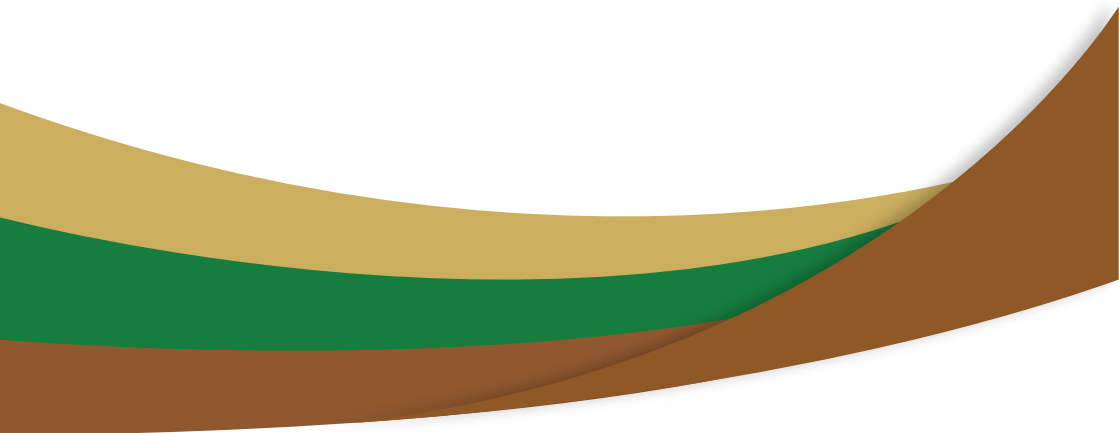




NATIONAL AGRICULTURAL RESEARCH ORGANIZATION

**ENVIRONMENTAL AND SOCIAL SAFEGUARDS
POLICY**



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PREFACE

The National Agricultural Research Organization (NARO), as the lead agency for agricultural research in Uganda, recognizes the critical importance of integrating environmental and social safeguards into her research development and innovation processes. Uganda's agricultural sector is heavily dependent on environment and natural resources (ENRs) such as land, water, climate, biodiversity, among others. These resources are increasingly under pressure from human activity, climate change, and socio-economic pressures. As such, ensuring their sustainable use is fundamental to the country's food-security, environmental sustainability and inclusive development.

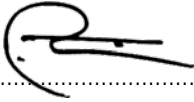
In response to these emerging challenges, NARO has developed an Environmental and Social Safeguards (ESS) Policy to provide a structured and proactive approach for promoting responsible and sustainable agricultural research. The Policy outlines procedures for identifying, assessing, managing and monitoring environmental and social risks associated with NARO's research programs, projects and activities. It is designed to integrate safeguards and best practices at every stage of the research and development cycles ensuring that innovations are not only scientifically sound but also social inclusive, responsible and sustainable. It further offers guidance for anticipating and mitigating potential environmental and social risks while fostering practices that contribute positively to community wellbeing and healthy ecosystems.

Developed through an inclusive stakeholder process, the ESS Policy reflects the shared vision of NARO and her partners. It underscores NARO's commitment to conducting agricultural research that supports national development priorities while aligning with regional and international standards for environmental sustainability and social inclusivity. Aligned to ESS principles and standards, this Policy serves as both a technical and ethical guide for researchers, project managers, policymakers and partners supporting the advancement

of sustainable agricultural development and protection of ecological integrity across Uganda.

I am confident that this Policy will serve as a vital and transformative instrument in guiding NARO's research environment towards greater sustainability, inclusivity and social accountability.

For God and My Country



.....
Dr. Yona Baguma

DIRECTOR GENERAL

FOREWORD

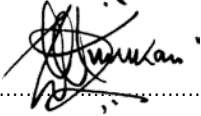
The National Agricultural Research Organization (NARO) is mandated to coordinate and guide agricultural research in Uganda. Environment and Natural Resources (ENRs) are the basis for which sustainable agricultural development is centered and pivotal to Uganda's socio-economic progress and food security. NARO recognizes that achieving this milestone requires a deliberate balance between environmental and natural resource use and advancing agricultural research innovation while safeguarding the environment, ecosystems and society. Environmental and social challenges such as pollution, climate change, biodiversity loss, resource degradation, and social inequities are increasingly impacting agricultural production systems, livelihoods and retarding social economic transformations.

NARO, as the custodian of agricultural research in Uganda, is committed to addressing these challenges through responsible and sustainable systems and practices in her research processes. It is with this vision that the Environmental and Social Safeguards (ESS) Policy has been developed. The ESS Policy provides clear guidelines for identifying, assessing, and mitigating potential environmental and social risks associated with NARO's research projects, programs, and activities while promoting best practices that safeguard environment, communities and ecosystems. It further ensures that during the design and implementation of agricultural research programs, projects and activities, environmental and social impacts are fully considered.

The development of this Policy was achieved through a consultative process involving key stakeholders, including NARO staff, the ESS Policy Task Force, the Policy Management Committee (PMC), the Top Policy Committee (TPM), NARO Governing Council and other partners collaborating with NARO.

I therefore urge the entire NARO Management and stakeholders to make adequate use of this Policy to promote sustainable natural resource use while developing inclusive agricultural research innovations that strive towards positive environmental and social outcomes while minimizing potential negative outcomes.

For God and My Country



.....
Dr. William Olaho-Mukani

CHAIRPERSON, NARO GOVERNING COUNCIL

ACKNOWLEDGEMENT

Several individuals have been instrumental in the development of this Policy. Dr. Yona Baguma (Director General) NARO highly supported and provided technical guidance to the process of developing this Policy. Heartfelt gratitude to Dr. Swidiq Mugerwa (Deputy Director General - Research Coordination) for the supervisory role provided to the distinguished ESS Policy development taskforce. Dr. Nalukenge Winnie Nkalubo (Chairperson - Policy Review Committee) is commended for her exemplary leadership and guidance throughout this Policy development process.

Sincere appreciation for the invaluable support from Dr. Stevens Kisaka (Director - Corporate Services) and the contributions from NARO governing council, NARO management and staff, whose efforts were instrumental in shaping the Policy. Additionally, we acknowledge and value the feedback and suggestions received from various stakeholders which enriched the ESS Policy.

Finally, special thanks to Mr. Basaliza Edigar, Senior Environment and Social Safeguards Officer, for his technical expertise and administrative support in driving the development of this Policy.

ACRONYMS

| | |
|-------------------------|---|
| ATP | Agricultural Technology Promotion |
| CBD | Convention on Biological Diversity |
| CGS | Competitive Grants Scheme |
| DRC | Directorate of Research Coordination |
| EIA | Environmental Impact Assessment |
| ESF | Environmental and Social Framework |
| ESIA | Environmental and Social Impact Assessment |
| ESMP | Environmental and social management plans |
| ESS | Environmental and Social Safeguards |
| ESCA_s | Environmental and Social Compliance Audits |
| GDD | Gender Disaggregated Data |
| GHG | Greenhouse Gases |
| ISO | International Organization for Standardization |
| KPI_s | Key Performance Indicators |
| MDA_s | Ministries, Departments and Agencies |
| NARO | National Agricultural Research Organization |
| NEMA | National Environment Management Authority |
| NGO | Non-Governmental Organization |
| OHS | Occupational Health and Safety |
| PARI | Public Agricultural Research Institute |
| PME | Planning, Monitoring and Evaluation |
| PPE | Personal Protective Equipment |
| SDG_s | Sustainable Development Goals |
| SBSTTA | Subsidiary Body on Scientific, Technical and Technological Advice |
| UNFCCC | United Nations Framework Convention on Climate Change |
| ZARDI | Zonal Agricultural Research and Development Institute |

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DEFINITION OF TERMS

Biodiversity: The variety and variability of living organisms in a specific area, including plants, animals, and microorganisms, as well as the ecosystems they occupy.

Climate Change: Long-term changes in temperature, precipitation, and other atmospheric conditions resulting from natural variability or human activities, particularly due to greenhouse gas emissions.

Child labour: According to the National Child Labour Policy for Uganda (2006), child labour refers to work that is mentally, physically, socially, or morally dangerous and harmful to children. It includes activities that interfere with a child's education, compromise their health and safety, and hinder their overall development.

Ecosystem Services: The direct and indirect economic, social and environmental benefits obtained from the correct functioning of ecosystems, including watershed regulation, maintenance of biodiversity and carbon sequestration, for human well-being;

Environment: refers to: (a) the physical factors of the surroundings of human beings, including land, water, air, atmosphere, climate, sound, odour and taste; (b) the biological factors of animals and plants; and (c) the social factors of aesthetics, health, safety and wellbeing of people, and includes human interaction with both the natural and the built environment.

Environmental and Social Assessment: A procedure that ensures that the environmental and social impacts, risks or other concerns of a given project are taken into account in approving a project for implementation.

Environmental and Social Safeguards (ESS): Measures and procedures implemented to prevent, mitigate and manage the potential adverse environmental and social impacts associated with agricultural research programs, projects and activities.

Environmental and Social Screening: The procedure of identifying potential environmental and social impacts and risks associated with agricultural research projects, programs and activities.

Environmental Impact: The effect or change that an agricultural research project, activity, or action has on the environment, including the air, water, land, ecosystems, and biodiversity.

Environmental Risk Assessment means a systematic process for identifying and estimating the likelihood or probability of an adverse or hazardous outcome or event and its consequence on human health or the environment.

Human Trafficking: According to the Palermo protocol, human trafficking is the recruitment, transportation, transfer, harboring or receipt of persons by means of treat, force or other forms of coercion of abduction, fraud, deception, abuse of power or a position of vulnerability or giving or receiving payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation (UN General Assembly, 2000).

Indigenous Peoples: Distinct social and cultural groups with historical ties to specific territories and who often maintain unique cultural practices, languages, and social structures. They may be particularly vulnerable to project impacts.

Involuntary Resettlement: The forced displacement of people from their homes, lands, or livelihoods as a result of a project or activity, typically without their full consent.

Laboratory Waste: Any waste generated from laboratory activities, which may include hazardous and non-hazardous substances, chemicals, and biological materials, requiring special handling and disposal.

Laboratory: An agricultural research facility or designated area where scientific research, experiments, testing, analysis, and procedures are conducted.

Marginalized and Vulnerable Groups: Groups that experience social, economic, or political disadvantages, which may include women and girls, children, indigenous people, internally displaced people, refugees, persons with disabilities, the elderly, people living with HIV/AIDS, and ethnic minorities. These groups are often more vulnerable to project impacts.

Mitigation Measures: Actions taken to reduce or eliminate adverse environmental and social impacts resulting from an agricultural research project or activity.

NARO Staff: Refers to any person (s) including mainstream, contract and project staff with contractual obligation of executing some undertakings for and on-behalf of NARO

Habitats: Areas where the ecosystem's biological processes occur naturally without human intervention, supporting a diversity of species and ecological functions.

PARI: a Public Agricultural Research Institute established under section 28 of the NAR Act.

Pollution Prevention: Measures taken to reduce, control, or eliminate the release of pollutants into the environment, thereby minimizing harm to the air, water, land, and living organisms.

Precautionary Principle: A guiding approach that encourages taking proactive measures to prevent environmental and social harm even in the absence of complete scientific certainty about potential impacts. Predicting environmental or social harm before it actually happens.

Program: NARO's coordinated set of related projects or initiatives undertaken with the aim of achieving specific long-term goals.

Project: The execution of construction or renovation agricultural research work or other developments, installations, schemes, activities or other interventions in the natural surroundings and landscape which may have an impact on human health and the environment.

Project Category A: Projects or programs likely to have significant or adverse environmental or social impacts that are diverse, widespread, or irreversible.

Project Category B: Projects or programs with potential adverse impacts that are less adverse because, fewer in number, smaller in scale, less widespread, reversible or easily mitigated.

Project Category C: Projects and programs with no adverse environmental or have no potential significant social impacts.

Resource Efficiency: The sustainable use of natural resources (such as water, energy, and raw materials) in ways that minimize waste, reduce environmental impacts, and maximize productivity.

Scoping: A process of determining the extent and details of the environmental and social impact study arising from agricultural research projects, programs, and activities.

Social Impact: The effect of an agricultural research project, activity, or action on the well-being, livelihoods, and social structures of individuals, communities, and society at large.

Stakeholders: Individuals, groups, or organizations with a direct or indirect interest or influence in the agricultural research projects or activities, including affected communities, local governments, non-governmental organizations (NGOs), private sector entities, and development partners.

Sustainability: The practice of conducting research activities in a manner that ensures long-term environmental protection, social well-being, and economic viability, without compromising the ability of future generations to meet their needs.

Sustainable Development: Development that meets the needs of the present without compromising the ability of future generations to meet their own needs, balancing economic, social, and environmental objectives.

Technology: Refers to outputs of research both tangible and intangible, including without limitation inventions, discoveries,

designs, specifications, developments, methods, modifications, improvements, processes, know-how, show-how, techniques, databases, software, protocols, formulae, trade secrets, management practices and other works

Transboundary Impacts: Environmental, health or social impacts of a proposed project or activity beyond the jurisdiction of Uganda.

ZARDI: A Zonal Agricultural Research and Development Institute established under section 28 of the NAR Act.

1. INTRODUCTION

1.1 Background and Context

The National Agricultural Research Organization (NARO) is mandated to coordinate, oversee and guide agricultural research in Uganda. NARO recognizes natural resources as the basis on which agricultural research technologies are built. Vision 2040 Section 5.8 notes that the state of environmental and natural resources is facing rapid deterioration in quantity and quality mainly due to increased pressure from population, agricultural advancements, growth and economic activities; poor disposal of solid and liquid wastes, invasive species, chemical wastes leading to loss of biodiversity and environmental degradation in general.

Currently, NARO's environmental and social issues are being addressed basing on the National Environment Management legislations and other guiding documents including the Environment Impact Assessment (EIA) Regulations (2020) and other Tools developed by National Environment Management Authority (NEMA). Implementation of these projects are normally actualized through development of Environment and Social Management Frameworks (ESMF) for specific programs, projects and activities.

NARO is cognizant of the fact that agricultural advancements may come along with adverse impacts on natural resources, environment and society. The agricultural research activities may amplify detrimental environmental and social impacts on soil, water quality and quantity, air quality, agro-biodiversity (habitat and biodiversity loss, disturbances of flora and fauna), public health, pollution, siltation and general destruction of ecosystems among others. NARO is committed to avoiding, reducing, mitigating, and offsetting likely significant environmental and social impacts associated with her agricultural research programs, projects and activities.

NARO has developed the Environmental and Social Safeguards (ESS) Policy to adopt a more comprehensive integrated approach to addressing environmental and social concerns. This Policy ensures that during the design and implementation of agricultural research programs, projects and activities, positive environmental impacts are maximized while negative impacts are minimized or avoided. It also emphasises the need for resource sustainability, social inclusivity, compliance to environmental and social laws, accountability and transparency among others during execution of agricultural research innovations.

It outlines procedures to identify environmental and social aspects affected by agricultural research programs, projects and activities; and ensures that risks are screened, assessed and mitigated in line with environmental and social principles and standards.

The Policy is hinged on the national, regional and international frameworks. At the national level, the policy is hinged on: The Constitution of the Republic of Uganda; the National Environment Act (2019) Section 2; the National Agricultural Research Act (2005) especially Section 3(a) and (b), and 4(b); the Land Act (1998) Section 27; the Occupational Safety and Health Act (2006) Section 14, 19, and 21; Equal Opportunities Commission Act (2007) Section 14(1); Prevention of human trafficking act (2019) Section 6; Children’s Act (1997) amended 2016 Section 8; the National Environment (Waste Management) Regulations (2020); Climate Change Act (2021); Gender Policy (2007) Section 5.1; National Child Labour Policy (2006); National Agricultural Research Policy (2003); NARO Grants Policy (2025); the National Agriculture Policy (2013) Section 4.12 and 4.13; NARO Strategic Management Plan (2018/19/ 2027-28); NARO access and benefit sharing of Genetic Resources Policy; and the NARO Human Resource Manual (2009); The Uganda National Council for Science and Technology Act (2000) Section 4 and Vision 2040 for Uganda Section 5.7 and 5.8.

At the regional level, the Policy is hinged on frameworks such as: the East African Community Environmental Policy (EACEP); African Union Agenda 2063 Goal 7; EAC Protocol on Environment and Natural Resources Management; African Convention on the Conservation of Nature and Natural Resources while as at the international level, this Policy hinges on frameworks such as the UN-SDGs Goals 1, 2, 5, 10, 13, 14 and 15; the Convention on Biological Diversity (CBD (2011) Article 6, 8, 9, 10 and 12; the Nagoya Protocol (2011) Article 1,6,8,9 and 22); ISO 14001 (2015); SBSTTA article 25; and the World Bank ESS (2016).

1.2 Purpose of the Policy

The Policy provides a comprehensive guidance for mainstreaming environmental and social concerns in all stages of agricultural research programs, projects and activities within NARO and her partners emphasizing sustainable practices that maximize positive environmental and social outcomes while minimizing or avoiding negative outcomes.

1.3 Policy Objectives

- i) To ensure that agricultural research programs, projects and activities are compliant with environmental laws, policies and standards.
- ii) To promote sustainable environment and social practices in the conduct of agricultural research and development.
- iii) To establish an effective environment and social management system to track environmental changes arising from research programs, projects and activities.

1.4 Scope

- i) The policy shall apply to NARO and other parties working with NARO.

- ii) The policy focuses on all NARO programs, projects, and activities.
- iii) The policy covers legal framework, Environmental and Social Safeguards (ESS) principles and standards.

1.5 Guiding principles

The policy is rooted on three broad principles of precaution, sustainability and social inclusivity. Each principle is supported by respective ESS standards aligned to NARO's core values as presented below.

a) Precautionary Principle

This principle, as outlined by the National Environment Act (NEA, 2019), is a fundamental approach to environmental management that emphasizes preventing harm before it occurs. It promotes proactive decision-making, prioritizing preventive measures over reactive solutions. This principle ensures that research programs, projects and activities are thoroughly assessed for potential adverse risks and impacts before implementation. It is guided by the following standards:

- i) Compliance with the environmental and social legislative framework
- ii) Transparency
- iii) Accountability

b) Sustainability Principle

The Sustainability Principle emphasizes the balanced integration of environmental stewardship, social well-being, and economic viability. It advocates for the responsible management and protection of natural resources, ensuring their use meets the needs of the present generation without compromising the ability of future generations to meet their own needs. It accentuates secure amalgamation of the environmental, social and economic objectives of agricultural research and development. This principle is anchored on the following standards:

- i) Protection of Natural Habitats.
- ii) Conservation of Biological Diversity.
- iii) Climate Change Mitigation and Adaptation.
- iv) Pollution Prevention, Waste Management and Resource use Efficiency.
- v) Promotion of Public Health.
- vi) Preservation of Physical and Cultural Heritage.
- vii) Lands and Soil Conservation.

c) Social Inclusivity Principle

The Social Inclusivity Principle promotes active participation, equitable access and fair distribution of benefits among societal groups, particularly marginalized, vulnerable, and underrepresented populations such as women, youth, indigenous communities, people with disabilities (PWDs), refugees and other special interest groups (SIGs). It ensures that no group is affected by negative environmental or social impacts, fostering fairness, responsiveness and equity in agricultural research outcomes. This principle is guided by the following standards:

- i) Access and Equity
- ii) Consideration of Marginalized and Vulnerable Groups
- iii) Gender Equality and Women's Empowerment
- iv) Protection of Human Rights.
- v) Labor law and Working Conditions.
- vi) Protection of Indigenous People.
- vii) Involuntary Resettlement.

2. POLICY STATEMENTS

This Environment and social safeguards Policy statements are anchored on 15 ESS standards as outlined in various legal and regulatory frameworks. By aligning with these standards, the Policy ensures that interventions uphold environmental sustainability, social inclusivity and regulatory compliance in the conduct of agricultural research and development. The Policy statements are follows:

2.1 Compliance with the Law

Policy Statement 1: NARO shall align all her agricultural research programs, projects and activities with Uganda's legal environmental and social frameworks; and regional and international ESS standards.

2.2 Accountability

Policy Statement 2: NARO shall ensure that individuals, teams, and partners are accountable to environmental and social safeguard measures in research programs, projects and activities.

2.3 Transparency

Policy Statement 3: NARO shall ensure all processes, decisions and actions related to the implementation of the ESS Policy are conducted in a transparent manner.

2.4 Access and Equity

Policy Statement 4: NARO shall ensure fair, inclusive and equitable access to benefits of research innovations, products and services.

2.5 Consideration of Marginalized and Vulnerable Groups, Gender Equality and Women's Empowerment

Policy Statement 5: NARO shall minimize unfavorable impacts on marginalized, vulnerable and special interest groups in regard to access, use, participation, or benefit from agricultural research technologies, products, services, projects and programs.

2.6 Protection of Human Rights

Policy Statement 6: NARO shall ensure that all individuals regardless of gender, age, ethnicity, disability, or socio-economic status, have equal rights to actively participate, access and benefit from agricultural research innovation.

2.7 Labor Laws and Working Conditions

Policy Statement 7: NARO shall protect the rights of workers, promote fair treatment, and create safe, healthy and supportive work environments for her employees and partners engaged in research activities.

2.8 Prevention of Child Labour

Policy Statement 8: NARO shall not employ or engage a child or children in any research program, project and activity that may be harmful or hazardous to their health, physical, mental, spiritual, moral or social development in accordance with Section 8.1 of Children Act 1997 amended 2016 and the National Child Labour Policy 2006.

2.9 Prevention of Human Trafficking

Policy Statement 9: NARO shall uphold ethical standards and best practices to ensure that research programs, projects

and activities are free from any form of human trafficking in accordance to national and international laws.

2.10 Protection of Indigenous Peoples

Policy Statement 10: NARO shall respect and recognize the rights, culture and participation of indigenous communities in her agricultural research programs, projects and activities.

2.11 Involuntary Resettlement

Policy Statement 11: NARO shall ensure that agricultural research project designs and alternatives avoid involuntary resettlement whenever possible.

2.12 Protection of Habitats

Policy Statement 12: NARO shall ensure that agricultural technology development conserves and/or minimizes loss of critical habitats.

2.13 Conservation of Biological Diversity and sustainable management of living resources

Policy Statement 13: NARO shall promote agricultural research programs, projects and activities that protect and enhance the variety of life on earth, including the diversity of species, ecosystems and genetic resources.

2.14 Climate Change Mitigation and Adaptation

Policy Statement 14: NARO shall incorporate climate-responsive measures into its agricultural research programs, projects and activities.

2.15 Waste Management, Pollution Prevention and Resource Efficiency

Policy Statement 15: NARO shall ensure sustainable waste management, prevent environmental pollution, and promote resource efficiency in execution of her agricultural research activities.

2.16 Promotion of Public Health

Policy Statement 16: NARO shall promote the health and well-being of communities and ecosystems that are likely to affect and/ or be affected by her agricultural research programs, projects and activities.

2.17 Protection of Physical and Cultural Heritage

Policy Statement 17: NARO shall respect, recognize and protect the cultural and historical significance of communities in the conduct of her agricultural research programs, projects and activities.

2.18 Lands and Soil Conservation

Policy Statement 18: NARO shall promote sustainable land use practices and soil health in execution of her agricultural research programs, projects and activities.

3. ENVIRONMENTAL RISK ASSESSMENT AND MITIGATION

Policy Statement 19: NARO shall ensure comprehensive management of environmental and social risks in her research programs, projects and activities.

4. ENVIRONMENT AND SOCIAL MANAGEMENT SYSTEM (ESMS)

Policy Statement 20: NARO shall establish an environment and social management system in accordance with relevant laws, regulations and standards.

4. ENVIRONMENTAL AND SOCIAL COMPLIANCE AUDITS

Policy Statement 21: NARO shall conduct periodic environmental and social compliance audits for her research programs, projects and activities.

5. POLICY ADMINISTRATION AND IMPLEMENTATION

5.1 ESS institutional setup and coordination mechanisms

Policy Statement 22: NARO shall establish environment and social safeguards structures and networks under the Directorate of Research Coordination for effective administration and implementation of the ESS Policy.

Policy Statement 23: NARO shall establish an ESS unit under the Directorate of Research Coordination to superintend over ESS functions.

Policy Statement 24: The Environment and Social Safeguards Unit (ESS-U) under the Directorate of Research Coordination shall lead in the implementation of the ESS Policy.

5.2 Translation of the Policy commitments into strategic actions

Policy Statement 25: NARO shall develop ESS strategy and guidelines to effectively operationalize the policy and guide its implementation across her research programs, projects and activities.

5.3 Roles and Responsibilities

Policy Statement 26: NARO shall establish clear roles and responsibilities across her organizational structure and partners through the established environment and social management system (EMS) for effective implementation of the ESS Policy.

5.4 Financing of the ESS Policy

Policy Statement 27: NARO shall ensure adequate resources are provided for implementation of Environmental and Social Safeguards activities.

6. CAPACITY BUILDING AND TRAINING

Policy Statement 28: NARO shall support capacity building for effective implementation of environmental and social safeguards activities.

Policy Statement 29: NARO shall actively contribute to environmental and climate change initiatives at national, regional and global levels.

7. REPORTING, MONITORING AND EVALUATION

Policy Statement 30: NARO shall establish mechanisms for effective monitoring and evaluation of environmental and social impacts of her agricultural research programs, projects and activities.

Policy Statement 31: NARO shall develop appropriate tools for conducting environmental and social compliance audits (ESCA), environmental and social impact assessments (ESIAs), environmental risk assessments (ERAs), mitigation and capacity training to support effective monitoring, evaluation and management of the environment and social risks in her research programs, projects and activities.

8. GRIEVANCE MANAGEMENT MECHANISMS

Policy Statement 32: NARO shall establish a transparent mechanism for raising and resolving issues regarding ESS in her agricultural research programs, projects and activities.

9. POLICY REVIEW

Policy Statement 33: NARO shall review this Policy as and when need arises.

10. BREACH OF PROVISIONS OF THE POLICY

Policy Statement 34: NARO shall require strict adherence to the provisions of the ESS Policy. Breach of these provisions will be treated as violation and shall be managed in accordance to human resource manual.

11. DISPUTES AND APPEALS

Policy Statement 35: NARO shall ensure disputes arising from the ESS Policy are resolved in accordance to applicable laws.

12. ENTRY INTO FORCE

This policy came into force on the day of, 2025 after approval by NARO Governing Council.

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National Environment (Waste Management) Regulations (2020)

The Convention on Biological Diversity (CBD) (2011)

The Nagoya protocol on CBD (2011)

The Land Act (1998)

The Human Trafficking Act (2019)

The National Agricultural Research (NAR) Act (2005)

The National Environment Act, 2019.

The Occupational Safety and Health Act (2006)

The United Nations Framework Convention on Climate Change (UNFCCC)

The United Nations Sustainable Development Goals (SDGs)

UN General Assembly (2000) on Human exploitation

Vision 2040 for Uganda

ANNEX 1: ESS POLICY TASK FORCE AND STAKEHOLDERS

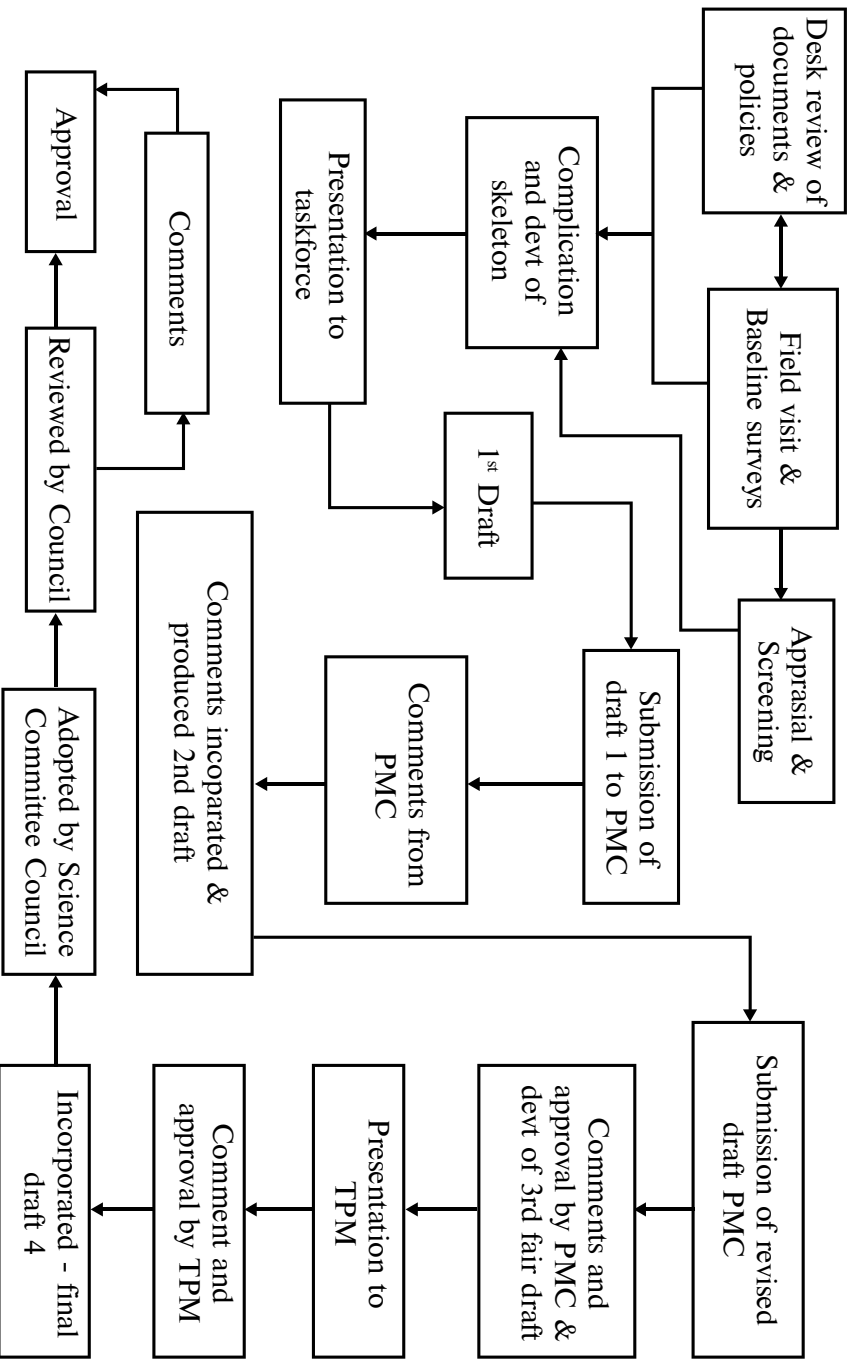
Table 1: Internal members

| No | NAME | DESIGNATION |
|-----|--|---|
| 1. | Dr. Yona Baguma | Director General |
| 2. | Dr. Swidiq Mugerwa (Chairperson) | Deputy Director General - Research Coordination |
| 3. | Dr. Stevens Kisaka | Director Cooperate Services |
| 4. | Dr. George Lukwago | SPRO and Head PME-NARO SEC |
| 5. | Dr. Juventine Boaz Odoi | Research Officer - NaFORRI |
| 6. | Dr. Hillary Agaba | Principal Grants Officer - NARO SEC |
| 7. | Dr. Nankya Eseri | Senior Research Officer - NARL |
| 8. | Dr. Damalie Akwango | Principal Research Officer - M&E |
| 9. | Dr. Victoria Tibenda Namulawa | SPO - Head CGS - NARO SEC |
| 10. | Mr. Abbey SSeguya | Principal Planner - NARO SEC |
| 11. | Mr. Basaliza Edigar (Secretary) | Senior Environment and Social Safeguards Officer |
| 12. | Mr. Abasi Kigozi | Grants Officer - NARO SEC |
| 13. | Mr. Denis Ashaba | Agroforestry Scientist - KARZARDI |
| 14. | Ms. Jane Kugonza | Outreach Officer - ATP - NARO SEC |
| 15. | Ms. Angela Kakooza | PME Officer - NARO SEC |
| 16. | Mr. Jerald Agaba | Econometrician - NARO SEC |

Table 2: External members

| No | NAME | INSTITUTION |
|----|---------------------------|--|
| 1. | Dr. Pricilla Nyadoi | Uganda Martyrs University |
| 2. | Dr. Nagasha Judith | Kyambogo University |
| 3. | Dr. Musinguzi Simon Peter | Uganda Martyrs University |
| 4. | Dr. Masaba Sowedi | Busitema University |
| 5. | Mr. Wilbert Ikilia | National Environmental Management Authority (NEMA) |
| 6. | Musaazi Patrick | Kayunga District Local Government |
| 7. | Aijuka Sarah | National Environmental Management Authority (NEMA) |
| 8. | Mululi Moses | Farmer and extension worker - Maruzi - Farm - Apac DLG |

Figure 1: Schematic flow of the Policy Development process



The figure depicts the development process. The flow indicates that information was collected through document reviews and field baseline surveys from PARIs and stakeholders. The information was appraised and screened based on the policy requirements. This was proceeded by compilation of the first document skeleton (1st draft). The document (1st draft) was then submitted to Policy Management Committee (PMC) for review and comments. PMC provided comments after review which were incorporated that led to the development of the second draft. The PMC's recommendations required that upon revision the second draft be resubmitted for further scrutiny and approval at level three (3) (Fair draft). After approval by the PMC, the Policy was then presented to Top Policy Management (TPM) for review, decisions and approval. After approval by TPM, then draft four (04) was further sanctioned to the Science Committee of Council (SCC) for approval and adoption. After being approved by the SCC, the policy was finally presented to NARO Governing Council for final approval. It should be noted that the development of this policy involved stakeholder consultation at all levels of development process.

