to sustain the integrity, health and productivity of its ecosystems and ecological processes, whilst providing lasting development benefits to the nation through the ecologically sustainable, socially equitable, and economically efficient use of biological resources.	The project will avoid destruction of natural resources through avoidance of prohibited practices such as improper waste dumping that may pollute the nearby water bodies or wetlands.
National Land Policy, 2019	The vision of this policy is to build a nation that enjoys equal land rights, security of land tenure, efficient land use planning and management for sustainable development.	The project will respect mechanisms which guarantee land tenure security. Where not possible, fair compensation will be provided.

Policy, Plan, Strategy	Objective	Relevance
National Policy for water resources managemen t, 2011	The water policy aims at fair and sustainable access to water, improvement of the management of water resources, etc. through reforestation, water catchments areas and water collection	The project activities will comply with this policy by reforestation.
Health, Safety and Sanitation		
National Occupational Safety and Health Strategy, 2019	It aims at providing a framework for coordination of OSH activities among public, private, employees organizations and civil society institutions	This policy will govern implementation of the project by establishing safety and health standards at the project site and ensure compliance with occupational safety and health standards.
Environment al Health Policy, 2008	The overall objective of the Environmental Health Policy is provision of adequate environmental health services to all Rwandans with their active participation.	This project will comply with this policy by providing good environmental, social, health and safety working conditions to workers and neighboring residents.
National Strategy for Climate Change and Low Carbon Development, 2011	This Strategy is the first attempt at plotting a climate resilient and low carbon development pathway `for Rwanda. It is the start of a continuous process which is described in the Enabling Pillars and it will be implemented through the Programmes of Action	By planting trees this project will contribute to the achievement of the goals by achieving socio-economic development that is resilient to economic, social and environmental shocks related to population growth and climate change.

2.4 Legal Framework

A summary of the national legal framework applicable to this project is presented in Table 2-3.

Table 2- 3: Relevant National legal framework applicable to this project

Law/Regulation/ Order	Objective	Relevance
Environment, Natural Resources nd Ecosystem		
Law on Environment, 2018	This Law determines modalities for protecting, conserving and promoting the environment. The Article 5 of the Law institute the Polluter pays principle aiming to deter activities impairing environment and punish any person who violates regulations. Article 42 prohibits: • to dump any solid, liquid waste or hazardous gaseous substances in a stream, river, swamp, pond, lake and in their surroundings; • to damage the quality of the surface or underground water; • to dump, spill or deposit materials of any nature that may cause or increase water pollution; • to build in water sources, streams, rivers and lakes and in the buffer zone in a distance of ten metres (10 m) away from streams and fifty metres (50 m) away from lakes; • to pile soil and any other materials in wetlands; to compact or change the nature of the wetland; • to build in the swamp and in the buffer zone in a distance of twenty metres (20 m) away from the swamp boundaries; • to drain, divert or block the rivers without prior authorization of the competent authority; • to dump, make flow any hazardous waste, waste water, except after treatment in accordance with applicable guidelines (Annex 12 and 13).	Given the nature and scope of this project and basing on this law, the project activities are classified under project that must undergo an Environmental Impact Assessment before obtaining authorization for its implementation. The contractor will adhere with all requirements of the Law, avoiding the pollution to the environment
Ministerial Order No 001/ 2019 of 15/04/2019	The order establishes the list of projects that must undergo environmental impact assessment, instructions, requirements and procedures to conduct environmental impact assessment.	This ESIA is conducted to fulfill the requirements for the Law No 001/ 2019 of 15/04/2019

Law/Regulation/ Order	Objective	Relevance
Wetlands Law: Prime Minister's order No 006/03 of 30/01/2017	Wetlands and lakes are protected by levels of exploitation published in a list of swamp lands, their characteristics and boundaries and determining modalities of their use, development and management. The order prescribes three management levels for specific lakes and wetlands: "Full Protection"; "Use under Specific Conditions" and; "Use without Specific Conditions"	The project will avoid those areas classified as "full protected area".
National Water Law: Law n°62/2008 of 10/09/2008 putting in place the use, conservation, protection and management of water resources regulations	This Law defines the applicable rules to the use, conservation, protection and management of water resources. The law further defines water reserves, public water domain of the State in the districts, natural public water domain and provides modalities of compensation for damage to a water resource and penalty on water polluting	The project will adhere with all the applicable rules to the use, conservation, protection and management of water resources.
Law governing the preservation of air quality and prevention of air pollution in Rwanda, 2016	This Law determines modalities for preservation of air quality and prevention of air pollution in Rwanda.	As per this law, the project will avoid the practices likely to affect air quality or pollute the atmosphere in the project areas by watering loose exposed bare soil. It will rather contribute to improving air quality through plantation of new trees
Regulations Governing Hazardous Waste Management, 2018.	These regulations aim to protect public health and the environment by regulating hazardous waste management and shall apply to any person engaged in the generation, storage, collection, transportation, treatment or disposal of hazardous waste. Regulation prohibits persons from generating hazardous waste without a valid Environmental Impact Assessment Certificate, and requires the segregation of hazardous waste.	The project does not intend use of any hazardous material.
Law N^{0}49/2018 of the 13/08/2018 determining the use and management of Water resources in Rwanda	The law determines guidelines principles aiming at preventing pollution of water (through dumping, spilling or depositing hazardous chemicals on water) and rational use of water resources.	As per this law, the project activities will be carefully undertaken by proper handling and storing tree nursery effluent to avoid incidence of pollution to the water resources

Law/Regulation/ Order	Objective	Relevance
Regulations governing Liquid Waste Collection and Transportation, No:005/R/SAN/ EWS /RURA/2016	These regulations establish a framework for liquid waste collection and transportation in Rwanda;	The project implementing contractor will ensure proper management of any produced liquid wastes by signing contract with a refuse collection and transportation and disposal company;
Regulations governing solid wastes recycling in Rwanda, 2015	This regulation aims at protecting the public health and the environment by encouraging the diversion and recovery of recyclable materials.	The reuse and recycle of solid wates will be considered during the project
Law governing biodiversity in Rwanda,2013	This Law determines modalities for management and conservation of biological diversity within Rwanda.	Any biological diversity in the project area will be protected
Law N° 27/2021 of 10/06/2021 Governing Land	This Law determines modalities of acquisition, registration, allocation, possession, transfer, management and use of land.	It is expected that the project activities will be implemented on the public land or the land will be voluntarily availed by the owners. In any case, the project will ensure rights on lands are considered.
Labour and Social Equity		
Law relating to expropriation in the public interests, 2015	This Law determines procedures relating to expropriation in the public interest.	It is expected that the project activities will be implemented on the public land or the land will be voluntarily availed by the owners, otherwise the affected land and properties will be compensated according to the Law
Law Regulating Labor in Rwanda, 2018	The Law regulate the employment in the public and private sector and specifies many issues including those related to occupational health and safety, Occupational accident or disease, right to salary, social security, protection against workplace discrimination, protection from forced labor, etc	This project will abide in good conducive working conditions during the implementation of the project. The client wil ensure the project work comply Labor law to ensure good working conditions and wellness of workers. All forms of discrimination will be avoided during recruitment of workers (male and female workers).

Law/Regulation/ Order	Objective	Relevance
Law N° 48/2015 Of 23/11/2015 Governing the Organisation, Functioning and Management of Health Insurance Schemes in Rwanda	The Law determines the organization, functioning and management of health insurance schemes in Rwanda. Article 4 of this Law specifies that the Employer's contribution to the payment of health insurance contributions for employees Any employer, whether public or private, shall be required to contribute to the payment of his/her employees" health insurance contributions in a recognized insurance scheme satisfying conditions required by law. Each employer shall furnish proof of having subscribed to insurance for his/her employees	The client will ensure the project workers have health insurance.
Safety, Health and Sanitation		
Ministerial Order determining conditions for occupationa l health and safety, 2012	This Order determine the general and specific rules and regulations relating to health and safety at workplace in order to secure the safety, health and welfare of persons at work and protect them against risks to safety and health arising from work	As required by this law and the LMP of the project, health and safety will be given a priority by ensuring the adequate PPEs is given to workers daily, regular toolbox meetings on the required health and safety during all phases of the project implementation, insurance and compensation ensured in case of accidents or death.
Access to information		
LAW N° 04/2013 relating to access to information	Provides the public with right to information. This law enables the public to access information possessed by public organs and some private bodies. It also sets out the methods for promoting the publication and sharing of information.	The project will avail information and involve the public and project stakeholders in assessing activities, documents or records related to the project activities. The project documents will be disclosed to public in print outs copies, sms, communiqué in churches, meetings, Umuganda and other gatherings. The documents will be disclosed on websites of MoE, REMA and concerned districts
Cultural Heritage		
Law nº 28/2016 on the preservation of cultural heritage and traditional knowledge	Defines tangible cultural heritage, provides classification criteria , organs in charge of classification and stresses on the preservation of cultural heritage and traditional knowledge	The project will protect and preserve the historical area, building, visual representation, and monuments showing artistic talent.

2.5 AfDB Environmental and Social Regulatory Framework and other International Legislative Framework

2.5.1 African Development Bank

This project is funded by the African Development Bank and must comply with the bank Environmental and Social Safeguard Policies. These policies reflect the Bank's commitment to improving environmental and social sustainability in its investments. Environmental and social sustainability is key to economic growth and poverty reduction in Africa. The Bank's Strategy for 2013-2022 emphasizes the need to assist regional member countries in their efforts to achieve inclusive growth and transition to green growth. In addition, the Bank is committed to ensuring the social and environmental sustainability of the projects it supports. The policies are designed to promote the sustainability of project outcomes by protecting the environment and people from the potentially adverse impacts of projects. The safeguard policies aim to avoid adverse impacts of projects on the environment and affected people, while maximizing potential development benefits to the extent possible. They help borrowers/clients to strengthen their safeguard systems and develop the capacity to manage environmental and social risks. The Bank requires that borrowers/clients comply with these safeguards' requirements during project preparation and implementation.

The borrower or client must comply with all local and national environmental, health and safety laws and regulations. Workers procured by third parties. In respect of workers procured by third parties to work directly on or support the project, the borrower or client ascertains that the contractors, subcontractors, or intermediaries that procure these workers are reputable and legitimate enterprises and have appropriate management systems to operate in a manner consistent with the requirements of the Operational Safeguard (OS) 5. The borrower or client establishes policies and procedures for managing these contractors, subcontractors and intermediaries and monitors their performance in relation to the requirements of the OS-5. In addition, the borrower or client incorporates these requirements in contractual agreements with its contractors, subcontractors and intermediaries Supply chains.

To this end, the Bank has adopted five Operational Safeguards (OS), guided by the need to limit their number to just what is required to achieve the goals and optimal functioning of the Integrated Safeguards System (ISS) of the African Development Bank.

Table 2- 4: AfDB Operational Standards relevant to this project

AfDB Operational Safeguard	Objective	Relevance to the Forest Investment Program (FIP) Project
Operational Safeguard 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 project has undergone the environmental assessment to reduce, mitigate otherwise compensate all project impacts
Operational Safeguard 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 incorporates a number of refinements designed to improve their operational effectiveness.	This project does not trigger the OS 2 as the project's land will be acquired from the public domain or it will be voluntarily donated by the owners.
Operational Safeguard 3: Biodiversity and ecosystem services.	This safeguard aims to preserve biological diversity and promote the sustainable use of natural resources. It also translates the policy commitments in the Bank's policy on integrated water resources management into operational requirements	The project entails preparation of the ESIA, with measures to conserve the biodiversity in the project area. The project activities (afforestation) will also promote/protect the biodiversity and its habitat
Operational Safeguard 4: Pollution prevention and control, greenhouse gases, hazardous materials and resource efficiency. that are followed by other multilateral development banks, including greenhouse gas accounting.	This safeguard covers the range of key impacts of pollution, waste, and hazardous materials for which there are agreed international conventions, as well as comprehensive industry-specific and regional standards	The projet ESIA detailed measures to manage the potential project's impacts/risks related to pollution, waste, and project's discarded materials.
Operational Safeguard 5: Labour conditions, health and safety.	This safeguard establishes the Bank's requirements for its borrowers or clients concerning workers' conditions, rights and protection from abuse or exploitation. It also ensures greater harmonization with most other multilateral development banks.	The ESIA proposes the management of labours including worker's safety, health and right

Generally, the available policies and laws on Environment, Social development and cross cutting issues have been dully reviewed. Therefore, the planning, implementation (operation) and

Monitoring and Evaluation of components of the SD should abide these policies and laws and the responsible competency agencies should ensure its compliance. It is worth noting that the project will follow the AfDB and national safeguards as described above. In case of inconsistency or conflict, the AfDB safeguard will supersede over the national law.

2.5.2 International Agreements

Rwanda has signed and ratified various international conventions relevant to general environmental protection and, the following conventions and protocols are relevant to the present study:

- The international Convention on Biological Diversity (CBD) and its habitat signed in Rio de Janeiro in Brazil on 5 June 1992, as approved by Presidential Order No 017/01 of 18 March 1995;
- The Ramsar International Convention of February 2, 1971 on Wetlands of International importance, especially as water flows habitats as authorized to be ratified by Law No 37/2003 of 29 December 2003;
- Paris Agreement/Paris Climate Agreement or COP21 of December 2015 on reduction of the emission of gases that contribute to global warming. This agreement was signed by Rwanda on 22/04/2016 and ratified on 06/10/2016;
- ILO Multilateral Framework on Labour Migration. The ILO Multilateral Framework comprises non-binding principles and guidelines for labour migration, invites governments of States Members of the ILO, employers' and workers' organizations, as well as relevant international organizations, to promote fair labor deal in a global economy.

The Project will comply with the above international agreements by ensuring vegetation clearance is limited as much as possible and by avoiding destruction of habitats for endangered species if any. During recruitment of the project workers, all forms of discrimination including migrants or gender based will be avoided.

3. STAKEHOLDERS CONSULTATIONS AND METHODOLOGY FOR ESIA

3.1 Introduction

Different techniques were used to collect data required for this ESIA study and these include a comprehensive literature review, field visits, investigation and direct observations, field surveys and interview with key stakeholders.

First, the consultant had a kick off meeting and handed all documents and information related to the project of Development of Agroforestry and Sustainable Agriculture Project Under the Forest Investment Program (FIP). The consultant proceeded with field data collection including environmental and social baseline in the the project area. Then, on 20th October 2022 a consultation workshop was conveyed in Huye to: (1) inform the stakeholders about the project; (2) hear and learn from the stakeholders on how to improve the planned project activities. The workshop was implemented in a flexible manner adapting and responding to the stakeholder's context. A summary of the consultations performed and their outcomes in this ESIA is provided in Chapter 9. The list of people who participated in the workshop is found in Annex 4.

The consultant also reviewed relevant policies, strategies and regulations related to forest, natural resources, national socio-economic surveys and environmental impact assessment. Table 3-1 describes tasks and approaches used to conduct this study.

Table 3- 1: Overview of tasks and approaches

Task & Activities	Approach
Task 1: Project site reconnaissance	Fieldwork, observation and mapping
Task 2: ESIA Application to RDB	Desk work of analyzing and compiling the information from the field and literature review, preparation of the ESIA project brief and TORs
Task 3: Preparation and presentation of an inception report	Desk work to discuss the methodological approaches to the assignment (ESIA for Development of Agroforestry and Sustainable Agriculture in the Project area)
Task 4: ESIA Scoping	Desk work, field surveys, interviews to identify key issues for the ESIA, preparation and approval of ToRs
Task 5: Review of policies, regulatory framework applicable to ESIA;	Desk work to review national and international policy, laws, treaties and agreements relevant to this project.

Task & Activities	Approach
Task 6: Analysis of the project components and activities	Field surveys, mapping, interviews and questionnaires to officials from FIP, Gakenke district and local people.
Task 7: Collection of the biophysical and social-economic baseline information	Physical, biological and social-economic investigations (field surveys, observations, mapping, interview, questionnaires, literature review) to identify the background environment in terms biological environment, socio-economic and cultural environment
Task 8: Impact identification, impact analysis and impact significance and occupational Safety & Health concerns	Field work and desk work, identifying and analysis of the project impacts and their significance to the communities and environment.
Task 9: Analysis of mitigation measures	Field work and desk work to identify and analyse the project mitigation measures
Task 10: Analysis of alternatives (trees, seedling technology, waste management) techniques)	Desk work, field surveys to analyse the project alternatives in terms of policy, plans, programme, projects, planting and seedling technologies or management and work schedule
Task 11: Environmental and Social Management Plan (ESMP) and Environmental and Social Monitoring Plan	Desk work compiling together according to the project activities, the project impacts, mitigation measures, management and monitoring indicators, responsibility, frequency and cost.
Task 12: Preparation and Disclosure of the Draft Report	Desk work compiling all together all ESIA chapters and disclosure to the client (FIP, Districts and other key project stakeholders).
Task 14: Preparation and presentation of the final report	Desk work, revising the draft report according to the inputs from the client and key project stakeholders
Task 15: Submission of final report and issuance of a certificate of approval by the Rwanda Development Board	Submission of the Final ESIA Report to RDB for final review and approval and issuance of the Clearance Certificate.

3.2 Literature Review

Literature relating to the Development of Agroforestry and Sustainable Agriculture projects and ESIA reports were reviewed. These include:

- African Development Development Bank (AfDB) Integrated Safeguards System (ISS).
- Rwanda vision 2035 and 2050 and 7-Years Government Programme: National Strategy for Transformation (NST1)2017–2024;
- The Environmental New Law (No. 48/2018 of 13/08/2018) determining the modalities for protecting, conserving and promoting the environment;
- Ministerial Order No 001/2019 of 15/04/2019 Establishing the List of Projects that Must Undergo Environmental Impact Assessment, Instructions, Requirements and Procedures to Conduct Environmental Impact Assessment, 2019;
- Ministerial Order determining modalities of establishing and functioning of occupational health and safety committees, 2012;
- National Land Law, 2013;
- Law relating to expropriation in the public interests, 2015;
- Law Regulating Labor in Rwanda, 2009;
- Law governing the preservation of air quality and prevention of air pollution in Rwanda, 2016;
- Law governing biodiversity in Rwanda, 2013;
- Ministerial Order determining conditions for occupational health and safety, 2012;
- Sector guidelines for EIA for foret projects in Rwanda, 2009

3.3 Environmental and Social Baseline Conditions

Environmental and social baseline surveys were conducted within the project area to establish prevailing biophysical and socio-economic conditions that served as basis for impacts assessment and future monitoring. Baseline conditions were established based on literature review and field biophysical and social surveys as well as consultations with relevant stakeholders.

a) Field visits and detailed studies were conducted along the proposed districts to be part of the project. The site visits were undertaken in the period of October 2022. During the site visits, the different biodiversity features, habitat, vegetation, climatic parameters and

landscape units were identified and recorded. Walk-through-surveys were undertaken and all dominant observed plant and animal species were recorded.

b) Review of existing information and data on environmental parameters like rainfall and temperature;
c) Review and reference to the existing laws, regulations, policies and working documents relating to biodiversity features to verify how the project conforms to them; and
d) Consultations with the relevant stakeholders (FIP, REMA, RDB, Project area, local communities) on the key issues that need special attention and Expert judgment.

3.4 Socio-economic assessment

The socio-economic survey started with the compilation of a baseline description. The baseline description was derived from a range of secondary data (including but not limited to census data, existing reports, development plans and other strategic planning documents) and primary data collection. The primary data used for the baseline was based on information provided by the directly-affected landowners, other project affected persons (PAPs) and issues raised through the public consultation process.

The impact assessment phase incorporated the identification and assessment of socio-economic impacts (direct, indirect and cumulative) that may result from the nursey establishment to planting phases of the project. Mitigation measures that address the local context and needs were recommended as the final phase of the study.

3.5 Environmental Standards

Environmental standards are maximum or acceptable levels of particular parameters recommended to support or maintain healthy the ecosystem's functions. The most important environmental parameters to be considered for this project include:

- Soil cover/erosion/dust emission
- Number of trees planted in the project area

4. IDENTIFICATION AND ANALYSIS OF POTENTIAL ENVIRONMENTAL & SOCIAL IMPACTS

4.1 Impacts Identification

For the identification of the project impacts, Table 4-1 was first used as a guideline. Further, the outcomes from field baseline data collection and consultation with the project stakeholders helped to identify more impacts.

Table 4- 1: Identification of the Project impacts using a checklist table

Receptor / Activities	Atmosphere	Surfacewater	Groundwater	Soil	Geology	Landscape	Archaeology	Flora and Fauna	Landuse	Local population	Local employment	Utilities	Infrastructures	Economics	
Planning phase (Project's land acquisition)															
Nursery phase (Tree nursery establishment)															
Post nursery (Rehabilitation of nursery areas at the end of nursing phase**)**															
Transplanting phase (Digging of holes, Transplanting)															
Growing phase (Plant growth & replacement)															

Source: *Consultant, 2022*

4.2 Impacts Evaluation/ Characterization

The potential environmental and social impacts (adverse and positive) of the Development of Agroforestry and Sustainable Agriculture Project activities during the seedling, nursery establishment and plantation Phases were identified by means of a significance Matrix (Table 4-2), where the interactions between relevant project activities and the natural/physical environmental components and the social components were considered to determine whether or not the interaction may create potential impacts. The potential impacts on the baseline conditions were then evaluated according to the following criteria:

Table 4- 2: Impact Evaluation Criteria

Criteria	Indicative Assessment Thresholds used for each Rating Criteria:	
	Threshold	**Typical Descriptions**
Characterization of Impact	Positive	Impact is an improvement on the current situation or is desirable
	Negative	Impact is a worsening over the current situation or is not desirable
Type of Impact	Direct	Project results in a direct impact upon aspect/ receptor/ resource (i.e. generally within the Project footprint with a relevant buffer).
	Indirect	Indirect effect upon aspect/receptor/resource.
	Cumulative	Cumulative effect upon receptor.
Reversibility	Reversible	The effect is reversible.
	Irreversible	The effect is potentially permanent and not reversible.
Geographic Extent	Localized	Impact is limited to specific individuals or communities or environmental receptors at or close to the project
	Regional	Impact extends across the whole Rwanda
	National or Transboundary	Impact extends to neighboring countries like in our case DRC, Burundi, Tanzania, Uganda, etc.
Time when the impact occurs	Immediate	Effect occurs immediately following the project activities.
	Delayed	Effect delayed and occurs sometime after project activity/action.
Duration	Very short term	Impact is expected to last in the short term (0-1 year) (e.g. less than two years).
	Short	Impact is expected to last in the short term (1-5 years)
	Medium term	Impact is expected to last in the medium term (5 – 10 years) (e.g. between two and ten years).
	Long term	Impact extends throughout the project operation phase and beyond (e.g. beyond 10 years)
	Permanent	Impacts that cannot be remedied
Probability	Unlikely	The impact can be considered to be unlikely to occur (<20% chance of occurring)
	Probable	The impact can be considered to have likelihood of occurring (40% - 70% chance of occurring)
	Certain	The impact can be considered to have a high likelihood of occurring (>90% chance of occurring)
Magnitude	Negligible	Does not have a measurable impact.

Criteria	Indicative Assessment Thresholds used for each Rating Criteria:	
	Threshold	**Typical Descriptions**
	Low	Has a distinguishable low-level impact on environment or communities For *Negative* Impacts: Some measurable change in resource or its quality or vulnerability; minor loss of, or alteration to, one (maybe more) key characteristics, features or elements. For *Positive* impacts: Minor benefits to, or addition of, one (maybe more) key characteristics, features or elements; some beneficial impact on resource or reduced risk of negative impact occurring.
	Moderate	Impacts are both distinguishable and measurable and affect the majority of the local population/social aspects or environment. For *Negative* Impacts: Loss of resource, but not adversely affecting the integrity; partial loss of/damage to key characteristics, features or elements. For *Positive* Impacts: Benefit to, or addition of, key characteristics, features or elements; improvement of receptor/resource quality.
	High	Has a measurable and sustained positive or negative impact on social or environmental aspects. For *Negative* Impacts: Loss of resource and/or quality and integrity ofresource; severe damage to key characteristics, features orelements. For *Positive* Impacts: Large scale or high improvement of resource quality; extensive restoration or enhancement; major improvement in receptor/resource quality.

Furthermore, for certain topics quantitative thresholds/limit values (e.g. air quality, water quality, noise levels etc.) have been considered in determining the Magnitude of Impact.

4.3 Assessment of Impact Significance

The significance of the project impacts was quantified Using the Impact Prediction Matrix (Table 4-3), whereby the impact risk is proportional to its extent, duration, magnitude and probability (Risk = (Extent + Duration + Magnitude) x Probability).

Table 4- 3: Assessment of the project impacts using the Impact Prediction Matrix

Category of Impact	Significance Level	Assigned Score
MINOR	Very Low	1
	Moderately Low	2
	Low	3
MEDIUM	Low Medium	4
	Medium	5
	High Medium	6
MAJOR	High	7
	Moderately High	8
	Very High	9
	Extremely High	10

Source: Ramakrishna, 2015

5. ANALYSIS OF PROJECT INFLUENCE AREA

5.1 Biophysical Environment

5.1.1 Location

The project will be implemented in the District of Gakenke (Figure 1-1), one of the five districts of the Northern Province. The district borders with Rulindo District at its Eastern side, Burera and Musanze Districts at its North, Nyabihu District at its West, at the South by Kamonyi and Muhanga Districts. This District is divided into 19 administrative Sectors made of 97 Cells, 617 Villages (Imidugudu) and 73,765 Households. The location of the district on the road Kigali-Musanze provides some opportunities related to some activities that may be attractive to passengers like that of Nyirangarama or other that may come from businesses‟ creativity. Table 1-4 specifies the sectors which will be part of the project in Gakenke district.

5.1.2 Topography

Gakenke district is characterized, in general, by high inclined hills separated by rivers and marshlands. The relief seems to comprise two distinctive regions with the high-altitude region with mountains attaining at least 2 648 m (Mont Kabuye) and another region characterized by lowly inclined hills of 1 700 m of altitude which in one way or another traduces soil-erosion. Marshlands occupy an area representing 361 Hectares. These marshlands are generally exploited during the dry season (May-September). The main crops planted in those marshlands are maize, beans, Irish potatoes, sweet potatoes, etc…

5.1.3 Hydrographic Description

The District of Gakenke is endowed with reserves that could provide enough water for both consumption and agricultural purposes. These include substantial rainfall (between 1 100 and 1 500 mm per year) and the abundance of streams and watercourses. The main rivers flowing in Gakenke district are Cyacika, Bahimba, Isumo, Busanane, Kiyebe, Senzare, Gaseke, Kinoni, Nyamuhanga, Base and Mugobore. The District of Gakenke enjoys parts of Ruhondo Lac on the side of Kamubuga and Kivuruga Sectors. Alongside Gakenke district, two main rivers go along which are Mukungwa River at the western side of the district, and Nyabarongo River at its South. The last two rivers pour their water in Akagera River, tributary of Nile River. Since most houses are situated on the summit and on the slopes of hills and due to the accidental relief in Gakenke district, the erosion takes what would be the fertile soil to Mukungwa and Nyabarongo Rivers then to be taken to Nile River. The

district has to take precautions to contain its soil and to protect it against erosion.

5.1.4 Climate and Rainfall

The climate in Gakenke district is generally the type of humid climate with the average annual temperature varying between 16°C and 29°C. The humid wind comes from East to West. The rainfalls are relatively abundant with a scale between 1 100 and 1 500 mm per year. As it is the case in Northern Province, Gakenke district has four different seasons:

- The small dry season: January-February
- The high rain season: March- end Mai
- The high dry season: June- end August
- The small rain season: September- December

This climate makes Gakenke district to be a favorable region of agricultural activities.

Gakenke District has substantial annual rainfall ranging from 1100 to 1500 mm which sometimes lead to landslides that are associated with loss of lives, damage of infrastructure and crops. It has also abundant hydrological network ranging from part of Ruhondo Lake (Kivuruga and Kamubuga Sectors), to rivers Mukungwa and Nyabarongo (respectively making its borders to the West and the South); other rivers flowing in the District: Cyacika, Bahimba, Isumo, Busanane, Kiyebe, Sanzare, Gaseke, Kinoni, Nyamuhanga, Base, and Mugobore. These rivers pour their water to the Nile River through Mukungwa and Nyabarongo (Mukungwa being tributary to Nyabarongo) and due to the hilly topography, the District is always fighting against soil erosion and degradation as good soil is taken to the Nyabarongo towards Nile.

5.1.5 Geology and Soils

The vegetation in Gakenke district composes of eragrostis, a dominant grass (which is an evident sign or characteristic of the high level of deteriorated soil), whereas on different small and high mountains big planted trees are evident. Here and there on nice hills and valley, the vegetation is mainly constituted by green crops cultivated near or far houses in the framework of land use consolidation. On hillsides, the soil is from the granite origin whereas in marshlands and valley the soil is clay.

5.2 Biological Environment

The flora is composed of planted trees, crops (passion fruits, pineapple, coffee, maize, wheat, beans). Forestry coverage is 20900 ha (29%) against 30% targeted. For the fauna, in addition to livestock,

the district hosts a variety of bird species like eagle, sparrow hawk, cranes and ravensand that can be attractive to tourism.

5.3 Socio- Economic Environment

5.3.1 Population characteristics

The district spreads over 704.06 Km2, with the population size is 354,469 including 167,753 males and 186,713 females and density of 503 inhabitants/Km2 with a fertility rate of 3.1% and youth representing 30.9%. If population continues to grow at a fertility rate of 4.7%, strategies of developing the district may be out weight by this high rate as far as GDP per capita is concerned and this may lead to spiral poverty in the district.

5.3.2 Employment and income generation

The district's economy is mainly led by agriculture with other sectors being mining (clay, coltan, cassiterite, and sand quarries), handcraft and commerce. According to the fourth Integrated Household Living Conditions Survey (EICV4), the poverty rate was 42% against 39.1% countrywide, while extreme poverty was 16.2% against 16.3 at national level.

5.4 Summary of the project area Environmental and Social Baselines

Ovearall this project will be implemented in areas with high and steep mountains ranging between 1,700 m and 2648 m (Mont Kabuye) with very high risk of erosion and landslide. The project area is dominated by tree plantations and crops (passion fruits, pineapple, coffee, maize, wheat, beans). Forestry coverage 29% against 30% target. Fauna is dominated by the livestock and a variety of bird species like eagle, sparrow hawk, cranes and ravensand. The people's livelihood mainly depends on farming, explaining the need for such a project (Table 5-1).

Table 5- 1: Summary of Project Area Environmental and Social Baselines

District	Surface area (km^2)	Social economic Indicators	Soil and topography	Climate and rainfall	Wetland and water resources	Biological environment	Critical issues
Gakenke	704.06	73,765 Households 354,469 People including 167,753 Males and 186,713 females. Fertility rate of 3.2% Agricultural Dominated economy	High and steep mountains with 1,700-2648 m (Mont Kabuye) Degraded soil	Temperature (16^oC-29^oC) Rainfall (1100-1500 mm per year)	• Wetlands covering 361 hectares • Water courses of Nyabarongo, Mukungwa, Cyacika, Bahimba, Isumo, Busanane, Kiyebe, Senzare, Gaseke, Kinoni, Nyamuhanga, Base and Mugobore. • Ruhondo Lake	Dominated by tree plantations and crops (passion fruits, pineapple, coffee, maize, wheat, beans). Forestry coverage is 20900 ha (29%) against 30% targeted Fauna is dominated by the livestock and a variety of bird species like eagle, sparrow hawk, cranes and ravensand	The mojority of people depends on farming on the land with high risk to soil erosion, soil degradation and landslides

6. PROJECT ALTERNATIVES

The major criteria for the selection of districts/sectors were the high level of social and landscape vulnerability, low adaptive capacity of local communities and the ongoing and planned interventions by the government and development partners. The Project beneficiaries are populations that find it difficult to cope with the challenges of climate change, land degradation, deforestation, food insecurity, and low income. They also find it difficult to cater for basic needs such as fuel for cooking, education, health access, and access to finance for investment. The majority of these populations are poor (especially women, youth, and smallholder farmers) and have difficulty accessing factors of production or diversifying their incomes. They consequently rely mainly on forest resources for their livelihoods.

6.1 Zero and project Scenarios

The option of doing nothing was considered, against the tree plantation in the project area. The non-project scenario is the least preferred from the socio-economic, cultural, and environmental perspective due to the following factors:

- The environmental parameters associated with tree services (control of air quality, microclimate, greenhouse, soil erosion, etc) will continue deteriorating,
- The socio-economic status of the beneficiaries and the residents in the project area of the Project area would remain unchanged vulnerable;
- The local skills would remain under-utilized as no employment opportunities will be created;

Table 6-1 discusses the non- and project scenarios effects on the environment and social economic development. It is found that the project scenario has more advantages than disadvantages, hence the non-project has been rejected.

Table 6- 1: Comparison of Environmental and Social Impact with / without the Project

Impact		With project	Without project
Environmental impact	Direct	1. Positive effects: increase forest resources and forest coverage in project areas, improve ecological and landscape environment, improve the biodiversity, protect the farmland. 2. Adverse effects: improper afforestation might cause ecological effects and risk; soil loss, fugitive dust, pest disasters in planting date and so on. Scientific afforestation techniques and logical environmental protection measures can be used to reduce the impact above.	1. No land management measures, farmland can easily encounter problems of soil erosion and land degradation etc. 2. Bare land in this project has no ability to resist climate change. 3. Environment is fragile, vegetation destroyed, and biodiversity will be threatened. 4. There is no ecological protective barrier in project areas, so management of the farmland will be threatened and landscape is poor.
	Indirect	1. Tree products will increase leading to the increased protection of natural forest. 2. Form the increased tree cover environment, the water conservation capacity will be improved, and the quality of life will be better. 3. Planted trees will increase habitat of wildlife hence favouring the biodiversity protection.	1. Natural forest will be destroyed at different degree, forest in nature reserve and biodiversity will be threatened. 2. Lack of vegetation cover, land desertification, might cause soil erosion, animals' migration or disappearance, agricultural crops less productive, it can even cause new ecological disaster. Water conservation capacity will be reduced

Impact		With project	Without project
	Comprehensive	If well designed and implemented, the forest coverage will be increased and ecology and landscape improved.	Landcape can not get greenish, and land degradation can not be controlled. Finally, reduction of the vegetation coverage, aggravation of water and soil erosion, deterioration of ecological environment, all of these will indirectly cause poverty of local residents and poor adaptability to the climate change effects.
Social impact	Employment opportunities	The project will promote employment in the project, including youth and women through their involvement in the nursery for agroforestry seedling production and capacity building.	Local people mainly live on agriculture and animal husbandry, high rate of reclamation but lower productivity, graze form is always uncontrolled grazing, fewer sources for other employment income.
	Family income	Farmers as seasonal workers can get wages. Workers who contract natural forest can get profit besides pay loan.	Farmers still live on agriculture and animal husbandry mainly, with fewer sources from other employment income, standard of farmers living won't be changed or even become worse, and especially the poor farmers lose a profitable chance.
	Professional skills	Training before the project, improve the farmers' skills on tree planting and plantation management.	Without instructor, farmers' skills of agroforestry will not grow.
	Poverty population	Provide employment opportunity and skill training for some poor people, increase their income, and reduce their burden of daily life.	No capital, lack of skill on agroforestry and lower income. In addition, living condition of the poor can not be changed.
	Women	Provide employment opportunity, help to lighten women' family and economic burden, improve conditions of public facilities in project areas, create conditions for women to work on livestock production, heighten their status in families.	Some women bear much economic pressure, especially women in poor families; the sexism exists on some women because of the influence from traditional ideas and family labour structure.

6.2 Nursery establishment

Nursery: is a place where young plants are raised and taken care of with special attention and protection. The selection of the area for a nursery is critical and it should be sited as centrally as possible to the field(s) to be planted, with access to water. The seedlings will be put in a biodegradable pot full of soil mixed with organic fertilizers.

6.2.1 Topography (Terrain)

The selected area should be flat to gently undulating with slopes between 0 and 3^0 and preferably, with a reliable/permanent source of water supply for irrigation purpose.

6.2.2 Water Supply

Water requirements (quality and quantity) will be estimated prior to starting site preparation. The easiest source of water is where there is a river or wetland whereby all that is required is to draw water from it.

6.2.3 Drainage

The site chosen should not be prone to flooding, which will damage seedlings and buildings.

6.2.4 Area

To achieve good growing conditions with minimal risk of etiolation, a main nursery planting density of 13,800 polybags per ha with 0.91m(3ft) x 0.91m(3ft) D planting is recommended excluding allowance for accessibility. The spacing should be increased by another 0.15m (0.5ft) if the seedlings are anticipated to be kept in the nursery for longer than 12 months.

6.2.5 Accessibility and Nursery Roads

The project nursery will be established to allows access of many vehicles during evacuation of seedlings as the project will involve large-scale plantings. Roads within the nursery and their alignments will need to be carefully planned and laid out depending on the placement distance of the polybags and the type of irrigation to be utilized. Access roads to the nursery should be sufficiently wide to allow vehicles to manoeuvre during peak planting periods to facilitate supervision and movement of materials.

6.2.6 Clearing

With the boundaries determined, felling and clearing should be carried out at least 2 months before the arrival of the seeds. Once clearing is completed, proceed to fence the area, fill the polybags and provide the irrigation system.

6.2.7 Fencing
Natural fences made of local shrubs will be used for fencing the tree nursery site.

6.2.8 Lining
Lining is carried out to space the polybags evenly in the nursery, so that seedlings have good and uniform access to sunlight and to achieve the most cost-effective water supply system. Polybags are lined at 0.91m (3 ft) x 0.91m (3 ft) triangular spacing to give each seedling the optimum growth space. All seedling rows must be straight along the axis at 60° to each other and parallel to irrigation lines.

6.3. Rehabilitation of the nursery area
Once over the tree nursery services to this project, the site will be cleaned by the contractor, all trashes including all tree nursery remains collected and appropriately disposed. The site will be rehabilitated to its pre-project status, otherwise will be landscaped and greened to the satisfaction of the district officials. Alternatively, the cleaned and rehabilitated sites will be handed to the local communities who will be trained by the contractor on the best practices for the tree nursery operations.

6.4 Tree planting practices

6.4.1 Plantation Season
Tree planting is the process of transplanting tree seedlings, generally for forestry, land reclamation, or landscaping purpose. Planting tree require special attention to make sure that it will be effective. In general, the climate of selected areas are characterized by 4 seasons: (i)The great dry season (June to August) characterized by low agricultural activities (harvesting) and mostly by off-farm activities; (ii)The small rain season (September to Mid-January) considered as the main planting season; (iii) The small dry season (Mid-January to February) in which both planting and harvesting activities take place; and (iv)The great rain season (March to May) characterized by planting in agricultural and low off-farm activities.

During project implementation, the plantation stage should be scheduled in the season September-January, after water penetration has reached a certain depth-30 cm from the surface, so that even if no more rain is available the plant can take off. Trees grow well if the soil is soaked before planting or if the rain continues after planting for two weeks. Trees should not be planted too close (<3m) to buildings and installations such as power (electricity) lines, water pipes or telephone posts. The seedlings should be watered before transporting from the nursery to the

planting site; this water is to protect seedlings from drying up during the transportation.

6.4.2 Plantation procedures

6.4.2.1 Digging holes

Planting holes should be dug before rainy season commences if possible since water collects in it and makes the survival easy even when rain is not much. Dig a hole 30 cm x 30 cm (the distance from your wrist to your elbow) or 45 cm x 45 cm or 60 cm x 60 cm (especially in dry areas). However, the size of the hole will also depend on the size of the seedling. The purpose of planting hole is to soften the soil so that the roots of the tree can easily penetrate and the lose soil can catch and contain more moisture.

6.4.2.2 Spacing

Plants may be spaced at 3m by 3m or 5m by 5m or 6m by 6m or 8m by 8m or 10m by 10m (larger spacing is used for indigenous species or fruit tree species like Mangoes since these trees requires large spacing). For hedges, the spacing can be 15cm between the plants or 30 cm between plants in a line to allow the fence grow faster.

6.4.2.3 Planting

The following steps will be followed during tree plantation:

- Water the seedling before transporting them from the nursery to the planting site to protect the seedlings from drying up during the transportation.
- During transportation of seedlings, avoid piling them up each other. Instead use boxes or bags if the planting site is far but always carry the seedlings upright. Transferring seedlings from the nursery to the field needs great care to avoid damaging them.
- Whether the seedlings will be raised in biodegradable pots (which is the best option) or raised in polythene or tins, tree transplanting will respect the following steps:
    a. Prepare a box or sack
    b. Chose strong seedlings
    c. Pack the seedlings by arranging them neatly, ready to transfer them to the field
        - If ready to plant, re-fill ¼ 0f the holes with wet top soil around the holes or with the soil removed when preparing the holes
        - Fill ¼ of hole with soil
        - Remove the pot while holding the seedling up-right
        - Put the seedling in the hole and cover it with the top soil and then the sub soil

- Place the seedlings in the hole without removing the pot soil or bending roots
- Press down the soil nicely
- Fill the hole with top soil from the forest or the best soil you have nearby (from trees in the farm or collected around the banana base). This soil can be mixed with manure if possible to provide the plant with more nutrition.
- Use your hands to firm the soil carefully around the roots.
- Make sure the seedlings sits in the ground at the same level it sat in the container or nursery. When the hole is filled, tread gently with your feet to firm the soil. Firm it into the shape of a well or basin so that it catches rain water and holds water you put on it. Water the seedlings immediately after planting. Water the seedling if the rain is not enough. If you plant in dry season, water two times a week-early morning and later in the evenings or at least once but in the evenings
- If the plant is not safe, build a fence of sticks or thorns around the seedling to protect the plant from goats and children.

6.4.2.4 Mulching

After planting the soil surface of the planting hole is covered with some materials (dry grass/leaves/twigs) to avoid evaporation or to help the plant retain water. This technique is called mulching. Note that small stones can also be used as covering materials.

6.4.2.5 Use of the stormwater runoff

To utilize rain water effectively, several types of micro-catchment should be used to harvest the water effectively and conduct it to the seedlings through:

- Shallow trenches: V shaped trenches are dug to conduct the rain water to the planting holies
- Divisions of the ground through ridges directing the storm water runoff to the plants.

6.5 Waste management options

6.5.1 Human excreta

Workers at the tree nursery and throughout the tree planting sites will need sanitation facilities to handle their excreta. Because of the nature of the project (rural area) temporal pit latrines or portable latrines are considered the most suitable sanitary systems to be installed at the nursey and

planting sites to serve the entire work force. Special attention shall be paid to not locate them nearby water bodies or in areas within the storm water course. There should be hand washing facilities and soap to avoid contamination of some deseases including but not limited to COVID 19.

6.5.2 Trash Management

It is expected that this project will generate trashes in form of tree nursery grow bags. These trashes will be collected on-site for reuse, recycle, otherwise final disposal to the nearby sanitary landfill.

7. ENVIRONMENTAL AND SOCIAL IMPACTS IDENTIFICATION AND MANAGEMENT

7.1 Introduction

This chapter identifies potential impacts, both positive and negative that could arise from the activities of the project during establishment of the nursery, transplanting, growth and replacement of the project trees.

7.2 Project positive impacts

The project will play a significant role in erosion control, carbon sequestration, improving water and air quality, and restoring degraded soil. Through the restoring the degraded soil, the agriculture productivity of local people will increase as well their economic status. The living standard of near by citizens will be improved especially (women, youth, etc) by increasing opportunity in agriculture, knowledge transfers and job opportunities. The biodiversity in project area will be improved, this will increase the wild animals in the forest. By improving the biodiversity, this may attract investment in tourism sector.

7.2.1. Job creation

Establishment of agroforestry will create jobs for local communities, cooperatives operating in the selected sectors of the project area as well as women and youth on a specific way from land preparation, providing seedling through nurseries to plantation and maintenance of raised trees.

Enhancement measures

The Contractor shall:

- *Give preference to local people for casual laborers. Officials from cells and villages may be involved in recruitment processes basing on Ubudehe categorization.*

The client shall:

- *Make contractual obligation for the contractor to use local people and hire a specific percentage of female and youth;*
- *Make a contractual obligation for the contractor not to hire children for any work to be performed within the campsite or on the site.*

7.2.2. Capacity building of farmers

During the project implementation, farmers will be sensitized and trained on best agroforestry practices, andmaintenance, etc., thus imparting skills to them for improved sustainable agricultural production.

Enhancement/Mitigation measures

- *The client and contractor will make sure that every farmer trained and get the necessary skills.*

7.2.3. Improve financial means for farmers

Employed men and women will be able to improve their income using the gained salaries from planting activities. Improved income will then lead to improved welfare of their family members with extension to the society in general.

Enhancement/Mitigation measures

- *The contractor shall give preference to local people for casual laborers. Officials from cells and villages may be involved in recruitment processes basing on Ubudehe categorization.*

7.2.4. Air quality improvement

Agroforestry can reduce air pollution and enhance both warming and cooling of the atmosphere, creating a resilient microclimate for crops and livestock.

Enhancement/Mitigation measures

- *The selected tree species should be with high capacity of improving air quality.*

7.2.5. Water quality and quantity improvement

Agroforestry practices are a proven strategy for providing clean water. Trees protect water quality and quantity by intercepting non-point source pollutants, stabilizing stream banks, decreasing the frequency and intensity of flooding, and preventing sediment from entering waterways.

Sediment loading and deposition are one of the most serious water quality problems globally. Trees filter sediment from storm water runoff, reducing the amount of sediment entering streams and rivers. By slowing down the water, trees promote infiltration and reduce channel flow and gully formation. Trees along streams protect water quality by stabilizing stream banks.

Enhancement/Mitigation measures

- *use the trees that with high soil stabilization*
- *avoid the planting on very high steep Slope*

7.2.6. Soil quality improvement

Tree root systems improve the cycling of nutrients, especially nitrogen, and also trap phosphorus and sediments hence maintaining soil fertility. The roots of woody plants retain the soil, reducing erosion and loss of soil nutrients. Falling leaves contains nutrients that fertilize the soil.

Enhancement/Mitigation measures

- *Agroforestry tree species with proven capacity to maintain soil fertility will be given the priority (see Annex 6);*
- *Soil erosion protective tree species will be planted in areas with high erosion susceptibility;*

7.2.7. Increased community resilience to floods and droughts

Integration of trees on farms and within the agricultural landscape, is believed to diversify and sustain production for increased social, economic, and environmental benefits. Its practices involve combinations of trees, crops, and animals in various spatial arrangements or temporal sequences on the landscape.

The restoration of degraded landscapes using agroforestry can increase the resilience of communities to shocks, including drought and food shortages, and help mitigate climate change. Some of the ecological characteristics of agroforestry species make them resilient to floods and droughts, including deep root systems that are able to use a greater soil volume for water and nutrients.

Agroforestry provides livelihood and environmental benefits during both flood and drought events. It helps directly and indirectly build livelihood resilience to floods and droughts.

Enhancement/Mitigation measures

- *introducing the drainage channel,*
- *mulching technics and using deep rooting trees.*

7.2.8. Improved livelihood

Food insecurity and poverty have hampered the livelihoods of rural communities for decades. Agroforestry can enhance livelihoods in rural communities by providing a variety of food, fodder and tree products, which increase food and nutrition security, generate income and alleviate poverty. The adoption of agroforestry can save in the harvesting of fodder and wood fuel, a particularly important benefit for women.

Enhancement/Mitigation measures

- *using fruits tree,*
- *using tree that can be feed to animals*
- *proper fruits haversting to avid fruits damages*

7.2.9. Gender impacts

The development of an agroforestry project is an opportunity where females are as actively involved as their males' counterparts; In this project women will get resources and equal benefits as men. This is expected to lead to poverty reduction through increased yields, improved value chains and employment, access to improved and energy-efficient cook stoves which enable save time to engage in other economic activities and reduce potential cases of gender based violence affecting women and children while looking for firewood outside their homes. The project will also provide opportunities for males and females for accessing finance as cooperatives or as individuals.

Enhancement/Mitigation measures

The contractor shall give preference to the women for casual laborers. Officials from cells and villages may be involved in recruitment processes basing on Ubudehe categorization

7.2.10 Improved cooking stoves in targeted households to decrease pressure on trees

As part of the project components, the project will support the dissemination of improved cooking stoves in targeted households to decrease pressure on trees, hence reducing greenhouse gases.

Enhancement/Mitigation measures

The client shall develop the improved cooking stove models and train people about developping and using them.

7.3 Project negative impacts and mitigation measures

7.3.1 Trees Nursery Establishment and transplantation

The establishment of the tree nursery and transplantation will be associated with negative impacts 7on soil, water, air and social environment (Table 7-1).

Table 7- 1: Impacts of the development of agroforestry for sustainable agriculture project activities

Impact on	Irrigation/Trees Watering	Use of agrochemicals	Excreta & trashes	Improper disposal of liquid and solid waste
Air	None	Contamination by pesticides	Odors	Odors
Water	Contaminated Irrigation return effluent	Contamination of water from pesticides, fertilizers, manure	Contamination by trashes (plastics, BOD, COD, Fecal pathogens)	Turbid water, Siltation of Water
Soil	Eroded soil	Contamination from pesticides, fertilizers, manure	Contamination by trashes (plastics, Fecal pathogens)	Possible soil contamination
Local Community	Waterborne diseases	Headache, dizziness, muscular weakness	Diseases, conflicts	Hygiene related diseases (Diarrhea, COVID **19,** ect)
Worker's health and safety	Waterborne diseases	Headache, dizziness, muscular weakness	Impact on health due to drinking contaminated water.	Hygiene related diseases (Diarrhea, **COVID 19,** ect)

Most of the project impacts will result from:

- *Improper use of fertilizers and agrochemicals;*
- *Trashes and human excreta generated by workers;*
- *Irrigation ruturn effluent that can be contaminated by agrochemical (compost, fertilizers and pesticide and discharge of irrigation return effluent);*
- *Occupational health and safety risks (HIV, GBV, prostitution, drug abuse, etc.).*

The next sections (Section 7.3.1.1 – 7.3.1.11), Table 7-2, Table 7-3 and Table 7-4 elaborate more about the above impacts and propose their mitigation measures during the period of tree nursery operation, transplantation and growth, respectively.

7.3.1.1 Impacts from improper use of agrochemicals

To control diseases and insect pests in trees, the application of pesticides may be inevitable. But its misuse can cause adverse environmental impacts. The application of pesticides kills the natural predator of harmful insects, and cause biodiversity decline and the unbalance of species. If misused, the pesticide can pollute water supplies and soil, and endanger the health of the residents, livestock, crops, and wild animals, directly or indirectly. And the pesticide spraying equipment

might contaminate the water and soil if not cleaned correctly.

Excessive uses of inorganic fertilizers destroy the physical and chemical properties of soil, and it results in soil hardening, decrease soil fertility sustaining ability, finally lead to soil degradation. The nutritive salts from inorganic fertilizers will flow into the water bodies by rainfall and irrigation, and cause eutrophication of water.

Mitigation measures

- ✓ During tree nursery and growth phases, the application of pesticides and fertilizers should be optimized
- ✓ Plant diseases and insect pests control should use precaution and microbiological processes;
- ✓ No toxic or peristent pesticides will be used.
- ✓ The first year of the planting farmyard manure will be applied and then the organic fertilizers will be used after. These will improve the physical and chemical properties of soil, and cause slight adverse environmental impact. Besides, the packing receptacle of the pesticides and fertilizers should be collected and treated centralized, and also the vessel must be forbidden to wash in the river or lake.

7.3.1.2. Pollution of water

Nursery establishment works, will need water for irrigation, after irrigating the water will be running back to the nearby water bodies. The water might be containing the agrochemicals like fertilizers and pesticides used in the nursery and some sediments which will cause water pollution.

Mitigation measures

The contractor shall:

- Use of water collection & sedimentation system instead of discharging into the water bodies directly.

7.3.1.3. Pollution of soil

The pesticides used in the nursery might pollute the soil and kill non target living organisms of nearby the nursery. The agrochemicals can also harm the human if no proper protective equipments used.

Mitigation measures

The contractor shall:

- The selection of pesticide used in the nursery should be avoided or be less toxic, the person who spray the pesticide should wear protective equipments (Gloves Pesticide labels, Footwear, Eye and face protection, Head protection, and Body protection).

7.3.1.4 Pollution of air

Pesticides in agriculture (nursery) have the potential impacts to contaminate air, affecting human, animal and plant health. Some pesticide ingredients stay in the atmosphere for only a short period of time, while others can last longer. Pesticides released into the air can settle to the ground, be broken down by sun light and water in the atmosphere, or dissipate into the surrounding air.

Mitigation measures

The contractor shall:

- If used, the pesticide should be less toxic to the environment (air quality).

7.3.1.5. Soil erosion

Large areas of Gakenke district are located on steep slope (> 35°) mostly likely to have erosion. Other areas are not very steep and less likely to be affected by erosion. Soil erosion is likely to occur during slope hole digging and planting works. Erosion is often caused by undrained water and unstable trees. During hole digging the soil remain on ground will expose soils during rainy seasons and may result in incremental soil erosion and sedimentation of river courses. Therefore, measure need to taken to reduce soil erosion that may lead to sediments loading and silting of water resources.

Mitigation measures

The contractor shall:

- *Appropriately drain water from the site and transfer it to the sediment retention pond for sedimentation before discharging to the environment;*
- *At steep slopes like in Gakenke, break the runoff velocity using ditches.*

7.3.1.6. Invasive species

Transportation of plant species to areas far from their natural habitats can cause problems as invaders, spreading from sites of introduction and cultivation to invade natural or semi-natural ecosystems, where they sometimes cause widespread damage. Non-native species can cause problems when these organisms spread from sites of introduction and cultivation to invade areas where their presence is, for various reasons, deemed inappropriate. Tree species selection must consider invasiveness criteria to avoid detrimental effects of new species on the existing ones in the region of new agroforestry establishment.

Mitigation measures

- *In order to prevent the biological invasion problem, no foreign species should be introduced, and local species are the major selected ones in the project.*

7.3.1.7. Unsuitable Afforestation Mode

Great danger to environment will be brought if the unsuitable afforestation mode is selected, e.g. single species in large area will lead to the single structure of forest, narrowing of biodiversity and genetic gene. Then forest landscape and biodiversity will be affected, the mechanisms of pest and disease control will be weakened, and the occurrence of diseases and insect pests will increase.

Mitigation measures

- *Mixed forest mode should be adopted which could mix the whole afforestation region in mixed form and it could also reduce the risk of diseases and insect pests, improve the forest landscape, and increase the biodiversity.*

7.3.1.8. Risks of accidents and injuries

The digging of holes will expose workers and local communities to risks of accidents and injuries. Such injuries can result from accidental falls in holes, injuries from hand tools and cuts from sharp edges tools. Open ditches, unfinished works and improper storage of materials can lead to accidents to both the public and workers.

Mitigation measures

The contractor shall:

- *Provide to all workers all relevant personal protective equipment (PPEs).*
- *Ensure that all equipment are in good working conditions to prevent occupational hazards;*
- *Enforce wearing the PPEs at all times while at work.*

7.3.1.9. Diseases

Workers may attract prostitutes and other forms of sexual behaviors, and this will lead to increased public health risks (including an increase in prevalence of sexually transmitted diseases such as HIV/AIDS). In addition, local climate and hygiene conditions may create mosquitoes breeding sites, as well as contamination of infectious respiratory secretions (e.g. Covid-19 virus) that is becoming pandemic in Rwanda and in the whole world.

The contractor shall:

- *Establish HIV-AIDS campaign awareness mechanism since improved human mobility and income on the transport sector especially go in tandem with increased HIV transmission. Initially, a strong awareness campaign shall be undertaken (media, rural radio, campaigns, theatres forum, sketch, etc.);*
- *Be encouraged to use local labor force*
- *Implement robust measures to address the risk of gender-based violence through: a) training of workforce about refraining from unacceptable conduct, b) informing workers about national laws, c) introducing a Worker Code of Conduct as part of the employment contract, d) introducing sanctions for non-compliance (e.g., termination) e) cooperation with law enforcement agencies and will provide workers opportunity to spend their time off away from the host community;*
- *Provide workers with face masks to lower risks of transmission of respiratory diseases;*
- *Avail clean and sufficient water, container of hand soap for hand washing;*
- *Avail a registration book at main entrance (specifying names, tel. number, village, cell, sector, district of every one) for future tracking in case a Covid-19 victim is found at site;*
- *Provide adequate signages in strategic points on prevention and care about the diseases.*

7.3.1.10. Poor Sanitation

The project workers will require sanitary facilities for their primary needs. Working conditions with no proper sanitation may result in sanitation hazard with open defecation or conflicts the local residents on the use of toilets or transmission of poor hygiene diseases from pollution of the environment. The type of sanitation will be site-adaptive, viable and reflective to the situation on the ground.

Mitigation measures

The contractor shall:

- *Install the sanitation facilities at the workers sites and clearly distinguish between female and male with labels;*
- *Portable latrines will be the preferred option at work sites nearby water resources. In this case, the sewage should appropriately be handled and disposed. Wastewater should under no circumstances be released untreated to the environment.*
- *Pit latrines may be used in areas far away from water water resources. The location of latrines should preferably be downhill of potable water sources, or 50 m to 100 m from any water body. At any case the latrines will not be installed in areas with shallow groundwater table (< 10m);*
- *Each latrine should have a hand washing facility and soap*

7.3.1.11. Trashes

Large quantities of solid waste will be generated by various project activities at the site. Such waste will consist of vegetation, rejected materials, surplus materials, surplus spoils, paper bags, empty cartons, and waste oil among others. Such solid waste materials can be injurious to the environment through blockage of drainage systems, choking of water bodies and negative impacts on human and animal health. Appropriate sewage and solid management measures will be put in place.

Mitigation Measures

The contractor shall:

- *Avail solid waste bins and sort garbage according to different categories (e-wastes, chemicals, plastics, metals, glasses papers/wood and biodegradable wastes)*
- *Liaise with the licensed garbage disposal companies existing nearby the project site and*

agree to pay waste collection fee.

- *Collect, recycle or dispose to approved sites all waste lubricants and oils;*
- *Ensure the project cars refuel at existing petroleum stations;*
- *Well store, contain and dispose leaks and spills of hazardous material (e.g. pesticides or inorganic fertilizers) and transport wastes to approved disposal sites;*

Table 7- 2: Environmental and Social Management and Monitoring Plan for Tree nursery establishment

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and Mitigation measures	Monitoring indicator	Monitoring		Responsibility		Cost estimate in Rfw
				Site	Frequency	Implementation	Supervision	
Land acquisition for the project activities	Loss of land and destruction of properties Affected people are underpaid; ***AfDB Operational Safeguard 2***	Use the public land and private land whose owners have voluntarily leased the land for the tree planting activities otherwise ensure fair compensation at full replacement cost of the project affected properties and lands according to the AfDB Operational Safeguard 2 and National Expropriation Law and districts expropriation procedures	Complaints over loss of land	Nursery	Monthly	Districts	MoE	Cost covered in Contingency cost
Setting up tree nurseries	Dust pollution at the nursery sites ***AfDB Operational Safeguard 4*** *AfDB Operational Safeguard 3, 4*	Proper Health and Safety measures for the workers such as using of appropriate PPE (safety shoes and hand gloves) should be taken to avoid any accidents at work place	Safety shoes and hand gloves	Nursery	Weekly	Contractor;	Supervision firm; District MoE	3,000,000
Setting up tree nurseries	Water resources encroachment; Solid and liquid waste from the nursery sites; ***AfDB Operational Safeguard 4***	Nurseries shall not be located within the buffer zone of water resources, otherwise all wastes will be strictly controlled to avoid any discharge into the water bodies; .	Turbidity, pH, BOD	Nursery	Quarterly	Contractor;	Supervision firm; District MoE	1,000,000

Table 7- 3: Environmental and Social Management and Monitoring Plan during Tree Planting Phase

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
Digging holes and trees planting	Worker's accidents leading to injuries, illness or death; ***AfDB Operational Safeguard 5***	Ensure all workers involved in tree planting wear gloves and boots as Personal Protective Equipment (PPEs); Avail first aid kit on-site, and train the foreman on techniques of handling injured people; Health insurance for the personnel;	Gloves and boots Frst aid kit Health insurance for the personnel;	Tree planting sites	Weekly	Contractor;	Supervision firm; District MoE	3,000,000
Digging holes and trees planting	Degradation of air quality (dust and particulate emissions) during holes digging and tree planting ***AfDB Operational Safeguard 4***	When required, spray water to the dry earth and bare soils as and to minimize the potential for environmental nuisance due to dust; Increase the watering frequency during periods of high risk (e.g. high winds); Provide masks to workers in very dusty environment;	Complaints over dust emission Masks to workers	Tree planting sites	Weekly	Contractor;	Supervision firm; District MoE	1,000,000
Planting activities	Land/ soil/water pollution due to solid, liquid wastes such as remaining foods, leafs, papers, straw, empty	Any wastes should not be thrown into the river/stream/drainage channels other than dump in to the designated disposal site; Biodegradable wastes should	Turbidity, pH, BOD	Tree planting sites	Quarterly	Contractor;	Supervision firm; District MoE	1,000,000

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	containers, etc; ***AfDB Operational Safeguard 4***	be managed by composting method. Non biodegradable waste should be given to the authorized dealers for recycling;						
Planting activities	Destruction or disturbances of newly identified cultural sites; ***AfDB Operational Safeguard 2***	Implement change finds protocols and avoid land take or destruction of areas of historic interest (Cemeteries, Genocide memorials, recreational areas); Compensate all affected land, properties and cultural heritage	Change finds protocols	Tree planting sites	Quarterly	Contractor	Supervision firm; District MoE	Covered in Contingency cost
Digging holes and trees planting	Unprotected loose and bare soil exposed to erosion ***AfDB Operational Safeguard 3***	Avoid discharging soil and other wastes in water bodies; Project workers shall be instructed to protect water resources;	Turbidity Trainings of the project workers on water resources protection	Nearby water resources	Quarterly	Contractor	REMA; RFA; District; Supervision firm;	Cost covered elsewhere
All project activities	Risk of labor influx; Conflict over jobs between local people and external workers; ESS2 ***AfDB Operational Safeguard 5***	Local residents will be given the priority during workforce selection/ recruitment; Identify project workers by wearing uniforms and identity tags;	Proportion of local people employed by the project Workers' uniforms and identity tags	Tree planting areas	Quarterly	Contractor	RFA; REMA; District; Supervision firm;	N/A

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	Employing under age workforce and school drop out Female under Employed; ***AfDB Operational Safeguard 5***	Only people with above 18 years shall be recruited as per the labor law; The contractor shall engage in consultation with local parents and authority to make sure that no under age children are hired. The district shall hold local authorities responsible and parent accountable for failing to properly educate their children; Female shall be encouraged to work for the project (a quota of at least 30% female shall be respected);	List of employees with ID cards Proportion of female workers	Project sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	N/A
	Social welfare ***AfDB Operational Safeguard 5***	Avail potable water to all workers and sanitation facilities at the project sites. Location of portable facilities shall be at least 6 m away from storm drain system and surface waters; Provision and hand washing points (with soaps) and latrines;	Access to potable water Access to adequate sanitation facilities	Working sites	Weekly	Contractor	RFA; District; Supervision firm;	3,000,000

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	Increase of HIV/AIDS, Other STDs; and unwanted pregnancies; ***AfDB Operational Safeguard 5***	Develop a sensitization campaign to the staff on HIV&AIDS and other STDs; Establish a voluntary testing to determine HIV status; counseling at existing medical facilities; Install a sensitization campaign during Umugoroba w'Ababyeyi (Village Roundtable Programme) will be done to teach young girls and women on changes to be brought by the project and their implication on their social and sexual life The client shall ensure that the contractor has a contract with all workers with provision related to monitoring of the sexual behaviours of the workers; The contractor shall pursue workers who have impregnated local women;	Sensitization campaign to the staff on HIV&AIDS contamination	Working sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	800,000
All project activities	Increased contamination of Covid-19 virus;	Depending on the COVID 19 severity, provide face masks to all workers to lower risks of	Number of percentage with face masks	Working sites	Monthly	Contractor	RFA; REMA; District;	Covered in BoQ

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
	AfDB Operational Safeguard 5	transmission of Covid-19; Enforce physical distancing practice at site as Covid-19 spreads mainly among workers and people in close contact for a prolonged period; Avail clean water, container of hand soap/sanitizer for hand washing; Avail a registration book at main entrance (specifying names, tel. number, village, cell, sector, district of every one) for future tracking in case a Covid-19 victim is found at site.	Mechanism to stop the spread of COVID 19 and other transimited diseases				Supervision firm;	
	Increased generation of solid wastes and generation of sewage; ***AfDB Operational Safeguard 4***	Implement 3 R principles (Reducing, reusing, recycling wastes); Avail solid waste bins and sort garbage according different categories (e-wastes, chemicals, plastics, metals, glasses papers/wood and biodegradable wastes); Install pit latrines at working sites Avoid digging pit latrines in area with shallow groundwater.	Mechanisms for solid waste management	Working sites	Monthly	Contractor	RFA; REMA; District; Supervision firm;	1,000,000

7.3.2 Trees Growth phase

The growth phase comes after the transplantation phase is completed and will be associated with positive impacts including stabilization of landscape and river banks, climate change mitigation through carbon sequestration, biodiversity conservation, soil health enrichment and increased food production, air quality improvement, water quality improvement, increased community resilience to floods, improved livelihood start to occurs. The main activities involve proper use and maintaining trees. The only negative impact that can originate from the project tree growing phase is the risk of tree fall that can result into the accidents and damages to properties. Table 7-4 gives the mitigation measures for the project negative impacts during Trees Growing Phase.

Table 7- 4: Environmental and Social Management Plan duringTrees Growing Phase

Project activities	Negative impacts/ Environmental and Social Standards	Prevention and mitigation measures	Monitoring			Responsibility		Cost estimate (Rwf)
			Indicators	Site	Frequency	Implementation	Supervision	
Growing phase and mature phase	Safety issues from tree fall	All trees neaby the roads, utility infrastructure and buildings will be checked regularly to identify any hazard associated with trees All hazardous trees will be harvested and replaced	Report on status of trees	Entire project area	Annually	Local people/District	MoE	To be determined

7.4 Environmental and Social Monitoring Plans (ESMP)

7.4.1 Introduction

The benefits of environmental and social monitoring plan fall in three general categories: to audit mitigation measures, to refine impact assessment methods, and to improve project outcomes through adaptive environmental management. First, monitoring determines whether responsible agencies implemented the promised mitigation measures and whether these measures were effective. Second, monitoring compares the actual effects of a project to its predicted effects. Third, monitoring improves project outcomes through adaptive environmental management.

7.4.2 Institutional arrangement and roles

The implementation of this FIP project will be consistent with the overall institutional structure for delivery of Forest Investment Program support based on existing institutions and processes. The primary responsibility for the implementation of this FIP Project lies with the Ministry of Environment (MoE). In 2020, the Government established within the MoE, the Rwanda Forest Authority (RFA) with the mission of ensuring the growth of forest resources, their management and protection for sustainable development purposes. The effective implementation agency for the Rwanda FIP Project will therefore be RFA. However, since the project is multi-sectoral in nature, RFA collaborate closely with other partners in the activities implementation but at varying degrees. Figure 7-1 presents an overview of the implementation structure of this FIP project.

The implementation of the FIP project will be under the supervision of the National Steering Committee (NSC) and technically be advised by National Technical Advisory Committee (NTAC) that will be created to provide strategic and technical direction and general coordination and oversight.

The National Steering Committee (NSC) will be composed of representatives of major partners including Ministries and their agencies, Research Institutions including University of Rwanda and other organizations such as ICRAF, NGOs, Private sector, farmers' cooperatives, FFS groups, wood processing cooperatives, etc. The composition of the NSC is expected to ensure a good gender balance among the representatives of these different institutions.

The NSC will be chaired by the Permanent Secretary in the Ministry of Environment (MoE). The RFA/SPIU Coordinator will serve as the Secretary to the NSC. The NSC will be convened by the Chair on a semi-annual basis. The NSC will be mainly responsible for the following aspects:

- Policy guidance on all issues relating to the project implementation;
- Approval of project investments;
- Approval and monitoring of project annual work plans and budgets;
- Resolving implementation bottlenecks and providing positive impetus to facilitate achievement of the project's development objectives (results/outcomes).

The National Technical Advisory Committee (NTAC) shall be composed of technically competent members in the key sectors relevant to the FIP project, and shall provide technical advice and guidance on the implementation approach for the project to achieve the expected outputs. This will include representatives from the key government ministries (MoE, MINAGRI, MINALOC, etc.) and their agencies (RFA, REMA, RAB, etc.), districts, Higher learning institutions (University of Rwanda, UNILAK,), relevant members of the private sector, member of relevant professional body (RAPEP) and NGOs operating locally. The NTAC shall aim to build working level cooperation, at a technical level, through joint activities including technical planning, review and validation sessions, and stakeholder workshops. The Committee will ensure quality outputs of the project components are achieved. It will also approve the ToRs for consultancies. The NTAC shall meet physically twice a year, and hold virtual coordination meetings every quarter.

District Advisory Committee (DAC) chaired by the vice mayor in charge of economic affairs, the secretariat will be assured by the district executive secretary. Other committee members shall include the director of natural resources at district level and members of his team namely: staff in charge of forestry, environment and agronomist. There shall be also a representative of one stop center (the GIS specialist). The committee shall also have sectors' representatives. These will include the sector executive secretary, agronomist and environmentatilist (if available).

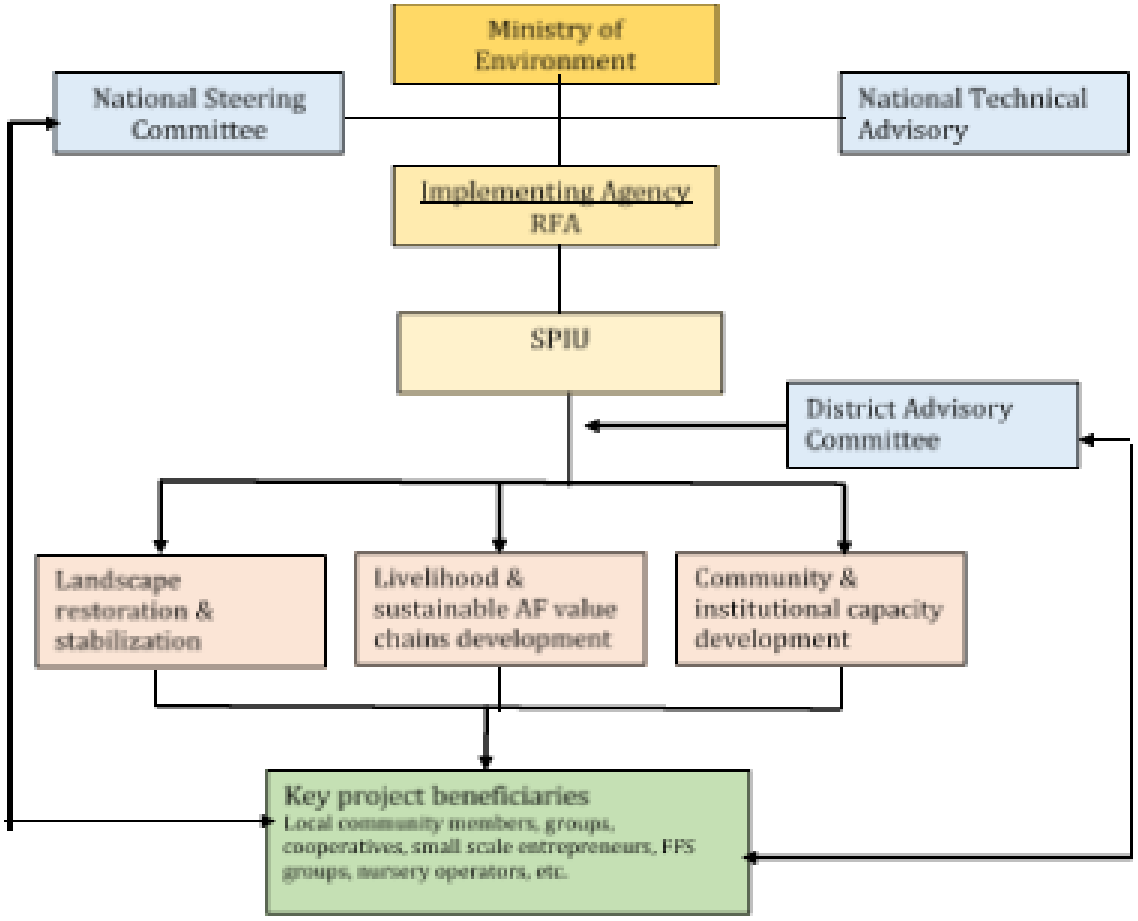

Figure 7- 1: Implementation structure for the project

7.4.2.1 The Ministry of Environment (MoE)

The Ministry of the Environment (MoE) will be the main custodian of the project. Being at policy level, the ministry will appoint the project steering committee members and operationalize it. Mainly, the ministry will oversee the project implementation cycle through the result-based monitoring and evaluation (RBM&E) already established at the ministerial level.

7.4.2.2 Rwanda Forestry Authority (RFA)

Rwanda Forestry Authority (RFA) will be the lead institution to technically implement the project. Through its already established Single Project Implementation Unit (SPIU). RFA will undertake all the necessary steps and procedures that would allow a project to successfully achieve its expected results. These include but not limited to: Appointment of key staff for the project, hiring and supervision of contractors, consultants and other services necessary to the successful implementation of the project. The SPIU will implement the project with the technical support and inputs from other RFA structural chambers such as Forest Management Division, Forest Research Division and various units like Tree Seeds Unit among others.

7.4.2.3 Rwanda Land Authority (RLA)

As a national regulator for all land related matters, RLA will be involved all along the project duration as it will be facilitating the acquisition of some specific land space (needed for nursery development). Regarding the big space (need for agroforestry trees planting), RLA's district land office personnel might intervene wherever there is a need to ensure compliance with of Land management plan and to solve land disputes that might arise among land owners.

7.4.2.4 Targeted districts

Through their Agricultural and Natural Resources Units, targeted districts will play a vital role of availing its trained staff and mobilizing the project beneficiaries (local community members, community-based organizations – CBOs like cooperatives or associations) on the ground and help to make sure that site-based activities of the project are smoothly implemented through awareness creation and capacity building sessions as necessary.

7.4.2.5 Other key partners

Other institutions like the Ministry of Agriculture and Animal Resources (MINAGRI) and its agency Rwanda Agriculture Board (RAB) and the Ministry of Gender Equality and Family Promotion (MIGEPROF) and Ministry of Finance (MINECOFIN) are key partners all along the project cycle. As leading institutions in the agriculture sector, MINAGRI and RAB are diamond partners in the project as the project will focus on sustainable agriculture and agroforestry which is implemented on agricultural land regularly operated with the support and technical assistance from MINAGRI/RAB. In addition, the project will build upon existing and similar initiatives which have been implemented by MINAGRI / RAB in most cases.

MIGEPROF through gender monitoring office (GMO) will play a key role of Gender and Community Mobilization Special to make ESM more gender responsive.

The responsibilities of the Gender & Community Mobilization Specialist shall include:

- Coordination and supervision of the work of community mobilization, experts and consultants, including the preparation of the terms of reference, facilitation of recruitment and monitoring of work/results;
- Preparation and implementation of a coordinated response to the needs of the communities;
- Designing and planning out processes and systems to improve gender consideration and empowerment in the implementation of the project activities by ensuring community participation includes the most vulnerable and marginalized groups;

- Close and effective collaboration with district authorities and local stakeholders (private sector, NGOs, farmer groups, farmer cooperatives, tree nursery operators, FFS groups, etc.) in the target project locations to enhance their participation in the implementation of environmental and social measures;

  Leading needs assessments in target areas to inform the project management and implementation utilizing tools developed by ESS Specialist;

In general, partner and collaborating institutions are well equipped with environmental and social professionals who are conversant with environmental and social matters. In the context of this FIP project, the technical staff will be provided with refresher training in order to further enhance their capacity on environmental and in particular on social risks and safeguards during the inception phase of the project. These trainings will be extended to stakeholders at district and sector levels in the project intervention areas.

During the implementation of ESM safeguards, the roles of the Environmental and Social Safeguard (ESS) Specialist, and Gender & Community Mobilization Specialist will be predominant. In particular, the ESS Specialist will be responsible to:

- Prepare Terms of References for conducting the project E&S annual and final Audit;
- Monitor the preparation of the E&S annual and final Audit the reports as per the ToR;
- Supervise and monitor achievements against the Environmental and Social Management Plan;
- Build capacity in ESM implementation;
- Ensure allocation of adequate budget for the environmental and social activities execution based on approved ES monitoring plans.

Since the FIP Project activities will be implemented on the ground in the landscapes of the eight districts, a District Advisory Committee (DAC) will be established to serve as a link between the FIP project implementation unit (SPIU) and the farming community and local government, in pursuit of the FIP project activities in the districts. The DAC's mandate shall be to coordinate participatory planning for agroforestry development and sustainable agriculture, improved livelihood through development of sustainable agroforestry value chains and capacity development. It will be composed of representatives of district agriculture, environment, forestry, mines, lands, and cooperatives. Some of the specific powers and duties of DAC will be as follows:

- Serve as the central point of information for the farming community regarding issues affecting agroforestry, sustainable agriculture, environmental and social measures;
- Advise SPIU regarding the effect of FIP project on environment and social considerations;
- Work to establish better communication and understanding between the agricultural industry and the community at large;
- Advise on the implementation of local initiatives pertaining to development of agroforestry, and sustainable agriculture practices and how these areas would contribute to better livelihoods and environmental management;
- Advise on initiatives to support agroforestry value chains development.

The Project beneficiaries will also be part of the District Advisory Committee while ensuring that organizations focusing on women, youth and other disadvantaged groups are brought into the committee appropriately, to ensure the needs of these groups are fully considered and included in delivery of the project activities and derive benefits from them. Overall, the farmers will represent their groups and cooperatives from specific sites within the project intervention areas. These farmers will participate in conflict resolutions as well as in proposing solutions to challenges and issues arising during implementation of the project, such as those related to land use options. The Mayors or Vice-Mayors, district agriculture, forestry and natural resources offices, civil society groups, and other stakeholder representatives will act as channels to bring issues forward during the meetings of the National Steering Committee.

7.4.3 Environmental and social monitoring parameters and permissible standards

Environmental monitoring of environmental parameters (water quality, air quality, erosion/wastes, work safety, etc) is recommended. For the successful implementation of this project, the contactor, supervision and client will have the staff to implement and supervise the project environmental and social safeguards. The parameters to be monitored have been presented in Table 7- 2, Table 7-3 and 7-4.

7.5. Community Health, Safety and Security Management Plan

Before the start of the project the contractor will develop the Community Health, Safety and Security Management Plan. The plan will provide guidance that respond and mitigate the identified risks. Under that plan all applicable laws and standards stated in legal and institutional framework shall apply. Table 7-5 shows the potential risks of the project activities, the proposed mitigation measures and the responsibilities.

Table 7- 5: Community Health, Safety and Security Management Plan for this project

Potential Risk	Mitigation Measures	Responsible
Increased pressure on health services and infrastructure. The influx of new workers from outside areas to the project area will increase demand on existing health services	Health services of the new workers shall be provided especially the medical insurance–Mutuelle de santé and where possible, the contractor may assist with the improvement of healthcare infrastructure.	Contractor Community Liaison and Health Officer
Spread of Communicable diseases. The influx of new workers to the area could bring with it an increase of communicable diseases.	Awareness campaigns on hygiene and sanitation and how these diseases spread.	Contractor Community Liaison and Health Officer
Work's accident	• Ensure all staff have protective equipment (e.g. helmets, dust masks, gloves, safety glasses, boots); • Avail first aid kit on-site, train some people techniques of handling injured people; • Transport means to be always present and ready to transport injured to nearest clinic; Health insurance for the personnel; • Ensure machinery, equipment, personal protective equipment, appliances and hand tools do comply with prescribed safety and health standards; • Implement all measures detailed in Sections 6.5 (Community Health, Safety and Security Management Plan)	Contractor Environmental Officer
Potential Economic impact on household livelihoods	• Local residents will be hired where possible • Implementation of a Livelihood Restoration Programme in the project area	Contractor Community Liaison and Health Officer

7.6 Labour Management Plan

7.6.1 Scope

The Labour Management Plan (LMP) describes the process of hiring workers and their management ensuring the compliance with the regulations, reporting, roles, supervision and training with respect to labour and working conditions which promote the good working environment. Before the project implementation the contractor will prepare a LMP to minimize social impacts and health and safety associated with influx of project workers on the host population and ensure provision of safe and healthy working conditions, for such workers in consistent with national labour laws and AfDB OS-5. The plan has to cover the following aspects:

- How workers will be managed in accordance with the national law requirement and AfDB OS-5;
- Employment Contract,
- Wage Payment and Benefits,
- Worker Accommodation,
- Terms and conditions of Employment,
- Prohibition of Child Labour and Forced Labour,
- Non-discrimination and equal opportunity,
- Protecting the Work-force,
- Worker Grievance Management,
- Occupational Health and Safety and environmental protection, and
- Inspection and Reporting.

7.6.2 Workers

At the point of preparation of this ESIA, the exact number of workers to be hired is not yet known. But it is estimated that around 500 workers including 30 skilled will get employed by this project. The following are the key characteristics of project workers:

- The minimum age for project workers is 18 years;
- The project workers' recruitment will be inclusive vis-à-vis different aspects such as gender and disability;
- The skilled will be recruited at the central level while unskilled will be recruited at the local level;
- All workers will have work contracts specifying work's Terms of Reference.

7.6.3 Applicable National Labour Law and AfDB OS related to Labour

7.6.3.1 Law Regulating Labor in Rwanda, 2018

This labour law is the framework which spells out and protects the fundamental and reciprocal rights and obligations of employers (art. 38 and 39) and employees (Art. 40 and 41). These rights and obligations of an employer and employee under the Rwandan labour law are summarized in Table 7-6.

Table 7- 6: Rights and obligation of the contractor and workers

	Contractor	**Workers**
Rights	• Recruit • Give instructions related to the work • Evaluate employee • Transfer • Promote • Discipline • Terminate contract • Modify, extend or cease activities (Art.38)	• To work in safe and healthy conditions • Receive equal salary for work of equal value • Be provided leave according to the Law • Join a trade union of his/her choice • Be trained by employer • To receive information related to the work (Art.40)
Obligation	• Provide employment contract/copy • Provide agreed work at agreed time and place • Supervise employee • Ensure safety and healthy working conditions • Pay agreed salary on time • Avoid what can threaten life and safety of company, employees, environment • Contribute social security benefits in Rwanda • To discuss with employee's matters related to work • Provide professional training • Provide working equipment • Notify to labour inspector of work-related accident /death (Art. 39)	• Personally do the work • Performance • Respect employer's instructions or those of his/her representative • Refrain from anything that jeopardizes security • Keep in good condition assigned tools • Report on time • Protect interests of the work. (Art 41)

The rights of one party translate into obligations of the other and the obligations of one the rights of the other. The labour law distinguishes between collective and individual labour disputes.

Collective labour disputes refer to 'disagreements between one or more employers on the one hand, and some or all employees on the other hand, which arises from collective convention or working conditions' (Art. 3 clause 10, p.23). An individual labour dispute is defined as "a disagreement between one or more employees and an employer as a result of a breach of the employment contract concluded between them" (Art 3 clause 11, p.24).

Any violation of employees' rights: delayed payment, failure to pay, workplace accidents; job losses, mismanagement are common sources of labour disputes will be managed through the established grievance redressal mechanism.

Within the labour relationship held with the Contractor, all employees must abide by the laws, the external and internal regulations, and the Code of Conduct, with a personal, non-transferable commitment to honesty, loyalty to the Contractor, and transparency in all work-related actions. The recruitment of project workers will be free from any kind of discrimination as provided for by the Law regulating Labour in Rwanda especially in its article 9 stipulating that "An employer must give employees equal opportunities at the workplace".

7.6.3.2 AfDB Operational Safeguard 5

The Bank Operational Safeguard 5 (Labor conditions, health and safety) is the most relevant established by the Bank's requirements for its borrowers or clients concerning workers' conditions, rights and protection from abuse or exploitation. One of the specificity of this safeguard policy is to provide safe and healthy working conditions and occupational health and safety. The borrower or client provides the workers with a safe and healthy work environment, taking into account risks inherent in the particular sector and specific classes of hazards in the borrower's or client's work areas, including physical, chemical, biological, and radiological hazards. Within the environmental and social management system, the borrower or client includes a health, safety and environmental programme that includes plans or procedures to prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by:

- Identifying and minimizing, as far as reasonably practicable, the causes of potential safety and occupational hazards to workers, including exposure to inappropriate levels of noise, temperature, radiation or lighting;
- Providing preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances;
- Providing appropriate equipment to minimize risks, and requiring and enforcing its use;
- Training workers and providing appropriate incentives for them to use and comply with health and safety procedures and protective equipment;
- Documenting and reporting on occupational accidents, diseases and incidents; and developing emergency prevention, preparedness and response arrangements.

The Government of Rwanda through RFA as implementing entity will comply with all local and national environmental, health and safety laws and regulations. In respect of workers procured by third parties to work directly on or support the project, RFA will ascertain that the contractors, subcontractors, or intermediaries that procure these workers are reputable and legitimate enterprises and have appropriate management systems to operate in a manner consistent with the requirements of this OS-5. RFA will incorporate these requirements in contractual agreements with its contractors, subcontractors and intermediaries supply chains.

7.6.4 Labour Risk Management Plan

Table 7-7 presented measures by the management of Labour risks for the planting works for development of agroforestry and sustainable agriculture Project. The contractor is responsible to implement and for making provisions to ensure implementation of the Labour Management Plan (LMP) and develop corrective action for any default and administer appropriate sanctions. During the project period it is anticipated that labour force will consist mostly of sub-contractors and small crews retained to conduct minimal clearing activities. However, the Contractor will ensure that the part labour providers comply with the following Government of Rwanda and international labour standards:

- support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law;
- Fair treatment, non-discrimination and equal opportunity of project workers.
- No child (-18) or forced labour.

- The provision of suitable working conditions.
- equal opportunities,
- Access to a grievance mechanism.
- Health and safety training including COVID and HIV/AIDS prevention.
- Wages to be paid in full and on time, to meet legal minima and be sufficient for basic needs.
- Recording of hours worked and wages paid.
- For part time workers, working hours to be controlled and overtime to be paid.
- No repeated casualization to avoid meeting wages and other legal benefits.
- All relevant social security regimes to be applied.
- Code of conduct, prevention of GBV (Gender Based Violence) and sexual harassment
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (having reached working age)
- prevent the use of all forms of forced labor and child labor;
- To provide project workers with accessible means to raise workplace concerns.

These issues will be considered not only for those employed directly by the employees of the Contractor and any other sub-contractors.

Table 7- 7: Labour risk identification, analysis and mitigation

Risk/Impact	Mitigation actions
Unclear Terms and Conditions of employment	• During the recruitment, the workers will be provided with a clear contract with fairness of Employment Terms and Conditions in line with the provision of Law N° 66/2018 of 30/08/2018 regulating labour in Rwanda. • The information and documentation will be provided to the workers at the beginning of the working relationship and when any material changes to the terms or conditions of employment occur including Contact, Code of Conduct and other information provided during induction of the work. • The project workers will receive written notice of termination of employment
Poor working conditions (unsafe working	• Project workers will be paid on a regular basis as required by the mentioned national law and labor management with a principle of "equal pay for equal work" and according to the specification of signed contact

Risk/Impact	Mitigation actions
environment, underpayment, lack of workers' rights, etc.)	• In the case of subcontracting, the contractor will require such third parties to include equivalent requirements and non- compliance remedies in their contractual agreements with subcontractors • A good working environment will be provided to workers, sanitation facilities (with hand washing facilities and soaps) separate for male and female, basic amenities. • All project workers will be provided with one hours for lunch, one day of rest per week, annual leave and sick leave, as required by national law. Working Hours (or as it might be amended by the GoR) from Monday to Saturday with lunch break, but extra hours can be worked with agreement with employer. Depending on the urgency of the work, the Site Project Manager has the authority to request workers to work beyond the working hours. • Ensure that camp grounds and common areas are routinely cleaned and organized with appropriate signage in place, and that grounds are maintained (e.g., grassed areas are regularly mown). The office will not be located in the protected zone (out of 50 m from the edge of rivers or lakes). It will be provided with all the facilities to ensure good working environment.
Non-discrimination and equal opportunity	• The employment of project workers will be based on the principle of equal opportunity and fair treatment, and there will be any form of discrimination such as any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or disciplinary practices. • The contractor will safeguard the interests of women and girls, including gender parity at the workspace, appropriate sanitation facilities at workplace and appropriate PPEs for women.
Sexual Harassment of workers	• The contractor's code of conduct which will be signed by each worker prohibits all forms of Gender Based Violence. Such behaviour will be prohibited and sanctions are provided to any worker involved in it. The workers are encouraged for reporting incidents of harassment. • Training administered to workers on GBV and GRM in the project • Workers will be made aware of the GBV-GRM for the project
Child Labour	• The minimum age of eighteen (18) will be enforced at recruitment, in induction of the activities and in daily staff team.

Risk/Impact	Mitigation actions
	• All the workers to be recruited will show the identity card for checking if he or she is not less than 18 years old. • The contractor will ensure that hired project workers above 18 will conduct his/her activities in ways that are not detrimental with respect to education (school drop out) or be harmful to the child's health or physical, mental, spiritual, moral or social development • Ensuring that children and minors are not employed directly or indirectly on the project • Communication on hiring criteria, minimum age, and applicable laws.
Forced Labour	• The contractor will ensure that no forced Labor exists in the project by gathering documents and appropriate proof • A consent section will be part of the employee signed employment contract. Contractors will ensure that if Labor is sourced from any subcontracting agency, the workers are not subject to coercion and forced Labor conditions
Labor Influx	• The labor influx could lead to Increase in potential spread of STIs/STDs, HIV/AIDs due to workers on site, increase in GBV/SEA especially for Girls been exposed to contractors, sexual relations between contractors and minors, resulting in unwished pregnancies, encourage presence of sex workers in the project communities • Job opportunities will be extended to local community and hiring of Labor from the host communities will be encouraged. • Maintain Labor relations with local communities through a code of conduct (CoC) • The Code of Conduct must be signed by all categories of workers and will be translated into local language (Kinyarwanda) to ensure everyone understand its content. • Workers and sub-contractors will be trained on the provisions of the CoC about refraining from unacceptable conduct toward local community members, specifically women and informed of the sanctions for noncompliance.
Grievance Mechanism	• The Grievance Redress Mechanism will be complied to handle worker's grievances in a fair and timely manner. this will involve the different mediator/arbitrators in three tiers (Chapter 9)

Risk/Impact	Mitigation actions
Occupational Health and Safety	• All workers will be trained on HSE before commencement of work and periodically • A full time HSE officers will be hired by both the contractor and supersion firms to ensure the implementation of the ESMP • Adequate PPEs will be provided for all their workers. Each worker will wear the PPEs required according to the activity and the hired HSE officer will enforce compliance • First aid boxes should also be provided at the project sites, staging area and mobile (detailed in separate Emergency Response Management Plan of the Project). Training on use of first aid boxes should be provided to the HSE officer and at least to one worker at each site.
	• The detailed Occupational Health and Safety Plans will be provided in the contractor ESMP • Any accident/incidents to the consultant and to the client promptly within 24 hrs. • Contractors should comply with National and international labor legislations • Every site will have emergency prevention and preparedness and response arrangements to emergency situations • Maintain a safe working environment including workplaces, machinery, equipment and processes under their control are safe and without risk to health, including by use of appropriate measures relating to chemical. physical and biological substances and agents • Management of hazardous waste will be detailed in the waste management plan • The drivers will have valid and required driving license and they will be reminded to implement driving regulations.
Right of Association and Collective Bargaining	• Workers have the right to freely form, join or not join a trade union for the promotion and protection of the economic interest of that worker in line with the provisions of national labour law • Workers have a right to organize and collective bargaining, and representation. • The contractor will ensure that workers are informed of their right of association and collective bargaining

7.6.5 Personal protective equipment according to the work hazard

In addition to the measures proposed Section 7.5 (Community Health and Safety Management Plan) work safety measures presented in Table 7-8 will be implemented.

Table 7- 8: Worker's Safety Measures

Objective	Workplace hazards	Proposed PPE
Foot protection	Collision with objects	Safety shoes and boots
Hand protection	Cuts or lacerations	Gloves made of rubber or synthetic materials
Head protection	Dust, falling objects,…	Textile hats or head scarf
Respiratory protection and Covid 19 protection	Dust, lime operations, stone quarries COVID 19 pandemic	Facemasks filters for dust removal Wear an appropriate mask, maintain a safe 1 m distance and clean your hands often (use soap and water
Body/leg protection	Hazardous materials Chemical and Biological agents, cuttings and lacerations.	Overalls /coveralls

Without careful workforce management workers may be exposed to occupational health and safety risks as a result of insufficient health and safety standards, potentially resulting in injury or death which can affect the planting activities. The first Aid Kit will be provided on site and the contractor E&S officer will ensure provision of essential life-saving aids and appliances required to handle emergencies like injuries and to conduct regular workers' awareness campaign to protect against Sexually Transmitted Infection and Covid 19. In addition, the following will be done:

- Display emergency contact numbers clearly and prominently at strategic places in the workplace.
- Communicate the roles and responsibilities of laborers in case of emergency in the monthly meetings with contractors.

Preparedness and updating the workers on risk assessment and taking appropriate measures

During the working condition, the identification and assessment of risks in both physical and psychosocial working environments is the starting point for managing occupational safety and health (OSH) under COVID-19 measures.

Planting Contractor will revise the risk assessment when there is a change to the work process and to consider all risks, including those affecting mental health. When revising the risk assessment, attention will be given to any anomalies or situations that cause problems and to how these can help the Company become more resilient in the long term. It is important to involve workers and their representatives in the risk assessment revision and call on risk prevention or occupational health provider. Once the risk assessment is updated, the next step is to make an action plan with appropriate measures. The Contractor will request workers to implement promptly and correctly the prevention advises from the authorities including Covid 19 preventive measures like:

- Cleaning hands often using soap and water;
- Maintain a safe distance from anyone who is coughing or sneezing;
- Avoid touching eyes, nose or mouth;
- Covering nose and mouth with bent elbow or a tissue when coughing or sneezing;
- Putting mask cover on the mouth and nose;
- Follow the directions of health authority.

Latrine, clean water tap and soap will be provided at each tree nursing and planting areas to facilitate frequent hand washing.

7.7 Chance find Procedure

7.7.1 Purpose of the chance find procedure

The chance find procedure is a project-specific procedure that outlines actions required if previously unknown heritage resources, particularly archaeological resources, are encountered during project design and implementation. A Chance Find Procedure, as described in IFC Performance Standard 8, is a process that prevents chance finds from being disturbed until an assessment by a competent specialist is made and actions consistent with the requirements are implemented.

If any person/worker under this project discovers a physical cultural resource, such as (but not limited to) archaeological sites, historical sites, remains and objects, or a cemetery and/or individual graves during hole digging or planting, the following steps shall be taken:

1) Stop all works in the vicinity of the find, until a solution is found for the preservation of

these artefacts, or advice from the relevant authorities is obtained especially the Institute of National Museums of Rwanda (INMR);

2) Immediately notify the foreman. The foreman will then notify the Site engineer and the Environment Officer of the contractor;
3) Record details in Incident Report and take photos of the find;
4) Delineate the discovered site or area; secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be arranged until the responsible local authorities takeover;
5) Preliminary evaluation of the findings by archaeologists. The archaeologist must make a rapid assessment of the site or find to determine its importance. Based on this assessment the appropriate strategy can be implemented. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage such as aesthetic, historic, scientific or research, social and economic values of the find;
6) Sites of minor significance (such as isolated or unclear features, and isolated finds) should be recorded immediately by the archaeologist, thus causing a minimum disruption to the work schedule of the Contractor. The results of all archaeological work must be reported to the INMR, once completed.
7) In case of significant find the INMR, will be informed immediately and in writing within 7 days from the find,
8) The onsite archaeologist provides INMR with photos, other information as relevant for identification and assessment of the significance of heritage items.
9) The INMR will investigate the fact and provide response in writing.
10) Decisions on how to handle the finding shall be taken by the responsible authorities which is INMR . This could include changes in the layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration and salvage;
11) Tree planting works could resume only after permission is granted from the responsible authorities.
12) In case no response received, this will be considered as authorization to proceed.

One of the main requirements of the procedure is record keeping. All finds must be registered. Photo log, copies of communication with decision making authorities, conclusions and recommendations/guidance, implementation reports are kept.

7.7.2 Responsibility

The project Implementation Unit is responsible for siting and designing the project to avoid any damage to cultural heritage. When the proposed location of a project is in areas where cultural heritage is expected to be found, either during tree nursery or transplantation activities, the client will implement chance find procedures established through the Social and Environmental Assessment. The client will not disturb any chance finds further until an Assessment by a competent specialist is made and actions consistent with the requirements of this Performance Standard are identified.

7.7.3 Scope of the chance find procedure

This procedure will be applicable to all activities conducted by the personnel, including contractors that have the potential to uncover a heritage item/site including bodies of victims of the 1994 Genocide against the Tutsis. The procedure details the actions to be taken when a previously unidentified and potential heritage item/site is found during tree nursery and planting activities. Procedure outlines the roles and responsibilities and the response times required from both project staff, and any relevant heritage authority.

7.7.4 Induction/ Training

All personnel, especially those working on hole digging, are to be inducted on the identification of potential heritage items/sites and the relevant actions for them with regards to this procedure during the Project induction and regular toolbox talks.

7.7.5 Additional information: Management options for archaeological site

- *Site avoidance*. If the boundaries of the site have been delineated attempt must be made to redesign the proposed development to avoid the site. (The fastest and most cost-effective management option);
- *Mitigation.* If it is not feasible to avoid the site through redesign, it will be necessary to sample it using data collection program prior to its loss. This could include surface collection and/or excavation. (The most expensive and time-consuming management

option.)

- *Site Protection*. It may be possible to protect the site through the installation of barriers during the time of the development and/or possibly for a longer term. This could include the erection of high visibility fencing around the site or covering the site area with a geotextile and then capping it with fill. The exact prescription would be site-specific.

7.7.6 Management of replicable and non-replicable heritage

Replicable heritage

Where tangible cultural heritage that is replicable (Replicable cultural heritage is defined as tangible forms of cultural heritage that can themselves be moved to another location or that can be replaced by a similar structure or natural features to which the cultural values can be transferred by appropriate measures. Archaeological or historical sites may be considered replicable where the particular eras and cultural values they represent are well represented by other sites and/or structures and not critical is encountered, mitigation measures will be applied.

The mitigation hierarchy is as follows:

i. Avoidance;
ii. Minimization of adverse impacts and implementation of restoration measures, inset;
iii. Restoration of the functionality of the cultural heritage, in a different location; Permanent removal of historical and archaeological artefacts and structures;
iv. Compensation of loss - where minimization of adverse impacts and restoration not feasible.

Non-replicable heritage

Most cultural heritage is best protected by in situ preservation, since removal is likely to result in irreparable damage or even destruction of the cultural heritage. Nonreplicable cultural heritage (Nonreplicable cultural heritage may relate to the social, economic, cultural, environmental, and climatic conditions of past peoples, their evolving ecologies, adaptive strategies, and early forms of environmental management, where the (i) cultural heritage is unique or relatively unique for the period it represents, or (ii) cultural heritage is unique or relatively unique in linking several periods in the same site. Examples of non-replicable cultural heritage may include an ancient city or temple, or a site unique in the period that it represents.) must not be removed unless all of the

following conditions are met:

i. There are no technically or financially feasible alternatives to removal;
ii. The overall benefits of the project conclusively outweigh the anticipated cultural heritage loss from removal; and Any removal of cultural heritage must be conducted using the best available technique advised by relevant authority and supervised by archaeologist.

Human Remains Management Options

The handling of human remains believed to be archaeological in nature requires communication according to the same procedure described above.

There are two possible courses of action:

i. Avoid. The development project is redesigned to completely avoid the found remains. An assessment should be made as to whether the remains may be affected by residual or accumulative impacts associated with the development, and properly addressed by a comprehensive management plan.
ii. Exhume. Exhumation of the remains in a manner considered appropriate by decision makers. This will involve the predetermination of a site suitable for the reburial of the remains. Certain ceremonies or procedures may need to be followed before development activities can recommence in the area of the discovery.

Emergency Contacts

Institute of National Museums of Rwanda
(INMR) Adresse : KN 90 St2, Kigali
Téléphone : 0730 741 09
Email: info@museum.gov.rw
Website: www.museum.gov.rw

8. TRAINING AND CAPACITY BUILDING PLAN

The effective implementation of the ESMP requires that all persons working for the project are aware of the importance of environmental requirements for the project and their roles and responsibilities in the implementation of the ESMP. They should also be aware of the significant actual or potential environmental impacts of their work activities; the benefits of improved performance and the consequence of not complying with environmental requirements. The local communities must be made aware of their rights and obligation, and informed on the project benefits in terms of employment opportunities and increased livelihoods outcome.

From the field surveys in the project area and stakeholder's consultation, it was found that some people in the project area will need changing mindsets and attitudes towards this project. For example, some people may not appreciate leasing their land for the project tree planting activities. They should be made aware that the project outcomes will benefit anyone else than themselves. Moreover, the public consultation held in Huye on 22 October 2022, identified key areas for capacity building. These involves:

- awareness raising on different agroforest varieties and their benefits to the communities;
- raise the skills of the communities about best agroforestry practices;
- Awareness of mindset change on gender balance and equity
- dissemination and use of improved cooking stoves to decrease pressure on trees.
- Financial literacy
- Integrated peastse management

Our analysis also assumes that the causal workers and technical staff will not have the sound knowledge about the environmental, health and safety safeguard requirements. It is against this that the following entities shall need to be trained:

- Contractor's Project manager, Senior staff, foreperson, and officers in charge of environmental, social, health and safety;
- Contractor 's casual workers and drivers;
- Consultant's project manager, Consultant 's officer in charge of environment, health and safety.
- Communities with main focus on community representatives and material suppliers.

Table 8-1 outlines the training recipients, environmental and social aspects to be covered in the training and capacity building conducting agencies.

Table 8- 1: Indicative content of the project capacity building training

SN	Training recipients	Mode of Training	Environmental and social aspects	Training conducting agencies	Budget in RWF
1	District forest specialist, Environmentalist, Land Officer Contractor and Consultant project managers, Environmental and social specialists, Health and Safety Specialists	Lecture System Workshops Group Discussion Visit to Case Study	• AfDB OSs; • Rwanda Environmental and social protection laws and policies (e.g. Environmental Law, labour Law, expropriation Law, etc); • Project Environmental and Social Management Plan implementation; • Best practices for the project ESMP implementation; • First aid kit on-site • Grievance redress mechanisms. • Unacceptable conduct toward local community members, specifically women. • E&S periodic reporting; • Improved cooking stoves to decrease pressure on trees • Financial literacy • Integrated pest management • Awareness of mindset change on gender balance and equity	Environment Specialists from MoE, REMA and or AfDB	1,000,000
2	Contractor and consultant senior staff including forepersons	Seminar Workshop Lectures	• AfDB OSs;; • Rwanda Environmental and social protection laws and policies (e.g. Environmental Law, labour Law, expropriation Law, etc); • Development of agroforestry and sustainable agriculture Project Environmental and Social Management Plan implementation • Environmental pollution associated with afforestation and urban development and management projects; • Best practices for Environmental and Social Standards • Grievance redress mechanisms;	Environmental and Social Safeguard Specialists from RFA, Consultant and Contractor	700,000

SN	Training recipients	Mode of Training	Environmental and social aspects	Training conducting agencies	Budget in RWF
			• Unacceptable conduct toward local community members, specifically women. • E&S periodic reporting; • Improved cooking stoves to decrease pressure on trees • Financial literacy • Integrated peastse management • Awareness of mindset change on gender balance and equity		
3	Contractor's Staff and workers	Seminar Workshop Lectures and onsite meetings	• Best practices for Environmental and Social Standards • Regular HSE training • Environmental pollution associated with development projects; • Project' Environmental and Social Management Plan implementation; • Use of first aid kit on-site (for some specific workers) • Unacceptable conduct toward local community members, specifically women. • Dealing with complaints – to maintain good relationship with stakeholders; understanding the needs, traditions and behavior of local communities. • Social right and responsibility of the company personnel • Grievance handling and reporting • Environmental impacts and social and economic benefits of the project including employment opportunities • Training on prevention against HIV-AIDS and COVID 19 • Training on GBV including sensitization on gender constraints and priorities related to the	Environmental and SocialSpecialists from RFA, Consultant and Contractor	300,000

SN	Training recipients	Mode of Training	Environmental and social aspects	Training conducting agencies	Budget in RWF
			project activities • Grievance redress mechanisms; • Improved cooking stoves to decrease pressure on trees • Unacceptable conduct toward local community members, specifically women. • E&S periodic reporting; • Improved cooking stoves to decrease pressure on trees • Financial literacy • Integrated peastse management • Awareness of mindset change on gender balance and equity		
4	Local community and community Verifiers	Site debates, meetings, posters, banners and brochures Radio and TV spots	• Environmental impacts and social and economic benefits of the project including employment opportunities • Hygiene good practices • Training on prevention of HIV-AIDS and COVID 19 contamination • Training on GBV including sensitization on gender constraints and priorities related to the project activities • Grievance redress mechanisms; • Unacceptable conduct toward local community members, specifically women. • Improved cooking stoves to decrease pressure on trees • Unacceptable conduct toward local community members, specifically women. • E&S periodic reporting; • Improved cooking stoves to decrease pressure on trees • Financial literacy	Environmental and Social Specialists from RFA, Gakenke Districts, Consultant and Contractor	500,000

SN	Training recipients	Mode of Training	Environmental and social aspects	Training conducting agencies	Budget in RWF
			• Integrated peastse management • Awareness of mindset change on gender balance and equity		
Total					2,500,000

9. STAKEHORDERS' CONSULTATION AND ENGAGEMENT

9.1 Introduction

In October 2022, a series of consultation meetings were undertaken to engage all relevant stakeholders at cental and local levels (see Figure 9-1, Annex 4 and Annex 5), to ensure that they are provided with sufficient opportunity to voice their opinions and concerns that may influence project decision.



Figure 9- 1: Consultation workshop for ESIA development for Sustainable Agroforesty Project under Forestry Investment Programme (FIP) (Annex 4 gives a list of the workshop participants)

9.2 Consultation Outcomes

Apart from hearing from the consulted people about their views and concern about the project, the meetings collected the baseline information on environment and social economic aspects in the project area. Overall, all consulted persons showed a positive attitude towards the proposed project and they were ready to cooperate in all aspects and project activities. It is furthermore worth to indicate that few negative impacts were identified including whether (1) the proposed tree varieties may not have negative impacts on the local agroecology; (2) environmental degradation from use of plastic bags, chemical fertilizers and pesticides in tree nurseries; (3) conflicts related to people who may not be willing to voluntarily lease their land for tree planting; (4) Excessive increase of trees on cultivated land; (6) Problems from improper use of the project wages (prostitutions, marriage break, etc); (7) Environmental pollution from use of pesticides in the tree project. The last column of Table 9-1 provides mitigation measures for each raised issue by the public consultation meetings.

Table 9- 1: Consultation meetings in Gakenke District (Chair person: NUWAGABA Gervais Contact:0788481601 Rapporteur: Prince Alexandre Contact:0785611177)

Topics	Key aspects	Baselines	Identified Impacts from the proposed project		Mitigation measures for negative impacts
			Positive	Negative	
Socio-economy	Land requirements	Current practices for agriculture land use (% of agri land with agroforestry): Only 12.21% of agricultural land are covered by agro-forestry trees) • Availability of land for seedlings production: Availability of public land	Project will help to increase land covered by agro-forestry Project will help to increase seedling production in available land.	NA	NA
	Employment	-General employment figures: 85% for labour force availability (i.e only 20% of youth are employed and adult), -Contribution of the agriculture sector (agroforestry in particular)	Livelihood improvement through job creation, Increased various production (Soil fertility,firewood, soil erosion control..).	NA	NA
	Skills development	Skills status on agroforestry (value chain): In Gakenke District community has moderate skills on agroforestry	The project will help to raise the skills for our community (Capacity building).	NA	NA
	Income generation and livelihoods	-Income from agriculture & % from agroforestry 95% of income is generated from Agriculture, 12% of income is generated from agroforestry, -Current non-income benefits (nutrition-home consumption of fruits, folder, etc) • Greening, • Carbon sink,	The project will help • diversify and increase income. • Soil erosion control, • Good health.	NA	NA
	Gender	Current gender balance situation (farm land production & management): 60% are Female and 40% are Male	The project will help to improve gender balance	NA	NA
	Cultural & heritage	The majority of the community has less interest/negative aptitude on some agro-forestry trees like alnus, Leucaena and calliandra	Awarenes to different agroforest varieties and benefits among the community.	Project based varieties may be negative to community culture	Sessions, campaign and training of community awareness on some species of agro-

Topics	Key aspects	Baselines	Identified Impacts from the proposed project		Mitigation measures for negative impacts
			Positive	Negative	
					forestry trees (Calliandra, Leucaena and alnus trees). Study tours in the exemplar areas.
Environment	Physical environment	Current status: • % of land, water bodies with protection practices (agroforestry): 12.21% of agricultural land is only covered by agro-forestry trees, • Water bodies: 203Ha=0.288% • Existing impacts resulting from the absence of agroforestry: • Change in weather pattern and microclimate (Prolonged drought,flood, soil erosion,..).	• Improved land and water bodies boundaries coverage with agroforestry trees • Climate change resilience and, • Improved and restoration of ecosystem and biological species, • To improve water balance.	NA	NA
	Biological environment (flora & fauna)	-Current status of flora & fauna on farm land (birds, bees, non-invasive plant species • 16,577Ha forest=23.4%, • 1863Ha=2.6% wetland	• Restoration of biological diversity, • Honey bee colony increased, • Conservation agriculture and less rely on pesticides, • Soil fertiliy and less dependance on biological environment, • Less dependance on biomass (fuelwood, timber) in context of forests. Answer: Agroforestry trees(firewoods).	NA	NA

9.3 Stakeholder's Engagement Plan (SEP)

9.3.1 Introduction

This Stakeholder Engagement Programme (SEP) has been prepared as part of the Environmental and Social Impact Assessment (ESIA) for the proposed project titled "Development of Agroforestry and Sustainable Agriculture Project under the Forest Investment Program (FIP)" The SEP outlines the engagement process undertaken as part of the ESIA stage. This SEP is a 'live document' that will be updated and refined throughout the life cycle of the project.

9.3.2 Purpose of the Stakeholder Engagement Plan

The overall aim of this SEP is to ensure that a consistent, comprehensive and coordinated approach is taken to stakeholder engagement and Project disclosure throughout the project. It is further intended to demonstrate the commitment of RFA as a project developer and the main implementing party to an 'international best practice' approach to engagement. RFA is committed to full compliance with all Rwandan EIA Regulations, as well as aligning to the international standards namely the AfDB Principles on Stakeholder Engagement (2015).

In line with current international best practice, this SEP aims to ensure that stakeholder engagement is conducted on the basis of timely, relevant, and accessible information. In this way, the SEP seeks to ensure that stakeholders are given sufficient opportunity to voice their opinions and concerns, and that these concerns influence project decisions. The SEP:

- provides the approach to stakeholder engagement, showing how this will be integrated into the rest of the ESIA process and also throughout the project;
- identifies the main categories of stakeholders and how they will be included in the ESIA process; and
- identifies the ways to document engagement undertaken throughout the project.

9.3.3 Objectives of Stakeholder Engagement

The objectives of engaging stakeholders during the ESIA process as well as throughout the project include:

- **Ensuring Understanding:** An open, inclusive and transparent process of engagement and communication will be undertaken by RFA to ensure that stakeholders are well informed about the proposed development. Information will be disclosed as early and as comprehensively as possible.
- **Involving Stakeholders in the Assessment:** Stakeholders were included in the scoping of issues, the assessment of impacts, and management/mitigation measures defined in the draft ESIA report. They also played an important role in providing local knowledge and information for the social baseline and informing the social impact assessment.
- **Building Relationships:** Through supporting open dialogue, engagement will help to establish and maintain a productive relationship between the RFA team and stakeholders. This supported not only an effective ESIA, but also will strengthen the future relationships between RFA and stakeholders.
- **Managing Expectations:** It is important to ensure that the proposed Project does not create or allow unrealistic expectations to develop amongst stakeholders about potential Project benefits. The engagement process will serve as a mechanism for understanding and managing stakeholder and community expectations, by disseminating accurate information in an easy to understand way.
- **Ensuring Compliance:** The process is designed to ensure compliance with both local regulatory requirements and international best practice.

9.3.4 Key Standards and Legislation Guiding Stakeholder Engagement

The stakeholder engagement plan has been prepared to ensure compliance with both Rwandan legislative requirements, as well international good practice standards as defined in the African Development Bank Consultation principles (Safeguards and Sustainability Series, 2015). The project relevant legislation instruments include among others:

- the constitution of the Republic of Rwanda stipulating that the state shall protect important natural resources, including land, water, air, wetlands, minerals, oil, fauna and flora on behalf of the people of Rwanda;
- The Law on Environment No. 48/2018 in its Article 30 guides on the projects that must undergo an environmental impact assessment before they obtain authorization for their implementation. The Law also specifies the main points that an Environmental Impact Assessment must include.

- Ministerial Order N^{O} 001/2019 of 15/04/2019 establishing the list of projects that must undergo environmental impacts' assessment, instructions, requirements and procedures to conduct environmental impact assessment.
- AfDB Operating Safeguard 1 (OS1) states that the borrower or client shall be responsible for carrying out and providing evidence of meaningful consultation (i.e. consultation that is free, prior and informed) with communities likely to be affected by environmental and social impacts, and with other local stakeholders. The Bank requires that stakeholder engagement starts at an early stage during project preparation and that it should continue throughout. The results of such engagement should be adequately reflected in project design, as well as in the preparation of project documentation. In all cases, consultation should be carried out after, or in conjunction with, the release of environmental and social information. Once all stakeholders were identified, the developer should develop and implement a Stakeholder Engagement Plan (SEP) that is proportionate to the project risks, impacts and development stage, and that is tailored to the characteristics and interests of the affected communities. The advantage of having a SEP is that it provides a formal commitment, defines responsibilities, and ensures that adequate funds are made available to carry out the program of consultation.

A SEP typically describes measures to allow the effective consultation and participation of all affected communities, a description of any consultations that have already taken place, and a definition of the reporting procedures. A Grievance Mechanism should also be developed by the developer, and it will detail the procedures that a project will establish for managing complaints and grievances.

9.3.5 Groups of Stakeholders

Stakeholder identification and analysis is an essential component of effective and meaningful stakeholder engagement activities. The objective of this step was to provide a general overview of all stakeholders. Key stakeholder's groups that were preliminary identified, include the the parties presented in Table 9-2:

Table 9- 2: Project key stakeholders

Stakeholder Categories	Stakeholder Groups
Government	Central (Ministries and government institutions) and local government entities (District of Gakenke, sectors and cells)
Main Project Parties	Project Implementation parties (contractor, sub-contractors and consultant)
Directly Affected Stakeholders and project affected people	Community members, including local farmers' cooperatives, NGOs, Extension workers, Youth Women Groups, and Community Leaders

9.3.6 Approach to Stakeholde Engagement

It is important to note that a significant proportion of stakeholders within the communities identified within the Project Area have been previously engaged (and some recently engaged) either directly by RFA or by local authorities. Taking into account previous engagement sessions and meetings, a two-step process for stakeholder engagement has been suggested that includes the following:

- Engagement to inform general stakeholders and authorities and disclose important project details to them with respect to potential impacts.
- Engagement to inform directly project affected people and disclose important project details to them for the project's sites and area of influence (the socio-economic area of influence is defined in *Social Impact Assessment*).

For local communities in the project area, the consultant and RFA team organized large stakeholders' consultation workshop and a series of consultation meetings where relevant information was presented verbally on proposed Project development. This includes a series of focus group discussions and one-to-one interviews with affected people.

9.3.7 Stakeholder Engagement Activities

9.3.7.1 Initial Engagement

RFA has been consulting relevant authorities since late 2021 on the subject of choosing appropriate sites and these details are currently being obtained. Once these details are received, they will be included in the final versions of the ESIA report and this SEP.

As part of their engagement with project affected people, RFA introduced the project and carried out an initial potential area identification (districts and sectors). This process was undertaken

early 2022 before the AfDB initial project mission. From March 2022 to August 2022, the RFA identified likely cells and villages where the project will be implemented. Following this, RFA conducted stakeholders' consultation workshop. The workshop was facilitated by the consultants.

9.3.7.2 Scoping Engagement

Engagement during the Scoping phase was undertaken by the ESIA team in Huye on 20th October 2022. This was followed by individual consultations involving key informant meetings held within the period from 21 October to 10 November 2022.

The broad objective of the engagement was to:

- Formally notify stakeholders of the proposed Project and the ESIA process;
- Formally initiate the engagement process and introduce the engagement team;
- Table and elicit comment from the affected parties; and
- Provide stakeholders with an opportunity to ask questions and give input on the proposed Project.

9.3.7.3 Scoping Baseline Data Gathering Engagement

Baseline data gathering has been conducted by the RFA and the ESIA team. The primary purpose of this phase was to gather primary data for the socio-economic baseline, however; it is noted that the collection of information involved engagement with stakeholders. This afforded stakeholder's further opportunity to provide feedback or ask any questions regarding the proposed Project. Stakeholders engagement during this phase included key government stakeholders at district level, community based organizations and local community members. Consultations with key stakeholder's groups and individuals were undertaken during the Huye workshop (Annex 5).

9.3.7.4 ESIA Disclosure Engagement

In December 2022 the Impact Assessment process will be completed and the engagement team will return to site to gather stakeholders' comments and feedbacks on the ESIA. This engagement target is to allow local stakeholders to have an insight into the predicted impacts and mitigation and to contribute their local knowledge to the assessment and mitigation process. This process provided stakeholders with the opportunity to confirm that their needs, fears and aspirations have

been recorded and where possible appropriately consider in the specialist surveys and Project design.

It is important to note that complaints will and must be solved properly and in time through consultation among the stakeholders and RFA in order to ensure the success of the project. In general, the meetings will be participatory to allow participants to acknowledge their views and feelings.

9.3.8 Communication Plan

Along with or as part of the CESMP, the contractor will prepare a detail communication plan at the beginning of the project implementation to define and make arrangements to facilitate communities and project SPIU communication as with any other person external party (NGOs, associations, etc) to the project to communicate with the project team, to provide or request for information or file a complaint. These arrangements are provided in Table 9-3.

Table 9- 3: Tools to be used to communicate with the project for communication and sending recommendations, claims, and observations

Project webpage	The ES documents including the ESMF and ESIA Reports will be disclosed in the implementing agency (RFA) of Development of Agroforestry and Sustainable Agriculture Project containing project description, implementing arrangements, contact key persons (email, phone of Environmental Specialist or Social/Safety Specialist). The project webpage will be maintained, updated and reviewed by the ESS of the SPIU during the project implementation period
Radio communication	At least every 2 weeks a radio announcement will be shared with the communities on the progress of the project and the way the community can communicate with the project SPIU.
Communities' meetings	To ensure the local communities have access to the project related information, some communiqués will be delivered in church services, meetings, Umuganda, and other communities gatherings.
Community project blackboard	In a community selection point or the district, a blackboard with project information, timeline, and information of the works, contractor, areas of risks, announcements and box for comments will be placed, with a lock, so only the environmental or social officer can open and respond to any messages. Any complaint from a third party can be filed using this method.

Facebook, WhatsApp, other social media	SPIU, Gakenke district, communities can form groups to share information, monitored progress and share photos, progress and completion and benefits of the works.
Email, Telephone, other media	All contacts of the environmental and social management unit of SPIU at National level or at District level will be made public to be used by any stakeholder or third party willing to ask for information, provide suggestion or file a complaint or inform issues affecting the works.

9.3.9 Monitoring and Reporting

Stakeholder engagement should be monitored and reported by RFA throughout the entire life cycle of the project, which will involve:

- Updates of the stakeholder list;
- Records of all consultations held; and
- Records of all grievances received and dealt with (entered into a Grievance Log on the system or a computer).

Information Management

Every meeting and interaction related to the project engagement should be recorded by RFA through the following:

- Stakeholder list;
- Grievance Mechanism Log;
- Minutes of all meetings; and
- Meeting attendance registers.

10. GRIEVANCE REDRESS MECHANISM

10.1 Introduction

The grievance redress mechanism will ensure that all project related complaints and grievances are addressed in good faith and through a transparent and impartial process, but one which is culturally acceptable. All grievances raised by stakeholders shall be managed through a transparent process, readily acceptable to all segments of affected communities and other stakeholders, at no cost and without retribution.

For the Development of Agroforestry and Sustainable Agriculture Project, the types of grievances stakeholders may raise include, but are not limited to:

- Land loss for the tree planning areas;
- Health and safety risks;
- Pollution of water ways, soil, and air;
- Unacceptable behavior by staff or employees.

10.2 Objectives of Grievance Redress Mechanism

The GRM will work within existing legal and cultural frameworks, providing an additional opportunity to resolve grievances at the local, project level. The key objectives of the GRM are:

i. Record, categorize and prioritize the grievances;
ii. Settle the grievances via consultation with all stakeholders (and inform those stakeholders of the solutions)
iii. Forward any unresolved cases to the relevant authority.

The appropriate signage will be erected at the nursery and planting sites providing the public with updated project information and summarizing the GRM process, including contact details of the relevant Project Contact Person within the project implementation unit. Anyone shall be able to lodge a complaint and the methods (forms, in person, telephone, forms written in Kinyarwanda, community meetings…) should not inhibit the lodgment of any complaint.

10.3 Grievance Redress process

10.3.1 Project Level Grievance Redress Mechanism: Grievance Redress Committee

As the GRM works within existing legal and cultural frameworks, it is organized in such a way that the Grievance Redress Committee (GRC) will comprise local community representative, women representative and youth, local authority representative at village and cell levels, contractor and supervising firm representative. The grievance redress process, and members of GRC (according to ESMF -FIP) and their roles and responsibilities are presented in Table 10-1 and 10-2.

It is expected that many projects' related grievances will be site-specific. They will be related to land lease/boundaries, pollution, workers dispute, grievances, properties accidently damaged by project activities, accidents on sites among others. These impacts will be resolved with the contractor committed to implement the CESMP and proper supervision by the consultant (it could be a supervising firm) and respective districts.

The grievance procedure at project level will be simple and administered at the extent possible at the local levels to facilitate access, flexibility and ensure transparency, timely feedback and appeal. All the grievances will be channeled via the Grievance Resolution Committees purposely established for the project at site and project level. Stakeholders will be allowed to use any means easily accessible to them to voice their concerns and complaints such as filling a grievance form, sending an email, using phone etc. Complaints will be filled in a Grievance Register that will be distributed to the Project Affected Person (PAPs) free of charge. After registration of the complaint, an investigation will be carried out by the committee members to verify its authenticity. Thereafter a resolution approach will be selected based on the findings. The decisions of the action to be taken will be communicated to all involved parties mainly in written form.

All measures will be undertaken to ensure that the grievance is solved amicably between the concerned parties. If the grievance is not solved at village level (site level), it will be submitted to project level. If Project level fails to handle it, courts will be the last resort. Efficiency in solving the grievances will be of paramount importance. The selection of members for the sub-project grievance committee will be at the discretion of the PAPs to decide basing on information provided by the Project Implementation Unit (PIU).

In practice, not many complaints are expected. This is based on the assumption that all the project works will be undertaken within the public or private land whose owners voluntarily leased their land. However, any complaint against the project activities will be received by the contractor who will mandatory be responsible to resolve it. The contractor will inform the Grievance Committee (GRC) of these complaints and their outcomes, and of others not satisfactorily resolved that the GRC should take over. The GRC will log these in the Complaints Register and inform the concerned project implementation unit.

At each level of the project GRC, complaints will be solved within a period of 15 days. Once at judiciary level, due process as mandated by the law will be followed depending on what the courts will require. Through citizen engagement meetings the local community will be informed of the different grievance mechanisms in place for them to lodge their complaints and dissatisfactions.

10.3.2 Labour Related Grievance Mechanism

In order to create a working environment that provides safety and security to all workers, the contractor will be required to present a worker's grievance redress mechanism. For direct workers, the mechanism shall involve an appropriate level of management and address concerns promptly, using an understandable and transparent process that provides feedback to those concerned, without any retribution. The contractor will inform the workers of the grievance mechanism at the time of hiring, and make it easily accessible to them.

i. For workers and labor contracting issues (i) Individual labor disputes: Article 102 of law n° 66/2018 of 30/08/2018 regulating labor in Rwanda

Workers will elect representatives who will form a committee that will act as the Workers Grievance Redress Committee. As mandated by article 102 of the law regulating labor in Rwanda, the employees' representatives amicably settle individual labor disputes between employers and employees. If employees' representatives fail to settle the disputes amicably, the concerned party refers the matter to the labor inspector of districts where works are being implemented. If the Labor Inspector of the District fails to settle the dispute due to the nature of the case or conflict of interests, he/she refers the dispute to the Labor Inspector at the national level stating grounds to refer such a dispute. If amicable settlement fails at the national level, the

case is referred to the competent court. In any case, the PIU will be informed from the beginning of any worker's grievances and can provide insight and mediation whenever needed. The matter will be referred to the labor inspector only if the PIU (GRC at project level) fails to do the mediation. It is worth emphasizing that the PIU can intervene at any stage of the grievance as it is kept informed from the beginning of any worker's grievances.

ii. Collective labor disputes: LAW N° 66/2018 of 30/08/2018 Regulating Labor in Rwanda

The law requires that collective labour disputes be directly notified to the labour inspector of the area by the worker's representatives. Within this framework, any collective labor disputes that will arise under this project, will be addressed to labor inspector of the concerned district for assessment and settlement. In case of escalation, the matter will be referred to the national level. Before escalating the collective labor dispute, the PIU through the Environmental and Social Management Unit will be alerted to mediate the disputing parties. Necessary investigations will be conducted and the contractor will be duly approached. The matter will be referred to the labor inspector only if the PIUs and worker's representatives fail at amicable settlement. The PIU will elaborate a template to be used in order to report on labor issues to the Bank.

iii. **For worker's safety issues**

All grievances related to worker's safety will be addressed though the following channels:

1) The supervisor and environmental officer from the contractor, supervising firm or from the district or PIU will report any accidents within 24 hours; other health and safety issues;
2) The PIU coordinators will find solutions to the issues following the National regulations and AfDB OSs.
3) The PIU will consult the Occupational Health and Safety committee on the health and safety issue as required by Article 78 of the National Labor Law.

iv. Grievance process for non-labor related issues involving project workers

In the project area there might be other conflicts related to relationships between the workers and the local community. Depending on who is the aggrieved party, the following mechanism will be used:

- **A Worker- Against Another Worker:** These grievances will be handled though the Workers Grievance Committee/representatives.
- **Community Member – Against a Worker:** If there is any grievance from a community member against a worker, they will be handled though the Workers Grievance Committees/representatives.
- **Worker- Against a Community Member**: This grievance mechanism (site level) will have the mandate of solving all complaints and grievances related to project activities and impacting local communities. Any grievance from a worker against a community member will be handled though this Grievance Redress Committee.

v. Grievance Channel for Gender Based Violence (GBV)

As GBV/SEA/SH requires timely access to quality, multi-sectoral services and involves confidentiality and informed consent of the GBV survivor. To address the issues related to GBV, the guidelines from the GBV Action Plan will be followed. The document details the Accountability and Response Framework, identifies the service providers with minimum package of services (**health, psychosocial, legal/security**, safe house/shelter, and livelihood). The successful bidder will prepare the Contractor's Environmental and Social Management Plan (CESMP) that will integrate provision from the GBV Action Plan, with enough details of handling GBV cases. Chapter 10 gives some provisions to be part of the bidding documents.

10.3.3 Judiciary Level Grievance Redress Mechanism

The project level process will not impede the Project Affected Persons (PAPs) access to the legal system. Local communities have existing traditional and cultural grievance redress mechanisms (**Abunzi committees)** established and regulated by law no 37/2016 of 08/09/2016 determining organization, jurisdiction, and competence and functioning of Abunzi committee. These are established at cell and Sector level to solve community-based conflicts and grievances their regulatory body being the Ministry of Justice. This mechanism cannot be overlooked by the project. The population can choose to use this channel in complement to the project GRC. The escalation at this level leads to the court process. At any time, the complainant may take the matter to the appropriate legal or judicial authority as per Rwanda

National Legal procedure. Table 10-1, 10-2 and 10-3 summarizes the grievance redress mechanisms.

Table 10- 1: Grievance redress process for the implementation of development of agroforestry and sustainable agriculture project in Gakenke District

Stage	Process	Duration
1	The Aggrieved Party (AP) may choose to escalate the grievance to the Abunzi Mediation Committee[1] especially if she/he is not directly linked to the sub-project.	Not fixed
2	On receipt of the complaint, the GRC at village level will endeavor to resolve it immediately. In case the GRC at village level fails to solve the complaint, it will be escalated to the GRC at the project level (PIU).	15 days each level
3	If unsuccessful at project level, the GRC shall submit the grievence to AfDB and request their intervention.	15 days
4	Whenever the complainant is not satisfied by the solution, he/she may then use the court of law (in Rwanda)	1 – 7 days
5	The dimension to be represented in purple will be strictly for GBV related matters. The AP will approach directly the GBV task force to ensure her/his anonymity and safety. However, in case the complaint was addressed first to the Site Manager, the latter is required to immediately refer it to the task force. The GBV task force will work with competent authorities to ensure GBV grievance is solved.	Not fixed

Table 10- 2: Proposed Members of GRC and their roles and responsibities, Development of Agroforestry and Sustainable Agriculture Project

No	Member of GRC	Roles and responsibilities
1	Village leader (President)	- Chairing meetings; - Give direction on how received grievances will be processed; - Assign organizational responsibility for proposing a response; - Referring cases to next level; - Speaks on behalf of GRC and s/he is the one to report to the cell or the sector
2	Farmer promoter	- Represents local farmers at village level; - Collect any complaint raised from farmers/local community and inform the president - Inform farmers on the outcome of the GRC meetings (resolutions)
3	Representatives of PAPs	- Represents the interests of aggrieved parties - Give feedback on the efficiency of GRM

[1] The Abunzi Committee is statutory body responsible for conciliating parties in conflict with the aim of consolidating national unity and peaceful coexistence among Rwandans.

No	Member of GRC	Roles and responsibilities
4	Worker's representative	- Represent workers from the contractor firm - Inform contractor firm management for direct action to be taken - Advocate for any issue related to workers' conditions
5	Women and youth representatives	- Represent the interests of women and youth; - Advocate for equity and equal opportunities; - Help in prevention of sexual harassment and promote wellbeing of the women and youth - Take part in resolution of any grievance related to sexual harassment and any gender domestic violence that may arise;
6	Contractor	- Receive and log complaints/grievances, note date and time, contact details, nature of complaint and inform complainant of when to expect response; - Handle complaints revolved around nuisance resulted from the project works and endeavor to handle them satisfactory; - Attend community meetings, respond and react to PAPs complaints raised concerning the contractor.
No	**Member of GRC**	**Roles and responsibilities (Project level)**
1	RFA representative (Project Manager)	- Acts as implementing agency and chairing the GRC - Play the role of Secretariat of GRC - Keep all documents related to the meeting of GRC and resloutions - Prepare reports that are regulary submitted to the AfDB
2	MoE representative	- Represent client/MoE; - Ensure that all grievances raised have been responded to, and that the contractor responds to the complaints raised concerning them, - attend community meetings - respond to all concerns related to the project from community - Report on monthly basis about the progress of GRM process
3	MINAGRI representative	- Represent MINAGRI in the RGC - Contribute to resolving any complaint raised in the implementation of the project - Report to the management on the resolutions
4	REMA representative	- As the E&S regulatory agency, it plays a big role in GRC. - Give direction/advise on how received grievances will be processed; - Assign organizational responsibility for proposing a response; - Referring cases to next level (when RGC at project level fails to address the grievance, next level can be AfDB, MoE,)
5	Local communities	- Represent local communities in the GRC - Contribute in addressing complaints/grivances that are raied

Table 10- 3:Proposed members of the GBV task force for Development of Agroforestry for Sustainable Agriculture Project

Institution	Staff position
PIU National level (MoE)	Social Safeguards Specialist
PIU (District level)	Gender Monitoring Officer, Environmental and Social Management Specialist
Contractor	Human Resources Officer, Social Safeguards Specialist
Supervisor	Social Safeguards Specialist
NGO in GBV prevention	Designated representative

As mandated by the law on gender equality, women representation will make up at least 30% of the GRC. All PAPs representatives will be directly elected by their peers and the number of members may vary depending on the context and particularities of each sub-project site characteristics.

11. ENVIRONMENTAL AND SOCIAL TECHNICAL CLAUSES FOR SUCCESSFUL BIDDERS FOR DEVELOPMENT OF AGROFORESTRY AND SUSTAINABLE AGRICULTURE PROJECT IN THE NORTH PROVINCE (GAKENKE DISTRICT)

Most environmental and social impacts of the Development of Agroforestry and Sustainable Agriculture Project in Gakenke district will result from activities directly under the control of contractors and will be mitigated directly by the same contractors. As a consequence, ensuring that contractors effectively mitigate programs activities related impacts is the core of the Program's mitigation strategy. This will be done by ensuring that the environmental and social management of programs activities are mandatory parts of activities works contracts. The client will incorporate standardized environmental and social clauses in tender documentation and contract documents, so that potential bidders are aware of environmental and social performance requirements expected from them, are able to reflect that in their bids, and required to implement the clauses for the duration of the contract.

Prior to start implementing the project, the contractor must prepare and submit a Contractor Environmental and Social Management Plan (CESMP) to the supervision firm and client for approval. The CESMP will provide a detailed explanation of how the contractor will comply with the project EHS clauses for contractors and demonstrate that sufficient funds are budgeted for that purpose and sufficient capacity is in place to oversee, monitor and report on CESMP performance.

The client will enforce compliance by contractors with clauses covering issues related to Environment, Health and Safety (EHS). Table 11-1 presents the environmental and social technical clauses (ESTCs) to be incorporated in the Tender Document.

Table 11- 1: Environmental and Social Technical Clauses (ESTCs) to be incorporated in the Tender Document for Development of Agroforestry and Sustainable Agriculture Project

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
ESTC 1: Solid Waste Management			
ESTC 1 :001 Management of domestic solid wastes	Avail solid waste bins, at least one bin for each category (e-wastes/cell phones, agrochemicals, plastics, papers and biodegradable wastes) and sort wastes at their sources accordingly; Ensure all solid wastes are well collected and handled by a nearby licensed company involved in refuse management that will be hired by the contractor; Minimize the generation of wastes, segregate, reuse or recycle all the wastes, wherever practical; Avoid burning of solid waste; Do not allow ponding of water near waste collection/storage areas and other project sites; Discard all the storage containers that are capable of storing of water, after use or store them in inverted position.	Ensure the contractor has hired a local licensed company involved in waste collection and disposal; Inspection of the campsites and work sites to ensure there are no trashes	500,000
ESTC 2 : Wastewater Management			
ESTC 2 :001 Sewage Management	Avail the adequate number of toilets and hand wash basins (one toilet for every ten persons with a minimum of at least 2 units at each active site and separate latrines for males and females with total isolation by wall or by location. The sewage in the nurseries will be handled using latrines and all along the work site by mobile toilets or pit latrines. Hand wash basins will also be provided along with toilets. Provision of adequate treatment and disposal for the sewage (septic tanks and soak away pits)	Define the location and number of toilets and hand wash basins and ensure safe disposal of the sewage. The toilets, septic tanks and soak away pits will not be located in the storm water run way or flooding area.	3,000,000
ESTC 3: Water Resources Management			
ESTC 3-001 Avoidance of pollution to water resources	• Ensure waste substances do not enter waterways, storm water systems or underground water tables. • Test and report (quarterly) the water quality in the direct vicinity of the nurseries and project active sites in terms of Turbidity, pH, Electrical Conductivity (EC), Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Faecal coliforms);	Ensure the contractor complies with the management guidelines proposed for ESTC 3	1,500,000
ESTC 4: Stormwater Management			

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
ESTC 4-001 Control of the Runoff and erosion	At steep slope, provision of the storm water interception trences Ensure evacuation and safe disposal of the storm water from all project sites (nursery, planting site, campsites, and dumpsites)	Ensure the contractor complies with the management guidelines proposed for ESTC 4-001	500,000
ESTC 5: Land Management			
ESTC 5-001 Land use Management	Limit the project activities within the project footprint and avoid disturbance of the land use outside the project site	Ensure the contractor complies with the management guidelines proposed for ESTC 5-001	NA
ESTC 6: Air Quality Management			
ESTC 6-001 Management of dust and particulate	Avoiding dust emission through watering all dusty sites	Ensure compliance of the project activities with the guidelines for the air quality management for dust emissions (ESTC 10-002)	500,000
ESTC 7: Location of the Tree Nursery			
ESTC 7-001 Siting and location of the nursery	Submit to the consultant for approval a detailed layout plan for the installment of nursery, including the management plan for the storm water, sewage and other wastes Provision of the adequate number (one toilet for every ten persons) and separate latrines for males and females with total isolation by wall or by location. Provide first aid kit and maintain a stock of medicines in the facility and ensure that they are well operated by the Contractor's E&S officer.	Conduct surveys to identify the most suitable locations for nursery	Cost covered in the project running activities
ESTC 8: Environmental, Social, Health and Safety			
ESTC 8-001 Health and Safety Best practices	Hire 2 specialists: (1) Environmental Specialist; (2) The Social and Safety Risk Management Specialist;; Avail the adequate number of a set of PPEs such as overall, safety boots, masks, gloves. (every worker must have this set of PPEs)	Ensure the contractor has an environment, health and safety manager to look after the health and safety of the	20,000,000

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
	and ensure workers get trainings on PPEs use and maintenance. The application of prevention and control measures to occupational hazards should be based on comprehensive job safety or job hazard analyses. The results of these analyses should be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards.	workers Ensure the contractor complies with Worker Health and Safety	
ESTC 8-002 Child Labor, Unwanted pregnancy, Gender Equity, Gender Based Violence (GBV)	Not hire children of less than 18 in accordance with the Law no 66/2018 regulating labor in Rwanda. Empowering women (ensure they are trained to high professional skills. E.g. from unskilled aid masonry to skilled masonry); Ensure male and female have the equal chance to get recruited by the project; In case the PIU does not have a gender specialist/officer, hire a specialist in charge of gender to follow up the issues of gender throughout the project implementation; Mandatory and repeated training and awareness raising (induction training and daily tool box talks to workers) about refraining from unacceptable conduct toward local community members, specifically women. Local people will also be sensitized against GBV and child labour before the start of the works and quarterly during the project implementation; Informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted; Introducing a Worker Code of Conduct as part of the employment contract, and including sanctions for non-compliance (e.g., termination); During works, separate facilities for women & men, GBV-free zone signage.	Inspect the work site and employee's records to check the contractor's compliance to child and pregnant labour (ESTC 8-002)	5,000,000

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
ESTC 8-003 First aid facilities and health care facilities	Avail at leat one unit of appropriately equipped first aid stations[2] at each project active site; Document and report occupational accidents, diseases, and incidents within 24 hours using the format in Annex 8. Prevent accidents, injury, and disease arising from, associated with, or occurring in the course of work by minimizing, so far as reasonably practicable, the causes of hazards. In a manner consistent with good international industry practice. Identify potential hazards to workers, particularly those that may be life-threatening and provide necessary preventive and protective measures.	Inspect the work site to check the contractor's compliance to provision of First aid facilities and health care facilities (ESTC 8-003)	3,000,000
ESTC 8-004 Trainings	Conduct regular training (induction, daily tool box) to all workers in environmental, basic sanitation and health care issues. Train all workers in general health and safety matters, and on the specific hazards of their work. Training shall consist of basic hazard awareness, site specific hazards, safe work practices, evacuation, and natural disaster, as appropriate. Implement malaria, COVID 19, HIV/AIDS and STI education campaign targeting all workers, including female and male, skilled, semi- and unskilled occupations, at the time of recruitment and thereafter pursued throughout the project phase on ongoing and regular basis. This shall be complemented by easy access to condoms at the workplace as well as to voluntary counseling and testing	Ensure workers get trainings on health and safety (ESTC 8-004)	800,000
ESTC 9: Social impacts to local communkities			
ESTC 9-001 Best practices in agricultural fields or	Avoid the disturbance of agricultural fields or other livelihood assets; Fix or compensate any damage or disturbance made to agricultural fields or other livelihood assets	Inspect the project site to enforce the best practices to avoid disturbance or fix or	Cost covered in the project running

[2] The First Aid Kit should at least contain the Compression wrap, Antibiotic ointment, Tweezers, Antihistamine tablets, Hand sanitizer, Antiseptic wipes, Bandaids of various sizes and Eye wash

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
other natural livelihood assets		compensate any damage to local communities	activities
ESTC 9-002 Community health and safety risks due to lack of inadequate/ ineffective communication to local communities	Employ local casual labour and instruct them on environmental issues, safety and health before the project tasks are assigned. Remind all workers about Rwandan values and customs, practices and habits in order to avoid conflicts among people. Maintain open communications channels with the local government and concerned communities; the contractor shall coordinate with local authorities (leaders of Cells or Villages, leaders of Sectors) for agreed schedules of the project activities A grievance mechanism/grievance committee will be set to mitigate or mediate for any project related issue to the community. The GRCs will be trained by the contractor on a quarterly basis (on training days, the contractor will provide transport allowances to the GRC members who attend the training). Copies of Kinyarwanda versions of these Environmental and Social Technical Clauses and of other relevant environmental protection documents shall be made available to local communities and to workers at the site. Project information will be disseminated to affected parties (e.g. local authorities, businesses and affected households, etc.) through community meetings before and throughout the project implementation. A contact address will be provided to the community. Community concerns and requested information are to be monitored as the project progresses. Inquiries must be responded by telephone and written correspondence in a timely and accurate manner. Local residents/community verifiers must be informed about the project work schedules, interruption of services, traffic detour routes and provisional bus routes, demolition operations, as appropriate.	Inspect the project site to enforce the best practices Community health and safety risks due to lack of Inadequate/ineffective communication to local communities (ESTC 9-002).	3,000,000

Environmental and Social Technical Clauses (ESTCs)	Management practices by the Contractors and sub-contractors	Management practices by the Consultant	Cost (FRw)
	Technical documents will be provided to local authorities, especially the sketch of tree nursery and planting areas. Notification boards shall be erected at all project sites providing information about the project, as well as contact information about the site managers, environmental staff, health and safety staff, telephone numbers and other contact information so that affected people could have a channel to voice their concerns and suggestions		

12. CONCLUSION AND RECOMMENDATIONS

12.1 Conclusion

This Project of Development of Agroforestry and Sustainable Agriculture is environmentally, socially and economically beneficial. The project has the potential to increase social, cultural/historical services, as well as business activities in the area.

The scoping exercise has identified a number of issues pertaining to the proposed project. The issues/impacts have been assessed and described in some detail to gain an adequate understanding of possible environmental effects of the proposed project to formulate mitigation measures in response to negative aspects which have emerged.

The Environmental and Social Management Plan (ESMP) identified mandatory prevention compensation and mitigation measures. The Environmental Monitoring Plan provides parameters to be monitored, responsibilities, frequency and associated budget. The consultant is recommending that the Project Implementing Agency assigns its technical team to undertake the monitoring of the mitigation measures for the project through its existence. This way the developer will achieve sustainable project implementation at reduced cost for undertaking the monitoring. The figures given are considered to be absolute maximum such implementation and monitoring could cost. However, regular internal monitoring shall be carried out by the project proponent.

Given the nature and location of the project development activities, the conclusion is that the potential impacts associated with the proposed development are of a nature and extent that can be reduced, limited and eliminated by the application of the proposed appropriate mitigation measures.

12.2 Recommendations

For the successful implementation of this project, it is recommended:

- The client should ensure that the Environmental and Social Technical Clauses presented in Chapter 10 and other mitigation measures detailed in this ESIA report are part of the bidding document, and that the successful bidder has quoted for them and will implement them;
- To own the ESIA study, the contractor shall review this ESIA report and produce the Contractor Environmental and Social Management Plan (CESMP) that will be reviewed and approved by the consultant. Once approved, it will guide the contractor throughout the project implementation...

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ANNEXES

Annex 1: Grievance Redress Mechanism Log Frame Template

PROJECT: ……	District ……	Sector ……	Cell …….	Village ……..
Grievance number:	…….			
Name of the recorder :…….			Title: …	
Date: …… / ……/……				
Complainant Names: ……		Signature of Complainant…… Date: ……/……/……		
Province ……	District ……	Sector ……	Cell ……	Village ……..
Details of Complaint: …… ……				

Grievance Clouse Out
Grievance number: …….
Define immediate action required: …… Define
Long term action required (If necessary): ……

Corrective action plan taken	Due date

Responsible party (Filled in and signed by the complainant when she/he receives compensation or file closed):

Complainant Name: ……Date:…/……../…… Signature……

Responsible Grievance Redress Committee

1. Title…… Name……..Date…/……../…….

Signature……...

2. Title…… Name……..Date…/……../…….

Signature……...

3. Title…… Name……..Date…/……../…….

Signature……..

Annex 2: Standardized Incident reporting format

INCIDENT REPORT FORMAT
To be completed by implementing agency/contractor staff within 24 hours of incident/accident

---

Incident date: …….

Incident Time: ……

Incident's place (District, Sector, Cell, Village: …….

Injured/dead person name: …… …….

Address: …… ……

Phone number: …… …….

Male/Female: ……..Date of Birth

Incident category:

Category 1: "Minor or negligible, no one was injured"

Category 2: Moderate, injuries with short term impairement

Category 3: Critical/ major, susceptible to lead to serious illness or death

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Details of incident:

…… …… …… …… …… ……

Who was injured person?: …… ……

Injury type: …… ……

Does injury require hospital/Physician?. Yes: ……No: …….

Hospital name: ……
……

Address:
……
……

Hospital phone number: ……
…….

Injured person/party signature/ date: ……/…….

Important notes / instructions

……
……
……
……

Prepared by: ……, Signature: ……..Date and time: …….

Approved by: …….., Signature: ……,
Date and time: ……

Annex 3: Code of Conduct for Contractors and workers hired under this project.

General Code of Conduct to be inserted in the CESMP

This project will comply with the AfDB Operational Safeguard 5: Labour conditions, health and safety. This safeguard establishes the Bank's requirements for its borrowers or clients concerning workers' conditions, rights and protection from abuse or exploitation. It also ensures greater harmonization with most other multilateral development banks. The project will also comply with the Labor regulations of Rwanda. The following is a general Code of conduct to be inserted in the contract of contractors for civil works.

1. Company Code of Conduct

Company Code of Conduct

Implementing ESHS and OHS Standards

Preventing Gender Based Violence and Violence against Children

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The Contractor ……
……is committed to ensuring that the project is implemented in such a way which minimizes any negative impacts on the local environment, communities, and its workers. This shall be done by respecting the environmental, social, health and safety (ESHS) standards, and ensuring appropriate occupational health and safety (OHS) standards are met. The company is also committed to creating and maintaining an environment in which gender-based violence (GBV) and violence against children (VAC) have no place, and where they shall not be tolerated by any employee, associate, or representative of the company.

Therefore, in order to ensure that all those engaged in the project are aware of this commitment, the company (HNRB)commits to the following core principles and minimum standards of behavior that shall apply to all company employees, associates, and representatives including sub-contractors, without exception:

General

1. The company …….. and therefore all employees, associates, and representatives—commits to complying with all relevant national laws, rules and regulations and the AfDB Operational Safeguard
2. The contractor is responsible to comply with the requirements defined in ESMP Environmental and Social Technical Clauses (ESTC) which are both integral part of the contract.
3. The company commits to full implementing its 'Contractors Environmental and Social Management Plan' (CESMP) which will be prepared based on the ESIA/ESMP prepared for this project.

4. The company commits to treating women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion,

national, ethnic or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.

5. The company shall ensure that interactions with local community members are done with respect and non-discrimination.

6. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behaviour are prohibited among all company employees, associates, and its representatives.

7. Respect to reasonable work instructions (including regarding environmental and social norms)

8. Protect and ensure proper use of property (for example, to prohibit theft, carelessness or waste)

9. Prohibite illegal activities by their wokers such as: polluting the soil, rivers, wetlands, hunting, poaching wildlife, setting up fires, spilling diesel, oils in the soil, cutting trees without permit.

Health and Safety

10. The company shall ensure to hire professional in occupational health and safety to implement the ESMP and ESCT described in the bidding documents.

11. The company shall ensure that the project's occupational health and safety (OHS) management plan is effectively implemented, including wearing prescribed personal protective equipment, preventing avoidable accidents and reporting accidents of all type within less of 24 hours or conditions or practices in the project sites that pose a safety hazard or threaten the environment and the people.

12. The company will:

    a. Prohibit the use of alcohol during work activities.

    b. The company shall prohibit the use of illegal substances, at all times.

13. The company shall ensure that adequate eating, changing and sanitation facilities are available on site and at any worker accommodations provided by the contractor.

14. The company will obey labor, contracting and health and safety regulation in case of accidents, death and incapacity of workers (skilled or no skilled) and pay the compensation required by law.

Gender Based Violence and Violence against Children

15. Acts of GBV or VAC constitute gross misconduct and are therefore grounds for sanctions, which may include penalties and/or termination of employment. All forms of GBV and VAC, including grooming are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or at worker's homes.

16. In addition to company sanctions, legal prosecution of those who commit acts of GBV or VAC shall be pursued if appropriate.

17. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.

18. Sexual Harassment—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior, is prohibited. For example: Looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc. is prohibited.

19. Sexual favors —for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior are prohibited.

20. Unless there is full consent by all parties involved in the sexual act, sexual interactions between the company's employees (at any level) and members of the communities surrounding the work-place are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "nonconsensual" within the scope of this Code.

21. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and/or VAC by a fellow worker, whether in the same company or not. Reports must be made in accordance with GBV and VAC Allegation Procedures.

22. Managers are required to report suspected or actual acts of GBV and/or VAC as they have a responsibility to uphold company commitments and hold their direct reports responsible.

Implementation

To ensure that the above principles are implemented effectively the company commits to ensuring that:

23. All managers sign the 'Manager's Code of Conduct' detailing their responsibilities for implementing the company's commitments and enforcing the responsibilities in the 'Individual Code of Conduct'.
24. All employees sign the project's 'Individual Code of Conduct' confirming their agreement to comply with ESHS and OHS standards, and not to engage in activities resulting in GBV or VAC.
25. Displaying the Company and Individual Codes of Conduct prominently and in clear view at workers' camps, offices, and in in public areas of the work-place. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
26. Ensure that posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
27. An appropriate person is nominated as the company's 'Focal Point' for addressing GBV and VAC issues, including representing the company on the GBV and VAC Compliance Team (GCCT) which is comprised of representatives from the client, contractor(s), the supervision consultant, and local service provider(s).
28. Ensuring that an effective GBV and VAC Action Plan is developed in consultation with the GCCT which includes as a minimum:

a. **GBV and VAC Allegation Procedure** to report GBV and VAC issues through the project Grievance Redress Mechanism (GRM);
b. **Accountability Measures** to protect confidentiality of all involved; and,
c. **Response Protocol** applicable to GBV and VAC survivors and perpetrators.

29. That the company effectively implements the GBV and VAC Action Plan, providing feedback to the GCCT for improvements and updates as appropriate.
30. All employees attend an induction training course prior to commencing work on site to ensure they are familiar with the company's commitments to ESHS and OHS standards, and the project's GBV and VAC Codes of Conduct.
31. All employees attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's ESHS and OHS standards and the GBV and VAC Code of Conduct.

I do hereby acknowledge that I have read the foregoing Company Code of Conduct, and on behalf of the company agree to comply with the standards contained therein. I understand my role and responsibilities to support the project's OHS and ESHS standards, and to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Company Code of Conduct or failure to take action mandated by this Company Code of Conduct may result in disciplinary action.

Company name: _____

Signature: _____

Printed Name: _____

Title: _____

Date: _____

2. Manager's Code of Conduct

Manager's Code of Conduct
Implementing ESHS and OHS Standards
Preventing Gender Based Violence and Violence Against Children

---

Managers at all levels have a responsibility to uphold the company's commitment to implementing the ESHS and OHS standards, and preventing and addressing GBV and VAC. This means that managers have an acute responsibility to create and maintain an environment that respects these standards and prevents GBV and VAC. Managers need to support and promote the implementation of the Company Code of Conduct. To this end, managers must adhere this Manager's Code of Conduct and also sign the Individual Code of Conduct. This commits them to supporting the implementation of the C-ESMP and the OHS Management Plan and developing systems that facilitate the implementation of the GBV and VAC Action Plan. They need to maintain a safe workplace, as well as a GBV-free and VAC-free environment at the workplace and in the local community. These responsibilities include but are not limited to:

Implementation

1. To ensure maximum effectiveness of the Company and Individual Codes of Conduct:
    a. Prominently displaying the Company and Individual Codes of Conduct in clear view at workers' camps, offices, and in in public areas of the work-place. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
    b. Ensuring all posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
2. Verbally and in writing explain the Company and Individual Codes of Conduct to all staff.
3. Ensure that:
    a. All direct workers sign the 'Individual Code of Conduct', including acknowledgment that they have read and agree with the Code of Conduct.
    b. Staff lists and signed copies of the Individual Code of Conduct are provided to the OHS Manager, the GCCT, and the client.
    c. Participate in training and ensure that staff also participate as outlined below.
    d. Put in place a mechanism for staff to:
        i. report concerns on ESHS or OHS compliance; and,
        ii. confidentially report GBV or VAC incidents to the Grievance Redress Mechanism (GRM)
    e. Staff are encouraged to report suspected or actual ESHS, OHS, GBV or VAC issues, emphasizing the staff's responsibility to the Company and the country hosting their employment, and emphasizing the respect for confidentiality.
4. In compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed. Use background and criminal reference checks for all employees.
5. Ensure that when engaging in partnership, sub-contractor or similar agreements, these agreements:
    a. Incorporate the ESHS, OHS, GBV and VAC Codes of Conduct as an attachment.
    b. Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Individual Codes of Conduct.
    c. expressly state that the failure of those entities or individuals, as appropriate, to ensure compliance with the ESHS and OHS standards, take preventive measures against GBV and VAC, to investigate allegations thereof, or to take corrective actions when GBV or

VAC has occurred, shall constitute grounds for sanctions and penalties in accordance with the Individual Codes of Conduct.

6. Provide support and resources to the GCCT to create and disseminate internal sensitization initiatives through the awareness-raising strategy under the GBV and VAC Action Plan.
7. Ensure that any GBV or VAC issue warranting police action is reported to the client and the AfDB immediately.
8. Ensure that any major ESHS or OHS incidents are reported to the client and the supervision engineer immediately.

Training

9. The managers are responsible to:
    a. Ensure that the OHS Management Plan is implemented, with suitable training required for all staff, including sub-contractors and suppliers; and,
    b. Ensure that staff have a suitable understanding of the C-ESMP and are trained as appropriate to implement the C-ESMP requirements.
10. All managers are required to attend an induction manager training course prior to commencing work on site to ensure that they are familiar with their roles and responsibilities in upholding the GBV and VAC elements of these Codes of Conduct. This training shall be separate from the induction training course required of all employees and shall provide managers with the necessary understanding and technical support needed to begin to develop the GBV and VAC Action Plan for addressing GBV and VAC issues.
11. Managers are required to attend and assist with the project facilitated monthly training courses for all employees. Managers shall be required to introduce the trainings and announce the self-evaluations, including collecting satisfaction surveys to evaluate training experiences and provide advice on improving the effectiveness of training.
12. Ensure that time is provided during work hours and that staff prior to commencing work on site attend the mandatory project facilitated induction training on:
    a. OHS and ESHS; and,
    b. GBV and VAC required of all employees.
13. During civil works, ensure that staff attend ongoing OHS and ESHS training, as well as the monthly mandatory refresher training course required of all employees to combat increased risk of GBV and VAC.

Response

14. Managers shall be required to take appropriate actions to address any ESHS or OHS incidents.
15. With regard to GBV and VAC:
    a. provide input to the GBV and VAC Allegation Procedures and Response Protocol developed by the GCCT as part of the final cleared GBV and VAC Action Plan.
    b. Once adopted by the Company, managers shall uphold the Accountability Measures set forth in the GBV and VAC Action Plan to maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV and VAC (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).
    c. If a manager develops concerns or suspicions regarding any form of GBV or VAC by one of his/her direct reportees, or by an employee working for another contractor on the same work site, s/he is required to report the case using the GRM.

d. Once a sanction has been determined, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 15 days from the date on which the decision to sanction was made

e. If a Manager has a conflict of interest due to personal or familial relationships with the survivor and/or perpetrator, he/she must notify the respective company and the GCCT. The Company shall be required to appoint another manager without a conflict of interest to respond to complaints.

16. Managers failing to address ESHS or OHS incidents or failing to report or comply with the GBV and VAC provisions may be subject to disciplinary measures, to be determined and enacted by the company's CEO, Managing Director or equivalent highest-ranking manager. Those measures may include:

f. Informal warning.

g. Formal warning.

h. Additional Training.

i. Loss of up to one week's salary.

j. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.

k. Termination of employment.

17. Ultimately, failure to effectively respond to ESHS, OHS GBV and VAC cases on the work site by the company's managers or CEO may provide grounds for legal actions by authorities.

I do hereby acknowledge that I have read the foregoing Manager's Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS GBV and VAC requirements. I understand that any action inconsistent with this Manager's Code of Conduct or failure to take action mandated by this Manager's Code of Conduct may result in disciplinary action.

Signature: _____

Printed Name: _____

Title: _____

Date: _____ 3- Code of Conduct to be signed by individual workers (skilled and unskilled, casual or no casual)

The project will comply with the Occupational Health and Safety (OHS) and Labor regulations of Rwanda and the AfDB ISS (Operational Safeguard 5. The following is Code of conduct to be inserted in the contract of workers for civil works.

3. Code of Conduct to be signed by individual workers (skilled and unskilled, casual or no casual)

Preventing Gender Based Violence (GBV) and Violence against Children (VAC)

I, _____, acknowledge that adhering to environmental, social health and safety (ESHS) standards, following the project's occupational health and safety (OHS) requirements, and preventing gender-based violence (GBV) and violence against children (VAC) is important. All forms of GBV or VAC are unacceptable, be it on the work site, the work site surroundings, at worker's camps, or the surrounding communities.

The company considers that failure to follow ESHS and OHS standards, or to partake in GBV or VAC activities, constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- Attend and actively partake in training courses related to ESHS, OHS, HIV/AIDS, GBV and VAC as requested by my employer.
- Shall wear my personal protective equipment (PPE), in the correct prescribed manner, at all times when at the work site or engaged in project related activities.
- Take all practical steps to implement the contractor's environmental and social management plan (CESMP).
- Implement the OHS Management Plan.
- Adhere to a zero-alcohol policy during work activities, and refrain from the use of illegal substances at all times.
- Consent to a police background check.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not engage in sexual harassment—for instance, making unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, of a sexual nature, including subtle acts of such behavior. Ex. Looking somebody up and down; kissing, howling or smacking sounds; hanging around somebody; whistling and catcalls; giving personal gifts; making comments about somebody's sex life; etc.
- Not engage in sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.

- Unless there is the full consent by all parties involved, I shall not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "nonconsensual" within the scope of this Code.
- Consider reporting through the GRM (Grievance Redress Mechanism) or to my manager any suspected or actual GBV or VAC by a fellow worker, whether employed by my employer or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
- Comply with all relevant local legislation, including labor laws in relation to child labor.

Use of children's images for work related purposes

When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film shall be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer shall take disciplinary action which could include:

- Informal warning.
- Formal warning.

- Additional Training.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.

national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

- Termination of employment.
- Report to the police if wanted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I shall adhere to the occupational health and safety management plan. That I shall avoid actions or behaviours that could be construed as GBV or VAC. Any such actions shall be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to ESHS, OHS, GBV and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Contractor_____
Supervisor_____
Date_____

Annex 4: List of participants in the workshop for ESIA preparation for Sustainable Agroforesty Project under FIP

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	MBONYISENGE Thomas	NYARUGURU	~~Director of A&NR at District~~ District Agriculture officer	0788409898	
2	Akure Carine	Civil Society org	JADF Committee member	0788838185	
3	MUNYAMPIRWA Frangi	Ruhango District	District Agronomist	0788610[illegible]	
4	BUREZI Eugène	RUHANGO	RUHANGO JADF	0788593151	
5	KWITONDA Lambert	MUHANGA/MUSHISHIRO	Agronomist	0788573041	
6	KABALISA Valens	Kamonyi	DEO	0788826134	
7	MUKIZA Justin	Kamonyi	Dir of ANR	0788416259	
8	SASIGWA J. de Dieu	Kamonyi	Agronome	0785430456	
9	Tharcisse SEMUGAZA	Civil Society org	JADF Chair/Kamonyi	0788420161	
10	NDIKUMANA Freddy	HUYE/RUSATIRA	Sector Agronomist	0783412107	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	USENGIMANA Philbert	Nyanza/Busasamana	~~Director of A&NR at District~~ Environment officer	0788882963	[signature]
2	UMURUNGI Aimée Vanessa	Nyanza/Busasamana	LS & GIS officer at Dist.	0788558528	[signature]
3	MUGABONAKE Théogène	NYANZA/BUSASAMANA	District Agronomist	0783548162	[signature]
4	Solange NJIRANGENDAGIMANA	NYANZA/Busasamana	Busasamana Sector Agronomist	0788427124	[signature]
5	NYANAWI Vital	Nyaruguru/Ruhenu	Sector Agronomist	0788425029	[signature]
6	CYIZA Jean Claude	MUHANGA/KIBANGU	Sector Agronomist	0783105816	[signature]
7	NDAMYE Felix	MUHANGA/CYIZA	Sector Agronomist	0788803235	[signature]
8	NDACYAYISENGA Rafiki Bonaventure	MUHANGA/Kiyumba	Sector Agronomist	0788739867	[signature]
9	MUKARUYENZI Bernadette	MUHANGA/Shyogwe	Sector Agronomist	0788676537	[signature]
10	HAKIZIMANA Faustin	MUHANGA/Kabacuzi	Sector Agronomist	0783353005	[signature]

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	KANJETARIKI Evariste	GAKENKE	Director of A&NR at District	0788603101	
2	BIGANZA Jean Nepomuscene	GAKENKE	Sector Agronomist MUGUNGA	0788470636	
3	BIZIMANA Emmanuel	GAKENKE	Sector Agronomist JANJA	0785849622	
4	NIYONKUZA Severin	GAKENKE	Sector Agronomist KUJABA	0788556149	
5	KAMALI Albert	GAKENKE	Sector Agronomist	0783650164	
6	SABIMANA Dolice Julia	GAKENKE	Sector forest officer	0786883858	
7	BAZIRAMWABO J. Claude	GAKENKE	Sector Agronomist	0788649765	
8	NSANZAMAHORO Gaspard	GAKENKE	Sector Agronomist	0788668061	
9	NSABIMANA Prince Alexandre	Gakenke	Sector Agronomist Gashenyi	0785611177	
10	NZAKIZWANIMANA J. Bosco	GAKENKE/MUNAZI	Sector Agronomist	0788513184	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	NDAYISABA Henry Victor	MUHANGA District	Director of A&NR at District Environmental officer	0783294362	[signature]
2	IRAKARAMA Innocent	MUHANGA DISTRICT	Land surveya GIS officer	0783842211	[signature]
3	INGABIRE Alphonsine	KAMONYI DISTRICT	Agronomist / sector NGAMBA	0785073141	[signature]
4	MUHIMPUNDU Solanga	KAMONYI DISTRICT	RUNDA / Agronomist	0788643741	[signature]
5	UWAMUTSE Fr. Xavier	KAMONYI D.	Agronomist / Mugan Loka	0788667910	[signature]
6	UWAMBAYIMANA Epiphrodite	Kamonyi / Kayumbu	Agronomist	0788455696	[signature]
7	MAJYAMBERE Silas	Kamonyi / Musambira	Agronomist	0788803197	[signature]
8	HARERIMANA Valens	Gakenke Dist	Environment	0789601750	[signature]
9	TWAGIRAMUNGU Vercounda	Kamonyi / Kayenzi	Agronomist	0788428613	[signature]
10	UWIMANA Florence	Kamonyi District	GIS Professional	0786259929	[signature]

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	BIGIRIMANA Theophile	HUYE / Rwaniro Sector	Director of A&NR at District	07888648 13	
2	HAKUZIMANA Théophile	Pori Sengo/Gakenke	Sector Agronomist	0788515609	
3	HITIYISE Francois	Nyanza/Rwabicuma	Sector Agronomist	0783399220	
4	NSHIMYUMUREMYI Felicien	Gakenke District	Sector Agronomist	0788646632	
5	UMUTONIWASE MUNDANIKURE Fortunatus	Ruhango/Bweramana	Sector Agronomist	0788249565	
6	NSABYAMAHORO Octave	HUYE/RUHASHYA	Sector Agronomist	0788276508	
7	NSANZABAGANWA Felix	Ruhango/Ruhango	Sect Agronomist	0788682349	
8	NTAKOURUKUNSA Alexandre	Ruhango/Kabagali	Sector Agronomist	0783114490	
9	NTAKIRUTIMANA J.M.V	Nyangon/Mugonzi	Sector Agronomist	0788579144	
10	BIKORIMANA J. Chrysostome	NYANZA/MUKINGO	Sector Agronomist	0784461396	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	NGAYABAHIGA Sylvere	Gisagara District	Director of A&NR at District RAMEXGIS	0788755810	
2	KABANDA Claude	Gisagara District	Environment Officer	0788417557	
3	UWIMPAYE Aimé Serge	GISAGARA District	Sector Agronomist	0788680928	
4	NUWAGABA Gervais	GAKENKE District	District Agronomist	0788481601	
5	NDAYISABA Ernest	GISAGARA District	Sector Agronomist	0788224297	
6	MUKANKUSI Francine	HUYE / MUKURA	Sector Agronomist	0788765645	
7	BANGANIRORA Renerse	Gisagara/Ag dir ANR	Acting Director AGRI&NR	0788669706	
8	NGENZI Eugene	MUHANGA / RONGI	Acting Agronomist	0784560557	
9	MUHAYIMANA Vianney	Huye District/South	Environmental Officer	0788449899	
10	UWIZEYE Justin	GISAGARA District	District Agronomist	0788434425	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1			~~Director of A&NR at District~~		
2	TWIBEYIMANA Francois d'Assise	NYARUGURU/MUNINI	Agronome	0788290077	
3	BYIRINGIRO Emmanuel	Ruhango District	Dir. Agri NR	0789010798	
4	MUKAFURERE Diane	NYARUGURU/RUBAMBA	Agronome	0783409191	
5	MUKANTAGANIRA Beatha	Nyanza/Busasamana	Secretary/Société Civil	0783093760	
6	HABIYAKARE Jean Claude	Nyaruguru/Mabanza	Agronomist	0783132055	
7	USENGIMANA Egide	Nyaruguru / KIVU	Agronomist	0788282259	
8	NGABO Felix	Nyanza/Nyagisozi	Agronomist	0788749880	
9	KAYISHARAZA Florence	GISAGARA District	JADF officer	0788653770	
10	Gatete Justus	Kamonyi/Rukoma	Agronomist	0788563519	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	UWISABEYE Eugenie	Sector	~~Director of A&NR at District~~ Sector Agronomist	0788824120	
2	NINDEMANA Ignace	Sector	Sector Agronomist	0780278426	
3	NTAMPAKA Jean Paul	Sector	Sector Agronomist	0781065050	
4	TUYISHIME Christian	Sector	Agronomist	0783597017	
5	MIYOTWIZEYE J. claude	Sector	Sector Agronomist	0781795735	
6	MUKAMANA MUPENZI Marie Goreth	Muhanga District	Acting Director of Apic	0788558952	
7	AYINKAMIYE Jeanne	Rechanga District	land surveyor/GIS	0788413647	
8	NSENGIYUMVA MANZI Elie	Muhanga District	DFNRO	0785509986	
9	SINDARIHORA Flulbert	Sector	Sector Agronomist	078478742	
10	KARAMBA Emmanuel	Kinazi Sector	Sector Agronomist	0786228542	

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	MZUNGIZE Gustave	MYANZA	Director of A&NR at District	0781091104	[signature]
2	NSHIMYUMUKIZA Wellars	MUHANGA/NYARU SANGE	Sector Agronomist	0788507030	[signature]
3	HAKIZIMANA Helmenegilde	MUHANGA / MUHANGA	Sector Agronomist	0788655757	[signature]
4	BAZIMAZIKI Cyprien	Gakenke / Kimonga	Sector Agronomist	0788438286	[signature]
5	HAKUZIMANA Basilien	Gakenke District	LS & GIS officer	0785450595	[signature]
6	NUWAMBA Gervais	Gakenke district	DAO	0788487601	[signature]
7	RUKUNDO J. Clair	MYARUGURU	Sector Agronomist	0788559785	[signature]
8	Kayitare Léon Pierre	Huye-Ngoma	Jeodf Officer	0788557730	[signature]
9	Jean de Dieu KARARA	RDB	EIA Specialist	0788422184	[signature]
10	Aimable Dené NSENGIYUMVA	HUYE District	District Agronomist	0788800141	[signature]

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RWANDA FORESTRY AUTHORITY
B.P. 46 MUHANGA
ATTENDANCE LIST FOR WORKSHOP FOR ESIA DEVELOPMENT FOR SUSTAINABLE AGROFORESTRY PROJECT UNDER FORESTRY INVESTMENT PROGRAM (FIP).

NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1 ✓	MUKESHIMANA Sylvère	NYARUGURU District RUSENGE Sector	~~Director of A&NR at District~~ Sector Agronomist	0788725903	[signature]
2 ✓	SUNZU Jonathan	MUHANGA DISTRICT RUGENDABALI Sector	Agronome Rugendabali SECTOR	0788448182	[signature]
3 ✓	HATANGIMANA J.M.V	NYARUGURU District Kibeho Sector	Sector Agronomist	0789928390	[signature]
4 ✓	KAMALIZA Triphine	NYARUGURU District	Land survey x GIS	0788552503	[signature]
5	UWIMANA Vincent	RFA	AF LNTFP Sect Specialist	0782756081	[signature]
6	MUSABYIMANA Innocent	RFA	forest specialist	0781167018	[signature]
7	Mbanuhyamana P Celestin	RFA	Ad-A-SPIU Coord	0782466518	[signature]
8 ✓	Munyampirwa François	RUHANGO District	District Agronomist Hilen	0788619821	[signature]
9	UWASENGA CHRISTIAN	RFA	Financial M. Specialist	0783016868	[signature]
10	Egide N Kuranga	MoE/RFA	Consultant	0788308737	N Kuranga [signature]

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NO	NAMES	DISTRICT/SECTOR	POSITION	TELEPHONE	SIGNATURE
1	Charles MUGABO	MOE/REA	~~Director of A&NR at District~~ Consultant	+250788 21 54 84	
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3	NDAYIRAGIJE Valens	GISAGARA/GISHYITA	Agronomist	0788635534	
4					
5					
6					
7					
8					
9					
10					

Annex 5: Consultation workshop proceedings for focus group discussion at district / local level

a. **Introduction**

Through Climate Investment Fund (CIF), AfDB approved a funding for the FORESTRY INVESTIMENT PROGRAM (FIP) to implement the Development of Agroforestry and Sustainable Agriculture to meet funding requirements of consulting the beneficiaries of project, RFA in collaboration with Ministry of Environment (MoE) organized a One day workshop as consultative meeting at Mater Boni Consilii chaired by RFA SPIU Coordinator, where he started by thanking all participants for responding to the invitation to attend to the consultative workshop for the development of ESMF and ESIA for the Forest Investment Program (FIP Project) which will be implemented in 8 Districts **Gakenke**, **Kamonyi**, **Muhanga**, **Ruhango**, **Nyanza**, **Gisagara**, **Huye**, **Nyaruguru.**

b. **Participants of the Consultative meeting**

- Director of Economic Development at Province;
- RFA SPIU Coordinator;
- Forest Specialist;
- Agroforestry and NTFP DVT Specialist;
- Financial Management Specialist;
- AA to SPIU Coordinator;
- Directors of Agriculture and Natural Resources;
- District Agronomists;
- Civil Society Representatives;
- Land and GIS Officers;
- Environment Officers;
- Sector Agronomists of aforementioned District where the project is targeting for;
- the Consultant.

c. Agenda of the workshop

- Arrival & Registration of participants;
- Rwanda FIP highlights and Opening remarks;
- Presentation on consultation process, topics, working groups and expected outcomes;
- Group presentation and discussion.

d. Opening remark of the SPIU Coordinator and The Director of ED at South Province

FIP intervention areas the RFA/SPIU Coordinator, said that based on soil characteristics and acidity of above District, Government of Rwanda got a funding from AfDB to enhance soil fertility through FIP in the concept of Development of Agroforestry and Sustainable Agriculture that will be implemented by Rwanda Forestry Authority with a fund of 18,000,000 USD. To progress with the project implementation, RFA organized a workshop for development of Environmental and Social Management Framework (ESMF) and Environmental and Social Impact Assessment (ESIA) for the aforementioned participants to provide information from the ground (grass root level) related to agriculture and environment.

In his opening remarks, BIKOMO Alfred the Director of Economic Development in Southern Province highlighted his thankful to Government of Rwanda toward the initiative of speed up economic of Rwandan people by through different approach as FIP project.

By ensuring full participation of local government he showed the commitment of southern province to help the implementation of FIP project then he requested the participants to be active and provide all required information for now or any time.

By closing his opening remarks, he request all participants to make the workshop productive and show active participatory in next steps of project implementation.

e. **Photos**





RFA/SPIU Coordinator (stood up) with BIKOMO Alfred Director of Economic Development of Southern Province sat down (left side) and audience (right side) listening FIP project interventions during workshop.





BIKOMO Alfred, the Director of Economic Development in Southern Province during Opening remarks.




Mugabo Charles -Member of the consulting team explaining what are expected during workshop where he engaged everyone to actively participate in group discussion and consolidate all related information which will help in ESMF and ESIA Development.



During group work and discussion every participants was very attentive (two left picture) and presentation of group work was full of discussion and appreciation of work done.

f. **Key findings**

After a series of group discussions (based on a previously distributed reporting caneva), selected groups were given the opportunity to present in a plenary session of more than 120 participants coming from all the 8 districts where the project will intervene.

Below are key views and suggestions from the workshop participants:

- Most of the participants if not all stated that the community is very happy for the project and expect many opportunities from it.
- Concerns over pollution from the use of agro-chemicals in nurseries was raised. Other participants suggested that less polluting products (organic fertilizers and pesticides be given priority during project implementation).
- A query was raised regarding the project site selection process. On this, it was clarified that sites are to be selected yet and participants were urged to actively participate once this exercise resumes.

Annex 6: Proposed agroforestry trees

#	Vernecular Name	Scientific Name	Ecological Services
1	Alinus	*Alnus acuminata*	Soil erosion control, Soil fertility improvement through nitrogen-fixing, Soil fertility improvement through mulch/ leaves, Wind break
2	Gereveriya	*Grevillea robusta*	Ornamental, Live fence, Shade, Soil fertility improvement through mulch/ leaves, Wind break
3	Kariyandara	*Calliandra calothyrsus*	Ornamental, Shade, Soil erosion control, Soil fertility improvement through nitrogen-fixing, Soil fertility improvement through mulch/ leaves, Wind break
4	Sederera	*Cedrela serrata*	Wood, shade, erosion control
5	Umukunde	*Cajanus cajan*	Shade, Soil erosion control, Soil fertility improvement through nitrogen-fixing, Wind break
6	Umukore	*Dombeya goetzenii*	Shade, Soil fertility improvement through mulch/ leaves
7	Umuvumu	*Ficus thonningii*	Cultural, ornamental, Live fence, Shade, Soil erosion control
8	Umusave	*Markhamia lutea*	Ornamental, Shade, Soil fertility improvement through nitrogen-fixing, Soil fertility improvement through mulch/ leave
9	Resena	*Leucaena diversifolia*	Soil erosion control, Soil fertility improvement through nitrogen-fixing, Soil fertility improvement through mulch/ leaves, Wind break
10	Umuyebe/ umukamba	*Dichrostachys cinerea*	Ornamental, Live fence, Soil fertility improvement through nitrogen-fixing
11	Avoka	*Persea americana*	Fruit, Shade, Soil erosion control, Wind break
	Ipera	*Psidium guajava*	Fruit, Shade, Soil fertility improvement through nitrogen-fixing
12	Ipapaya	*Carica papaya*	Fruit, Medecine, Soil fertility improvement
13	Ikijojo	*Discopodium penninervium*	Live fence, Soil fertility improvement through mulch/ leaves, Riverbank stabilization
14	Jacaranda	*Jacaranda mimosifolia*	Ornamental, Live fence, Soil fertility improvement through mulch/ leaves
15	Umunyegenyege	*Sesbania sesban*	Live fence, Shade, Soil fertility improvement through mulch/ leaves, Wind break