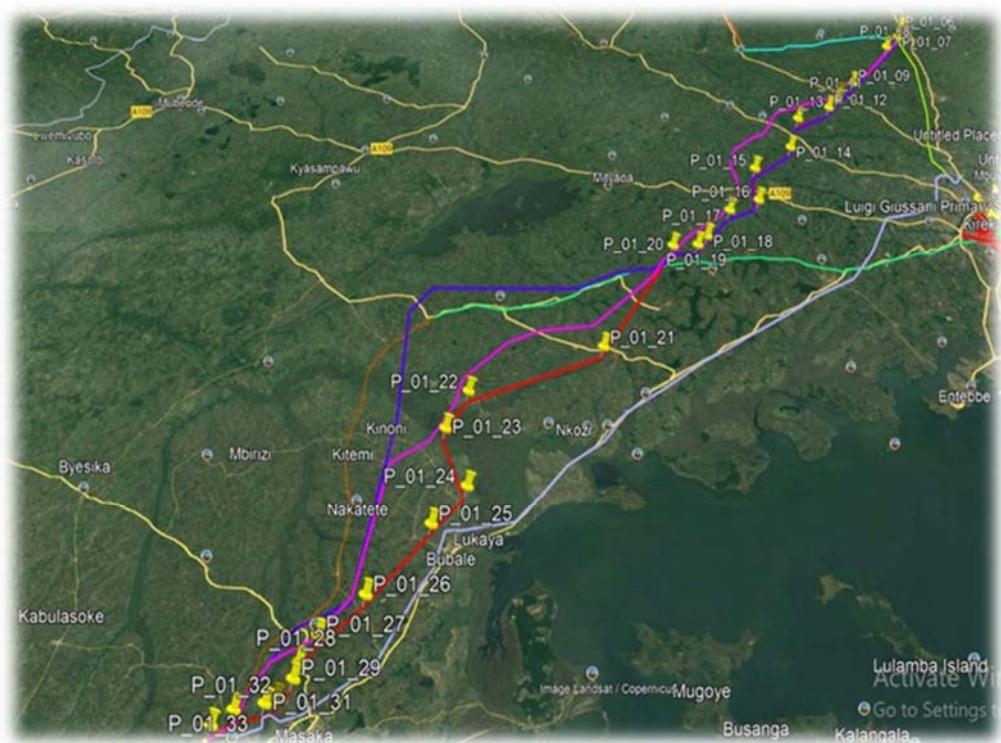


**RESETTLEMENT POLICY
FRAMEWORK**

FOR

**THE PROPOSED CONSTRUCTION OF THE UGANDA -TANZANIA
INTERCONNECTOR PROJECT 400/ 220 kV, 258 KM TRANSMISSION
LINE AND ASSOCIATED SUBSTATIONS**



Prepared by:



NEK CONSULTS LTD
Consulting Engineers, Management & Business
Consultants
Suit B5, Block 2 NHCC Flats at Wandegeya
P.O Box 23949, Kampala Uganda
Fax/Tel: +256 414530839
Cell: +256 759222299/759224484
Email: nek@nekconsults.co.ug

Submitted to:



UGANDA ELECTRICITY TRANSMISSION
COMPANY LTD
Plot No.10 Hannington Road, Kampala
P.O Box 7625, Kampala, Uganda
Cell: +256-417 802 000, +256-314 802 000
Email: transco@uetcl.com, info@uetcl.com

FINAL, January 2026

Document Approval

	Name	Position	Date
Prepared By:	Dr. Florence Nangendo	Social Safeguards Specialist & RPF Team Leader	20.01.2026
Checked By:	Eng. Dr. E M Ndawula	Managing Director	22.01.2026

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NEK RPF Preparation Team

Name	Position
Dr Florence Nangendo	Social Safeguards Specialist & RPF Team Leader
Nicholas Ssali	Lead Valuer
Davis Ssemwanga	Lead Surveyor

UETCL Counterpart Review Team

Name	Position
Godfrey Masaba	Manager Environment
Nathan Isabirye	Social Safeguards Officer
Brian Matovu	Environmental Officer
Thomas Kasule	Environmental Officer

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- Appendix 2: Action Taken by GOU to Ensure Inclusion & Non-Discrimination
- Appendix 3: Enhanced Implementation Support & Monitoring on Non- Discrimination
- Appendix 4: Guidelines for Implementing Mitigation Measures to Address AHA -Related Risks

List of Acronyms

Acronym	Full Name
AHA	Anti-Homosexuality Act
AIDS	Acquired Immunodeficiency Syndrome
CAO	Chief Administrative Officer
CDO	Community Development Officer
CDP	Community Development Plan
CGV	Chief Government Valuer
CSO	Civil Society Organization
DLB	District Land Board
DLG	District Local Government
DLO	District Land Office
DTT	District Technical Team
E&S	Environmental and Social
EHS	Environment, Health and Safety
EISM	Enhanced Implementation Support Mechanism
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESIRT	Environmental and Social Incident Response Toolkit
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
ESS1	Environmental and Social Standard 1 – Assessment and Management of Environmental and Social Risks and Impacts
ESS2	Environmental and Social Standard 2 – Labour and Working Conditions
ESS5	Environmental and Social Standard 5 – Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
ESS8	Environmental and Social Standard 8 – Cultural Heritage
ESS10	Environmental and Social Standard 10 – Stakeholder Engagement and Information Disclosure
GBV	Gender-Based Violence
GMC	Grievance Management Committee
GoU	Government of Uganda
GRM	Grievance Redress Mechanism
HIV	Human Immunodeficiency Virus
JRJ	Job Record Jacket
Km	Kilometre
LC	Local Council
LRP	Livelihood Restoration Program
M&E	Monitoring and Evaluation

Acronym	Full Name
MEMD	Ministry of Energy and Mineral Development
MGLSD	Ministry of Gender, Labour and Social Development
MJCA	Ministry of Justice and Constitutional Affairs
MLHUD	Ministry of Lands, Housing and Urban Development
MoFPED	Ministry of Finance, Planning and Economic Development
MPS	Minimum Package of Services (GBV response services)
MZO	Ministerial Zonal Office
NDP	National Development Plan
NEMA	National Environment Management Authority
NGO	Non-Governmental Organization
OIP	Other Interested Parties
OVC	Orphans and Vulnerable Children
PAH	Project Affected Household
PAP	Project Affected Person(s)
PCC	Project Consultative Committee
PIU	Project Implementation Unit
PM	Project Manager
PWD	Person(s) With Disabilities
RAP	Resettlement Action Plan
RDC	Resident District Commissioner
RoW	Right of Way
RPF	Resettlement Policy Framework
SAS	Sub-county Assistant Secretary
SCA	Survivor-Centred Approach
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
UETCL	Uganda Electricity Transmission Company Limited
URSB	Uganda Registration Services Bureau
WB	World Bank

Glossary of Terms

CONCEPT	DEFINITION
Affected Household	All members of a household residing under one roof and operating as a single economic unit that are adversely affected by the Project or any of its components.
Assets	Any property or resource affected by the Project, including land, structures, crops, trees, businesses, community facilities, or any combination thereof.
Bibanja (Kibanja – plural: Bibanja)	A form of lawful or bona fide occupancy on Mailo land under Ugandan law. Bibanja holders have legally recognized use and occupancy rights but do not hold registered ownership of the land.
Census	A comprehensive socio-economic survey conducted within the defined Project area to identify all PAPs and PAHs. It includes demographic, socio-economic, asset ownership, and livelihood information and forms the basis for eligibility and entitlements.
Compensation	Payment in cash, in kind, or a combination thereof, provided to PAPs to compensate for loss of land, assets, access to resources, or livelihoods resulting from Project activities.
Customary Land	Land held under customary tenure, governed by community customs and practices, and legally recognized under the Constitution and Land Act of Uganda.
Cut-off Date	The date of completion of the census and asset inventory, after which persons occupying the Project area or assets established are not eligible for compensation or resettlement assistance.
Displacement	The loss of land, assets, access to assets, income sources, or means of livelihood due to Project-related land acquisition or restrictions on land use. Displacement may be physical or economic, or both.
Disturbance Allowance	An additional allowance provided under Ugandan law to compensate PAPs for inconvenience and transitional impacts associated with relocation, calculated as a percentage of the assessed compensation value, depending on the notice period provided.
Economic Displacement	Loss of income, livelihood, or means of subsistence resulting from land acquisition or restrictions on access to land, water, forests, or other resources caused by Project activities.
Eligibility	The criteria by which PAPs are determined to be entitled to compensation and/or resettlement assistance under ESS5, including persons with formal legal rights, those with recognizable or recognizable claims under national law, and

CONCEPT	DEFINITION
	those without recognizable legal rights but occupying land prior to the cut-off date.
Entitlement	A set of measures, including compensation, livelihood restoration, relocation assistance, and transitional support, provided to PAPs to address Project impacts and restore living standards.
Entitlement Matrix	A table within the RPF or RAP that summarizes the types of losses, categories of eligible PAPs, and corresponding compensation and assistance measures.
Environmental and Social Framework (ESF)	The World Bank's framework that sets out the Bank's commitment to sustainable development and defines the environmental and social standards applicable to projects it finances.
Environmental and Social Impact Assessment (ESIA)	A project-specific assessment that identifies, evaluates, and proposes mitigation measures for potential environmental and social impacts associated with the Project.
Environmental and Social Management Plan (ESMP)	A plan developed as part of the ESIA that sets out mitigation, monitoring, and institutional measures to manage environmental and social risks during project implementation.
Grievance Redress Mechanism (GRM)	A formal process established to receive, assess, and resolve complaints or grievances from PAPs and other stakeholders related to land acquisition, compensation, resettlement, or livelihood restoration.
Expropriation	The legal process by which the Government of Uganda compulsorily acquires private land or property for public purposes, subject to prompt and fair compensation.
Host Community	A community residing in or near the area where PAPs are relocated and that may experience Project-related impacts or benefits as a result of resettlement.
In-Kind Compensation	Compensation provided in a non-cash form, such as replacement land, housing, or other assets, with characteristics equal to or better than those lost.
Involuntary Resettlement	Physical and/or economic displacement resulting from Project-related land acquisition or restrictions on land use, where affected persons do not have the option to refuse such acquisition or restriction.
Land	Agricultural and/or non-agricultural land that is temporarily or permanently required for Project activities.
Land Acquisition	The process by which land is acquired by the Government or Project proponent for public purposes, through negotiated settlement or compulsory acquisition, with compensation.
Leasehold Land	Land held under a lease agreement for a defined

CONCEPT	DEFINITION
	period, subject to conditions specified in the lease and recognized under Ugandan law.
Licensees	Persons permitted by a landowner to use land temporarily or for a specific purpose without transfer of ownership or tenancy rights.
Livelihood Restoration	Measures provided to PAPs to restore, and where possible improve, income-earning capacity and living standards to at least pre-Project levels.
Livelihood Restoration Program (LRP)	A plan prepared as part of a RAP to provide measures that assist economically displaced PAPs to restore or improve their income sources and livelihoods.
Mailo Land	A land tenure system recognized under Ugandan law, predominantly in central Uganda, where land is held under registered ownership but may be occupied by lawful or bona fide occupants (Bibanja holders).
Persons without Recognizable Legal Rights to Land	Individuals or households who occupy or use land without formal or customary rights recognized under national law, but who have established assets or livelihoods on the land prior to the cut-off date, consistent with ESS5.
Physical Displacement	Loss of shelter, residential structures, or assets resulting from land acquisition or Project activities that require relocation to another location.
Project	The development of the Wobulenzi–Masaka–Mutukula 400/220 kV Transmission Line, including associated substations, right-of-way (RoW), wayleaves, and ancillary facilities.
Project Affected Household (PAH)	A household that includes one or more Project Affected Persons. A PAH typically comprises a head of household, spouse(s), children, and other dependents living together and operating as a single economic unit.
Project Affected Person (PAP)	Any individual who, as a result of Project-related land acquisition, restrictions on land use, or involuntary resettlement, experiences physical displacement, economic displacement, or both, whether such impacts are permanent or temporary.
Rehabilitation / Restoration	Re-establishing incomes, livelihoods, living conditions, and social systems of PAPs affected by the Project.
Refugee	A person who has fled war, conflict, violence, or persecution and crossed an international border in search of safety, in accordance with international law.
Replacement Cost (Replacement Value)	The amount sufficient to replace lost assets and cover all transaction costs (registration, taxes, labor, materials) without depreciation, in accordance with ESS5.

CONCEPT	DEFINITION
Resettlement	The complete process of relocation, compensation, assistance, and rehabilitation of PAPs caused by Project-related activities.
Resettlement Action Plan (RAP)	A detailed plan prepared for specific Project sections once impacts are known, outlining compensation, resettlement assistance, livelihood restoration, institutional arrangements, budgets, and implementation schedules.
Resettlement Policy Framework (RPF)	A policy document prepared when the exact location or magnitude of resettlement impacts is not known at project appraisal, setting out principles, procedures, and institutional arrangements for preparing and implementing RAP.
Resettlement Assistance	Support provided to physically displaced PAPs, including moving allowances, transitional support, housing or rental assistance, and related services to mitigate resettlement impacts.
Seasonal Crops	Crops with a short growing cycle that are planted and harvested within a single season, which are eligible for compensation at full replacement cost under ESS5 when affected by the Project.
Sharecroppers	Persons who cultivate land owned by another person under informal or seasonal arrangements, often in exchange for a share of the harvest, and who do not hold legal land ownership rights.
Stakeholders	Individuals, groups, organizations, or institutions that are affected by, have an interest in, or can influence the Project.
Stakeholder Engagement Plan (SEP)	A plan that outlines how stakeholders will be identified, consulted, informed, and engaged throughout the project life cycle, including grievance management.
Vulnerable Persons or Households	Individuals or households who, due to socio-economic, demographic, health, or legal factors, may be disproportionately affected by resettlement impacts and require targeted assistance, including but not limited to the elderly, persons with disabilities, chronically ill persons, female-headed households, child-headed households, and very poor households.
Wayleave / Right of Way (RoW)	A legally defined corridor over land acquired or restricted for the construction, operation, and maintenance of transmission lines and associated infrastructure.

Preamble and Proponent's Commitment

This document constitutes the Resettlement Policy Framework (RPF) for the proposed Uganda–Tanzania Interconnection Project, involving the construction of 400/220 kV transmission lines and associated substations, comprising the Wobulenzi–Masaka (166 km) and Masaka–Mutukula (92 km) transmission line sections, with a total line length of approximately 258 km.

The RPF establishes the principles, procedures, institutional arrangements, and commitments that will guide the preparation and implementation of an site-specific Resettlement Action Plan (RAP) once project designs are finalized and precise footprints confirmed. It also provides indicative guidance on the scope of impacts, categories of affected persons, and the types of compensation, resettlement assistance, and livelihood restoration measures that may be required, as well as indicative budget components for planning purposes.

This RPF has been prepared in accordance with the laws and regulations of the Republic of Uganda and the World Bank Environmental and Social Framework (ESF), and is aligned with the following applicable Environmental and Social Standards (ESSs):

- **ESS1:** Assessment and Management of Environmental and Social Risks and Impacts
- **ESS5:** Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- **ESS8:** Cultural Heritage
- **ESS10:** Stakeholder Engagement and Information Disclosure

Proponent's Commitment

The Uganda Electricity Transmission Company Limited (UETCL), as the Project Proponent, commits to:

- Formally endorsing and disclosing the final RPF upon clearance and approval by the World Bank;
- Implementing the RPF in a timely, transparent, and effective manner, in compliance with national legislation and the World Bank ESF; and
- Ensuring that all subsequent RAP prepared under this framework are subject to World Bank review and approval and are fully implemented prior to the commencement of any project activities that may result in land acquisition, displacement, or restrictions on land use.

The RPF and UETCL's commitment to its implementation will be publicly disclosed in accordance with ESS10 requirements.

EXECUTIVE SUMMARY

The Project

The proposed Uganda–Tanzania Interconnection Project (UTIP) comprises two high-voltage transmission line segments: the Wobulenzi–Masaka 400 kV transmission line (approximately 166 km) and the Masaka–Mutukula 400 (220) kV transmission line (approximately 92 km), together forming a continuous interconnector of approximately 258 km. The project will interconnect Uganda’s transmission network to the Tanzania grid at Mutukula/Mwanza, thereby strengthening regional power trade and system reliability.

In 2010, with financing from the World Bank, SWECO prepared a feasibility study, Environmental and Social Impact Assessment (ESIA), and an abbreviated Resettlement Action Plan, which were finalized in 2017. Due to the passage of time and changes in project context, including potential adjustments to line routing and technical design, these studies are being updated, with the SWECO reports serving as reference documents.

Originally, the Masaka–Mutukula transmission line was planned to originate from the existing Masaka West Substation. However, no land acquisition activities were initiated at this location. The proposed take-off point was constrained by limited land availability and the presence of established residential developments in the surrounding area, which would have resulted in substantial resettlement impacts. To avoid and minimize displacement in line with World Bank ESS5, the project proponent opted not to proceed with land acquisition at Masaka West.

Based on ongoing feasibility and ESIA studies, a new substation site has been identified at Kakunyu Village. From this location, the two UTIP transmission line segments—Masaka–Mutukula and Wobulenzi–Masaka—will originate and terminate, respectively. The selection of the Kakunyu substation site and associated alignments was informed by an assessment of technical, environmental, and social alternatives, with particular emphasis on avoiding and minimizing resettlement and other adverse environmental and social impacts.

Masaka–Mutukula Transmission Line Segment

The Masaka–Mutukula transmission line segment is planned to originate from a new proposed substation site at Kakunyu Village in Lwengo District. The earlier proposal to take off from the existing Masaka West Substation was discontinued due to anticipated land acquisition constraints, including limited land availability and the presence of established residential developments, which would have resulted in significant resettlement impacts. No land acquisition activities were initiated at Masaka West Substation prior to this decision.

Under the revised arrangement, the proposed Masaka–Mutukula line will tap power from the Masaka–Mbarara 400/220 kV transmission line, which is currently under construction, through a line-in-line-

out (LIFO) configuration at Kakunyu. From this offtake point, a 92 km, 400 (220) kV transmission line will be constructed to the Uganda–Tanzania border at Mutukula, where it will interconnect with the Tanzanian power grid.

On the Uganda side, this segment is expected to traverse Masaka City, Lwengo, Kyotera, and Rakai Districts, crossing a range of land use types and areas of economic activity. This Resettlement Policy Framework applies to this entire segment.

Wobulenzi–Masaka Transmission Line Segment

To enhance the reliability and security of power supply within the national and regional grid, the Project includes the construction of a new 400 kV transmission line between Wobulenzi and Masaka, approximately 166 km in length. The proposed line will connect to the planned Wobulenzi substation (under a separate project) by tapping into the Karuma–Kawanda 400 kV transmission line through a LIFO arrangement.

The Wobulenzi–Masaka transmission line will terminate at the proposed Kakunyu Substation in Lwengo District, thereby forming a continuous linkage with the Masaka–Mutukula segment and the broader Uganda–Tanzania interconnection.

Project Scope

For the Uganda component, the Project will comprise:

- Construction of a 92 km transmission line, designed for 400 kV operation and initially operated at 220 kV, extending from the proposed Kakunyu Substation to Mutukula at the Uganda–Tanzania border.
- Construction of a 166 km, 400 kV transmission line from Wobulenzi to Kakunyu (Masaka area).
- Extension of the Masaka West Substation by two 220 kV bays, and/or construction of new 400/220 kV substations, noting that no land acquisition has commenced and that final arrangements will be addressed through site-specific studies.
- Establishment of a 60-meter-wide transmission corridor, comprising a 10-meter right-of-way (RoW) and 25-meter wayleave on either side, which constitutes the direct impact zone for resettlement planning.
- Construction of access roads, workers’ camps, and storage facilities as required. Where locations are not yet defined, impacts will be assessed through the ESIA process, and appropriate mitigation instruments—including Environmental and Social Management Plans and Resettlement Plans—will be prepared prior to implementation.

- Identification, assessment, and management of environmental and social risks in accordance with the World Bank Environmental and Social Framework.

Purpose and Objectives of the RPF

The major purpose and objective of this RPF is to provide guidance on resettlement principles, organizational arrangements, and procedures for identifying and managing project-related impacts that may result in physical or economic displacement, livelihood impacts, or impacts on cultural resources.

This RPF will guide the preparation and implementation of a single, consolidated site-specific RAP covering the entire Wobulenzi–Masaka–Mutukula transmission line corridor, which will be developed once final project designs and alignments are confirmed and implemented prior to the commencement of any project activities that may result in land acquisition, displacement, or restrictions on land use.

Specific Objectives

Specifically, this RPF provides guidance on:

- Establishing resettlement and compensation principles, implementation procedures, and institutional roles and responsibilities.
- Applying the legal, policy, and institutional framework governing land acquisition, resettlement, and compensation in Uganda, and aligning these with the requirements of World Bank ESS1, ESS5, ESS8, and ESS10.
- Defining eligibility criteria for Project Affected Persons (PAPs) and Project Affected Households (PAHs), and establishing their corresponding entitlement framework.
- Providing a framework for identifying and categorizing project impacts and losses that will be compensated or otherwise mitigated through the RAP.
- Outlining the consultation and participatory engagement processes involving PAPs and other key stakeholders, and defining the approach for future consultations, consistent with the Stakeholder Engagement Plan (SEP).
- Defining institutional arrangements for RAP implementation, monitoring, and evaluation, including internal and external oversight.
- Establishing the grievance redress mechanism (GRM) framework to enable project-affected parties to raise and resolve concerns and disputes in a timely and transparent manner.
- Integrating gender and social inclusion considerations into resettlement planning and implementation.
- Defining the structure and key cost categories of the RAP budget, recognizing that detailed costing will be undertaken during RAP preparation.

Methodology and Approach for RPF Preparation

The preparation of this RPF was informed by a combination of secondary data review and primary stakeholder consultations, consistent with World Bank Environmental and Social Standards.

Stakeholder engagement at the RPF stage was conducted at district, sub-county, and village levels and involved local government officials, community leaders, and potentially affected communities along the indicative transmission line corridors. As the final project alignment has not yet been confirmed, references at this stage are to potential Project Affected Persons (PAPs). Consultations were undertaken by NEK Consults Ltd. in accordance with the approved Terms of Reference.

Engagements were conducted primarily through community meetings, which included men, women, and vulnerable individuals. Approximately 400 men and 100 women participated across the project area. While no separate or stand-alone meetings with vulnerable groups were conducted at the RPF stage, their participation was accommodated within the larger community meetings through inclusive meeting venues, open discussion formats, and the involvement of local leaders familiar with vulnerable households. Targeted and tailored engagement with vulnerable and marginalized groups will be undertaken during the preparation of the site-specific RAP, in line with ESS10 and the Stakeholder Engagement Plan.

In addition to consultations, the consultant reviewed relevant national legal and regulatory frameworks, sector policies, and the World Bank Environmental and Social Framework, including ESS1, ESS5, ESS8, and ESS10.

In light of Uganda's legal and social context, including the enactment of the Anti-Homosexuality Act (2023), this RPF establishes project-wide measures to prevent discrimination, exclusion, or harm to any affected vulnerable or marginalized individuals or groups in accessing resettlement assistance or project benefits. These measures apply to all components of the Project and are detailed in Appendices 3, 5, and 6.

Potential Impacts

The Project is expected to generate positive impacts, including improved electricity supply and regional interconnection, temporary employment opportunities for local communities during construction, increased business activity due to the presence of project staff and workers, and improved living standards for physically displaced households where replacement housing of equal or better quality is provided.

Potential adverse impacts and risks include physical and economic displacement of Project Affected

Persons (PAPs), loss of residential and non-residential land, loss of permanent and temporary structures, loss of income and livelihoods, impacts on landowners, tenants, vulnerable persons and informal occupants, loss of crops and trees, impacts on graves and other cultural property, risks of increased HIV/AIDS transmission, child labor, gender-based violence and sexual harassment (GBV/SV), social conflict between host communities and resettled households, and risks of exclusion or discrimination of vulnerable or marginalized individuals or groups. This RPF establishes principles and procedures to mitigate these risks in accordance with the World Bank Environmental and Social Standards.

Indicative estimates of land requirements, based on preliminary technical layouts and planning assumptions, suggest that approximately 42.8 acres for substations and 2,461 acres for transmission lines may be required for the Wobulenzi–Masaka section, and 21.5 acres for substations and 1,364 acres for transmission lines for the Masaka–Mutukula section. The combined estimated land requirement is therefore approximately 3,889 acres. The estimated number of potentially affected persons is approximately **3,200**. These figures are indicative only and will be confirmed through a detailed census, asset inventory, and valuation undertaken as part of the RAP.

Indicative Summary of Land Acquisition and Resettlement Requirements (Planning Level Only)

The summary presented below provides an indicative, planning-level overview of the anticipated scale of land acquisition and resettlement impacts for the Wobulenzi–Masaka–Mutukula Transmission Line Project. The estimates are derived from a high-level review of preliminary technical layouts, maps, corridor widths, and administrative boundaries. They are not based on a detailed census, asset inventory, or valuation survey.

A full and legally binding assessment of land acquisition, affected assets, compensation entitlements, and resettlement assistance will be undertaken during preparation of the single consolidated Resettlement Action Plan (RAP), following finalization of project design and alignment.

Summary of Indicative Land Acquisition Requirements

Table 0.1: Transmission line length

Component	Approximate Length
Wobulenzi – Masaka TL	166 km
Masaka – Mutukula TL	92 km
Total Corridor Length	258 km

Table 0.2: Indicative Land Take – Substations

Facility	Location	Area
Kakunyu Substation	Lwengo District	8.7 hectares (\approx 21.5 acres)

Table 0.3: Indicative Land Take – Transmission Line Corridor

Segment	Estimated Area
Wobulenzi – Masaka TL (RoW & Wayleave combined)	≈2,461 acres (≈996 ha)
Masaka – Mutukula TL (RoW & Wayleave combined)	≈1,364 acres (≈552 ha)
Total Indicative Corridor Area	≈3,825 acres

Masaka–Mutukula Segment Breakdown (Indicative):

- Right of Way (RoW – 10 m): ≈221.48 acres
- Wayleave (WL – 50 m): ≈1,108.06 acres

Table 0.4: Administrative Units Potentially Traversed (Indicative)

Unit	Number
Districts	12
Sub-counties	36
Parishes	79
Villages	190

Table 0.5 : Indicative Structures Potentially Affected

Segment	Estimated Number of Structures*
Wobulenzi – Masaka	≈1,200
Masaka – Mutukula	≈230

*Structures include residential houses, kitchens, latrines, and associated ancillary structures. Final numbers will be determined during RAP preparation.

Eligibility and Entitlement Framework

Eligibility for compensation and resettlement assistance is defined in accordance with World Bank ESS5 and applies to:

- persons with formal legal rights to land (including Mailo, freehold, and leasehold);
- persons without formal legal rights but with claims to land or assets recognized or recognizable under national law (including lawful or bona fide occupants such as Bibanja holders); and
- persons without recognizable legal rights or claims to the land or assets they occupy or use, provided such occupation or use existed prior to the cut-off date.

The RPF defines eligibility criteria, compensation principles, and entitlements for each category of

affected persons and establishes the cut-off date mechanism. A detailed entitlement matrix will be applied and finalized during RAP preparation.

Resettlement Process and Grievance Redress Mechanism

The RPF outlines the resettlement process, including institutional roles, responsibilities, and approval procedures for each stage of RAP preparation and implementation. A multi-tier Grievance Redress Mechanism (GRM) is established, with grievance committees at the sub-county and district levels, escalation to UETCL, and access to the courts as a last resort.

GBV/SH-related complaints will be handled through separate, confidential, survivor-centered referral pathways, consistent with World Bank requirements, and will not be processed through the standard GRM.

Monitoring and Evaluation

The RPF provides for monitoring and evaluation of land acquisition and resettlement activities, including input, output, and outcome monitoring. Key performance indicators (KPIs) are proposed for resettlement implementation, grievance management, and stakeholder engagement. A completion audit will be undertaken at the end of RAP implementation to assess compliance with the RPF, ESS5 requirements, and livelihood restoration outcomes.

Indicative Scale of Land Acquisition and Resettlement Impacts (Planning Purposes Only)

The information presented provides an indicative overview of the anticipated scale of land acquisition and resettlement impacts based on preliminary technical layouts and planning-level assumptions. The figures are not based on a detailed census, asset inventory, or valuation survey and are provided for planning and decision-making purposes only.

A single, consolidated Resettlement Action Plan (RAP) covering the entire Wobulenzi–Masaka–Mutukula transmission line corridor will be prepared once final project design and alignments are confirmed. The RAP will include a full census of PAPs, asset inventories, valuation at full replacement cost, livelihood restoration measures, and a comprehensive resettlement budget.

Indicative Resettlement Cost Envelope (Planning Purposes Only)

At this stage of Project preparation, a detailed and binding resettlement budget has not yet been prepared, as final project design, a full census of Project Affected Persons (PAPs), asset inventories, and valuation at full replacement cost have not yet been completed.

For planning and financing approval purposes only, the total indicative resettlement cost envelope for the Project is estimated at approximately **UGX 86,244,250,000**. This indicative estimate is based on preliminary assumptions regarding the scale of land acquisition and asset-related impacts derived from high-level technical layouts and corridor assessments and should not be interpreted as a final

compensation commitment.

The final and legally binding resettlement budget will be established through preparation of the RAP for the Wobulenzi–Masaka–Mutukula corridor. The RAP budget will be informed by detailed census and asset surveys and is expected to include, as applicable, costs for:

- Compensation at full replacement cost;
- Livelihood restoration and income support measures;
- Transitional and moving assistance;
- Targeted assistance for vulnerable households;
- Stakeholder engagement and information disclosure;
- Grievance management;
- Monitoring, evaluation, and RAP implementation costs.

Depending on the nature, severity, and distribution of impacts identified during RAP preparation, the final resettlement budget may be higher or lower than this indicative estimate.

1. CHAPTER ONE: INTRODUCTION

The Uganda Electricity Transmission Company Limited (UETCL) is planning the construction of a 400/220 kV transmission interconnection linking Wobulenzi, Masaka, and Mutukula, as part of the broader Uganda–Tanzania power interconnection initiative. The Project is intended to enhance regional power trade, improve grid reliability, and support economic development in Uganda and the East African region.

At the time of preparation of this RPF, no land acquisition, compensation, or resettlement activities have been initiated, as the final transmission line alignments, tower locations, substations, and ancillary facilities are still under technical design and feasibility review. However, it is anticipated that implementation of the Project will require land acquisition and may result in physical and/or economic displacement of persons.

This RPF has therefore been prepared at an early stage of Project preparation to ensure that future land acquisition and resettlement activities are planned and implemented in a systematic, transparent, and consistent manner, in compliance with:

- The national legal and regulatory framework of Uganda; and
- The World Bank Environmental and Social Standards, particularly ESS1, ESS5, and ESS10.

Purpose of the Resettlement Policy Framework

In accordance with ESS5 (paragraph 25), this RPF establishes the resettlement principles, organizational arrangements, and design criteria to be applied during Project implementation. Specifically, the RPF:

- Defines eligibility criteria and entitlement principles for affected persons and households;
- Establishes procedures for census, asset inventory, valuation, compensation, and livelihood restoration;
- Sets out consultation, disclosure, and grievance redress requirements; and
- Provides guidance for preparation and implementation of the Project RAP.

Once the Project design and alignments are finalized, a single, consolidated Resettlement Action Plan (RAP) will be prepared for the entire Project corridor (Wobulenzi–Masaka–Mutukula). The RAP will include a detailed census of Project Affected Persons (PAPs), asset inventories, valuation at full replacement cost, livelihood restoration measures, implementation schedules, and a resettlement budget. All RAP measures will be implemented prior to commencement of civil works.

Non-Discrimination and Inclusion Considerations

Following the enactment of the Anti-Homosexuality Act (AHA), 2023, the World Bank, in consultation

with the Government of Uganda, introduced enhanced requirements to ensure that World Bank-financed projects are implemented in a manner consistent with principles of non-discrimination and inclusion, as provided under Article 21 of the Constitution of the Republic of Uganda and the World Bank ESF.

In response, the Government of Uganda issued a series of circulars, including the Circular on Uganda's Social Safeguard Policies (21 September 2023) issued by the Ministry of Finance, Planning and Economic Development to all Accounting Officers, Ministries, Departments and Agencies, and Local Governments. These circulars require, among others, that:

- World Bank-financed projects adhere strictly to principles of non-discrimination and inclusion;
- No project beneficiary is discriminated against or stigmatized;
- Project-specific mitigation measures are implemented to address risks of exclusion or discrimination; and
- Grievance redress mechanisms and monitoring systems are strengthened, including enhanced implementation support where applicable.

Consistent with these requirements, this RPF integrates non-discrimination and inclusion measures across relevant sections, including stakeholder engagement, grievance redress, vulnerability assessment, and monitoring. Detailed guidance on AHA-related risk mitigation measures, implementation arrangements, and monitoring mechanisms is provided in Appendices 3, 5, and 6.

Further consultations on non-discrimination and inclusion will be undertaken during RAP preparation, when project impacts and affected persons are clearly identified. The World Bank will continue to provide implementation support to UETCL and other relevant institutions to ensure effective application of these measures throughout the Project lifecycle.

1.2 Background to the Project

The East African Community (EAC) and the Eastern Africa Power Pool (EAPP) Member States are jointly implementing regional power interconnection projects aimed at sharing electricity resources, maximizing utilization of generation capacity, and improving power system reliability across the region. These initiatives are designed to support regional economic growth through coordinated development of transmission infrastructure, enhanced system control, and cross-border power trade.

In Uganda, the Uganda Electricity Transmission Company Limited (UETCL) is mandated under its license to develop, own, and operate the national high-voltage transmission grid, as well as to buy and sell electricity in bulk. In this capacity, UETCL is responsible for developing transmission infrastructure necessary to interconnect Uganda's power system with neighboring countries, including Tanzania, through regional energy exchange arrangements.

The Uganda–Tanzania Interconnection Project (UTIP) comprises two transmission line segments:

- the Wobulenzi–Masaka 400 kV Transmission Line (approximately 166 km); and
- the Masaka–Mutukula 400 (220) kV Transmission Line (approximately 92 km), terminating at the Uganda–Tanzania border for interconnection with the Tanzanian grid.

Together, these segments form a continuous interconnector intended to strengthen the EAC and EAPP regional power networks, with onward integration potential to Rwanda and Burundi. The Project is grounded in regional planning studies, including the East African Power System Master Plan and related feasibility assessments undertaken to support coordinated power sector development in Eastern Africa.

At the time of preparation of this RPF, no land acquisition or resettlement activities have commenced. Detailed engineering design, final transmission line alignments, and associated footprints are still under development. Nevertheless, UETCL anticipates that implementation of the Project will require land acquisition and may result in physical and/or economic displacement. This RPF has therefore been prepared to standardize and guide future land acquisition and resettlement planning in accordance with the World Bank Environmental and Social Standards (ESSs) and Uganda's legal and regulatory framework.

1.2.1 Masaka–Mutukula Segment

Originally, the Masaka–Mutukula segment of UTIP was planned to take off from the existing Masaka West Substation. However, during feasibility review and early technical assessments, it was established that expanding the substation and establishing the interconnection at Masaka West would require acquisition of densely settled land, resulting in significant displacement of surrounding households and associated social impacts.

No land acquisition activities were initiated at the originally proposed take-off point.

In line with the ESS5 requirement to avoid and minimize involuntary resettlement where feasible, an alternative substation location at Kakunyu Village, Lwengo District, was identified through feasibility studies. The Kakunyu site offers adequate land availability and substantially reduces potential resettlement impacts.

Under the revised configuration, the Masaka–Mutukula transmission line will be connected through a line-in-line-out (LILO) arrangement at the proposed Kakunyu Substation. From this location, a 92 km, 400 (220) kV transmission line will extend to the Uganda–Tanzania border at Mutukula, where it will interconnect with the Tanzanian power grid.

On the Ugandan side, this segment is expected to traverse Masaka, Lwengo, Kyotera, and Rakai Districts, crossing a range of land uses and economic activities. The Environmental and Social Impact Assessment (ESIA) will identify and assess the environmental and social risks and impacts associated

with the substation, transmission line, and ancillary facilities.

1.2.2 Wobulenzi–Masaka Segment

To enhance reliability and security of power supply, a new 400 kV Wobulenzi–Masaka transmission line is proposed. This segment will connect to the proposed Wobulenzi Substation (being developed under UETCL’s IPP2 Project) through a line-in-line-out (LILO) arrangement from the Karuma–Kawanda 400 kV transmission line.

The Wobulenzi–Masaka segment will be approximately 166 km long and will terminate at the proposed Kakunyu Substation in Lwengo District, thereby creating a continuous linkage with the Uganda–Tanzania interconnection.

1.2.3 Project Scope

For the Uganda section, the proposed Project comprises the following components:

- Construction of a 92 km transmission line, designed for 400 kV but initially operated at 220 kV, extending from the proposed Kakunyu Substation to Mutukula at the Uganda–Tanzania border;
- Construction of a 166 km, 400 kV transmission line from the proposed Wobulenzi Substation to the Kakunyu Substation;
- Clearing of the transmission corridor, comprising a 10 m central Right of Way (RoW) and a total wayleave width of 60 m (25 m on either side), with the direct impact zone defined as 60 m;
- Construction of access roads, worker camps, and storage facilities, the precise locations of which will be determined during construction;
- Identification, assessment, and management of environmental and social risks and impacts, with mitigation measures defined through the ESIA, Environmental and Social Management Plan (ESMP), and related instruments.

1.3 Objectives of the Resettlement Policy Framework

The primary objective of this RPF is to provide guidance for identifying and managing situations that may result in:

- land acquisition or restrictions on land use;
- loss of land, assets, or infrastructure;
- physical or economic displacement; and
- impacts on cultural heritage resources.

All compensation, resettlement, and livelihood restoration measures arising from the Project will be prepared and implemented in accordance with this RPF. The RPF will guide the preparation and implementation of a single, consolidated Resettlement Action Plan (RAP) covering the entire Project corridor, prior to commencement of any project activities.

Specifically, the RPF:

- Establishes resettlement and compensation principles, procedures, and institutional responsibilities;
- Describes the applicable legal and institutional framework for land acquisition and resettlement in Uganda;
- Defines eligibility criteria and entitlements for Project Affected Persons (PAPs);
- Summarizes stakeholder consultation and participation processes (with further detail provided in the SEP);
- Describes implementation, monitoring, and evaluation arrangements;
- Establishes a grievance redress mechanism;
- Integrates gender considerations into resettlement planning; and
- Provides guidance on the composition of the RAP budget.

1.4 Justification for the Resettlement Policy Framework

A Resettlement Policy Framework is required where project boundaries, alignments, or footprints are not yet finalized at the time of project preparation. In such cases, the RPF establishes the principles and procedures to be applied in future resettlement planning instruments, in accordance with ESS5.

This RPF has been prepared because detailed transmission line surveys, census, and asset inventories have not yet been undertaken. Once the Project design and alignments are finalized, a census and asset inventory survey will be conducted, a cut-off date will be established, and the Project RAP will be prepared to address all land acquisition, resettlement, and livelihood impacts associated with the Project.

1.5 Methodology and Approach for RPF Preparation

This Resettlement Policy Framework (RPF) was prepared using a combination of complementary methods appropriate for an early-stage, planning-level instrument, including:

- Review of secondary data, reports, and policy documents;
- Review of Uganda's national legal and institutional framework applicable to land acquisition and resettlement;

- Review of the World Bank Environmental and Social Framework (ESF) and relevant Environmental and Social Standards (ESSs);
- Planning-level rapid assessment of land use and asset types based on preliminary route layouts and reconnaissance observations; and
- Rapid, scoping-level stakeholder engagement using key informants at district, sub-county, and community levels.

These methods were applied to inform the design of the RPF and do not constitute a census, asset inventory, valuation exercise, or Resettlement Action Plan (RAP).

1.5.1 Secondary Data Review

The secondary data review covered relevant national policies, legal instruments, development plans, and World Bank standards applicable to the Project.

a) National Policies

Key national policies reviewed include:

- Uganda Vision 2040
- Uganda National Development Plan (NDP III) 2020/21–2024/25
- Uganda National Land Policy, 2013
- National Environment Management Policy, 2014
- National Gender Policy, 2017
- National Policy on Elimination of Gender-Based Violence, 2016
- Uganda National Culture Policy, 2006
- National HIV/AIDS Policy, 2004
- National Policy for Older Persons, 2009
- National Policy on Disability, 2016
- National Orphans and Vulnerable Children Policy, 2004
- National Youth Policy, 2016
- National Equal Opportunities Policy, 2006
- National Land Acquisition, Resettlement and Rehabilitation Policy, 2018

b) Applicable Laws

Relevant legal instruments reviewed include:

- The Constitution of the Republic of Uganda, 1995
- The Land Act, Cap. 227 (as amended)
- The Land Acquisition Act, 1965
- The Local Government Act, Cap. 243
- The Electricity Act, 1999
- The Land Regulations, 2004
- The Historical Monuments Act
- The Registration of Titles Act, Cap. 230
- The Persons with Disabilities Act, 2006

c) District Development Plans

Five-Year Development Plans for districts traversed by the proposed transmission lines were reviewed to provide baseline socioeconomic information. These include:

- For the Wobulenzi–Masaka segment: Luweero, Nakaseke, Wakiso, Mityana, Gomba, Butambala, Kalungu, Bukomansimbi, Masaka City, and Lwengo Districts;
- For the Masaka–Mutukula segment: Lwengo, Masaka, Kyotera, and Rakai Districts.

d) World Bank Environmental and Social Framework

The World Bank Environmental and Social Framework (ESF) comprises ten Environmental and Social Standards (ESSs) that define borrower responsibilities for managing environmental and social risks throughout the project life cycle. All ten ESSs were reviewed, with particular relevance to this RPF given to:

- **ESS1:** Assessment and Management of Environmental and Social Risks and Impacts
- **ESS5:** Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
- **ESS8:** Cultural Heritage
- **ESS10:** Stakeholder Engagement and Information Disclosure

1.5.2 Stakeholder Engagement

Stakeholder engagement undertaken for preparation of this RPF was rapid and scoping-level in nature,

intended to inform framework design rather than to conduct full resettlement consultations.

Engagements were held with selected stakeholders at district, sub-county, and community/village levels. The purpose of these engagements was to:

- Obtain an initial understanding of land use patterns, land tenure arrangements, and settlement characteristics along the proposed transmission corridor;
- Identify potential resettlement-related risks, concerns, and expectations;
- Inform the development of guiding principles, eligibility categories, and indicative resettlement measures; and
- Identify key issues to be addressed during subsequent RAP preparation.

These engagements did not include a census of PAPs, asset inventories, disclosure of compensation entitlements, or agreement on resettlement impacts. Comprehensive, targeted, and inclusive stakeholder engagement—including engagement of vulnerable groups—will be undertaken during preparation and implementation of the RAP, in accordance with the SEP and ESS10.

1.5.3 Planning-Level Rapid Assessment

Objectives and Scope

A planning-level rapid assessment was undertaken solely to inform preparation of this RPF and support early project planning and financing decisions. This assessment does not constitute a RAP and did not include:

- a census of PAPs;
- a detailed asset inventory; or
- valuation at full replacement cost.

The assessment was based on:

- preliminary feasibility-level transmission line layouts;
- consultations with district and local government planning officials;
- indicative market price information for land, crops, and structures; and
- reconnaissance field observations along the proposed corridor.

The objectives were to:

- understand general land use and tenure patterns;

- identify settlements, community infrastructure, and culturally sensitive sites to inform avoidance and minimization measures;
- develop indicative estimates of the potential scale of land acquisition and resettlement impacts; and
- provide a high-level indication of potential resettlement cost magnitude for planning purposes only.

All findings from this assessment are indicative and subject to confirmation through preparation of the Project RAP, which will include a full census, asset inventory, valuation at replacement cost, and household-level consultations in accordance with ESS5.

1.6 Guiding Principles on Resettlement Issues

In line with the World Bank ESF mitigation hierarchy, the overarching approach to resettlement under the Project is to avoid involuntary resettlement where feasible, minimize it where unavoidable, and mitigate residual impacts through fair and timely compensation and livelihood restoration.

Implementation of the Wobulenzi–Masaka and Masaka–Mutukula 400/220 kV Transmission Lines will be guided by the principles summarized in Table 1.1, which are derived from:

- the core requirements of ESS5; and
- applicable policies and legislation of the Government of Uganda.

These principles will govern all future land acquisition, compensation, resettlement, and livelihood restoration activities under the Project.

Table 1.1: Principles of Resettlement Issues

Principle	Description
Principle 1: Resettlement will be avoided and minimized	In accordance with the ESF mitigation hierarchy and ESS1, involuntary resettlement will be avoided where feasible and minimized where unavoidable. Avoidance and minimization measures have been informed by alternatives analysis undertaken through the ESIA, including consideration of alternative routing, substation siting, and design options. This RPF addresses management of residual impacts that cannot be avoided.
Principle 2: Resettlement will be integrated into overall project planning	Land access, acquisition, and resettlement considerations will be integrated into overall project planning from the outset. Project design, scheduling, and budgeting will be based on realistic assessments of land acquisition and resettlement requirements, including adequate

Principle	Description
	allocation of financial, human, and institutional resources.
Principle 3: Compliance with laws, standards, and policies	The Project will comply with applicable laws, regulations, and policies of Uganda and the World Bank Environmental and Social Standards, including ESS1, ESS5, ESS8, and ESS10. Where gaps or inconsistencies exist between national legislation and World Bank standards, the higher standard will apply, as reflected in the RPF.
Principle 4: Active and informed stakeholder participation	Project-Affected Persons (PAPs), host communities, and other stakeholders will be meaningfully informed and consulted throughout the resettlement process, including planning, implementation, monitoring, and evaluation. Engagement will be conducted in accordance with ESS10 and the Project's Stakeholder Engagement Plan (SEP), with full and targeted consultations undertaken during RAP preparation and implementation.
Principle 5: Cultural appropriateness	All land acquisition and resettlement activities will be carried out in a culturally appropriate manner, including use of local languages, respect for cultural heritage and social norms, and consultation with culturally recognized leadership and institutions.
Principle 6: A publicly disclosed cut-off date will be applied	Eligibility for compensation and resettlement assistance will be determined based on a publicly disclosed cut-off date established during the census and asset inventory under the RAP. The cut-off date will be communicated to PAPs and communities through multiple channels to prevent opportunistic settlement.
Principle 7: Compensation at full replacement cost and livelihood restoration	PAPs will be compensated for affected assets at full replacement cost, without depreciation, and provided with additional assistance as necessary. Resettlement will be treated as a development opportunity, with livelihood restoration measures defined and implemented through a Livelihood Restoration Program (LRP) under the RAP.
Principle 8: Comprehensive resettlement assistance package	Physically and economically displaced PAPs will receive a comprehensive and equitable resettlement assistance package that is transparent, culturally appropriate, and tailored to Project conditions. Where physical displacement occurs, PAPs will be offered options including in-kind replacement or cash compensation of equal or higher value, with participation in resettlement site selection where applicable.
Principle 9: Recognition of informal and customary rights	PAPs without formal legal land titles, including customary land users, Bibanja holders, licensees,

Principle	Description
	and other informal occupants, will be recognized as eligible for compensation for affected assets and resettlement assistance, provided their occupation or use predates the cut-off date, in accordance with ESS5. Such persons will not be excluded from assistance solely due to lack of formal tenure.
Principle 10: Targeted assistance to vulnerable persons	Vulnerable PAPs—such as female-headed households, elderly persons, persons with disabilities, chronically ill individuals, child-headed households, and other at-risk groups—will be identified during RAP preparation and provided with tailored support measures to prevent disproportionate adverse impacts.
Principle 11: Accessible grievance redress mechanism	A project-level grievance redress mechanism (GRM) will be established to allow PAPs and stakeholders to raise concerns or complaints related to land acquisition, compensation, and resettlement. The GRM will be accessible, transparent, culturally appropriate, and capable of resolving grievances in a timely manner, consistent with ESS10.
Principle 12: Monitoring, evaluation, and learning	Resettlement planning and implementation will be subject to internal monitoring and independent external evaluation. Monitoring results will inform corrective actions where necessary, and a RAP completion audit will be conducted upon completion of resettlement activities. Findings will be disclosed to affected stakeholders.

1.7 Description of the Process for Preparing and Approving the Resettlement Action Plan

In accordance with ESS5, a Resettlement Action Plan (RAP) will be prepared for the entire Wobulenzi–Masaka–Mutukula transmission line corridor once project design, alignments, and footprints are finalized. The RAP will be prepared, disclosed, approved, and fully implemented prior to commencement of civil works.

The RAP preparation and implementation process will follow the sequential but overlapping phases outlined below:

- **Resettlement Planning and Project Finalization**

This phase involves confirmation of the final transmission line alignment, substation locations, and associated project footprints. These design decisions will define the project area and determine the scope of land acquisition, restrictions on land use, and potential physical and economic displacement.

- **Stakeholder Engagement, Disclosure, and Baseline Data Collection**

In line with ESS10 and the Stakeholder Engagement Plan (SEP), this phase will include structured consultations with Project-Affected Persons (PAPs), host communities, local authorities, and other stakeholders. A detailed socio-economic census, asset inventory, and livelihood and vulnerability assessments will be conducted to establish baseline conditions, determine eligibility, and inform entitlements.

- **Development of Compensation, Assistance, and Livelihood Restoration Measures**

Based on survey findings, the RAP will define compensation at full replacement cost, resettlement assistance, livelihood restoration measures, gender-responsive actions, cultural heritage management measures, and targeted support for vulnerable PAPs.

- **Disclosure of Entitlements and Securing PAP Agreements**

Individual compensation and assistance packages will be disclosed to eligible PAPs, and agreements will be documented. Valuation reports will be reviewed and approved by the Chief Government Valuer (CGV), in accordance with national requirements.

- **Implementation of Compensation and Physical Relocation (where applicable)**

Compensation payments, provision of in-kind assistance, and relocation support for physically displaced persons will be completed prior to site handover. Relocation will be carried out in a manner that ensures dignity, safety, and continuity of livelihoods.

- **Livelihood Restoration and Transitional Support**

PAPs experiencing economic displacement will receive livelihood restoration support and transitional assistance, as defined in the RAP, to restore or improve income levels and living standards.

- **Monitoring, Evaluation, and Adaptive Management**

RAP implementation will be monitored through internal and external mechanisms to track progress, effectiveness, and outcomes, particularly livelihood restoration. Corrective actions will be applied where necessary. Qualified NGOs or CSOs may be engaged to support RAP implementation, monitoring, and assistance to vulnerable households.

1.8 World Bank Minimum Elements of a Resettlement Action Plan

In accordance with ESS5 and its Guidance Note, the Resettlement Action Plan (RAP) to be prepared for this Project will include, at a minimum, the following elements. These requirements will guide RAP preparation and approval:

I. Project Description - General description of the Project and identification of the project area.

II. Potential Impacts - Identification and assessment of:

- Project components or activities that give rise to displacement and justification for land acquisition;
- The zone of impact of such components or activities;
- The scope and scale of land acquisition and impacts on land, structures, and other assets;
- Project-imposed restrictions on land use or access to natural resources;
- Alternatives considered to avoid or minimize displacement and reasons for their selection or rejection; and
- Measures established to minimize displacement during implementation.

III. Objectives of the Resettlement Program

IV. Census, Socio-Economic Studies, and Baseline Conditions

V. Legal Framework - Applicable national laws and World Bank ESS requirements.

VI. Institutional Framework - Roles and responsibilities for RAP implementation.

VII. Eligibility Criteria and Cut-off Date

VIII. Valuation of and Compensation for Losses - Including methodology and application of full replacement cost.

IX. Stakeholder Engagement and Community Participation

X. Resettlement Assistance and Transitional Support

XI. Housing, Infrastructure, and Social Services (where physical relocation occurs)

XII. Loss of Access to Land or Resources

XIII. Livelihood Restoration and Support for Alternative Livelihoods

XIV. Opportunities for Economic Development and Benefit Enhancement

XV. Grievance Redress Mechanism

XVI. Implementation Schedule

XVII. Costs and Budget

XVIII. Monitoring and Evaluation

XIX. Arrangements for Adaptive Management - Including procedures to address unforeseen impacts or implementation challenges.

Table 1.2: Indicative Timeline for RAP Preparation and Land Acquisition

Phase	Key Activities	Indicative Timing	ESS5 Compliance Requirement (Corrected)
Project Planning & Feasibility	Finalization of transmission line alignment, substation locations, and project footprint	Prior to RAP preparation	ESS5 paras. 11–12, 19 – Apply the mitigation hierarchy (avoid and minimize displacement); no land acquisition, displacement, or restrictions on land use at this stage
RAP Preparation	Census of PAPs, asset inventory, socio-economic surveys, valuation, stakeholder consultations	After final design, before land acquisition	ESS5 paras. 20–26, 33 – Identification of impacts; census and baseline studies; eligibility determination; preparation of RAP proportional to impacts
RAP Disclosure & Approval	Disclosure of RAP, stakeholder consultations, incorporation of feedback, Bank clearance	Prior to any land taking	ESS5 paras. 17–18 – Disclosure of RAP; meaningful consultation; establishment of GRM; approval prior to implementation
RAP Implementation	Payment of compensation at full replacement cost, livelihood restoration, relocation assistance	Before commencement of civil works	ESS5 paras. 27–29 and 34–36 – Compensation and assistance provided prior to displacement; livelihood restoration measures implemented
Commencement of Civil Works	Start of construction activities	After RAP fully implemented	ESS5 para. 15 (condition of works) – No civil works until compensation and resettlement assistance have been completed
Monitoring & Completion Audit	RAP monitoring, grievance resolution, completion audit	During and after construction	ESS5 paras. 23–24, and 34–36 – Monitoring and evaluation; corrective actions; completion audit to confirm objectives achieved

The consolidated Resettlement Action Plan (RAP) for the Wobulenzi–Masaka–Mutukula transmission line corridor will be reviewed and approved by UETCL and the World Bank prior to implementation. No land acquisition, physical displacement, economic displacement, or restriction on land use shall occur until the RAP has been disclosed, approved by the World Bank, and fully implemented, including payment of compensation at full replacement cost and provision of agreed resettlement and livelihood restoration assistance, in accordance with ESS5.

1.9 Land Acquisition Mechanisms for the Proposed Project (UTIP)

Compensation for land and other affected assets (including crops, trees, and structures) will be determined through a formal Valuation Report, prepared by licensed private valuers in accordance with Ugandan law and approved by the Chief Government Valuer (CGV).

The Valuation Report will include, at a minimum:

- Location and tenure status of the affected land;
- Identification of the affected owner or right holder;
- Description and type of affected assets (land, buildings, crops, trees, fences, and other improvements);
- Individual compensation values for each affected asset;
- Applicable disturbance allowance in line with statutory requirements; and
- The total compensation entitlement for each Project Affected Person (PAP) or institution.

The Valuation Report shall constitute the formal basis for compensation payments. Valuation data shall reflect conditions as at the date of valuation, based on the final project footprint following detailed engineering design.

In addition to cash compensation for affected assets, resettlement assistance, including relocation support (in-kind or cash, as applicable), moving allowances, and livelihood restoration measures for physically and economically displaced persons, will be provided in accordance with ESS5 and defined in the site-specific Resettlement Action Plan (RAP).

No land acquisition, physical displacement, economic displacement, or restriction on land use shall occur until the RAP has been prepared, disclosed, approved by the World Bank, and fully implemented, including payment of compensation at full replacement cost and provision of agreed resettlement and livelihood restoration assistance.

In accordance with World Bank policies, the project will not use voluntary donations of land or access (i.e. easements without compensation), which are not permitted for this project.

1.10 Administrative Units in the Project Area

Based on preliminary route information and secondary data, the proposed Project is expected to traverse the following administrative units:

- a) Approximately **12 districts**, with some districts common to both transmission line segments;
- b) Approximately **36 sub-counties**;
- c) Approximately **79 parishes**;
- d) Approximately **190 villages**;

The Project area is located within Central and Southern Uganda. Preliminary land tenure analysis indicates that an estimated 90 percent of affected land is under private Mailo tenure, with the remaining 10 percent comprising public or institutional land. These proportions are indicative and will be confirmed during RAP preparation through cadastral surveys and tenure verification.

The transmission line corridors are expected to traverse moderately populated areas, with localized concentrations of settlements and economic activities.

1.11 Summary of Indicative Land Impacts (Planning Purposes Only)

Based on preliminary feasibility-level information and planning assumptions:

- a) The total transmission line length is approximately 258 km, comprising 166 km (Wobulenzi–Masaka) and 92 km (Masaka–Mutukula);
- b) Approximately 9,960,000 square meters of land may fall within the transmission line corridor;
- c) An estimated 3,825.08 acres of land may be affected, including:
 - Substations:
 - Masaka/Kakunyu Substation: ~21.5 acres
 - Transmission lines:
 - Wobulenzi–Masaka: ~2,461.08 acres
 - Masaka–Mutukula: ~1,364 acres

These figures are indicative only and are provided for planning and decision-making purposes. Final land take, impacts, and compensation requirements will be determined through the RAP process, including a full census, asset inventory, and valuation at full replacement cost in accordance with ESS5.

2. CHAPTER TWO: LEGAL, POLICY AND INSTITUTIONAL FRAMEWORK

2.1 Introduction

This chapter presents the national legal and policy framework governing land acquisition, land tenure, compensation, and resettlement in Uganda, and describes the procedures for land acquisition and dispute resolution applicable to the Project. The chapter also outlines the relevant World Bank Environmental and Social Standards, specifically ESS5 on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement and ESS10 on Stakeholder Engagement and Information Disclosure, and assesses their applicability to the Project. A comparative gap analysis is provided to identify differences between Uganda's national legal framework and the World Bank standards on involuntary resettlement, together with measures to address identified gaps.

Where gaps or inconsistencies exist between national legislation and the World Bank Environmental and Social Standards, the provisions of ESS5 shall apply, in line with World Bank requirements, to ensure that the higher standard of protection for Project Affected Persons is upheld.

The principles and procedures set out in this Resettlement Policy Framework (RPF) shall guide the preparation and implementation of the Resettlement Action Plan (RAP) developed for the Project.

2.2 Applicable Policies

2.2.1 Uganda Vision, 2040

Uganda Vision 2040 sets out the country's long-term development framework aimed at transforming Uganda into a competitive upper middle-income country, with a targeted per capita income of USD 9,500. The Vision builds on earlier national development strategies and focuses on addressing structural bottlenecks that have historically constrained socio-economic development. Vision 2040 is conceptualized around strengthening key fundamentals of the economy to harness Uganda's abundant opportunities. These fundamentals include the development of strategic infrastructure, particularly in the energy, transport, water, and ICT sectors, as critical enablers of industrialization, value addition, and regional integration.

From an environmental and social perspective, Vision 2040 emphasizes the sustainable use and conservation of environmental and natural resources for the benefit of present and future generations. It calls for development patterns that safeguard environmental integrity while promoting inclusive growth. The Uganda Vision 2040 provides the overarching policy foundation for subsequent national development plans, including the National Development Plan III (NDP III). The proposed project and this Resettlement Policy Framework (RPF) are consistent with the Vision's objectives by supporting sustainable infrastructure development while ensuring that potential social and environmental impacts are appropriately avoided, minimized, mitigated, and managed in line with national priorities and

international good practice.

2.2.2 Uganda National Development Plan (NDP III) 2020/21 –2024/25

Uganda's Third National Development Plan (NDP III) (2020/21–2024/25) prioritizes increased investment in energy infrastructure as a critical enabler of socio-economic transformation, industrialization, and regional integration. At the start of the NDP III period, Uganda's total installed electricity generation capacity stood at approximately 1,182 MW (2019), with per capita electricity consumption estimated at about 100 kWh, among the lowest globally. To address this gap, NDP III targets expansion of high-voltage electricity transmission infrastructure from approximately 2,354 km in 2018/19 to about 4,354 km by the end of the plan period. The Plan recognizes that reliable and affordable electricity supply is essential for economic growth, poverty reduction, value addition, and improved social service delivery. Accordingly, investments in transmission infrastructure are identified as key enablers for unlocking generation capacity, improving regional power trade, and supporting Uganda's broader development objectives.

Alignment with International and Regional Development Frameworks

Uganda's national development planning, including NDP III, is informed by and aligned with broader international and regional development frameworks to which the country is a signatory. These frameworks provide strategic direction and benchmarks that are domesticated through national policies and sector plans.

- At the global level, Uganda is committed to the 2030 Agenda for Sustainable Development, including Sustainable Development Goal 7 (SDG 7), which aims to ensure access to affordable, reliable, sustainable, and modern energy for all, and SDG 9, which promotes resilient infrastructure, inclusive and sustainable industrialization, and innovation.
- At the continental level, the African Union's Agenda 2063, particularly Aspiration 1: "A Prosperous Africa based on Inclusive Growth and Sustainable Development", emphasizes expanded access to modern energy services as a foundation for economic transformation.
- At the regional level, the East African Community (EAC) Vision 2050 sets ambitious targets for increased energy production and regional power interconnection to support industrial growth and cross-border trade.
- At the national long-term level, Uganda Vision 2040 identifies access to clean, affordable, and reliable energy as a cornerstone for industrialization and socio-economic transformation.

Investments in regional transmission infrastructure, such as the proposed Wobulenzi–Masaka–Mutukula Transmission Line, directly support Uganda's commitments under these international and regional frameworks by strengthening power evacuation capacity, enhancing regional interconnection, and facilitating cross-border electricity trade.

2.2.3 Uganda National Land Policy, 2013

The overall goal of the Uganda National Land Policy (2013) is “to ensure an efficient, equitable and optimal utilization and management of Uganda’s land resources for poverty reduction, wealth creation and overall socio-economic development.”

The Policy emphasizes effective regulation of land use and land development as a guiding principle. Among its key objectives is the promotion of planned, environmentally sound, affordable, and orderly development of human settlements in both rural and urban areas, including infrastructure development.

Land acquisition and resettlement activities under the proposed project will be undertaken in accordance with the objectives and principles of the National Land Policy. The Policy recognizes the potential for multiple and overlapping land rights, weak dispute resolution mechanisms, and the heightened vulnerability of certain social groups in securing land tenure and related entitlements, particularly in areas dominated by customary land tenure systems.

These risks are relevant to the project area. Accordingly, the Resettlement Policy Framework provides for the identification of tenure-related vulnerabilities during the preparation of the Resettlement Action Plan, and for the design and implementation of appropriate mitigation measures consistent with national policy and World Bank ESS5 requirements.

2.2.4 The National Environment Management Policy, 2014

The overall goal of the National Environment Management Policy (NEMP), 2014 is to promote sustainable economic and social development while safeguarding environmental integrity for the benefit of present and future generations. The Policy emphasizes improved quality of life through sound environmental and natural resource management.

Under Uganda’s environmental management framework, issues related to land acquisition, resettlement, and livelihood impacts are addressed as part of the Environmental and Social Impact Assessment (ESIA) process, where applicable. Where project activities are likely to result in physical and/or economic displacement, resettlement-related measures are identified and assessed within the ESIA. The National Environment Management Policy does not prescribe the content of Resettlement Policy Frameworks (RPFs) or Resettlement Action Plans (RAPs), nor does it provide for their standalone review or approval by the National Environment Management Authority (NEMA). Instead, the content, preparation, and implementation of the RPF and RAP under this Project are guided by the World Bank Environmental and Social Framework, particularly ESS5.

NEMA’s role relates to the review and approval of the ESIA and the monitoring of compliance with approved environmental and social mitigation measures during project implementation. Accordingly, this RPF and the subsequent preparation and implementation of site-specific RAP complement the national environmental management system by addressing resettlement impacts in a manner consistent with both national policy objectives and World Bank requirements.

2.2.5 The National Gender Policy, 2017

The National Gender Policy (2017) aims to guide and direct planning, resource allocation, and implementation of development programmes at all levels through the systematic integration of gender perspectives. The Policy seeks to establish a clear framework for the identification, implementation, and coordination of interventions that promote gender equality and women's empowerment in Uganda's development process.

This policy is relevant to the Project given the gender-differentiated impacts associated with land acquisition, loss of assets, and livelihood disruption. The preparation and implementation of site-specific Resettlement Action Plan (RAP) will take into account gender-based vulnerabilities and ensure that women are able to participate meaningfully and equitably in consultations, decision-making, and benefit-sharing processes.

In line with the Policy, the RAP will incorporate gender-responsive measures, including but not limited to: ensuring participation of women in consultations; recognition of women's land use and livelihood roles; disclosure of compensation information to both spouses; and measures to reduce risks of exclusion, exploitation, or gender-based violence during resettlement implementation.

2.2.6 National Policy on Elimination of Gender Based Violence (GBV), 2016

The National Policy on the Elimination of Gender-Based Violence (2016) aims to prevent, respond to, and ultimately eliminate all forms of GBV, while addressing impunity and strengthening protection and support systems for survivors. The Policy recognizes women and girls, particularly those aged 15–45 years, as disproportionately affected by GBV, including sexual, physical, emotional, and economic violence.

Social assessments and stakeholder engagements undertaken during preparation of this RPF indicate the presence of gender-based vulnerabilities within the project area, including risks related to land ownership, compensation decision-making, household power dynamics, and livelihood disruption. These risks may be exacerbated during land acquisition and resettlement processes if not adequately managed.

In line with the National GBV Policy and the World Bank Environmental and Social Framework, the RPF requires that the Resettlement Action Plan incorporates GBV-sensitive measures aimed at prevention, mitigation, and response, including at a minimum:

Prevention and Risk Mitigation Measures

- Inclusive and gender-sensitive stakeholder engagement processes that ensure meaningful participation of both women and men in consultations, disclosure, and decision-making related to compensation and resettlement.
- Transparent communication of eligibility criteria, entitlements, and compensation processes to both spouses and adult household members to reduce intra-household conflict.
- Individual compensation options, joint titling, or consent-based arrangements where

appropriate, in line with national law and ESS5.

- Capacity building of project staff, local leaders, and RAP implementation teams on GBV awareness, gender sensitivity, and respectful engagement with Project Affected Persons.

Response and Support Measures

- Integration of GBV-related grievance uptake and referral pathways within the project Grievance Redress Mechanism (GRM), ensuring confidentiality, survivor-centered approaches, and safe reporting channels.
- Referral of GBV survivors to existing district-level service providers, including health, psychosocial, legal, and protection services, in accordance with national systems.
- Monitoring of GBV-related risks and incidents as part of RAP implementation monitoring and reporting, without requiring survivors to provide sensitive details.

These measures will be further elaborated, budgeted, and operationalized during the preparation and implementation of site-specific RAP, taking into account the local context and available service delivery structures.

2.2.7 The Uganda National Culture Policy (UNCP), 2006

The Uganda National Culture Policy (2006) recognizes culture as encompassing socially transmitted behaviour patterns, arts, beliefs, institutions, and both tangible and intangible expressions of human heritage. Cultural heritage includes, among others, language, oral traditions, performing arts, music, rituals, social practices, traditional craftsmanship, indigenous knowledge systems, as well as physical cultural resources such as shrines, graves, sacred sites, and monuments. One of the key objectives of the Policy is to conserve, protect, and promote Uganda's tangible and intangible cultural heritage.

This Policy is relevant to the Project given the potential for transmission line development and associated land acquisition to affect cultural, religious, and community assets. In line with the Policy and the requirements of World Bank Environmental and Social Standard ESS8 (Cultural Heritage), site-specific Resettlement Action Plan (RAP) shall ensure that culturally significant tangible and intangible heritage is identified during socio-economic surveys and consultations, and that appropriate mitigation measures are incorporated.

Where impacts on cultural heritage are unavoidable, RAP shall provide for avoidance, relocation (where culturally appropriate), restoration, or compensation measures developed in consultation with affected communities, cultural leaders, and relevant authorities. A chance finds procedure shall also be applied during project implementation to manage any previously unidentified cultural heritage encountered.

2.2.8 The National HIV/AIDS Policy, 2004

The National HIV/AIDS Policy (2004) provides the overarching framework for Uganda's national response to HIV/AIDS and mandates all sectors to mainstream HIV/AIDS considerations into their

programs, plans, and activities. One of the key policy objectives is to minimize the socio-economic impacts of HIV/AIDS and to promote the participation and protection of persons living with or affected by HIV/AIDS. In the context of land acquisition and resettlement, HIV/AIDS may constitute a source of vulnerability due to reduced income-earning capacity, increased health-related expenditures, stigma, and social exclusion. The project area includes districts that have historically experienced high HIV prevalence, making this policy relevant to resettlement planning.

Accordingly, the RPF requires that the Resettlement Action Plan identifies Project Affected Persons (PAPs) whose vulnerability is linked to HIV/AIDS and define appropriate support measures to ensure that resettlement processes do not exacerbate existing health, social, or economic vulnerabilities. Such measures will be designed in a manner that respects confidentiality and avoids stigma, and will be aligned with national systems and World Bank ESS5 requirements.

2.2.9 National Policy on Disability, 2016

The National Policy on Disability (2016) aims to enhance the capacity of Persons with Disabilities (PWDs) and their caregivers to access essential services, opportunities, and entitlements on an equal basis with others. Key policy strategies include ensuring the participation of PWDs in planning, implementation, monitoring, and evaluation of development interventions, and delivering support through communities, local authorities, Civil Society Organizations (CSOs), and other relevant actors. In line with this policy and the World Bank Environmental and Social Framework (ESS5 and ESS10), the RPF recognizes Persons with Disabilities as a potentially vulnerable group in the context of land acquisition and resettlement. During preparation of site-specific RAP, PWDs and households with PWD members will be identified through the census and socio-economic surveys and provided with appropriate, targeted support measures.

Such measures may include:

- Tailored and accessible consultation and disclosure processes;
- Priority assistance during valuation, compensation payment, relocation, and livelihood restoration;
- Physical assistance during relocation where required;
- Facilitation of access to social services, health care, and livelihood support programs; and
- Engagement of relevant district-level structures and CSOs supporting PWDs.

These measures will be detailed, costed, and implemented through the site-specific RAP to ensure that PWDs are not disproportionately affected and that their living standards and access to services are maintained or improved.

2.2.10 National Orphans and Vulnerable Children's (OVC) Policy, 2004

The National Orphans and Vulnerable Children's (OVC) Policy (2004) provides a framework for

protecting the rights and promoting the welfare of orphans and vulnerable children and their caregivers. The policy guides programs and legal, administrative, and social interventions affecting children's safety, well-being, development, and socio-economic security. Priority areas include care and support, child protection, education, health, food security and nutrition, psychosocial support, and livelihood security.

In line with this policy and the World Bank Environmental and Social Framework (ESS5 and ESS10), the RPF recognizes households headed by or including orphans, child-headed households, and households caring for vulnerable children as potentially vulnerable in the context of land acquisition and resettlement.

During preparation of site-specific RAP, such households will be identified through the census and socio-economic surveys, and appropriate measures will be incorporated to safeguard the rights and interests of affected children. These measures may include:

- Verification of lawful guardianship and representation during consultations and compensation processes;
- Ensuring compensation payments and resettlement assistance are structured to protect children's interests;
- Priority access to relocation assistance and livelihood restoration support where displacement occurs; and
- Coordination with district probation and social welfare officers and relevant CSOs where necessary.

The rights of orphans and vulnerable children to land and property will be respected in accordance with the Land Act, 1998, and relevant child protection legislation. Detailed measures, responsibilities, and budgets will be defined in the site-specific RAP.

2.2.11 National Youth Policy, 2016

The National Youth Policy (2016) provides a framework for the holistic integration, participation, and empowerment of youth in Uganda's development planning and implementation. The policy recognizes youth as a critical segment of the population whose productive engagement is essential for socio-economic transformation. In line with this policy and the World Bank Environmental and Social Framework (ESS5), the RPF recognizes that youth may be indirectly affected by project-related economic displacement, particularly where land acquisition affects household-based livelihoods on which youth depend.

During preparation of the RAP, Project Affected Persons (PAPs) will be identified at the household level through the socio-economic census, in accordance with ESS5. In most cases, parents or household heads hold the affected assets and are therefore the primary PAPs and recipients of compensation and livelihood restoration assistance. Youth-headed households, where present, will be identified as distinct

PAP households and will be eligible for compensation and livelihood restoration support in their own right.

Livelihood restoration measures under the RAP will be designed to restore household-level livelihoods to pre-project levels or better, thereby indirectly benefiting youth who are members of affected households. Where youth-headed households or other youth PAPs are identified as directly economically displaced, appropriate and proportionate livelihood restoration measures will be provided in line with ESS5. Broader youth employment or development interventions beyond project-related impacts fall outside the scope of the RAP and will not be addressed under this framework.

Youth will be meaningfully engaged in consultation and disclosure processes during RAP preparation and implementation, in accordance with ESS10. Any youth-related measures included in the RAP will be directly linked to project impacts, clearly defined, proportionate, and fully costed.

2.2.12 National Equal Opportunities Policy, 2006

The National Equal Opportunities Policy (2006) provides a framework for addressing systemic inequalities and eliminating discrimination against marginalized and disadvantaged groups, while promoting equality and fairness in access to opportunities and benefits of development. In line with this policy and the World Bank Environmental and Social Framework (ESS5 and ESS10), the RPF adopts a non-discriminatory approach to land acquisition, compensation, resettlement, and livelihood restoration. The RPF recognizes that certain groups—such as women, youth, persons with disabilities, the elderly, child-headed households, and other socially or economically marginalized persons—may be disproportionately affected by project-related impacts.

During preparation and implementation of site-specific RAP, targeted measures will be applied to ensure equitable participation and access to project benefits. These may include inclusive consultation approaches, transparent eligibility and compensation procedures, priority assistance where required, and tailored livelihood restoration measures.

The identification of marginalized and vulnerable groups, the specific assistance measures, and associated budgets will be detailed in the site-specific RAP to ensure compliance with national policy objectives and the requirements of ESS5 and ESS10.

2.2.13 The National Land Acquisition, Resettlement and Rehabilitation Policy, 2018 (Draft).

The National Land Acquisition, Resettlement and Rehabilitation Policy (2018) was developed to provide a comprehensive framework for land acquisition, resettlement, and rehabilitation in Uganda. As of the date of preparation of this Resettlement Policy Framework, the policy remains in draft form and has not yet been formally approved or adopted by the Government of Uganda.

Notwithstanding its draft status, the policy reflects emerging national good practice on land acquisition and resettlement and is broadly aligned with the objectives of the World Bank Environmental and Social Standard 5 (ESS5). Where relevant, its provisions may be used as guidance only, to complement the applicable legal framework.

For the purposes of this Project, the preparation and implementation of all site-specific Resettlement Action Plan (RAP) will be governed by the binding national legal framework (including the Constitution of the Republic of Uganda, the Land Act, Cap. 227, and related regulations) and the World Bank Environmental and Social Standards, particularly ESS5. In the event of any inconsistency between the draft policy, national legislation, and the World Bank ESSs, the higher standard shall prevail.

2.3 Applicable Laws of the Republic of Uganda

2.3.1 Overview

The following national laws are relevant to land tenure, land acquisition, compensation, and resettlement under the proposed project:

- The Constitution of the Republic of Uganda, 1995
- The Land Act, Cap. 227 (as amended)
- The Land Acquisition Act, 1965
- The Local Governments Act, 1997
- The Electricity Act, 1999
- The Land Regulations, 2004
- The Historical Monuments Act, Cap. 46
- The Registration of Titles Act, Cap. 230
- The Persons with Disabilities Act, 2006

The Constitution of the Republic of Uganda (1995) vests all land in the citizens of Uganda and guarantees the right of every person to own property. It recognizes four land tenure systems under which land may be held: customary, freehold, mailo, and leasehold. The Constitution empowers the Government and local authorities to compulsorily acquire land in the public interest, subject to the requirement for prompt payment of fair and adequate compensation prior to taking possession of the land or property.

Preparation and implementation of Resettlement Action Plan(s) under this Project shall comply with the provisions of the Constitution. All persons with legally recognizable interests in land and assets shall be entitled to compensation in accordance with national law and the World Bank Environmental and Social Framework.

The Constitution and the Land Act further recognize the rights of lawful and bona fide occupants, including *bibanja* holders, particularly in mailo land areas. Given that portions of the proposed transmission line corridor traverse areas with prevalent mailo tenure, the RAP(s) shall ensure that compensation and resettlement assistance appropriately address the rights and interests of such occupants.

Persons occupying land as licensees or sharecroppers, who do not hold legal land rights under Ugandan law, do not qualify for compensation for land. However, in line with World Bank ESS5, such persons shall be eligible for compensation for non-land assets (such as crops and structures) and for livelihood restoration assistance where their livelihoods are affected.

Rights of spouses and children:

The Constitution and the Land Act (Cap. 227) protect the rights of spouses and children in respect of family land. Any transaction affecting land on which a family ordinarily resides requires the free, prior, and informed consent of the spouse(s). Accordingly, the RPF requires that RAP preparation and implementation include measures to ensure meaningful involvement of adult household members, including spouses, in consultations, disclosure, and compensation decision-making processes, in order to safeguard household rights and reduce intra-household conflict.

2.3.3 The Land Act, 1998 as amended in 2010 (Cap227)

The Land Act addresses landholding, management control and dispute resolution and creates a series of land administration and regulations. It defines the incidence of each tenure regime (institutions, customary, freehold, *mailto* or leasehold tenure systems). Section 4 provides mechanisms of acquisition of certificates of customary ownership (ss.5-9), or the conversion of customary tenure to freehold (ss.10-15), or collective management of land held under customary law (ss.16-27), the protection of the rights of women, children and persons with disability (s.28), the conversion of leasehold into freehold (s.29), the security of tenure for ‘tenants by occupancy’(ss.30-39),and the creation of a Land Fund to assist various people wishing to obtain secure rights in land (s.42). The Act also creates a series of land administration institutions consisting of Parish Land Committees (PLCs)⁴, District Lands Boards (DLBs) and Uganda Land Commission (ULC).

Section 78 of the Act gives valuation principles for compensation at depreciated replacement costs for rural properties and market values for urban properties. In addition to the total compensation assessed, there is a disturbance allowance paid of fifteen per cent or, if less than six months’ notice to give up vacant possession is given, thirty per cent of the total sum assessed (see Section 78(2)).

Therefore, a general approach will be to protect as much as possible, the rights of women and children

(where it applies) and seek for spousal, children and or committee consent at disclosures and compensation payment. The land administration institutions, that include the PLCs and DLBs will be used to support the RAP planning and will support its implementation including being co-opted as mediators in Grievance Management. In addition to the compensation assessments for lost property, a 15% or 30% of the total compensation amount will be given as the disturbance allowance.

2.3.4 Land Acquisition Act, 1965

The Land Acquisition Act (1965) provides for the procedures and methods for temporary and permanent compulsory acquisition of land for public purposes. The Act requires that fair, adequate, and prompt compensation be paid to affected persons prior to the taking of possession of land and property. The Act, however, does not define specific timelines for payment of compensation, nor does it provide for adjustments to compensation amounts in cases where payment is delayed, such as through interest or inflation indexing. Disputes related to compensation are to be referred to the courts for determination where they cannot be resolved administratively.

In recognition of these limitations, the preparation and implementation of the RAP under this Project will apply the requirements of the World Bank Environmental and Social Framework, particularly ESS5. Accordingly, compensation will be paid prior to displacement, at full replacement cost, and where there are delays between valuation and payment, compensation amounts will be adjusted to reflect current values to ensure that affected persons are not disadvantaged.

2.3.5 The Land Regulations, 2004

Regulation 24(1) of the Land Regulations, 2004 provides guidance to District Land Boards when compiling and maintaining district compensation rates. In particular, the Regulation provides that:

- Compensation shall not be payable in respect of crops that are illegal under Ugandan law (for example, prohibited or illicit substances);
- As much time as possible shall be allowed for the harvesting of seasonal crops prior to land acquisition;
- The current market value of crops and trees within the locality shall form the basis for determining compensation rates.

For avoidance of doubt, the reference to “*illegally grown crops*” under the Land Regulations relates solely to the legality of the crop itself, and not to the land tenure status of the person cultivating the crop. Lawful crops grown on land by persons without legal land ownership rights, including lawful or bona fide occupants, licensees, or informal users, are eligible for compensation in accordance with national practice and World Bank ESS5.

These Regulations are relevant to this RPF, as valuation of crops will be based on district-approved

compensation rates. The Project will ensure that compensation rates applied under the RAP reflect current market values and are updated as necessary to meet the full replacement cost requirements of the World Bank Environmental and Social Framework

2.3.6 The Local Government Act, 1997

The Local Governments Act (1997) establishes the framework for decentralization and devolution of functions, powers, and services to local governments. Under the Act, local governments are responsible for local development planning, community mobilization, service delivery, and monitoring implementation of national policies and programs at district and sub-county levels.

In the context of the proposed project, Local Governments play a facilitative and coordination role in the preparation and implementation of resettlement activities. During preparation of this RPF, district and lower local government structures supported stakeholder mobilization and consultations within the project area.

During preparation and implementation of the Resettlement Action Plan, Local Governments will continue to support the Project through:

- Facilitating stakeholder engagement, consultations, and disclosure at district, sub-county, parish, and village levels;
- Supporting identification and verification of Project Affected Persons (PAPs), including vulnerable and marginalized groups, in collaboration with technical teams;
- Providing local data and records to support socio-economic surveys and asset verification;
- Supporting operation of the Grievance Redress Mechanism at community and district levels;
- Monitoring RAP implementation and reporting on resettlement-related issues at the local level.

Local Governments will not determine eligibility, valuation, or compensation amounts, which remain the responsibility of the Project Proponent and relevant statutory bodies, including the Chief Government Valuer, in accordance with national law and the World Bank Environmental and Social Framework.

2.3.7 The Electricity Act, Cap 145

The Electricity Act, 1999 provides the legal framework governing the installation, operation, and maintenance of electricity supply infrastructure in Uganda, including the use of land for transmission and distribution lines.

Under Section 67, an Electricity Regulatory Authority (ERA)-authorized licensee may place and maintain electric supply lines over, along, across, or upon any land. In exercising these powers, a licensee acquires only a right of use, unless additional land rights are required. The Act requires that such activities cause as little damage as possible to land and the environment and that prompt, fair, and adequate compensation be paid to all affected and interested persons for any damage or loss arising

from the exercise of these powers.

Section 67 further provides that an ERA-authorized licensee is deemed an authorized undertaker for purposes of land acquisition under the Land Act. Where there is disagreement regarding entitlement to compensation or the adequacy of compensation for right-of-use impacts, Section 70 provides that such matters shall be determined in accordance with the procedures under the Land Act and the Land Acquisition Act.

Where a licensee requires land or an interest in land greater than a right of use, Section 71 of the Act provides for compulsory acquisition in accordance with the Land Acquisition Act.

For the purposes of this Project, land access for transmission infrastructure will, where feasible, be based on right-of-use arrangements. Where permanent land acquisition is unavoidable, it shall be undertaken in accordance with the Land Act and Land Acquisition Act. In all cases, compensation and resettlement measures will comply with the requirements of the World Bank Environmental and Social Framework, particularly ESS5, which shall apply where national legislation is silent or provides lower levels of protection.

2.3.8 Historical Monument Act, Cap. 46 (1967)

The Historical Monuments Act (Cap. 46) provides for the preservation and protection of historical monuments and objects of archaeological, paleontological, ethnographical, and traditional interest in Uganda. The Act applies to both known and previously unidentified cultural heritage resources that may be encountered during project activities.

In the context of the proposed Project, land acquisition, construction, and associated earthworks may present a risk of encountering physical cultural resources, including graves, shrines, sacred sites, or archaeological materials. In accordance with the Act, any discovery of such resources must be reported to the relevant authorities, including the Department of Museums and Monuments, and appropriate measures taken to protect the site.

Chance finds procedures for the Project are defined and will be implemented through the Environmental and Social Impact Assessment (ESIA) and associated Environmental and Social Management Plans (ESMPs), in accordance with the Historical Monuments Act and the World Bank Environmental and Social Framework, particularly ESS8 on Cultural Heritage. These procedures will include, *inter alia*, immediate cessation of works in the vicinity of the find, notification of relevant authorities, consultation with affected communities, and implementation of agreed mitigation measures prior to resumption of works.

The Resettlement Policy Framework (RPF) and subsequent Resettlement Action Plan (RAP) will cross-reference the ESIA and ESMP chance finds procedures and will ensure that cultural heritage

identified during census, asset inventory, or consultation processes; such as graves or places of worship requiring relocation, is addressed through culturally appropriate mitigation measures, consultations, and compensation or assistance, consistent with national legislation and World Bank requirements.

2.3.9 Registration of Titles Act, Cap230

The Registration of Titles Act (Cap. 230) provides for the registration, certification, and rectification of land titles and governs transactions relating to registered land, including leases, mortgages, and related legal interests.

The Act is relevant to the Project in cases where land affected by the transmission line, substations, or associated facilities is held under registered tenure, particularly freehold, mailo, or leasehold. In such instances, the Act guides verification of registered ownership and documentation of interests for purposes of compensation and land administration.

However, land registration under the Registration of Titles Act is not a precondition for eligibility for compensation under this Project. In line with the Land Act and the World Bank Environmental and Social Framework (ESS5), persons holding unregistered interests in land, including customary rights, lawful and bona fide occupants, and other recognizable interests, are eligible for compensation for affected land and non-land assets, as well as resettlement assistance where applicable.

For transmission infrastructure, land access will, where feasible, be based on right-of-use arrangements rather than transfer of title. Where permanent acquisition or registration-related actions are required, these will be undertaken in accordance with national law and ESS5 requirements.

2.3.10 Disabilities Act, 2006

The Persons with Disabilities Act, 2006 provides a legal framework for the protection and promotion of the rights of persons with disabilities, including the right to an adequate standard of living and social protection. Section 28 of the Act emphasizes the obligation of the State and other actors to take appropriate measures to ensure that persons with disabilities are not disadvantaged in accessing basic needs, services, and development opportunities.

This Act is relevant to the Project as persons with disabilities may face heightened vulnerability during land acquisition and resettlement processes due to physical, sensory, cognitive, or psychosocial limitations. In line with the Act and the World Bank Environmental and Social Framework, particularly ESS5, the RPF requires that the Resettlement Action Plan identify Project Affected Persons with disabilities and provide tailored assistance measures to ensure that resettlement outcomes do not disproportionately disadvantage them.

Such measures may include, as appropriate, accessible consultation and disclosure processes, assistance during surveys and compensation procedures, priority support during relocation, livelihood restoration assistance adapted to individual capacities, and coordination with existing social protection programs. These measures will be further detailed and budgeted during preparation of the RAP(s).

2.3.11 The National Housing Policy 2016

The National Housing Policy (2016) aims to ensure access to adequate, affordable, and decent housing for all Ugandans through improved land use planning, housing development, and regulation of the built environment. The Policy emphasizes orderly settlement development, appropriate housing standards, and the role of Local Governments in regulating housing development in both urban and rural areas.

This Policy is relevant to the Project where physical displacement may result in loss of housing or residential structures. In such cases, it provides a national framework for planning and implementing housing replacement or housing-related compensation. In line with the National Housing Policy and the World Bank Environmental and Social Framework—particularly ESS5—any replacement housing provided under the RAP shall meet minimum standards of adequacy, including security of tenure, structural safety, durability, access to basic services, and cultural appropriateness.

Where cash compensation is provided in lieu of replacement housing, valuation will reflect the full replacement cost of affected structures without depreciation, sufficient to enable reconstruction of housing of similar or improved quality in compliance with applicable standards.

All replacement housing designs or resettlement layouts, where applicable, shall be consistent with local authority physical planning and building requirements and approved by the relevant Local Government authorities. Detailed housing standards, eligibility criteria, and implementation modalities will be defined during preparation of the Resettlement Action Plan.

2.4 The World Bank Environment and Social Framework (ESF)

2.4.1 Introduction

The World Bank Environmental and Social Framework sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity.

The Environmental and Social Standards set out the mandatory requirements that apply to the Borrower and projects. They set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing.

There are ten ESSs but for the development of this RPF and the subsequent development of the RAP the following ESSs are Relevant

- Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts.
- Environmental and Social Standard 5: Land Acquisition, Restrictions on Land Use and

Involuntary Resettlement.

- Environmental and Social Standard 8: Cultural Heritage.
- Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure.

2.4.2 Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts.

According to the Environmental and Social Standard ESS1 applies to all projects for which Bank Investment Project Financing is sought. ESS1 establishes the importance of: (a) the Borrower's existing environmental and social framework in addressing the risks and impacts of the project; (b) an integrated environmental and social assessment to identify the risks and impacts of a project; (c) effective community engagement through disclosure of project-related information, consultation and effective feedback; and (d) management of environmental and social risks and impacts by the Borrower throughout the project life cycle. The Bank requires that all environmental and social risks and impacts of the project be addressed as part of the environmental and social assessment conducted in accordance with ESS1”.

2.4.3 Environmental and Social Standard 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Environmental and Social Standard 5 (ESS5) on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement applies to the Project, as its implementation may require land acquisition and/or impose permanent or temporary restrictions on land use, potentially resulting in physical and/or economic displacement. ESS5 recognizes that project-related land acquisition and land use restrictions can have adverse social and economic impacts on individuals, households, and communities.

Project-related land acquisition or restrictions on land use may cause:

- **Physical displacement**, including loss of shelter, loss of residential land, or relocation; and/or
- **Economic displacement**, including loss of land, assets, access to assets, income sources, or other means of livelihood.

Experience and research demonstrate that, if not appropriately managed, physical and economic displacement can give rise to severe risks, including impoverishment, disruption of production systems and livelihoods, weakening of social networks and community institutions, loss of cultural identity, and increased vulnerability of affected persons. For these reasons, ESS5 requires that involuntary resettlement be avoided where feasible, or otherwise minimized, and that unavoidable impacts be mitigated through carefully planned and implemented measures.

Objectives of ESS5

The objectives of ESS5, which will guide the Project's resettlement planning and implementation, are to:

- a) Avoid involuntary resettlement, or where unavoidable, minimize it by exploring feasible project design alternatives;
- b) Mitigate unavoidable adverse social and economic impacts resulting from land acquisition or restrictions on land use by:
 - Providing timely compensation for loss of assets at full replacement cost; and
 - Assisting displaced persons to improve, or at least restore, their livelihoods and living standards in real terms to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher;
- c) Improve the living conditions of poor and vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure;
- d) Conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable displaced persons to benefit directly from the Project, where appropriate; and
- e) Ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of affected persons.

Application of ESS5 to the Project

In applying ESS5, the Project will adhere to the following core principles:

- **Avoidance and Minimization:** Transmission line routing, tower placement, and substation siting will be optimized to avoid or minimize displacement where technically and economically feasible.
- **Compensation at Full Replacement Cost:** Affected land, structures, crops, trees, and other assets will be compensated at full replacement cost, without depreciation.
- **Livelihood Restoration:** Where livelihoods are affected, appropriate livelihood restoration measures will be provided to ensure that affected persons are not worse off as a result of the Project.
- **Eligibility and Inclusion:** ESS5 recognizes three categories of affected persons:
 - (i) those with formal legal rights to land;
 - (ii) those without formal legal rights but with recognizable claims under national law; and

(iii) those without recognizable legal rights or claims to the land they occupy or use.

All eligible categories will receive compensation for affected assets and resettlement or livelihood assistance, as applicable, in accordance with ESS5.

- **Support to Vulnerable Groups:** Particular attention will be given to vulnerable and disadvantaged individuals or households to ensure equitable access to compensation, assistance, and livelihood restoration.
- **Consultation and Disclosure:** Affected persons will be meaningfully consulted throughout RAP preparation and implementation, with timely disclosure of information on impacts, entitlements, grievance mechanisms, and implementation schedules.
- **Grievance Redress:** A project-specific grievance redress mechanism will be established to address concerns related to land acquisition, valuation, compensation, and resettlement in a transparent and timely manner.
- **Sequencing of Resettlement and Works:** No land acquisition, physical displacement, economic displacement, or restriction on land use will occur until the Resettlement Action Plan (RAP) has been prepared, disclosed, approved by the World Bank, and fully implemented, including payment of compensation and provision of agreed assistance.

Scope of ESS5 Applicability

ESS5 applies to permanent or temporary physical and economic displacement resulting from the following project-related circumstances:

- a) Land rights or land use rights acquired or restricted through expropriation or other compulsory procedures in accordance with national law;
- b) Land rights or land use rights acquired or restricted through negotiated settlements where failure to reach agreement would have resulted in expropriation or compulsory acquisition;
- c) Restrictions on land use or access to natural resources that result in loss of access for communities or groups with traditional, customary, or legally recognizable use rights, including situations involving protected areas, forests, biodiversity areas, or buffer zones established in connection with the Project;
- d) Relocation or displacement of persons without formal, traditional, or recognizable legal rights to land who occupy or use land prior to the project-specific cut-off date;
- e) Displacement resulting from project impacts that render land unusable or inaccessible;
- f) Restrictions on access to land or use of communal property and natural resources, including grazing land, agricultural areas, forests, water sources, and other livelihood-related resources;

g) Land rights or claims relinquished by individuals or communities without full and fair compensation; and;

h) Land acquisition or land use restrictions undertaken prior to the Project where such actions were initiated in anticipation of, or preparation for, the Project.

The development and implementation of the Resettlement Action Plan for the Project will therefore fully comply with the objectives and requirements of ESS5. Detailed eligibility criteria, entitlement provisions, valuation methodologies, and implementation arrangements are presented in subsequent sections of this Resettlement Policy Framework.

2.4.4 Environmental and Social Standard 8: Cultural Heritage

Environmental and Social Standard 8 (ESS8) recognizes that cultural heritage—both tangible and intangible—provides continuity between the past, present, and future, and forms an integral part of people’s cultural identity, values, beliefs, knowledge systems, and traditions. Cultural heritage may include physical assets such as graves, shrines, places of worship, archaeological remains, and historic structures, as well as intangible heritage such as rituals, customary practices, and spiritual associations with land and natural features.

ESS8 requires that projects identify, assess, and manage risks and impacts on cultural heritage throughout the project life cycle, and that cultural heritage considerations be integrated into project design, implementation, and operation. The standard emphasizes avoidance of impacts where feasible and, where avoidance is not possible, minimization, mitigation, and culturally appropriate management of residual impacts.

For the proposed Project, the identification and assessment of potential impacts on cultural heritage are addressed primarily through the Environmental and Social Impact Assessment (ESIA). The ESIA establishes baseline information on known cultural heritage resources along the project corridor, assesses potential risks arising from land acquisition and construction activities, and defines mitigation measures through the Environmental and Social Management Plans (ESMPs), including procedures for managing chance finds during construction.

This Resettlement Policy Framework (RPF) complements the ESIA and ESMPs by ensuring that cultural heritage considerations relevant to land acquisition and resettlement—such as graves, shrines, and places of worship affected by displacement—are addressed in a culturally appropriate manner during the preparation and implementation of the Resettlement Action Plan (RAP). The RAP will include measures for consultation with affected communities, compensation or assistance for relocation of cultural heritage where unavoidable, and coordination with the ESIA-defined mitigation measures.

Chance finds procedures applicable to construction activities will be detailed in the ESIA and incorporated into contractor Environmental and Social Management Plans (C-ESMPs). The RAP will

cross-reference these procedures and ensure that any resettlement-related cultural heritage impacts are managed consistently with ESS8, national legislation, and the ESIA/ESMP framework.

2.4.5 Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure

The World Bank's ESS 10 sets out that a borrower will engage with stakeholders as an integral part of a project's environmental and social assessment and project design and implementation. The nature, scope and frequency of the engagement should be proportional to the nature and scale of the project. Consultations with stakeholders have to be meaningful and be based on stakeholder identification and analysis, plans on how to engage stakeholders, disclosure of information, actual consultations, as well as responses to stakeholder grievances and reporting back to stakeholders.¹

Key objectives of ESS 10 are the establishment of a systematic approach to stakeholder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship; assessment of the level of stakeholder interest and support for the project and for the integration of stakeholders' views in design and understanding of E&S risks and impacts; provision of effective and inclusive engagement with project-affected persons throughout the project lifespan. The borrower is required to identify different stakeholders during project preparation, including Project Affected Persons, as well as interested parties, vulnerable and disadvantaged groups. The borrower will lay out timing, method of engagement with the different stakeholders that have been identified in the Stakeholder Engagement Plan. In addition, disclosure of project information on E&S social risks and impacts and provision of accessible and inclusive means to file grievances for project-affected persons are also required under this ESS. The stakeholders have been engaged during the RPF development and they will be consulted during RAP development and throughout the project life cycle.

2.4.6 Application of the World Bank Environmental and Social Standards

This Resettlement Policy Framework (RPF) has been prepared in accordance with the World Bank ESS5 (Land Acquisition, Restrictions on Land Use and Involuntary Resettlement). Other World Bank ESSs guiding this RPF are ESS1 (Assessment and Management of Environmental and Social Risks and Impacts), ESS8 (Cultural Heritage), and ESS10 (Stakeholder Engagement and Information Disclosure).

Table 2.1 below summarizes how ESS5 and ESS10 requirements are applied at the RPF level and how they will be operationalized during preparation and implementation of the project-wide Resettlement Action Plan (RAP).

Table 2.1: Application of ESS5 and ESS10 Requirements

ESS Requirement	Application under the RPF and RAP
a) Eligibility definition (ESS5)	This RPF adopts the ESS5 definition of Project Affected Persons (PAPs). Eligibility includes: (i) persons with formal legal rights to land or assets; (ii) persons without formal legal rights but with claims recognized or recognizable under Ugandan law (including lawful and bona fide occupants such as Bibanja holders); and (iii) persons without recognizable legal rights who occupy or use land prior to the cut-off date. The same eligibility framework shall be applied consistently in the RAP to ensure no eligible PAP is excluded.
b) Project design and avoidance (ESS5)	Consistent with ESS1 and ESS5, alternative transmission line routes and substation locations have been assessed at feasibility and ESIA stages to avoid or minimize physical and economic displacement. The RAP will be prepared based on the selected alignment and may recommend further micro-adjustments to reduce resettlement impacts where feasible.
c) Compensation and assistance (ESS5)	Where land acquisition or restrictions on land use are unavoidable, PAPs will receive compensation at full replacement cost , without depreciation, and additional assistance as required to restore or improve livelihoods and living standards. Valuation methodologies and entitlements will be detailed in the RAP.
d) Disclosure of compensation standards (ESS5)	Compensation principles, valuation methodologies, eligibility criteria, and entitlement matrices will be clearly documented

ESS Requirement	Application under the RPF and RAP
	and disclosed during RAP preparation. Compensation will be implemented transparently and consistently, and no land or assets will be accessed prior to full payment and provision of agreed assistance.
e) Compensation alternatives, including in-kind options (ESS5)	Where livelihoods are land-based or physical displacement occurs, the RAP will assess and present feasible alternatives, including replacement land or in-kind resettlement options, alongside cash compensation, allowing PAPs to make informed choices.
f) Development benefits (ESS5)	Where feasible, the RAP will identify opportunities for PAPs to derive appropriate project-related benefits, including access to temporary employment during construction and targeted livelihood restoration measures proportionate to project impacts.
g) Timing of compensation (ESS5)	Possession of land and commencement of civil works will only occur after compensation at replacement cost and all required resettlement and transitional assistance have been provided in full, in accordance with ESS5.
h) Community engagement (ESS5 / ESS10)	Stakeholder engagement commenced during RPF preparation and will continue throughout RAP preparation and implementation, in line with ESS10 and the project Stakeholder Engagement Plan (SEP). Engagement will be inclusive, documented, and culturally appropriate.
i) Gender considerations (ESS5 / ESS10)	The RAP will ensure that women's perspectives and interests are considered in resettlement planning and implementation, including consultation, compensation disclosure, livelihood restoration, and grievance access, consistent with ESS5 and ESS10.

ESS Requirement	Application under the RPF and RAP
j) Grievance redress mechanism (ESS5 / ESS10)	A project-specific Grievance Redress Mechanism (GRM), aligned with UETCL systems and ESS10 requirements, is established at the RPF level and will be operationalized during RAP development and implementation to address resettlement-related complaints in a timely and transparent manner.
k) Census and asset inventory (ESS5)	A full census of PAPs and inventory of affected assets will be undertaken during RAP preparation to establish eligibility, quantify impacts, and discourage ineligible claims. This process will be conducted with participation of local authorities and communities.
l) Cut-off date (ESS5)	A project-specific cut-off date will be established during the census and asset inventory and widely disclosed. Persons occupying the project area after the cut-off date will not be eligible for compensation or assistance.
m) Livelihood restoration (ESS5)	Where economic displacement occurs, the RAP will include proportionate livelihood restoration measures, including transitional support, to restore or improve incomes and living standards.
n) Physical displacement (ESS5)	In cases of physical displacement, the RAP will define relocation options, assistance packages, housing standards, budgets, and schedules, with particular attention to vulnerable households and gender considerations.
o) Choice of resettlement options (ESS5)	Physically displaced households will be offered informed choices between feasible resettlement options, including adequate replacement housing or cash compensation, together with relocation assistance.
p) Living standards at resettlement sites (ESS5)	Where resettlement sites are developed, living conditions will be at least equivalent to pre-project conditions or meet prevailing minimum

ESS Requirement	Application under the RPF and RAP
	standards, whichever is higher. Host communities will be consulted as required.
q) Security of tenure (ESS5)	Replacement housing or land provided to physically displaced persons will include security of tenure and characteristics equal to or better than previous holdings, or equivalent cash compensation at replacement cost.
r) Speculation management (ESS5)	No compensation or assistance will be provided to persons who encroach on the project area after the cut-off date, provided the cut-off date has been clearly established and disclosed.
s) Economic displacement (ESS5)	The RAP will define entitlements and assistance measures for economically displaced persons, including transitional support, to enable restoration of income-earning capacity.
t) Transitional support and stakeholder engagement (ESS5 / ESS10)	Transitional assistance will be provided where required. Stakeholder engagement will continue throughout RAP implementation, with disclosure of relevant information, documentation of consultations, and ongoing grievance management in line with ESS10.

2.4.7 Gaps between Ugandan Laws and the Bank's ESF and the Mechanisms to Bridge the Gaps

While Uganda has an established legal and policy framework governing land acquisition, compensation, and resettlement, certain gaps remain when compared to the requirements of the World Bank Environmental and Social Framework (ESF), particularly ESS5 and ESS10. These gaps relate mainly to the depth of stakeholder participation, treatment of informal land users, livelihood restoration, vulnerability considerations, and post-resettlement monitoring.

In accordance with the World Bank ESF, this RPF adopts the principle that where there is a discrepancy between national legislation and World Bank standards, the higher standard shall apply. The measures outlined in Table 2.2 below describe how identified gaps will be addressed through the preparation and implementation of a project-wide Resettlement Action Plan (RAP) in compliance with ESS5 and ESS10.

Table 2.2: Gap Analysis between Ugandan Legal Framework and World Bank ESS (Resettlement and Compensation)

Resettlement Topic	Ugandan Legislative Framework	World Bank ESS Requirement	Identified Gap	Gap-Bridging Measure under this RPF
Stakeholder engagement, consultation, and disclosure	Consultation and disclosure are required, mainly through statutory notices and EIA processes; no explicit requirement for participatory resettlement planning or host community engagement.	ESS10 requires meaningful, inclusive, and ongoing consultation with PAPs and host communities throughout planning and implementation, including accessible grievance mechanisms.	Limited depth of participation; no structured resettlement-specific engagement or GM.	RAP preparation and implementation will fully comply with ESS10, guided by the SEP, ensuring inclusive engagement of PAPs (including women and vulnerable groups), host communities, timely disclosure, and operation of a project-specific GM.
Avoidance and minimization of displacement	No explicit requirement to avoid or minimize resettlement impacts.	ESS5 requires consideration of alternatives to avoid or minimize physical and economic displacement.	No legal obligation to consider alternatives.	Feasibility and ESIA processes have assessed alternative routes and substation sites to minimize displacement; RAP will follow the selected low-impact alignment and explore micro-adjustments

Resettlement Topic	Ugandan Legislative Framework	World Bank ESS Requirement	Identified Gap	Gap-Bridging Measure under this RPF
				where feasible.
Baseline census and socio-economic surveys	Environmental baseline studies required under NEMA; no mandatory resettlement census.	ESS5 requires a census, asset inventory, and socio-economic baseline for all affected persons.	Absence of mandatory census for resettlement.	A full census, asset inventory, and socio-economic survey will be undertaken during RAP preparation to establish eligibility and entitlements.
Cut-off date	No unified cut-off date; valuation dates may differ among PAPs.	ESS5 requires a clearly defined, disclosed, and consistently applied cut-off date.	Inconsistent and unclear eligibility cut-off.	RAP will establish and publicly disclose a single cut-off date linked to completion of the census and asset inventory, communicated through multiple channels.
Valuation of assets	Compensation based on market value; depreciation may apply to structures; crops harvestable during notice period may not be compensated.	Compensation at full replacement cost, without depreciation, including transaction costs.	Risk of under-compensation.	RAP will apply full replacement cost valuation (without depreciation), including applicable disturbance allowances and transaction costs,

Resettlement Topic	Ugandan Legislative Framework	World Bank ESS Requirement	Identified Gap	Gap-Bridging Measure under this RPF
				in line with ESS5.
Land tenure, informal users, and squatters	Squatters, licensees, and sharecroppers are not formally recognized for land compensation.	ESS5 requires assistance and compensation for non-land assets and livelihoods regardless of tenure status.	Risk of exclusion of informal users.	RAP will recognize all affected persons, including bibanja holders, licensees, sharecroppers, and squatters, for compensation of non-land assets and livelihood restoration, based on census findings.
Compensation options (cash vs. in-kind)	Predominantly cash compensation; in-kind resettlement not emphasized.	ESS5 requires offering feasible compensation options, including in-kind where appropriate.	Limited choice for PAPs.	RAP will offer PAPs informed choices between cash and in-kind compensation where feasible, including replacement land or housing.
Vulnerable groups	Constitutional protection exists, but no resettlement-specific procedures.	ESS5 requires targeted measures for vulnerable groups.	Lack of operational guidance.	Vulnerable households will be identified during RAP preparation and provided with tailored assistance, prioritization, and

Resettlement Topic	Ugandan Legislative Framework	World Bank ESS Requirement	Identified Gap	Gap-Bridging Measure under this RPF
				monitoring.
Physical displacement and relocation	No explicit requirement to provide relocation options or assistance.	ESS5 requires relocation assistance, choice of resettlement options, and security of tenure.	Inadequate protection for physically displaced households.	RAP will provide relocation assistance, housing options, security of tenure, and consultation with host communities.
Livelihood restoration	No provision for livelihood restoration or transitional support.	ESS5 requires livelihood restoration and transitional assistance.	Livelihood impacts not systematically addressed.	RAP will include livelihood restoration measures proportionate to impacts and transitional support where required.
Timing of compensation	Compensation required before land acquisition; limited guidance for economic displacement.	ESS5 requires compensation and assistance prior to displacement and civil works.	Partial coverage of economic displacement.	RAP will ensure all compensation and assistance (including for economic displacement) are provided prior to land access or civil works.
Monitoring and evaluation	General EIA monitoring; no resettlement-specific M&E requirement.	ESS5 requires monitoring, evaluation, and completion audit of resettlement outcomes.	No structured resettlement M&E.	RAP will establish a resettlement monitoring framework, including internal

Resettlement Topic	Ugandan Legislative Framework	World Bank ESS Requirement	Identified Gap	Gap-Bridging Measure under this RPF
				monitoring and a completion audit, with PAP participation.

2.4.8 Institutional Framework for Implementation

This section describes the institutional framework for implementation of the Resettlement Policy Framework (RPF) and the subsequent project-wide Resettlement Action Plan (RAP). It identifies the key national and local institutions, statutory bodies, and non-state actors that will have defined responsibilities during RAP preparation, implementation, monitoring, and grievance management.

Overall responsibility for compliance with national legislation and the World Bank Environmental and Social Standards (ESS5 and ESS10) rests with the Project Proponent, while oversight, technical approvals, financing, and dispute resolution functions are distributed across relevant Government institutions. Civil Society Organizations (CSOs) and Non-Governmental Organizations (NGOs) may be engaged to complement government capacity, particularly in stakeholder engagement, livelihood restoration, support to vulnerable groups, and independent monitoring.

Key institutions involved in RPF/RAP implementation include:

- Ministry of Energy and Mineral Development
- Uganda Electricity Transmission Company Limited
- Ministry of Lands, Housing and Urban Development
- Ministry of Finance, Planning and Economic Development
- Ministry of Gender, Labour and Social Development
- Electricity Regulatory Authority
- Ministry of Tourism, Wildlife and Antiquities
- District Local Governments within the project area
- Civil Society Organizations (CSOs) and Non-Governmental Organizations (NGOs)

Institutional capacity will be assessed during RAP preparation, and where gaps are identified, targeted capacity-building measures will be proposed to ensure effective and timely RAP implementation.

Table 2.3: Relevant Institutions and Their Roles in RAP Preparation and Implementation

Institution	Core Mandate	Role in RAP Preparation and Implementation
Ministry of Energy and Mineral Development (MEMD)	Energy sector policy oversight	Provides overall sector policy guidance and oversight for resettlement and compensation activities related to the transmission project.
Uganda Electricity Transmission Company Limited (UETCL)	National transmission system owner and operator	Project Proponent responsible for RAP preparation, disclosure, financing, and implementation; coordination of compensation, livelihood restoration, grievance management, monitoring, and reporting to the World Bank.
Ministry of Lands, Housing and Urban Development (MLHUD) / Chief Government Valuer (CGV)	Land administration and valuation oversight	Reviews and approves valuation methodologies and RAP Valuation Reports; oversees compliance with national valuation standards and land administration requirements.
Ministry of Finance, Planning and Economic Development (MoFPED)	Public finance management	Ensures availability and timely release of RAP funds; oversight of financial accountability for compensation and RAP expenditures.
Ministry of Gender, Labour and Social Development (MGLSD)	Social protection and labor oversight	Provides guidance on protection of vulnerable groups, gender mainstreaming, disability inclusion, and social safeguards during RAP implementation.
District Local Governments (DLGs)	Local administration and land governance	Establish district compensation rates; support census

Institution	Core Mandate	Role in RAP Preparation and Implementation
		verification, disclosure, grievance resolution, and community mobilization through LC structures and technical departments.
District Land Boards (DLBs) and District Land Offices (DLOs)	Land administration at district level	Support land tenure verification, surveys, mutation, registration of easements, and participation in district-level grievance management committees.
Uganda Land Commission (ULC)	Management of government land	Supports acquisition, titling, and management of government land affected by the Project, where applicable.
District Land Tribunals / Courts of Law	Land dispute resolution	Provide formal adjudication of land and compensation disputes unresolved through project grievance mechanisms.
Area Land Committees	Advisory land tenure verification	Assist with land rights verification, ownership confirmation, and participation in disclosure and grievance resolution processes.
Electricity Regulatory Authority (ERA)	Electricity sector regulation	Ensures transmission licensing compliance; provides sector-specific dispute resolution through the Electricity Disputes Tribunal where applicable.
Ministry of Tourism, Wildlife and Antiquities	Cultural heritage management	Provides guidance on management, relocation, and protection of physical cultural heritage in coordination with ESIA/ESMP provisions.

Institution	Core Mandate	Role in RAP Preparation and Implementation
Traditional Authorities / Institutions	Customary land oversight	Facilitate consent processes for customary and Mailo land; support engagement with lawful occupants and tenants.
CSOs / NGOs	Social development and advocacy	May be engaged to support stakeholder engagement, livelihood restoration, vulnerable group assistance, grievance redress support, and independent monitoring under UETCL oversight.

3. CHAPTER THREE: VALUATION AND SURVEY METHODOLOGY

3.1 Introduction

In Uganda, valuation for compensation of land and assets affected by Government projects is undertaken in accordance with national laws, regulations, and established valuation practice. While valuation for public projects was historically conducted directly by the Office of the Chief Government Valuer (CGV) under the Ministry of Lands, Housing and Urban Development (MoLHUD), current practice allows for the engagement of registered private valuers to prepare valuation assessment reports on behalf of Government agencies. The CGV retains a statutory oversight and approval role to ensure that valuation standards are applied consistently and that compensation assessments comply with national requirements.

For this Project, valuation and survey activities will be conducted in line with Ugandan law, approved valuation methodologies, and the requirements of the World Bank ESS5 on Land Acquisition, Restrictions on Land Use and Involuntary Resettlement. The valuation process will form the basis for determining compensation and resettlement assistance for Project Affected Persons (PAPs) and will be finalized through the preparation the Resettlement Action Plan (RAP).

The valuation process begins with the identification of affected persons and assets within the defined project footprint. Affected persons are informed of the Project and the purpose of the survey, and permission is sought to access land and assets for inspection. Asset identification and recording include land parcels, crops (by type and growth stage), economic trees, structures (including size, materials, and condition), and, where relevant, features and characteristics of the land. Asset recording is undertaken transparently and is witnessed, at a minimum, by the affected person, local leaders, and project representatives to ensure accuracy and credibility.

3.2 Alignment with World Bank ESS5 Requirements

In accordance with **ESS5**, the following principles guide valuation, compensation, and resettlement planning under this RPF and will guide the RAP preparation and implementation.

- **Avoidance and minimization:** Involuntary resettlement and economic displacement are avoided where feasible and minimized through alternative project design and alignment options. This principle informs efforts to conserve places of worship, cultural heritage sites, and public utilities, and to limit impacts on densely populated areas.
- **Early identification of affected persons:** PAPs and affected assets are identified as early as possible in the project cycle to enable informed planning, timely disclosure, and meaningful consultation.
- **Meaningful consultation and disclosure:** Affected persons are informed and consulted throughout the resettlement process, including during surveys, valuation, RAP preparation,

implementation, and monitoring. Early and continuous engagement enables PAPs' views to be considered in the design of compensation and resettlement measures.

- **Compensation at full replacement cost:** Compensation for affected assets is based on the principle of full replacement cost, without depreciation, in order to enable PAPs to replace lost assets and restore their living standards.
- **Coverage of all affected assets and resources:** Valuation and compensation take into account land, structures, crops, economic trees, common property resources, cultural property, public facilities, and infrastructure. Cultural considerations are incorporated to ensure culturally appropriate mitigation measures, including avoidance, relocation, or restoration where impacts cannot be avoided.
- **Livelihood restoration and transitional support:** All affected persons are entitled to resettlement assistance and livelihood restoration measures sufficient to restore, and where possible improve, their livelihoods and standards of living. In line with Ugandan law and valuation practice, this includes payment of a disturbance allowance, calculated based on the notice period provided to affected persons—15% of assessed compensation where six (6) months' notice or more is provided, and 30% where less than six (6) months' notice is provided. The applicable notice period and corresponding disturbance allowance will be confirmed during preparation of the site-specific RAP.
- **Eligibility regardless of tenure status:** The absence of formal legal title to land is not a bar to compensation or resettlement assistance. In line with ESS5, eligibility includes persons with registered land rights, customary and traditional land rights, lawful and bona fide occupants, other persons without formal legal rights but recognizable claims under national law; and persons with no recognizable legal right or claim to the land or assets they use or occupy as of the cut-off date.

3.3 Vulnerable Groups

Consistent with ESS5, particular attention will be paid to the needs of vulnerable and disadvantaged PAPs who may be at higher risk of impoverishment due to land acquisition and resettlement impacts. Vulnerable groups will be identified during RAP preparation through socio-economic surveys and consultations, and appropriate additional assistance measures will be incorporated to ensure that resettlement outcomes do not disproportionately disadvantage such groups.

3.4 Application in RAP Preparation

This valuation and survey methodology provides the framework for detailed census, asset surveys, valuation, and compensation planning to be undertaken during preparation of site-specific RAP. Final compensation values, eligibility determinations, disturbance allowance application, and resettlement assistance measures will be documented in the RAP, reviewed and approved by the Chief Government Valuer and the World Bank, and implemented prior to commencement of project activities that would result in displacement.

3.2 Transmission Line Corridor Description and Land Use Arrangements

Transmission Line Corridor Width

The total Transmission Line (TL) corridor for the Project shall be 60 meters wide, comprising the central Right of Way (RoW) and adjoining Wayleave areas. This corridor width represents the direct impact zone for land acquisition and land use restrictions associated with the transmission infrastructure.

Right of Way (RoW)

The Right of Way (RoW) constitutes the central 10-meter-wide strip within the 60-meter corridor. This area is required for the permanent installation of transmission towers, angle points, and a maintenance access track.

- Land within the 10-meter RoW shall be fully acquired by the Project.
- Affected land shall be fully compensated at 100% of its assessed value, including applicable disturbance allowance.
- Following compensation, land ownership will be transferred to UETCL, and the land will no longer retain residual use value for the previous owners.
- All existing rights, interests, and improvements within the RoW shall be extinguished upon compensation and transfer.

Wayleave Area

The Wayleave area comprises the remaining 50 meters of the corridor, extending 25 meters on each side of the central RoW.

- Land within the Wayleave area shall not be fully acquired, and ownership shall remain with the affected landowners.
- Compensation shall be provided based on diminution in land use value, reflecting the permanent restrictions imposed on land use.
- As a general principle, compensation for the Wayleave area shall be assessed at approximately 80% of the land value, subject to valuation outcomes and site-specific conditions.
- A registered easement shall be placed on Wayleave land, clearly defining permitted and prohibited uses.

The following restrictions shall apply within the Wayleave area:

- No construction of permanent or temporary structures;
- Vegetation and crops must not exceed 2 meters in height;
- Land may continue to be used for agriculture or other compatible activities, provided such use complies with safety and operational requirements.

Management of Land Use Restrictions

UETCL shall be responsible for ensuring that Wayleave restrictions are effectively managed through:

- Registration of easements on affected land titles;
- Ongoing monitoring and enforcement of land use restrictions;
- Community sensitization on permissible land uses within the Wayleave corridor.

Special Consideration for Injurious Affection

Where land within the Wayleave area is injuriously affected—for example, where plots earmarked or developed for residential use become unsuitable for their intended purpose due to transmission line restrictions—100% land value compensation may be applied, regardless of location within the corridor. Such cases shall be identified and justified during RAP preparation based on valuation assessments and land use context.

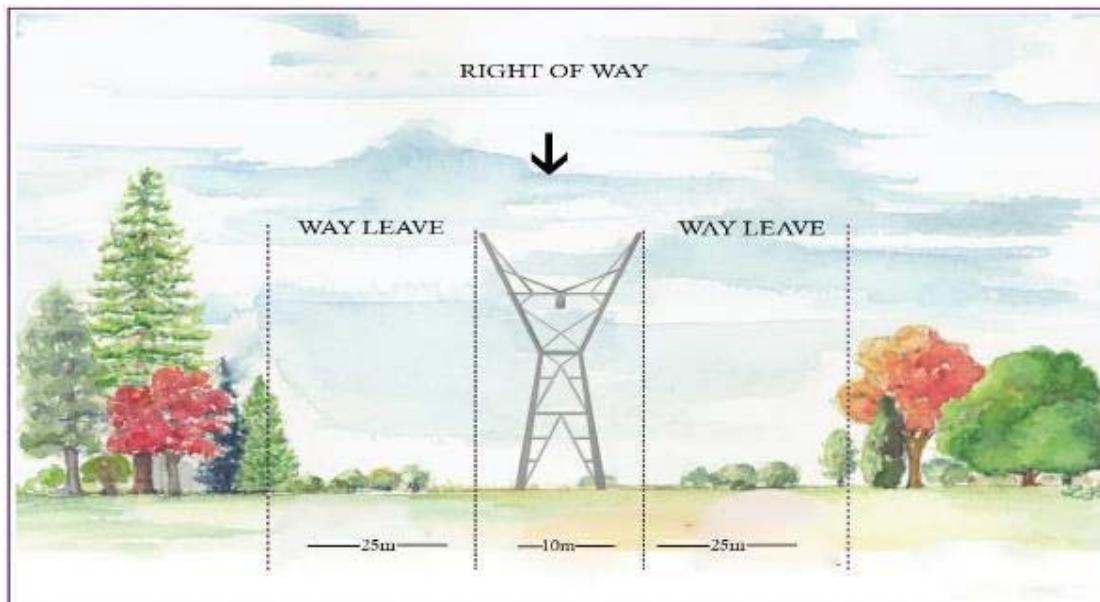
Table 3.1: Summary of Compensation and Land Status

Corridor Component	Width	Compensation Level	Ownership After Compensation	Land Use
Right of Way (RoW)	10 m	100% land value	Transferred to UETCL	No residual use
Wayleave Area	25 m each side	~80% (diminution)	Retained by owner (easement registered)	Restricted use

RAP-Level Determination

Final determination of land acquisition requirements, compensation rates, disturbance allowance, easement registration, and special injurious affection cases shall be confirmed and documented in the Resettlement Action Plan, subject to approval by the Chief Government Valuer and the World Bank.

Figure 3.1: Sketch of the proposed transmission line Corridor (dimensions in meters)



3.3 Compensation Approach

Compensation for land and assets affected by the Project shall be determined through a structured and transparent process consistent with Ugandan law, approved valuation practice, and the requirements of the World Bank **ESS5**. Detailed assessment, valuation, and compensation will be finalized through the Resettlement Action Plan

3.3.1 Strip Maps

Strip maps shall be prepared to identify and document Project Affected Persons (PAPs) and affected assets along the transmission line corridor. These maps will be produced by qualified Land Survey Teams based on field measurements and approved survey methods.

The strip maps will depict:

- The full 60-meter transmission line corridor, including the central Right of Way and adjoining Wayleave areas;
- Boundaries of affected land parcels;
- Locations of structures, crops, and other assets within the project footprint.

Strip maps will support accurate asset identification, valuation, and compensation planning and will inform RAP preparation and implementation. They will also serve as a reference for managing land access and land use restrictions following compensation and easement registration.

3.3.2 Lost and Affected Properties

Compensation for lost and affected assets; including land, structures, crops, economic trees, fences, and other improvements; shall be documented in a Valuation Report prepared by a registered valuer and approved by the Chief Government Valuer.

The Valuation Report shall include, at a minimum:

- Location and identification of affected land and assets;
- Names of affected persons or institutions;
- Description and classification of affected assets;
- Assessed values for each asset at full replacement cost;
- Applicable disturbance allowance, based on the notice period provided;
- Total compensation entitlement for each PAP.

The valuation shall be based on conditions and market values prevailing at the cut-off date established during RAP preparation, following confirmation of the final project footprint through detailed engineering design.

3.3.3 Project Area setting out

Setting-out of the project area shall be undertaken by the Project Land Survey Teams through placement of survey pegs to clearly indicate the boundaries of the affected corridor. Pegging will be conducted transparently and in the presence of affected persons and local leaders, where feasible.

Following setting-out, valuers—assisted by local council leaders (LC I), neighbours, and affected persons—shall carry out detailed identification and recording of affected assets. Asset data shall be captured using standardized valuation assessment forms designed for this purpose, ensuring accuracy, consistency, and verifiability.

3.3.4 Registered Landowners

Information on registered landowners shall be obtained through:

- Land title documents presented by affected persons; and
- Verification through searches in the Land Registry and review of cadastral maps.

Registered land (also referred to as titled land) includes land surveyed and registered under the Registration of Titles Act (Cap. 230) and may be held under Mailo, Freehold, or Leasehold tenure.

For the avoidance of doubt, registration status does not determine eligibility for compensation. In line with ESS5 and national law, persons holding unregistered interests—such as customary rights, lawful or bona fide occupancy, or other recognizable land use or access rights—are also eligible for compensation and resettlement assistance, as will be detailed in the RAP. Persons without recognizable claims are eligible for compensation for non-land assets and resettlement/livelihood assistance.

3.3.5 Kibanja Holders, Customary Tenants, Licensees, Sharecroppers, and Informal Occupants

Land tenure within the project area includes a mix of registered and unregistered interests, particularly under Mailo and Customary tenure systems. In line with Ugandan law and the World Bank ESS5, the Project recognizes that multiple parties may hold legitimate interests in the same parcel of land.

Mailo Land and Kibanja Holders

Under the Mailo tenure system, registered Mailo landowners retain ownership of the land, while Kibanja holders (lawful or bona fide occupants) have legally protected rights of occupancy and use. Kibanja holders may occupy and use the land for residential, agricultural, or commercial purposes and own the structures, crops, and other developments they establish on the land, but they do not hold registered ownership of the land itself. Compensation and resettlement entitlements under the RAP will therefore distinguish between land ownership rights held by Mailo landowners and occupancy and development rights held by Kibanja holders, in accordance with Ugandan law and ESS5.

Information on Kibanja holders shall be obtained through:

- Documentation held by the affected persons (where available);
- Verification by Local Council I (LC I) leaders;
- Consultations with registered Mailo landowners;
- Confirmation by neighbors and community elders.

Kibanja holders shall be eligible for compensation for structures, crops, trees, and other improvements, as well as for disturbance allowance and resettlement assistance where applicable, in accordance with ESS5 and national law.

Customary Tenants

Customary tenants are persons holding land under customary tenure arrangements recognized by local practice and law. Such rights may be documented or undocumented but are legitimate and socially recognized. Information on customary tenants shall be obtained through:

- Community verification processes involving LC I leaders and elders;
- Consultations with customary authorities and neighbors;
- PAP self-identification during census and asset surveys.

Customary tenants shall be eligible for compensation for affected land, crops, structures, and other assets, as well as for resettlement assistance in line with ESS5.

Licensees, Sharecroppers, and Other Informal Occupants

Licensees and sharecroppers are persons who occupy or use land with the permission of the landowner, typically on a temporary or seasonal basis, often for cultivation. While such persons do not hold ownership or permanent tenure rights over land, they may have legitimate interests in crops, structures, or fixtures established on the land. Information on licensees, sharecroppers, and other informal occupants shall be obtained through:

- Self-identification during the census;
- Verification by LC I leaders and Parish Chiefs;
- Confirmation by landowners, neighbors, and community elders.

In line with ESS5, the absence of legal or formal land tenure shall not bar eligibility for compensation or resettlement assistance. Licensees, sharecroppers, and other informal occupants shall be eligible for:

- Compensation for crops, structures, and other non-land assets;
- Disturbance allowance where applicable;
- Livelihood restoration and transitional assistance, as will be defined in the RAP.

General Principles

Eligibility, valuation, and compensation for all tenure categories shall be determined through the site-specific RAP based on:

- Use or occupancy at the established cut-off date;
- Verification through transparent and participatory processes; and
- Approval by the Chief Government Valuer and the World Bank.

No Project Affected Person shall be excluded from compensation or assistance solely on the basis of

tenure status.

3.3.6 Land areas

All affected land areas, including registered, customary, and other legitimate land interests, shall be identified, measured, and computed by the Project Land Survey Teams using approved survey methods and instruments. Survey activities shall be undertaken in the presence of Project Affected Persons (PAPs), local leaders, and relevant government representatives where applicable.

Strip Maps shall be prepared to spatially represent all affected parcels and interests and shall correspond with the asset data presented in the Valuation Report. These maps shall clearly indicate:

- Parcel boundaries and affected portions;
- Locations of structures, crops, trees, and other improvements;
- The Right of Way (RoW) and Wayleave boundaries; and
- Names of identified landowners and/or legitimate occupants.

Land acquisition drawings prepared by the Project Land Survey Teams shall form the official spatial reference for valuation, compensation, and registration of easements or land transfer, as applicable. The surveyed areas and ownership details reflected in these drawings shall be verified through participatory processes and used consistently across valuation, disclosure, and compensation stages.

3.3.7 Trees and Crops

All trees and crops affected by the Project—including perennial and seasonal crops—shall be fully enumerated during the census and asset inventory and compensated at full replacement cost in accordance with ESS5 and applicable national requirements. Compensation for affected crops shall be paid prior to land access or commencement of construction activities.

Where feasible, Project Affected Persons (PAPs) cultivating seasonal crops within the project area will be provided with adequate notice and reasonable time to harvest prior to land access. However, the opportunity to harvest shall not replace or offset compensation entitlements. Seasonal crops shall remain eligible for compensation at full replacement cost regardless of whether harvesting occurs, to ensure that PAPs are not economically disadvantaged by project timing or access constraints.

Compensation rates for crops will be based on current market values and productivity, and will be applied consistently across all affected areas. Detailed procedures for crop valuation, timing of payments, and disclosure of compensation rates will be defined in the site-specific Resettlement Action Plan (RAP).

3.4 Method of Valuation

Valuation of land and associated assets for compensation under this Project shall be undertaken in accordance with applicable laws of Uganda, approved valuation practice standards, and the World Bank

ESS5.

3.4.1 Registered Land and Customary Land

Registered land and customary land shall be valued on the basis of current open market value of comparable land in the same or similar locations, adjusted as necessary to ensure full replacement cost in line with ESS5 requirements.

Customary land shall be treated on an equal basis with registered land. The absence of formal title shall not result in lower valuation or reduced compensation entitlements, provided that legitimate or recognizable land use or occupation is established.

Basis of Value

For purposes of this Project, market value is defined as:

“The estimated amount for which a property should exchange on the date of valuation between a willing buyer and a willing seller in an arm’s-length transaction, after proper marketing, wherein the parties acted knowledgeably, prudently, and without compulsion.”

Where market value alone does not fully reflect replacement cost, the valuation shall be adjusted to ensure that affected persons are able to replace lost land without financial loss. Replacement cost shall therefore include:

- The market value of the land of equal productive use or potential;
- Any applicable transaction costs (such as survey fees, registration costs, and taxes); and
- Allowances provided under Ugandan law, including disturbance allowance, where applicable.

Determination of Market Values

Market values shall be determined by the Valuer based on verified land transaction evidence and prevailing land prices, taking into account the following factors:

- Location in relation to urban centers and growth corridors;
- Dominant economic activities in the area;
- Physical and geographical characteristics of the land;
- Population density and settlement patterns;
- Proximity to infrastructure and services (roads, electricity, water supply); and
- Prevailing cultural practices and attitudes towards land transactions.

Market value information shall be obtained through a combination of:

- Field-based market enquiries;
- Recent land transaction records;
- Consultations with District Land Offices and District Land Boards (DLBs); and
- Inputs from licensed estate agents and valuation professionals operating in the project area.

Relevant District Land Boards include those of Luwero, Nakaseke, Wakiso, Mityana, Mpigi, Gomba, Butambala, Kalungu, Bukomansimbi, Masaka City, Lwengo, Kyotera, and Rakai.

3.4.2 Buildings and Other Improvements

Buildings and other fixed improvements of a permanent or semi-permanent nature—including residential houses, ancillary structures, commercial buildings, boundary walls, chain-link fences, gates, and related structural works—shall be valued at full replacement cost.

Replacement cost shall be determined as the amount required to construct a replacement structure of similar size, quality, and functionality, using current market prices for materials, labor, transport, and contractor fees, without deduction for depreciation, wear and tear, or salvage value.

Where applicable, replacement cost shall also include:

- Costs for demolition and site clearance;
- Costs of rebuilding to minimum applicable planning and building standards;
- Any necessary permits, approvals, or utility reconnections.

Affected persons shall retain the right to salvage materials from demolished structures, where feasible, without reduction of compensation. The valuation of structures shall be based on detailed field inspection and measurement, supported by prevailing construction rates and standard schedules of rates approved by the Chief Government Valuer (CGV) or other competent authority, and aligned with the requirements of World Bank ESS5.

Full replacement cost is defined as the present-day cost of acquiring or constructing a substantially similar asset that provides an equivalent level of service and functionality as the affected asset, using current market prices and prevailing construction technologies. Replacement cost reflects the cost of materials, labor, transport, contractor fees, and any other costs necessary to replace the asset, without deduction for depreciation, age, condition, or salvage value, in accordance with World Bank ESS5.

Replacement cost values for permanent buildings and structures shall be derived from the project area and surrounding localities, based on prevailing construction costs. In determining replacement cost, the following factors shall be considered solely for the purpose of establishing the appropriate type, size, and quality of the replacement structure, and not for reducing compensation amounts:

- Location in relation to urban centers;
- Type and quality of construction materials;
- Workmanship, design, and structural characteristics;
- Proximity to sources of materials and labor;
- Terrain and site preparation requirements.

The age and physical condition of structures shall be used only to inform the specification of the replacement structure and shall not be used to apply depreciation or reduce compensation values.

Non-permanent or semi-permanent structures (such as kitchens, latrines, sheds, and similar ancillary

improvements) shall be assessed using district compensation rates validated against current market replacement costs. Where district rates are outdated or below replacement cost, adjustments shall be made to ensure that compensation reflects full replacement value consistent with ESS5 requirements.

3.4.3 Crops and Trees

Crops and trees shall be assessed using District Compensation Rates prepared and approved by the respective District Land Boards (DLBs), including those of Luweero, Nakaseke, Wakiso, Mityana, Mpigi, Gomba, Butambala, Kalungu, Bukomansimbi, Masaka City, Lwengo, Kyotera, and Rakai. In accordance with Section 59 of the Land Act, the preparation and periodic review of District Compensation Rates is the responsibility of the District Land Boards, and such rates are ordinarily submitted to the Office of the Chief Government Valuer (CGV) for review and approval. Valuation of crops and trees shall be based on the most recent and approved district compensation rates applicable at the time of valuation. During preparation of site-specific Resettlement Action Plan (RAP), the Project shall verify that the applicable district rates reflect current market values and full replacement cost, consistent with World Bank ESS5 requirements.

Where district compensation rates are outdated, unavailable, or found to be below prevailing market values, supplementary market surveys and consultations shall be undertaken, and compensation rates shall be adjusted accordingly, subject to endorsement by the CGV, to ensure that affected persons receive full replacement value for crops and trees.

For perennial and income-generating crops and trees (such as coffee, fruit trees, and other cash crops), compensation at full replacement cost shall be provided for the affected asset. However, asset replacement compensation alone may not fully address livelihood impacts, particularly where income loss occurs during the gestation period required for replacement crops to become productive. In line with World Bank ESS5, such transitional income losses shall be addressed through additional livelihood restoration measures, to be defined in the site-specific Resettlement Action Plan (RAP).

These measures may include transitional allowances, supplemental cash assistance, agricultural inputs, extension support, or other targeted livelihood restoration interventions, based on the nature, duration, and severity of income loss identified during RAP preparation.

For avoidance of doubt, this livelihood restoration support is provided in addition to—and not as a substitute for—compensation at full replacement cost, and is distinct from the treatment of seasonal crops, which shall also be fully enumerated and compensated at replacement cost regardless of harvesting.

3.5 Eligibility for Compensation

Eligibility for compensation and resettlement assistance under this Project shall be determined in accordance with Ugandan law and ESS5. Eligibility shall be based on use or occupancy of land, assets, or livelihood resources within the project area as of the established cut-off date, which will be defined during RAP preparation and disclosed to affected communities.

The following categories of Project Affected Persons (PAPs) shall be eligible for compensation and/or resettlement assistance, as applicable:

- **Registered landowners**, including Mailo, Freehold, and Leasehold title holders, whose land or assets are affected by the Project;
- **Customary landowners and customary tenants** whose land, crops, structures, or other assets are affected;
- **Kibanja holders (lawful or bona fide occupants on Mailo land)** affected by land acquisition or land use restrictions;
- **Tenants and leaseholders**, including those with formal or informal rental or lease arrangements, affected by loss of structures, assets, or livelihoods;
- **Persons with residential, commercial, or ancillary structures** (including houses, kitchens, latrines, fences, and similar improvements) located within the project area, irrespective of tenure status;
- **Owners of crops and trees**, including perennial and seasonal crops, whether landowners, tenants, licensees, or sharecroppers;
- **Licensees, sharecroppers, and other informal occupants** who do not hold ownership rights to land but have established use of land or assets prior to the cut-off date, and who shall be eligible for compensation for affected assets and livelihood assistance, but not for land;
- **PAPs experiencing loss of income or livelihood**, whether or not they lose land or physical assets, including those subject to economic displacement;
- **Vulnerable PAPs**, including persons with disabilities, the elderly, female-headed households, and other disadvantaged groups, who may require additional assistance.

No Project Affected Person shall be excluded from compensation or resettlement assistance solely on the basis of lack of formal land title or tenure documentation.

Eligibility for compensation and resettlement assistance applies to affected persons with formal legal ownership rights (including Mailo and leasehold landowners), lawful or bona fide occupants on Mailo land (Kibanja holders), customary landholders, and persons without formal legal rights but with recognizable use or occupancy prior to the cut-off date, in accordance with ESS5. Persons without legal or recognizable land rights, including sharecroppers, licensees, and other informal occupants, shall be eligible for compensation for affected assets and livelihood restoration assistance, but not for land.

Table 3.2: Summary eligibility categories and basis of entitlement

No.	Category of Loss	Eligible PAPs	Entitlement / Compensation Measures
I-A	Permanent loss of agricultural land (Mailo land – ownership interests)	<ul style="list-style-type: none"> • Registered Mailo landowners • Kibanja holders (lawful or bona fide occupants) 	<ul style="list-style-type: none"> • Cash compensation for land at full replacement cost, shared as follows: <ul style="list-style-type: none"> – 70% to Kibanja holder – 30% to registered Mailo landowner • Disturbance allowance (15% or 30% depending on notice period)
I-B	Permanent loss of agricultural land (Customary / Freehold / Leasehold)	<ul style="list-style-type: none"> • Registered landowners • Customary landowners 	<ul style="list-style-type: none"> • Cash compensation for land at full replacement cost (market value + transaction costs) • Disturbance allowance
I-C	Permanent loss of agricultural land use (no land rights)	<ul style="list-style-type: none"> • Sharecroppers • Licensees 	<ul style="list-style-type: none"> • No land compensation • Compensation for affected crops and trees at full replacement cost • Livelihood restoration assistance where income is affected
II-A	Permanent loss of residential land (Mailo land – ownership)	<ul style="list-style-type: none"> • Registered Mailo landowners • Kibanja holders 	<ul style="list-style-type: none"> • Cash compensation for land at full replacement cost,

No.	Category of Loss	Eligible PAPs	Entitlement / Compensation Measures
	interests)		shared as follows: – 70% to Kibanja holder – 30% to registered Mailo landowner • Disturbance allowance
II-B	Permanent loss of residential land (Customary / Freehold / Leasehold)	• Registered landowners • Customary landowners	• Cash compensation for land at full replacement cost • Disturbance allowance
II-C	Permanent loss of residential use (no land rights)	• Tenants • Sharecroppers • Licensees • Informal occupants	• No land compensation • Compensation for affected structures at full replacement cost • Moving allowance and resettlement assistance
III	Loss of structures (residential and non-residential)	• Structure owners (including Kibanja holders, tenants, licensees, informal occupants)	• Compensation at full replacement cost (no depreciation, no salvage deduction) • Option of in-kind replacement housing (where applicable) • Moving assistance and transitional support
IV	Loss of crops and trees (seasonal and perennial)	• Landowners • Kibanja holders • Sharecroppers	• Cash compensation at full replacement cost for all affected

No.	Category of Loss	Eligible PAPs	Entitlement / Compensation Measures
		<ul style="list-style-type: none"> • Licensees • Informal occupants 	<p>crops, including seasonal crops, regardless of harvest status</p> <ul style="list-style-type: none"> • Compensation for perennial and income-generating trees • Additional livelihood restoration measures to address income loss during re-establishment period
V	Economic displacement / loss of income	<ul style="list-style-type: none"> • Farmers • Business owners • Tenants • Sharecroppers • Other PAPs losing income 	<p>• Livelihood Restoration Program (LRP)</p> <ul style="list-style-type: none"> • Transitional income support (where applicable) • Skills training, agricultural inputs, or business support as defined in RAP
VI	Disturbance and moving assistance	<ul style="list-style-type: none"> • Physically displaced households (owners or occupants) 	<p>• Disturbance allowance:</p> <ul style="list-style-type: none"> – 15% where ≥ 6 months' notice is given – 30% where < 6 months' notice is given • Moving allowance (to be defined in RAP)
VII	Non-land-based	<ul style="list-style-type: none"> • All PAPs 	<ul style="list-style-type: none"> • Livelihood

No.	Category of Loss	Eligible PAPs	Entitlement / Compensation Measures
	livelihood loss	experiencing livelihood impacts	restoration measures under the LRP • Transitional support to ensure PAPs are not worse off
VIII	Vulnerability-related impacts	• Vulnerable households (elderly, PWDs, female-headed households, chronically ill, etc.)	• Targeted assistance based on vulnerability assessment • Support with documentation, consultations, banking, relocation, and extended transitional assistance

Persons who occupy or encroach on the proposed project area after the established cut-off date—defined as the completion date of the census, asset survey, and valuation; shall not be eligible for compensation or resettlement assistance, in accordance with ESS5. During the field data capture and valuation exercise, land and asset information shall be collected through participatory processes involving affected persons, Local Council representatives, neighbours, and UETCL field staff. Information collected shall include, as applicable:

- Land title references (Block and Plot numbers) for registered landowners;
- Type of land tenure and nature of interest for non-registered owners and occupants (e.g. customary ownership, Kibanja holding, tenancy, license);
- Identification of lawful tenants and other legitimate occupants.

For valuation and compensation purposes, entitlements shall be assessed and recorded separately for registered landowners and for lawful tenants or other eligible occupants, in accordance with the Entitlement Matrix. Each eligible Project Affected Person shall receive their respective compensation and assistance prior to commencement of any project activities that would result in displacement, following verification of eligibility and documentation.

Encumbrances and Title Amendments

Where a wayleave is applied, the wayleave shall be formally registered as an encumbrance on the affected land title after compensation has been fully paid.

Where land is fully acquired (e.g. within the Right of Way), title transfer to UETCL shall be effected accordingly. All title amendments, registrations of encumbrances, or transfers required as a result of the Project shall be undertaken at no cost to the affected landowner, and any associated statutory fees or transaction costs shall be borne by the Project.

3.6 Disturbance Allowance

In accordance with Section 77(2) of the Land Act (Cap. 227) on computation of compensation, a disturbance allowance shall be paid to Project Affected Persons (PAPs) in addition to the assessed compensation value for land and affected assets. Where PAPs are provided with the statutory notice period of six (6) months or more to vacate the affected land or property, a disturbance allowance of fifteen percent (15%) of the assessed compensation amount shall apply. Where the notice period provided is less than six (6) months, a disturbance allowance of thirty percent (30%) of the assessed compensation amount shall apply. The applicable notice period and corresponding disturbance allowance shall be determined and documented during preparation of the site-specific Resettlement Action Plan (RAP).

3.7 Disclosure, Consultation, and Agreement on Compensation

Following completion of valuation and approval of compensation values by the Chief Government Valuer, a structured disclosure and consultation process shall be undertaken prior to payment of compensation. This process shall include the following steps:

- a) **Individual Disclosure:** Each PAP or affected household shall be invited to a disclosure meeting at which the assessed compensation package—including asset values, disturbance allowance, and any applicable resettlement or livelihood assistance—shall be explained in detail.
- b) **Verification and Clarification:** PAPs shall be given an opportunity to review the valuation details, verify recorded assets, ask questions, and seek clarification. Where discrepancies are identified, these shall be reviewed and addressed in accordance with established grievance redress procedures.
- c) **Acceptance and Documentation:** Upon agreement with the disclosed compensation package, the PAP shall formally confirm acceptance through signing of compensation and payment documentation. Acceptance shall be voluntary and informed.
- d) **Grievance Redress:** PAPs who do not agree with the valuation or compensation package shall have access to the project Grievance Redress Mechanism (GRM) prior to any displacement or land access.
- e) **Payment Prior to Displacement:**

Compensation payments, including disturbance allowance and any agreed assistance, shall be made prior to commencement of project activities that would result in displacement, in accordance with ESS5.

The detailed sequencing of these activities, including timelines and institutional responsibilities, shall be elaborated in the RAP.

3.7 Appeals and Grievance Resolution Procedure

Project Affected Persons (PAPs) shall be provided with an opportunity to review and seek clarification on survey findings, valuation outcomes, and proposed compensation packages prior to commencement of compensation payments. In line with ESS5, all grievances—including those related to valuation—shall be addressed through the Project’s Grievance Redress Mechanism (GRM).

Valuation-Related Grievances

Following disclosure of individual compensation packages, PAPs who have concerns or objections related to asset identification, valuation amounts, disturbance allowance, or eligibility shall be entitled to lodge a grievance through the GRM. The valuation-related grievance process shall follow the steps outlined below:

- a) **Initial Disclosure and Clarification:** During disclosure meetings, PAPs shall be given an opportunity to review their compensation packages and raise questions or concerns. Minor clarifications may be resolved at this stage without formal grievance registration.
- b) **Request for Re-valuation:** Where a PAP formally contests the valuation outcome, a request for review or re-valuation shall be recorded through the GRM. The disputed valuation shall be reviewed by the Project’s valuation team, and where justified, a re-valuation shall be conducted. Any revised valuation shall be subject to the same approval process by the Chief Government Valuer (CGV) as the original valuation.
- c) **Administrative Review:** If the PAP remains dissatisfied after re-valuation and CGV review, the grievance may be escalated through the GRM to UETCL for administrative review, with the objective of resolving the matter in a timely manner and avoiding unnecessary delays to project implementation.
- d) **Judicial Recourse:** PAPs retain the right to seek redress through the judicial system at any stage if the grievance is not resolved through the GRM and administrative processes, in accordance with national law.

Integration with the Project GRM

The Project GRM shall therefore:

- Receive, register, and track all grievances, including those related to valuation;
- Facilitate technical review and re-valuation where applicable;
- Escalate unresolved grievances to appropriate administrative or judicial channels; and
- Ensure that no displacement or land access occurs while a valuation-related grievance is under active consideration, unless mutually agreed otherwise.

Detailed procedures, institutional responsibilities, timelines, and the composition and functioning of GRM committees are described in the Stakeholder Engagement Plan (SEP) and form part of the Project's overall grievance management framework. These arrangements will be operationalized for resettlement-related grievances through this RPF and further elaborated, as applicable, the Resettlement Action Plan (RAP).

3.8 Outputs of the Valuation Process

The primary outputs of the valuation process shall comprise a Valuation Report and Valuation Matrix, which together form the basis for compensation and resettlement assistance under the Project. The Valuation Matrix shall present a detailed schedule of entitlements for each Project Affected Person (PAP), including affected assets, assessed values, applicable disturbance allowance, and total compensation amounts. The Valuation Matrix shall be read together with the Valuation Report, which documents the valuation methodology, assumptions, applicable rates, and principles applied in accordance with national law and ESS5.

The Valuation Report shall be supported by:

- Signed original asset data capture forms (valuation forms) for each PAP;
- Verified records of asset identification and measurement;
- Survey outputs, including strip maps, indicating the location of affected land parcels, affected acreage, structures, crops, and other assets;
- Information on tenure status, title references (where applicable), and identification details of affected PAPs.

The Valuation Report and associated documentation shall be submitted to the Chief Government Valuer (CGV) for review and approval prior to disclosure and payment of compensation. Approved valuation outputs shall form an integral part of the site-specific Resettlement Action Plan (RAP) and shall be used for disclosure to PAPs, compensation payment, monitoring, and audit purposes.

4. CHAPTER FOUR. RESETTLEMENT MEASURES

4.1 Introduction

This section outlines the principles and measures for addressing physical displacement under the Project, in accordance with the ESS5. In line with ESS5, physically displaced persons shall be offered a choice between:

- In-kind replacement housing or land of equal or higher value, with security of tenure, equivalent or improved characteristics, and comparable or better locational advantages; or
- Cash compensation at full replacement cost, supplemented by appropriate support measures.

Where feasible and appropriate, compensation in kind shall be prioritized, particularly for vulnerable households, to reduce the risk of impoverishment, homelessness, or misuse of cash compensation.

4.2 Project Affected Households (PAHs) for Physical Resettlement

The site-specific Resettlement Action Plan (RAP) shall identify the total number of physically displaced households (PAHs) based on the final project footprint. Identified PAHs shall be verified by UETCL with respect to:

- Principal place of residence;
- Nature and magnitude of impact;
- Vulnerability status.

The RAP shall define resettlement options and assistance packages for physically displaced households, including in-kind replacement housing of equal or higher value with secure tenure, particularly for households identified as vulnerable.

4.3 Safeguards for households opting for cash compensation

To meet ESS5 requirements and mitigate the risk that physically displaced households receiving cash compensation become vulnerable or homeless, the following support measures shall be incorporated into RAP implementation:

- **Financial Management Support Program:**

UETCL shall provide financial literacy training and advisory support to physically displaced households opting for cash compensation. This support shall commence prior to compensation payment and continue during early stages of resettlement to promote effective use of compensation funds.

- **Housing Design and Construction Support:**

UETCL shall facilitate access to technical guidance through qualified professionals to support housing design, construction planning, and quality assurance. This shall include pre-construction orientation on housing options, construction techniques, and material selection, as well as post-construction guidance where required. Affected households shall be involved in housing design decisions prior to finalizing compensation or replacement options.

- **Replacement Plot Identification Support:**

Where households opt for self-relocation, UETCL shall, upon request, provide advisory support to assist affected households in identifying suitable replacement plots, including guidance on location suitability, tenure security, and access to services

4.4 Moving and Transitional Assistance

All physically displaced households shall be provided with moving assistance, including a moving allowance, the amount and modality of which shall be determined during RAP preparation and included in the entitlement packages. Transitional support shall be provided as necessary to ensure continuity of shelter and livelihoods during the relocation process.

4.5 Resettlement Site Identification and Acquisition

The site-specific Resettlement Action Plan (RAP) shall identify Project Affected Persons' (PAPs') preferences for resettlement options through socio-economic surveys and structured consultations. These consultations shall inform whether PAPs opt for in-kind resettlement or cash compensation, in accordance with ESS5. For physically displaced households (PAHs) eligible for and opting for in-kind compensation, the Project shall support PAHs to jointly identify suitable replacement plots on a land-for-land basis, preferably within the same community or as close as reasonably possible to their original location, in order to maintain access to existing social networks, livelihoods, and services.

Replacement plots shall be identified within a reasonable and mutually agreed distance from the original location, taking into account PAP preferences, availability of land, and access to social and economic infrastructure. As a guiding principle, the Project shall seek to identify replacement plots within the local area where feasible, rather than applying a rigid distance threshold.

The RAP shall ensure that replacement plots are of equal or higher value than the affected plots, considering factors such as:

- Land size;
- Soil quality and productivity;
- Existing improvements and land use potential;
- Location and access to services.

Indicative in-kind land uplift principles

To support restoration and improvement of living conditions, the Project may apply indicative minimum land size thresholds when providing in-kind replacement land, subject to PAP agreement and site-specific feasibility, as outlined below:

Table 4.1: In-Kind Land Uplifts

Category	Previous Landholding Size	Indicative Replacement Plot Size
1	Less than 0.25 acres	Up to a minimum of 0.25 acres
2	Less than 0.5 acres	Up to a minimum of 0.5 acres
3	Less than 1.0 acres	Up to a maximum of 1.0 acre

These thresholds are indicative and shall be applied flexibly, taking into account PAP preferences, land availability, and equivalence in land value and productivity. Final arrangements shall be confirmed during RAP preparation.

4.6 Project Support for In-Kind Resettlement

The RAP shall commit to supporting PAHs opting for in-kind resettlement by covering all reasonable costs associated with resettlement, including:

- Replacement plot identification and suitability assessment, conducted by UETCL in close consultation with PAPs;
- Surveying, valuation, and approval of replacement plots, including submission of valuation reports to the Chief Government Valuer (CGV);
- Legal acquisition and registration of replacement plots to ensure full security of tenure for resettled households, at no cost to PAPs;
- Land preparation and construction support, where applicable, to agreed specifications and standards;
- Handover and post-relocation support, including monitoring and assistance for a minimum period of six (6) months following relocation.
- All replacement land acquisition and tenure formalization shall be completed prior to the Project taking possession of affected land.

4.7 Host Community Considerations

Where community-based resettlement is undertaken, the Project shall ensure that impacts on host communities are minimized. Host communities and their local leadership shall be consulted during resettlement planning to:

- Discuss proposed resettlement arrangements;
- Identify and mitigate potential pressures on local services and resources; and
- Ensure continued access to services and facilities for both host and resettled households.

4.8 Site Selection, Site preparation and Relocation

Where physical resettlement is required, the need for resettlement and potential relocation options shall be identified and presented during RAP preparation. Project Affected Persons (PAPs) shall be actively involved in the identification and selection of relocation sites to ensure that replacement

locations meet their social, economic, and cultural requirements. The identification and preparation of resettlement sites shall be guided by institutional and technical arrangements designed to ensure that relocation sites offer productive potential, security of tenure, access to services, and locational advantages that are comparable to or better than those of the original sites, in accordance with ESS5.

Key considerations in site selection and preparation shall include:

- PAP preferences and household-specific needs;
- Availability and quality of land, including soil fertility and suitability for intended land use;
- Proximity to social networks, livelihoods, schools, health facilities, and markets;
- Access to basic infrastructure and services;
- Cultural and social compatibility with host communities;
- Environmental suitability and absence of significant risks.

A sequenced and participatory process shall be followed, including:

- I. **Identification of potential alternative sites** in consultation with PAPs and local authorities;
- II. **Joint site visits and consultations** with PAPs to assess suitability and preferences;
- III. **Surveying, valuation, and legal acquisition** of selected sites, including registration of secure tenure for PAPs;
- IV. **Site preparation**, including land clearing, servicing, and provision of agreed basic infrastructure where applicable;
- V. **Relocation and handover**, carried out in a manner that minimizes disruption to livelihoods and social networks.

A detailed relocation schedule shall be prepared as part of the RAP, outlining timelines for site identification, acquisition, preparation, relocation, and post-relocation support. No relocation shall take place until replacement sites are fully prepared and secure tenure has been provided.

4.9 Housing, Infrastructure, and Social Services

Where physical resettlement is required, the site-specific Resettlement Action Plan (RAP) shall define procedures for the identification, assessment, and preparation of relocation sites, including minimum standards for housing, infrastructure, and access to social services. Where the Project is involved in selecting or supporting relocation sites, a site suitability checklist shall be developed and applied to ensure that replacement sites meet ESS5 requirements.

The site suitability assessment shall consider, at a minimum, the following factors:

- **Access roads** and year-round accessibility;
- **Availability of potable water** and sanitation facilities;
- **Access to education facilities**, including primary and secondary schools;
- **Access to places of worship**, consistent with PAP preferences;
- **Access to markets, shops, and commercial centers**;
- **Availability of electricity or alternative energy sources**, where feasible;

- **Access to health services**, including clinics or health centers;
- **Environmental suitability**, including drainage and absence of flood or erosion risks.

For relocation involving **agricultural land**, additional criteria shall be applied, including:

- Soil composition, fertility, and productivity relative to the affected land;
- Suitability for intended crops or livelihood activities.

Where necessary, **technical experts** may be engaged to assess soil quality and land suitability and to compare replacement land with the affected land.

Where gaps are identified between existing conditions at the relocation site and minimum service or infrastructure standards, the RAP shall define **measures to address such gaps prior to relocation**.

These measures may include upgrading access roads, improving water supply, facilitating access to social services, or coordinating with relevant local authorities and service providers to accommodate increased demand arising from resettlement.

No physical relocation shall take place until agreed minimum housing, infrastructure, and service standards have been met or appropriate interim measures have been put in place, as defined in the RAP.

4.10 Environmental Protection and Management

The site-specific Resettlement Action Plan (RAP) shall include an assessment of the potential environmental and social impacts associated with the proposed relocation sites and resettlement activities. This assessment shall consider both the direct impacts within the boundaries of the relocation areas and any indirect or cumulative impacts arising from resettlement-related land development and increased population pressure.

The RAP shall identify and incorporate appropriate mitigation measures to address identified risks and impacts, including but not limited to:

- Land clearing and vegetation loss;
- Soil erosion and drainage impacts;
- Waste generation during site preparation and house construction;
- Impacts on water resources and sanitation;
- Occupational health and safety risks during site development;
- Potential impacts on host communities and local ecosystems.

Environmental and social mitigation measures related to resettlement shall be consistent with and coordinated with the Environmental and Social Impact Assessment (ESIA) and the Environmental and Social Management Plan (ESMP) prepared for the main project. Where resettlement-related impacts are not adequately covered under the project ESMP, specific mitigation measures shall be included in the RAP and implemented prior to or concurrently with relocation activities.

The RAP shall clearly define roles and responsibilities for the implementation and monitoring of resettlement-related environmental mitigation measures, including coordination with relevant

government authorities and contractors. No site preparation or physical relocation shall commence until the required environmental mitigation measures have been integrated into project implementation arrangements.

4.11 Resettlement House Construction

UETCL has historically applied a standard two-bedroom resettlement house design across its transmission line projects. This approach has been informed by experience from previous projects (including GERP, Bujagali, and ESDP), where the majority of physically displaced households opting for in-kind resettlement assistance were vulnerable households, often residing in semi-permanent or temporary structures (e.g. mud and wattle houses). In such cases, provision of a two-bedroom permanent house has consistently represented a significant improvement in housing conditions.

The standardized two-bedroom design has also been maintained for:

- consistency and uniformity across UETCL projects (including those not financed by the World Bank);
- resettlement budget management and overall project cost control;
- efficiency in design, procurement, and construction timelines.

For households with larger, more permanent, or higher-value structures, experience has shown that many PAPs prefer cash compensation at full replacement cost, enabling them to reconstruct houses of equal or better size and quality according to their preferences. This option will remain available under this Project, in line with ESS5.

Notwithstanding the above, and to ensure proportionality and adequacy of resettlement assistance, the Project will apply a flexible, needs-based approach during RAP preparation:

- A three-bedroom resettlement house option will be reviewed and assessed during the RAP study to determine its technical, financial, and implementation feasibility.
- The size and type of in-kind replacement housing will be informed by:
 - the size, condition, and functionality of the affected structure;
 - household size and composition;
 - vulnerability status; and
 - expressed preferences of the affected household.
- Where an affected primary residence is significantly larger than the standard designs and in-kind replacement would not provide equivalent living standards, cash compensation at full replacement cost shall be offered as the preferred option.

This approach ensures that no physically displaced household is made worse off, while maintaining consistency with UETCL practice and project feasibility considerations.

Electricity Access

While the Project does not provide household electricity connections to host or surrounding communities, physically displaced households receiving in-kind replacement housing will be provided with basic electricity access as part of resettlement assistance, in accordance with ESS5. This may

include grid connection where available or appropriate off-grid solutions where grid access is not feasible. Specific arrangements will be confirmed during RAP preparation.

Figure 4.1: UETCL Two Bedroom Resettlement Model House, Kitchen, Latrine & Bathroom



Resettlement house - Front view

Resettlement House - rear view

Model Kitchen

Model latrine and Bathroom

Indicative In-Kind Resettlement Housing Package

Where physically displaced households opt for in-kind resettlement housing, the replacement housing package shall, as a minimum, comprise the following components, subject to confirmation during RAP preparation and agreement with the affected household:

- **Main Residential House:** Constructed using durable and locally appropriate materials, including galvanized corrugated iron roofing sheets fixed on timber trusses and rafters, with a cement-plastered ceiling. External walls shall be constructed of burnt clay bricks, plastered and painted internally, with roughcast external rendering. Floors shall be finished with cement screed. Internal doors shall be timber batten doors, while the main entrance door shall be a glazed metal door and rear doors metal sheet doors.
- **Kitchen Block:** A separate kitchen structure constructed of permanent materials.
- **Ablution Block:** A sanitation facility comprising two VIP latrine stances and one washroom, constructed of permanent materials.
- **Water Supply:** Provision of a rainwater harvesting tank as part of the housing package, where

feasible.

The final housing design, layout, and specifications shall be confirmed during RAP preparation, taking into account household size, vulnerability, cultural preferences, and applicable national building standards. Adjustments may be made to ensure that replacement housing provides equivalent or improved living conditions relative to the affected structure, in line with ESS5.

Construction Management and Supervision

Resettlement housing contractors and/or consultants shall be procured by UETCL in accordance with applicable Ugandan procurement laws prior to commencement of RAP implementation. A qualified construction consultant shall be engaged to manage and supervise resettlement house construction activities.

The construction consultant shall prepare a Resettlement Housing Construction Management Plan, including:

- construction schedules and quality control procedures;
- monitoring and reporting arrangements;
- coordination with compensation payments and relocation timelines.

UETCL shall ensure that resettlement housing construction is fully aligned with cash compensation payments and relocation sequencing, and that no physical relocation occurs until replacement housing is completed and handed over to the affected household.

4.12 Relocation of Project Displaced Persons (PDPs)

Following full disclosure and payment of agreed compensation and resettlement entitlements, each physically affected household (PAH) shall be issued with a written notice to vacate the affected corridor, in accordance with the applicable statutory notice period. As a guiding principle, a minimum six (6) months' notice shall be provided where feasible, consistent with national legislation and ESS5 requirements.

During the notice period, PAHs shall be supported to prepare for relocation. Demolition of compensated structures shall be the responsibility of UETCL, and shall be carried out in a safe and orderly manner following the expiry of the notice period. Where a PAP wishes to salvage reusable building materials or movable assets, they shall be given the opportunity to do so at their discretion and at their own cost within the notice period. Salvage of materials shall be a right, not an obligation, and no PAP shall be required to self-demolish structures.

Special assistance shall be provided to vulnerable households, including elderly persons, persons with disabilities, female-headed households, and other identified vulnerable groups, to support relocation, salvage (where desired), and transition to replacement housing or land.

UETCL shall coordinate the relocation process through close engagement with Local Council Committees (LC1s), and shall issue reminder notices prior to the expiry of the notice period. For non-

resident owners, notices shall also be communicated through appropriate channels, including print or electronic media where necessary.

Upon expiry of the notice period, and following verification that compensation has been paid and (where applicable) replacement housing handed over, UETCL shall arrange for the demolition and clearance of compensated structures, ensuring due care for vulnerable households and compliance with safety and environmental standards.

Prior to commencement of construction works, UETCL shall introduce the Supervision Consultant and/or EPC Contractor to the site and conduct sensitization of affected communities and stakeholders regarding construction-related activities. The objective of this process is to ensure vacant possession of the project corridor prior to construction.

Where full acquisition of the project site is delayed due to reasons beyond UETCL's control, such as unresolved land ownership disputes, negotiated entry may be pursued with the written consent of the affected parties. In such cases:

- compensation amounts shall be deposited in an escrow account in accordance with national law; and
- the World Bank shall be kept informed on a continuous basis.

For PAHs receiving in-kind replacement housing, handover of replacement houses shall be completed and formally documented prior to relocation. The handover shall be witnessed by UETCL representatives, the PAP, local leaders, and relevant contractors or consultants.

4.13 Livelihood Restoration and Transitional Support

In accordance with ESS5, the Project shall ensure that Project Affected Persons (PAPs) who experience economic displacement, whether or not they are physically displaced, are assisted to restore and, where possible, improve their livelihoods and standards of living to pre-project levels. A stand-alone Livelihood Restoration Program (LRP) shall be developed as part of the site-specific Resettlement Action Plan (RAP). The LRP shall be informed by detailed socio-economic surveys, asset inventories, and consultations with affected households and communities.

Livelihood Impacts and Eligible Groups

Livelihood restoration measures shall apply to, but not be limited to:

- Farmers losing agricultural land, crops, or access to productive land;
- Households losing crops, commercial trees, or grazing land;
- Business owners and operators losing premises or customers;
- Tenants, licensees, sharecroppers, and informal land users losing access to land-based livelihoods;
- Wage earners or workers whose income sources are disrupted due to project activities;
- Vulnerable households whose livelihoods are disproportionately affected.

Livelihood Restoration Measures

The LRP shall include a combination of cash-based and non-cash measures, tailored to the needs and preferences of PAPs, which may include:

- Transitional income support during periods of livelihood disruption;
- Agricultural support measures, such as provision of inputs, seedlings, extension services, or access to replacement agricultural land;
- Support for re-establishment or relocation of small businesses, including assistance with site identification;
- Skills training, vocational training, or support for alternative income-generating activities;
- Employment opportunities associated with project construction, where feasible and appropriate;
- Financial literacy and business management training to support effective use of compensation.

The selection of livelihood measures shall be participatory, gender-responsive, and sensitive to the needs of vulnerable groups.

Transitional Support

Where livelihoods are temporarily disrupted, the RAP shall provide transitional support for the duration of the transition period, which may include:

- Transitional cash allowances;
- Food or subsistence support, where necessary;
- Assistance linked to relocation and re-establishment of income sources.

The duration and level of transitional support shall be determined during RAP preparation, based on the magnitude of impact and the time reasonably required for livelihood restoration.

4.14 Implementation, Monitoring, and Evaluation

Livelihood restoration activities shall be implemented prior to or concurrently with physical or economic displacement and shall continue for as long as necessary to achieve the livelihood restoration objectives defined in the RAP.

The RAP shall define:

- Clear roles and responsibilities for Livelihood Restoration Program (LRP) implementation;
- Livelihood restoration objectives and indicators linked to pre-displacement socio-economic baseline conditions;
- Monitoring arrangements, including internal and, where required, independent monitoring; and
- Procedures for adaptive management and corrective actions where livelihood outcomes are not achieved within agreed timeframes.

Livelihood restoration outcomes shall be monitored against baseline conditions to confirm that affected persons are able to restore, and where possible improve, their livelihoods and standards of living, and that no Project Affected Persons (PAPs) are left worse off as a result of the Project. A livelihood restoration completion audit shall be undertaken as part of RAP close-out, where required under ESS5.

5. CHAPTER FIVE: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

5.1 Introduction

Stakeholder engagement for the Project is governed by a standalone SEP, prepared in accordance with World Bank ESS10. The SEP is the primary document guiding stakeholder identification, engagement methods, disclosure arrangements, grievance redress, and inclusion of vulnerable and marginalized individuals and groups throughout the project life cycle. This section of the RPF summarizes stakeholder engagement requirements specifically relevant to land acquisition and resettlement and is fully aligned with, and complementary to, the SEP.

ESS10 recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement supports informed decision-making, improves environmental and social sustainability, enhances project acceptance, and contributes to successful project design and implementation.

Stakeholder engagement is an inclusive and iterative process conducted throughout the project life cycle. When initiated early and implemented effectively, it supports the identification, assessment, and management of environmental and social risks and impacts, including those associated with involuntary resettlement and economic displacement.

5.2 Objectives of Stakeholder Engagement

The objectives of stakeholder engagement under this RPF, consistent with ESS10 and the Project SEP, are to:

- Identify stakeholders by level of project impact, interest, and influence, including vulnerable and disadvantaged groups, and to build and maintain constructive relationships with them—particularly Project Affected Persons (PAPs) (refer to the SEP for detailed methodology);
- Assess stakeholder interests, concerns, and levels of support for the Project, and ensure that stakeholder views inform project design and environmental and social performance;
- To promote and provide means for effective, inclusive, and meaningful engagement with project-affected parties throughout the project life cycle on resettlement- and land-related issues; Ensure timely disclosure of relevant project information on environmental and social risks and impacts in formats that are understandable, accessible, culturally appropriate, and inclusive;
- Provide project-affected parties with accessible and inclusive mechanisms to raise concerns and grievances related to land acquisition, resettlement, and compensation, and enable the Borrower to respond to and manage such grievances effectively.

5.3 Additional Consultations on Non-Discrimination

In January 2024, additional consultations were undertaken in Uganda to discuss risks of discrimination, exclusion, and social tension that may arise in the context of recent legal and social developments, including the enactment of the Anti-Homosexuality Act (AHA), and their potential implications for development projects.

These consultations were conducted at a broader national level and were not specific to this Project. However, the principles and risk-mitigation considerations emerging from these consultations are relevant to the Project and have informed the design of stakeholder engagement, resettlement planning, and grievance management under this RPF and the Project Stakeholder Engagement Plan (SEP).

Key issues raised during the consultations that are relevant to this Project included:

- The risk of discrimination, exclusion, or stigmatization of certain individuals or groups in accessing project benefits, including compensation, livelihood restoration measures, and employment opportunities;
- The importance of transparent, fair, and merit-based recruitment for project-related employment and contracting opportunities;
- The potential for heightened social tensions affecting vulnerable individuals or groups during project implementation.

The approach to managing these risks, including non-discrimination and inclusion measures, is outlined in Appendices 5 and 6 of this RPF. A summary of the broader consultations is publicly disclosed on the World Bank website under Uganda consultations.

<http://www.worldbank.org/en/country/uganda/brief/consultations>.

Project-Specific Application of Non-Discrimination Measures

In line with ESS10, and based on project-specific stakeholder engagements and anticipated resettlement and livelihood impacts, the Project commits to ensuring that no Project Affected Person (PAP) is excluded from project benefits or participation on the basis of personal characteristics or social status.

For this Project, individuals or groups that may face heightened risks of exclusion or discrimination include, but are not limited to:

- Women, including female-headed households;
- Elderly persons;
- Persons with disabilities;
- Poor households and those with insecure land tenure;
- Tenants, licensees, sharecroppers, and informal land users;
- Youth with limited access to employment opportunities;
- Other individuals who may be socially marginalized or reluctant to engage openly due to prevailing social or legal contexts.

Engagement with such individuals and groups during resettlement planning and implementation shall follow the tailored approaches defined in the SEP, including:

- Targeted and small-group consultations, where appropriate;
- Engagement through trusted intermediaries, such as local leaders or community-based organizations;
- Use of culturally appropriate, safe, and confidential communication methods;
- Access to confidential grievance channels for reporting concerns related to discrimination or exclusion.

These measures shall be applied in a project-specific and proportional manner and documented during RAP preparation and implementation, in accordance with ESS10.

5.4: National Regulatory Framework and World Bank Standards

Uganda's national regulatory framework requires stakeholder consultation for projects involving land acquisition and resettlement. In particular, the Environmental Impact Assessment (EIA) Guidelines for the Energy Sector (2004), issued by the National Environment Management Authority (NEMA), require public consultations for energy projects that involve, among others:

- substantial land take;
- physical displacement of households or communities;
- disruption of livelihoods;
- impacts on communal assets and property; and
- the need for resettlement and compensation.

These requirements emphasize the importance of consultation as a basis for community participation in project planning, implementation, and monitoring.

In addition to national requirements, the Project is subject to the World Bank Environmental and Social Framework, in particular World Bank Environmental and Social Standard 10 (ESS10). ESS10 provides guidance on effective stakeholder engagement and information disclosure, including the following principles:

- The nature, level of effort, and frequency of stakeholder engagement shall be proportionate to the Project's risks and impacts;
- Consultations shall provide affected communities with opportunities to express their views on project risks, impacts, and mitigation measures;
- Stakeholder engagement shall be a two-way process that:
 - begins early in project preparation, including during preparation of resettlement instruments, and continues throughout the project life cycle;
 - is based on prior disclosure of relevant information;
 - uses transparent, objective, meaningful, and accessible information in culturally appropriate formats and local languages;

- considers and responds to stakeholder feedback;
- promotes inclusive participation of project-affected parties;
- is free from manipulation, coercion, discrimination, or intimidation; and
- is appropriately documented and disclosed by the Borrower, through UETCL.

The Resettlement Policy Framework (RPF) and subsequent Resettlement Action Plan (RAP) for the Project commit to full compliance with the above ESS10 requirements.

To date, stakeholder engagements have been undertaken during preparation of the RPF at district, sub-county, parish, and village levels. Engagements were conducted using Luganda, the primary local language spoken by most affected communities. Project information brochures describing the proposed Project were prepared and disseminated in both English and Luganda to support informed participation.

5.5 Stakeholder Identification & Analysis

Stakeholder identification and analysis for resettlement-related activities under this RPF follow the framework established in the Project **Stakeholder Engagement Plan (SEP)** and the classification system defined in **World Bank ESS10**. The SEP remains the primary instrument guiding stakeholder identification and engagement planning throughout the Project lifecycle. This RPF summarizes only those aspects most relevant to land acquisition, resettlement, and livelihood restoration.

In accordance with ESS10, stakeholders are defined as:

- **Project-Affected Parties (PAPs):** Individuals, households, or communities who are directly or indirectly affected by Project activities and impacts, including physical and economic displacement.
- **Other Interested Parties (OIPs):** Individuals, groups, or institutions that may not be directly affected but have an interest in the Project due to their institutional role, mandate, location, or sectoral involvement.

Disadvantaged or vulnerable individuals and groups may be present within both PAPs and OIPs. Vulnerability (e.g., related to gender, disability, age, poverty, social marginalization, or insecure tenure) is therefore treated as a **cross-cutting characteristic**, not a separate stakeholder category. Engagement approaches are tailored accordingly, as described in the SEP.

Stakeholder identification was undertaken through a participatory process involving consultations with central and local government institutions, district and community leaders, and community members during Project preparation. The resulting stakeholder list has been harmonized with the SEP and is summarized below for resettlement purposes.

Table 5.1: Stakeholder Analysis Relevant to Land Acquisition and Resettlement (ESS10 Framework)

ESS10 Group	Stakeholder Group	Type / Special Consideration	Remarks / Rationale
Project-Affected Parties	Women and girls in affected households	PAP – Vulnerability may apply	Affected by land use changes, livelihood impacts, community health and safety risks, and potential GBV/SEA/SH risks associated with labour influx and construction.
	Vulnerable households	PAP – Vulnerable	Includes female-headed, elderly-headed, child-headed households and households with persons with disabilities; may face livelihood and participation constraints.
	Widows	PAP – Vulnerable	May face heightened risks of exclusion or intra-household disputes over compensation and assistance.
	Youth in affected communities	PAP	Affected through land and livelihood impacts and interested in employment and skills opportunities.
	Persons with disabilities (PWDs)	PAP – Vulnerable	May face barriers to access, communication, and participation in consultations and grievance mechanisms.
	General community members within the RoW and project area	PAP	Residents exposed to construction nuisances, traffic and safety risks, and temporary access restrictions.
Other Interested	Men / heads of affected households	PAP	Often land and asset holders involved in compensation decisions and livelihood restoration.
	Cultural and religious	OIP – Community	Influence community

ESS10 Group	Stakeholder Group	Type / Special Consideration	Remarks / Rationale
Parties	leaders	leadership	norms and facilitate engagement on cultural heritage and social cohesion.
	District Local Governments (RDCs, CAOs, LC5s, Mayors)	OIP – Government institution	Responsible for local governance, coordination, mobilisation, and grievance management roles.
	District Technical Teams (DTTs)	OIP – Government institution	Provide technical support on land, agriculture, health, and social development issues.
	District Land Boards and Area Land Committees	OIP – Government institution	Land valuation oversight, land dispute resolution, and customary land verification.
	Sub-county technical staff (SAS, CDOs, Health Assistants)	OIP – Government institution	Support community mobilisation, social services, and grievance handling.
	LCIII and LC1 leaders	OIP – Community representatives	Key link between communities and Project for PAP verification and grievance redress.
	CSOs and NGOs	OIP – Civil society	May support mobilisation, independent monitoring, GBV prevention and referral, livelihood restoration, and social accountability.
	Local businesses and contractors	OIP – Private sector	Potential service providers; interface with communities on employment and traffic issues.
	Media (radio, TV, print, social media)	OIP – Information intermediary	Dissemination of Project information and public notices.
	Surveyors Registration Board	OIP – Regulatory body	Regulates professional conduct of surveyors and valuers involved in land acquisition.

Stakeholder engagement methods during RAP preparation and implementation; including community meetings, focus group discussions, one-on-one consultations, disclosure through local media, and targeted engagement of vulnerable and marginalized groups; shall be implemented in accordance with the approaches, principles, and procedures set out in the Project Stakeholder Engagement Plan (SEP), consistent with ESS10.

5.6 Information Disclosure

Information disclosure entails making relevant project information accessible to interested and affected parties in a timely, understandable, and appropriate manner. Effective communication of project information—particularly information related to land acquisition, compensation entitlements, resettlement assistance, and grievance redress—is a core element of stakeholder engagement under ESS10.

Specific measures shall be undertaken to ensure that project commitments, including the compensation entitlement framework and grievance mechanism information, are accessible to all stakeholders, including persons with disabilities or others who may face barriers to accessing written documentation.

Measures to Ensure Accessibility

The following measures shall be applied to support inclusive and accessible disclosure:

- Preparation of non-technical summaries of the RPF and subsequent RAP in both English and the predominant local language (Luganda);
- Oral communication of key project information through community meetings, focus group discussions, and household-level engagements conducted in relevant local languages;
- Provision of additional assistance to vulnerable PAPs or those requiring support to ensure comprehension of disclosed information, agreements, and the sign-off process.

Information to Be Disclosed at RPF Stage

- Information disclosed and consulted upon during preparation of the RPF includes: A general description of the Project, its components, and implementation approach;
- Anticipated environmental and social risks and impacts identified at planning level, including potential physical and economic displacement, land acquisition requirements, and construction-related impacts (such as labor influx);
- The purpose, scope, and guiding principles of the Resettlement Policy Framework;
- The anticipated resettlement process, eligibility categories, and indicative entitlements; and;
- The proposed grievance redress mechanism and avenues for stakeholder feedback.

Stakeholder engagement at the district, sub-county, and community levels has already commenced and informed the preparation of this RPF, including identification of key resettlement risks, land tenure considerations, and community concerns. Disclosure and consultation will continue during preparation and implementation of the Resettlement Action Plan, in accordance with the Stakeholder Engagement Plan (SEP).

Information to be disclosed during RAP preparation and implementation

In addition to the above, the following information shall be disclosed during preparation and implementation of the RAP:

- **Affected assets and interests in land**, disclosed and verified with individual PAP households during cadastral and asset surveys, with signed confirmation;
- **Cut-off dates for eligibility**, disclosed to PAPs individually, during community meetings, and through appropriate local channels such as radio announcements, places of worship, and local administrative offices;
- **Individual compensation and resettlement packages**, including cash compensation, in-kind options, resettlement assistance, and livelihood restoration measures, disclosed at the household level, including to spouses where relevant, with consent documented through signed forms;
- **Project strip maps**, disclosed to PAPs through community meetings and household-level engagements;
- **The Livelihood Restoration Program (LRP)**, including summarized measures and eligibility criteria, disclosed to PAPs and relevant local government authorities through district and sub-county meetings and workshops;
- **Notices to vacate acquired land**, issued at the household level only after compensation has been fully paid and, where applicable, replacement housing handed over.

All disclosure activities shall be documented and implemented in accordance with the Project SEP.

5.7 Key Issues from Stakeholder Engagement during RPF Preparation

Stakeholder engagement activities were undertaken along both transmission line corridors during RPF preparation, including meetings at district, sub-county, and community levels. Engagements were conducted in local languages and included participation of both men and women.

Wobulenzi-Masaka Section

Consultations undertaken during preparation of the RPF along the Wobulenzi–Masaka Transmission Line involved local government officials, community leaders, and community members at district, sub-county, and village levels. These engagements were conducted to inform stakeholders about the proposed project, understand local concerns, and identify issues to be addressed during RAP preparation and implementation. The key issues, concerns, and information requests raised during these consultations are summarized below and will inform the design of site-specific RAP and associated mitigation measures:

Local leadership involvement: Stakeholders emphasized the importance of involving local leadership structures, including LC leaders, Community Development Officers (CDOs), District Land Officers, and technical district staff throughout land acquisition, valuation, compensation, and grievance management processes.

Community participation: Early and continuous involvement of communities was considered critical, with expectations that communities should meaningfully benefit from the project beyond compensation alone.

Compensation and valuation: Concerns were raised regarding delays between valuation and payment, transparency in valuation processes, compensation for graves and cultural sites, treatment of Bibanja interests, and handling of cases where affected persons may refuse compensation. Stakeholders emphasized that compensation should follow government-approved criteria and be paid directly to rightful beneficiaries with involvement of local leaders.

Impact minimization: Stakeholders requested that the project minimize impacts on houses and reduce physical displacement wherever feasible.

Relocation options: Questions were raised regarding availability of alternative land, provision of in-kind housing instead of cash compensation, and advance information on relocation arrangements.

Environmental management: Stakeholders sought clarity on management of solid waste, wetlands, forest reserves, and approval of workers' campsites.

Electricity and project benefits: While acknowledging the project's importance for development, stakeholders requested clarity on how local communities would benefit and stressed the need for transparent communication.

GBV/SEA/SH and VAC risks: Concerns were raised regarding risks associated with labor influx, including teenage pregnancies, sexual exploitation and abuse, and violence against children, and the need for clear prevention and response measures.

HIV/AIDS awareness: Stakeholders emphasized the need for HIV/AIDS awareness and prevention programs in project-affected communities.

Monitoring and enforcement: District involvement in monitoring was requested, including regular

technical and political oversight, as well as stronger enforcement of wayleave restrictions to prevent encroachment.

Health and safety: Communities expressed willingness to support the project, provided that safety, security, and community health are prioritized during construction and operation.

Masaka-Mutukula Section

Stakeholder engagements conducted during RPF preparation along the Masaka–Mutukula Transmission Line corridor involved district officials, community leaders, and community members. The consultations focused on understanding expectations, risks, and opportunities associated with the project and identifying issues to be addressed in subsequent RAP. The main concerns, expectations, and opportunities raised are summarized below:

Regional development benefits: Stakeholders expect that the project will contribute to regional economic growth, support small and medium-scale enterprises, and enhance cross-border trade opportunities.

Employment opportunities: Strong expectations were expressed for local employment during construction, with particular emphasis on youth and women.

Awareness and mobilization: Stakeholders recommended sustained community sensitization to explain project objectives, benefits, risks, and to dispel misinformation and fears related to land acquisition.

Transparent communication: Continuous, accurate, and accessible information sharing was requested throughout project implementation.

Compensation concerns: Fair, transparent, and timely compensation for affected land, crops, structures, and graves was identified as a critical concern, informed by previous negative experiences with infrastructure projects.

Health impacts: Concerns were raised regarding labor influx, communicable diseases (including HIV/AIDS), and perceived risks associated with transmission line electromagnetic fields, highlighting the need for targeted health and safety awareness.

Multiple plots and tenure complexity: Questions were raised on compensation for PAPs with multiple affected plots and on sharing of compensation between landowners and Bibanja holders or tenants.

Resettlement timing: Stakeholders emphasized the need for adequate notice periods and confirmation that compensation would be completed prior to construction.

Communal facilities: Management and replacement of affected schools, places of worship, and other communal facilities were highlighted as requiring special arrangements and oversight committees.

Local benefit expectations: Stakeholders sought clarification on direct benefits to local communities, given the project's regional transmission function.

Grievance management: Clarity was requested on handling land disputes, valuation disagreements, family conflicts, and refusal to accept compensation.

Wayleave management: Communities requested clear guidance on permitted and prohibited activities within the transmission corridor to avoid future crop losses and enforcement conflicts.

These issues will be revisited, validated, and addressed through additional, site-specific consultations during RAP preparation and implementation, in accordance with the SEP and ESS10.

6. CHAPTER SIX: PROJECT IMPACT IDENTIFICATION

6.1 ESS1: Assessment and Management of Environmental and Social Risks and Impacts

World Bank Environmental and Social Standard 1 (ESS1) applies to all projects financed under Investment Project Financing and establishes the requirements for identifying, assessing, and managing environmental and social risks and impacts throughout the project life cycle.

ESS1 requires the Borrower to undertake an integrated environmental and social assessment to identify all potential environmental and social risks and impacts associated with the Project, and to adopt appropriate mitigation measures consistent with the mitigation hierarchy. Meaningful stakeholder engagement, including disclosure of project-related information and ongoing consultation with affected communities, is a core requirement under ESS1.

For this Project, environmental and social risks and impacts will be assessed through the Environmental and Social Impact Assessment (ESIA), prepared in accordance with ESS1. The ESIA will identify, evaluate, and propose mitigation measures for environmental and social risks, including those related to land acquisition, resettlement, and livelihood impacts, which are further addressed under ESS5. The Borrower is responsible for managing identified risks and impacts throughout Project implementation and operation, in line with approved environmental and social instruments.

6.2 ESS5 Land Acquisition, Restriction on Land Use and Involuntary Resettlement

World Bank Environmental and Social Standard 5 (ESS5) recognizes that project-related land acquisition and restrictions on land use may cause adverse impacts on affected persons and communities. These impacts may include physical displacement (loss of residential land or shelter), economic displacement (loss of land, assets, access to assets, or income sources), or a combination of both.

At the RPF stage, the precise location, footprint, and magnitude of land acquisition impacts are not yet fully defined, as detailed engineering designs and site-specific surveys have not been completed. Accordingly, this RPF establishes the principles, procedures, and institutional arrangements that will guide the identification, assessment, and management of land acquisition and resettlement impacts during preparation and implementation of site-specific Resettlement Action Plans (RAP).

In accordance with ESS5, the identification of project-related land acquisition and resettlement impacts during RAP preparation will include, at a minimum:

- Identification of project components or activities that may result in land acquisition, restrictions on land use, or displacement, including justification for land requirements within the project time frame;
- Definition of the impact zone(s) associated with such components or activities;
- Assessment of the scope and scale of land acquisition and impacts on land, structures, crops,

and other fixed assets;

- Identification of any project-imposed restrictions on land use or access to land and natural resources, including associated impacts on income sources, livelihoods, and economic activities;
- Analysis of alternatives considered to avoid or minimize displacement and explanation of why such alternatives were not feasible; and
- Identification of measures to avoid, minimize, or mitigate displacement, to the extent feasible, during project design and implementation.

The findings of these assessments will be documented in site-specific RAP, which will be prepared, consulted upon, disclosed, and implemented in accordance with ESS5, this RPF, and the Project SEP.

6.3 Project Impact Minimization Efforts

In accordance with the mitigation hierarchy under ESS1 and ESS5, the Project has undertaken a series of measures to avoid and minimize environmental and social impacts, including resettlement-related impacts. Impact minimization was primarily addressed during the Project Feasibility Study and ESIA processes, through the identification and assessment of alternative transmission line routing options.

During feasibility and ESIA preparation, multiple routing alternatives were considered for both the Wobulenzi–Masaka and Masaka–Mutukula transmission line sections. These alternatives were assessed based on technical feasibility, cost, environmental sensitivity, and social impacts, including the number of affected households, impacts on settlements, cultural sites, public infrastructure, wetlands, and forest reserves.

In general:

- **Alternative routes traversing densely populated areas** were screened out due to higher risks of physical displacement and impacts on residential structures and community infrastructure.
- **Routes passing through environmentally sensitive areas**, including wetlands and forest reserves, were assessed for potential ecological impacts and regulatory constraints, and adjusted where feasible to reduce footprint and disturbance.
- **Routing options affecting cultural, religious, and social infrastructure** (such as schools, places of worship, and burial sites) were avoided or realigned to the extent practicable.

Based on this analysis, a preferred transmission line alignment was selected that minimizes physical displacement, reduces impacts on residential areas and social infrastructure, and balances environmental, technical, and economic considerations. This preferred alignment forms the basis for the Project design and for the anticipated impacts addressed in this RPF and in subsequent site-specific RAP.

While the ESIA provides detailed documentation of the alternatives analysis and justification for route selection, this RPF complements the ESIA by establishing procedures for managing residual land

acquisition and resettlement impacts that cannot be fully avoided through design optimization. During RAP preparation, further micro-siting of towers and local realignments will be undertaken, where feasible, to further minimize impacts on land, structures, and livelihoods.

Any additional design refinements identified during detailed engineering or RAP preparation will be assessed in line with ESS5 to further avoid or minimize displacement.

6.4 Identifying Project Impacts

For the purpose of impact identification under this RPF, project-related impacts are classified in accordance with World Bank ESS5, distinguishing between physical displacement, economic displacement, and the nature of land take or restriction.

Types of Displacement

A distinction is drawn between households that are both physically and economically displaced and those that are only economically displaced, as follows:

- **Physical Displacement:** Loss of shelter and associated assets resulting from project-related land acquisition that requires Project Affected Persons (PAPs) to relocate from their principal place of residence.
- **Economic Displacement:** Loss of income sources or means of livelihood resulting from land acquisition or restrictions on land use or access to resources (such as land, water, or forest resources), whether or not physical relocation occurs. Economic displacement may occur independently of physical displacement, for example where access to farmland or productive assets is restricted.

Nature of Land Take and Land Use Restrictions

Another important distinction relates to the nature of project-related land impacts, namely permanent land acquisition and permanent land use restriction, as defined below:

- **Permanent Land Acquisition (Right of Way – RoW):** Permanent land acquisition applies to the central portion of the transmission line corridor designated as the Right of Way (RoW), where land is acquired in full for transmission towers and maintenance access. Land within the RoW is compensated at full replacement value, ownership rights are transferred to UETCL, and affected PAPs are no longer permitted to access or cultivate the land following compensation and acquisition.
- **Permanent Land Use Restriction (Wayleave Corridor):** Permanent land use restriction

applies to the wayleave areas located on either side of the RoW within the overall transmission line corridor. In these areas, land ownership remains with the affected persons; however, restrictions are imposed on land use, including prohibitions on construction of structures and cultivation of crops or trees exceeding the specified height limit (approximately 1.8–2.0 meters).

While PAPs retain ownership and limited use rights, these restrictions reduce the productive potential and market value of the land. This reduction in land value—referred to as diminution—is recognized as an economic impact and is compensated in accordance with ESS5, based on assessed loss of use and livelihood impacts.

6.5 Potential Impacts

At the Resettlement Policy Framework (RPF) stage, the precise magnitude and distribution of project impacts are not yet known, as detailed engineering design and site-specific surveys have not been completed. However, based on the Project concept, preliminary feasibility assessments, and experience from similar transmission projects, a range of potential positive and negative impacts can be anticipated.

Potential Positive Impacts

The Project is expected to generate the following positive outcomes:

- Strengthening of national and regional electricity transmission capacity, contributing to improved power reliability and regional power trade;
- Temporary employment and income-generating opportunities for local communities during construction;
- Increased local economic activity due to the presence of project staff and workers and associated demand for goods and services;
- Improved housing conditions for physically displaced households that opt for in-kind replacement housing, where replacement houses will be provided at a standard equal to or better than affected structures, in accordance with ESS5.

Potential Negative Impacts and Risks

Potential adverse impacts and risks associated with land acquisition and project implementation may include, but are not limited to:

- Physical displacement and relocation of Project Affected Persons (PAPs);
- Permanent and temporary loss of land (residential, agricultural, and non-residential);
- Loss of residential and non-residential structures, both permanent and semi-permanent;
- Economic displacement resulting from loss of income sources and livelihoods;
- Impacts on landowners, tenants, Bibanja holders, licensees, and persons without formal land

rights;

- Loss of crops, trees, and other productive assets;
- Impacts on cultural heritage, including graves and places of worship;
- Community health and safety risks associated with labor influx, including risks related to HIV/AIDS, child labor, and communicable diseases;
- Increased risk of gender-based violence, sexual exploitation and abuse, and sexual harassment (GBV/SEA/SH);
- Potential social tensions between host communities and resettled households; and
- Risks of exclusion or discrimination against vulnerable or marginalized individuals or groups.

This RPF establishes principles and procedures to avoid, minimize, mitigate, and compensate for these potential impacts in accordance with ESS5.

6.6 Confirmation of Actual Impacts

Actual project impacts will be identified and quantified during preparation of site-specific Resettlement Action Plan (RAP), through comprehensive cadastral surveys, asset inventories, socio-economic surveys, and livelihood and vulnerability assessments. The RAP will include a detailed and updated summary of impacts, including those identified in Table 6.1 and any additional impacts identified through detailed studies.

Table 6.1: Indicative Categorization of Potential Project Impacts

Impact Category	Indicative Impact Items to be Assessed and Quantified in the RAP
A. Land Acquisition and Land Use Restriction Impacts	<ul style="list-style-type: none"> • Total land affected by the Project (permanent acquisition and permanent restriction) • Land permanently acquired within the Right of Way (RoW) • Land subject to permanent land use restriction within the Wayleave corridor • Number of affected landholding households by tenure type: <ul style="list-style-type: none"> – Registered landowners (Mailo, Freehold, Leasehold) – Customary landowners – Bibanja holders (lawful/bona fide occupants on Mailo land) – Licensees / informal land users • Land permanently acquired (RoW) by tenure category • Land subject to permanent restriction (Wayleave) by tenure category
B. Physical Displacement Impacts	<ul style="list-style-type: none"> • Number of physically displaced households (PAHs) • Number of physically displaced persons (PAPs) • Number and type of affected residential structures • Number and type of associated household structures and fixtures (e.g. kitchens, latrines, bathrooms, animal shelters, fences)

Impact Category	Indicative Impact Items to be Assessed and Quantified in the RAP
C. Economic Displacement and Livelihood Impacts	<ul style="list-style-type: none"> • Number of economically displaced households • Number of economically displaced persons • Loss of agricultural land and productive land use • Loss of crops (by type and area affected) • Loss of trees (fruit, timber, and other productive trees) • Loss of income sources and livelihood activities • Number of affected commercial structures and businesses
D. Cultural Heritage and Community Impacts	<ul style="list-style-type: none"> • Number of affected graves • Number and type of affected cultural or religious properties • Number and type of affected public and institutional properties (e.g. schools, health facilities, places of worship)
E. Vulnerability and Social Risk Considerations	<ul style="list-style-type: none"> • Number of vulnerable households and persons impacted, including: <ul style="list-style-type: none"> – Elderly persons – Persons with disabilities – Female-headed households – Child-headed households – Other socially or economically vulnerable groups

The impacts listed above are indicative and will be confirmed, quantified, and updated during preparation of the Resettlement Action Plans (RAP), based on detailed surveys and assessments conducted in accordance with ESS5.

6.7 Project Land Acquisition

The Project involves construction of two high-voltage transmission line sections: the Wobulenzi–Masaka 400 kV Transmission Line (approximately 166 km) and the Masaka–Mutukula Transmission Line (approximately 92 km). For both sections, the transmission corridor is planned to have a total width of approximately 60 meters, comprising a central Right of Way (RoW) of about 10 meters and wayleave areas of approximately 25 meters on either side.

Land acquisition impacts associated with the Project will therefore arise from:

- Permanent land acquisition within the RoW for transmission towers and maintenance access; and
- Permanent land use restrictions within the wayleave areas, where ownership is retained but land use is restricted.

Summary of Indicative Land Acquisition Requirements

Table 6.2: Transmission Line Length

Component	Approximate Length
Wobulenzi – Masaka TL	166 km

Masaka – Mutukula TL	92 km
Total Corridor Length	258 km

Table 6.3: Indicative Land Take – Substations

Facility	Location	Area
Kakunyu Substation	Lwengo District	8.7 hectares (\approx 21.5 acres)

Table 6.4: Indicative Land Take – Transmission Line Corridor

Segment	Estimated Area
Wobulenzi – Masaka TL (RoW & Wayleave combined)	\approx 2,461 acres (\approx 996 ha)
Masaka – Mutukula TL (RoW & Wayleave combined)	\approx 1,364 acres (\approx 552 ha)
Total Indicative Corridor Area	\approx3,825 acres

Masaka–Mutukula Segment Breakdown (Indicative):

- Right of Way (RoW – 10 m): \approx 221.48 acres
- Wayleave (WL – 50 m): \approx 1,108.06 acres

At this RPF stage, land requirement figures are indicative and based on preliminary feasibility studies and route alignments. Preliminary estimates suggest that land will be required for substations and transmission line corridors along both sections; however, final land take, affected areas, and tenure-specific impacts will only be confirmed during preparation of site-specific RAP, following completion of detailed engineering design, cadastral surveys, and asset inventories.

The purpose of presenting indicative land acquisition information at this stage is to provide an understanding of the scale and nature of potential land impacts, rather than to define final quantities or compensation requirements. All final land acquisition requirements, including precise areas by tenure type and location, will be documented, consulted upon, and disclosed as part of the RAP, in accordance with ESS5 and this RPF.

7. CHAPTER SEVEN: SOCIO-ECONOMIC BASELINE

7.1 Introduction

The socio-economic baseline information presented in this RPF is derived primarily from secondary sources, including District Development Plans (2023/24–2029/30), Uganda Bureau of Statistics publications (notably the 2014 National Population and Housing Census), sector reports, and district statistical abstracts for the project-affected districts along the Wobulenzi–Masaka and Masaka–Mutukula transmission line corridors.

In addition, limited primary data were collected through a rapid, planning-level socio-economic assessment using participatory approaches to supplement secondary information and provide contextual understanding of livelihoods and social conditions along the proposed transmission line alignment.

Due to the framework-level nature of this RPF, the available baseline information varies in depth and coverage across districts and thematic areas. Where data gaps exist, these are explicitly acknowledged. Detailed and comprehensive household-level socio-economic baseline surveys will be undertaken during preparation of the Resettlement Action Plan (RAP) to inform entitlement determination, valuation, livelihood restoration measures, and monitoring of resettlement outcomes.

The chapter presents baseline socio-economic conditions for districts potentially affected by the proposed transmission line. For each district, the chapter summarizes:

- (i) administrative and geographic context;
- (ii) population and demographic characteristics;
- (iii) land tenure and land use patterns;
- (iv) livelihoods and economic activities; and
- (v) availability of social infrastructure and services, based on reconnaissance-level observations and secondary data.

The baseline information presented below is indicative and based on planning-level assessments undertaken for preparation of the RPF to inform identification of potential project impacts and the preparation of the Resettlement Action Plan (RAP). Detailed household-level socio-economic data will be collected during the preparation of the RAP to inform entitlement determination, livelihood restoration, and monitoring of resettlement outcomes.

7.2 Baseline Socio-Economic Conditions - Mityana District

7.2.1 Administrative and Geographic Context

Mityana District was established on 1 July 2005 and is located in the Central Region of Uganda. The district headquarters are located in Mityana Town, approximately 77 km by road west of Kampala, Uganda's capital city. The district has a total land area of approximately 14,597.85 hectares, of which

about 9.49% is covered by water bodies and wetlands. The remaining land area comprises tropical high forests, woodlands, bushland, farmland, and built-up areas.

7.2.2 Population and Settlement Patterns

This subsection provides an overview of population distribution, settlement types (rural, peri-urban), housing patterns, and proximity of settlements to the proposed transmission line corridor, based on planning-level observations.

According to projections in the District Development Plan, Mityana District has an estimated population of approximately 400,000 people. Settlement patterns are predominantly rural, with dispersed homesteads and trading centres along major roads. Peri-urban development is concentrated around Mityana Town and selected sub-county centres. At the planning stage, settlements were observed to be generally located at reasonable distances from the proposed transmission line alignment, though localized impacts are anticipated where the corridor traverses cultivated land and residential plots.

7.2.3 Land Tenure and Land Use

Land tenure in Mityana District is predominantly mailo and customary, with limited leasehold tenure in urban and peri-urban areas. Lawful and bona fide occupants, including Bibanja holders, are common within the project area. Dominant land uses include subsistence and small-scale commercial agriculture, residential use, and limited grazing. Detailed verification of land tenure status and land use will be undertaken during preparation of the Resettlement Action Plan

7.2.4 Main Economic and Livelihood Activities

Agriculture is the primary source of livelihood in Mityana District. Commonly grown food crops include sweet potatoes, beans, cassava, maize, bananas, groundnuts, onions, cabbage, and tomatoes. Cash crops include coffee and tea. The district hosts several large-scale tea estates, including Namutamba Tea Estate and Mwera Tea Estate, the latter being part of the Madhvani Group. In addition to agriculture, small-scale trade and casual wage labour provide supplementary income for some households.

7.2.5 Social Infrastructure and Services

Access to health facilities in Mityana District remains limited. Approximately 16% of households travel 5 km or more to the nearest health facility, while about 28.4% travel similar distances to reach a public health facility. Water access varies significantly across sub-counties, ranging from approximately 26% in Ttamu Division Sub-County to 95% in Butayunja Sub-County. The district has an estimated 1,707 domestic water points, of which about 602 have been non-functional for more than five years and are considered abandoned. Common water supply technologies include boreholes, shallow wells, protected springs, and piped water schemes serving rural growth centres and town councils. HIV prevalence in Mityana District is estimated at 6.7%, which is higher than the national average of 5.4%.

7.2.6 Vulnerable and Marginalized Groups

This subsection highlights the presence of groups that may require targeted support during resettlement planning and implementation. Potentially vulnerable groups in Mityana District include women-headed households, elderly persons, persons with disabilities, and households affected by chronic illness, including HIV/AIDS. These groups may face heightened risks of impoverishment or social exclusion if adversely affected by land acquisition or livelihood disruption. Identification and support measures for vulnerable households will be further refined during RAP preparation.

7.2.7 Cultural, Religious, and Community Assets

This subsection identifies cultural, religious, or community assets that may require special consideration during resettlement planning. Christianity is the predominant religion in Mityana District, with Catholics accounting for approximately 47% of the population, followed by Anglicans at about 44%, and Muslims at approximately 19%. Other religious groups include Seventh-day Adventists, Pentecostal denominations, and indigenous belief systems. No detailed inventory of cultural or religious assets was undertaken at the RPF stage. Such assets, including places of worship, graves, shrines, and communal sites, will be identified and documented during RAP preparation through community consultations and field verification.

7.3 Baseline Socio-Economic Conditions - Nakaseke District

7.3.1 Administrative and Geographic Context

Nakaseke District was carved out of Luwero District and became operational in July 2005. It is located in the Central Region of Uganda, approximately between latitude 0°44'N and longitude 32°25'E. The district is predominantly rural and forms part of Uganda's cattle corridor. The district headquarters are located in Nakaseke Town. The geographic landscape comprises savannah grasslands, cultivated farmland, wetlands, and scattered forest patches.

7.3.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Nakaseke District had a population of approximately 197,703 people. About 80.1% of the population resides in rural areas, while roughly 20% live in urban or peri-urban centres. Gender distribution shows approximately 52.7% males and 47.3% females. Settlement patterns are predominantly dispersed rural homesteads with small trading centres concentrated along major roads. At the planning stage, settlements were observed to be largely agricultural and pastoral, with localized concentrations near sub-county headquarters and livestock markets.

7.3.3 Land Tenure and Land Use

Land tenure in Nakaseke District is mainly customary and mailo, with limited leasehold tenure in trading centres and institutional areas. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is dominated by livestock grazing in the northern parts of the district and crop

farming in the southern areas. Mixed land use patterns, combining residential homesteads, crop cultivation, and grazing land, are widespread. Detailed confirmation of land tenure status and land use will be undertaken during the Resettlement Action Plan study.

7.3.4 Main Economic and Livelihood Activities

Cattle keeping is complemented by goat and sheep rearing. In the southern parts of the district, crop production is the main livelihood activity. Crops commonly grown include coffee, maize, beans, bananas, cassava, sweet potatoes, groundnuts, tomatoes, cabbage, green pepper, and eggplant. Fruit farming, including pineapples, oranges, watermelon, passion fruits, pawpaws, and mangoes, is also practiced. Additional livelihood activities include fishing in swampy areas, charcoal production, and small-scale trade conducted in town councils and emerging trading centres.

7.3.5 Social Infrastructure and Services

Education levels in Nakaseke District indicate that approximately 59.2% of the population is literate, predominantly in the local Luganda language. The district hosts a Primary Teachers' Training College and a network of primary and secondary schools. Health infrastructure comprises seven health units, including a public hospital with a capacity of approximately 100 beds and a community hospital at Kiwoko administered by the Church of Uganda. Access to safe water varies significantly across the district, ranging from about 21% in Kinoni Sub-County to 95% in Semuto Sub-County. The district has approximately 1,032 domestic water points, of which about 211 have been non-functional for more than five years and are considered abandoned.

HIV prevalence in Nakaseke District is estimated at approximately 6.9%, which is higher than the national average.

7.3.6 Vulnerable and Marginalized Groups

Potentially vulnerable groups in Nakaseke District include women-headed households, elderly persons, persons with disabilities, and households dependent on pastoral livelihoods that may be sensitive to land access restrictions. Limited access to social services in rural areas may exacerbate vulnerability among affected households. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.3.7 Cultural, Religious, and Community Assets

Nakaseke District hosts a mix of religious and cultural institutions, including churches, mosques, and community meeting places. No detailed inventory of cultural or religious assets was undertaken at the RPF stage. Such assets, including places of worship, shrines, graves, and other communal resources, will be identified, verified, and addressed during preparation of the Resettlement Action Plan through field surveys and community consultations.

7.4 Baseline Socio-Economic Conditions - Wakiso District

4.1 Administrative and Geographic Context

Wakiso District is located in the Central Region of Uganda and surrounds Kampala Capital City. The district was carved out of Mpigi District in November 2000 to improve service delivery. Wakiso covers a total area of approximately 2,807.75 square kilometres and is administratively divided into two counties and 19 lower local governments. The district headquarters are located in Wakiso Town, approximately 16 km northwest of Kampala along Hoima Road. Wakiso is characterized by a mix of peri-urban and rural landscapes, with rapidly expanding urban settlements driven by proximity to Kampala.

7.4.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Wakiso District had a population of approximately 1,997,418 people, making it the most populous district in Uganda. The district recorded a high population growth rate of approximately 7%, with a population density of about 715 persons per square kilometre. The total number of households was estimated at 503,442. Settlement patterns range from dense peri-urban residential areas near Kampala and major transport corridors to dispersed rural settlements in outlying sub-counties. The sex ratio was estimated at 94 males per 100 females.

7.4.3 Land Tenure and Land Use

Land tenure in Wakiso District is predominantly mailo, with customary and leasehold tenure also present. Lawful and bona fide occupants, including Bibanja holders, are common, particularly in peri-urban and rural areas. Land use patterns are diverse and include residential developments, small-scale and commercial agriculture, institutional land uses, wetlands, and rapidly expanding urban settlements. Pressure on land is high due to urban expansion, which has resulted in tenure insecurity in some areas. Detailed confirmation of land tenure status and land use will be undertaken during preparation of the Resettlement Action Plan.

7.4.4 Main Economic and Livelihood Activities

Economic activities in Wakiso District are diverse and include agriculture, trade, service provision, wage employment, and small-scale enterprises. Agriculture remains important in rural parts of the district and includes crop farming and livestock keeping. Wakiso hosts several agricultural research institutions and model farms. Other notable activities include tourism-related services, particularly around natural attractions such as the Mabamba Ramsar Site. Proximity to Kampala has led to a growing reliance on non-farm income sources, including formal and informal employment.

7.4.5 Social Infrastructure and Services

Wakiso District is a major hub for education services and hosts numerous public and private institutions, including universities, tertiary institutions, vocational training centres, primary and secondary schools. In total, the district has approximately 1,591 education institutions, unevenly distributed across counties.

Health infrastructure includes seven Health Sub-Districts and approximately 70 public health facilities, including facilities operated by the Uganda Peoples' Defence Forces and the Uganda Prisons Service. In addition, there are 39 Private Not-For-Profit facilities, over 700 private clinics, and more than 1,000 registered drug shops. Despite this infrastructure, access to health services remains uneven. According to the District Development Plan (2019/20), only about 41.1% of households had access to a health facility within their neighbourhood, and approximately 74 parishes had no health facility.

Access to water varies significantly across the district, ranging from about 21% in Nabweru Division to 95% in Kakiri Sub-County. Wakiso has approximately 4,368 domestic water points, of which about 1,100 have been non-functional for more than five years and are considered abandoned.

HIV prevalence in Wakiso District is estimated at approximately 7.7%, which is higher than the national average of 5.4%. This has been attributed in part to the district's peri-urban characteristics and associated socio-economic dynamics.

7.4.6 Vulnerable and Marginalized Groups

According to the 2014 Population and Housing Census, approximately 40% of households in Wakiso District are female-headed, while about 8% are headed by children. Vulnerable groups include women-headed households, children, persons with disabilities, and households affected by HIV/AIDS. The district has reported increasing cases of domestic violence, child neglect, and family breakdowns, particularly in densely populated peri-urban areas. These vulnerabilities may be exacerbated by land acquisition and displacement if not adequately addressed. Identification of vulnerable households and tailored assistance measures will be undertaken during preparation of the RAP(s).

7.4.7 Cultural, Religious, and Community Assets

Wakiso District hosts numerous cultural, religious, and community institutions, including churches, mosques, cultural sites, and community meeting spaces. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious assets, including graves and places of worship, will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.5 Baseline Socio-Economic Conditions - Lwengo District

7.5.1 Administrative and Geographic Context

Lwengo District is located in the Central Region of Uganda. It was carved out of Masaka District and became operational in July 2020. The district headquarters are located in Lwengo Town, which is also the largest urban centre in the district. Lwengo lies within the cattle corridor and is characterised by a predominantly rural landscape, interspersed with emerging trading centres and towns along major transport routes.

7.5.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Lwengo District had a population of approximately 275,450 people, with an annual population growth rate of about 1.07%. Females constituted approximately 52% of the population. Population density was estimated at about 269 persons per square kilometre. Settlement patterns are predominantly rural, with dispersed homesteads and clustered settlements around trading centres and sub-county headquarters.

7.5.3 Land Tenure and Land Use

Land tenure in Lwengo District is predominantly customary and mailo, with limited freehold tenure in some areas. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is dominated by agriculture and livestock keeping, with residential homesteads interspersed with cultivated land and grazing areas. Detailed confirmation of land tenure arrangements and land use patterns along the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.5.4 Main Economic and Livelihood Activities

Agriculture, livestock keeping, and trade are the principal economic activities in Lwengo District, with agriculture being the most significant contributor to household livelihoods and district revenue. Being located within the cattle corridor, the district supports large-scale and small-scale cattle and goat rearing. Approximately 80% of households derive their livelihoods from farming. Employment income represents the second most important source of income, followed by trade, property income, and small-scale cottage industries. Other livelihood activities include fishing and pit-sawing.

Household energy use reflects mixed access to modern energy sources. Hydroelectric power is used by an estimated 40% of households for lighting, while others rely on kerosene lamps, solar energy, and alternative sources such as biogas.

7.5.5 Social Infrastructure and Services

Access to health services in Lwengo District remains constrained. Approximately 16.3% of households are located more than 5 km from the nearest health facility, while about 46.6% are more than 5 km from a public health facility. Poor feeder road conditions further limit access to health centres, particularly during the rainy season. Reports indicate shortages of medical personnel and essential drugs at some sub-county health facilities.

HIV prevalence in Lwengo District is estimated at approximately 9.0%, which is significantly higher than the national average of 5.4%. This has been attributed to the district's location along major transport routes, the presence of trading centres, and high-risk populations. Key drivers include poverty, low literacy levels, gender-based violence, and low condom use.

Access to safe water varies across the district, ranging from approximately 42% in Lwengo Sub-County to 95% in Kkingo Sub-County. The district has about 1,526 domestic water points, of which approximately 299 have been non-functional for more than five years. There are limited piped water schemes serving urban and peri-urban areas.

7.5.6 Vulnerable and Marginalized Groups

Women and girls represent a particularly vulnerable group in Lwengo District. District planning documents indicate high levels of gender-based violence, early marriages, and low levels of female education. Many women are young mothers, widows, or household heads with limited access to education, land, and income-generating opportunities. Approximately 55% of ever-partnered women have reportedly experienced some form of emotional abuse. These vulnerabilities may be exacerbated by land acquisition and displacement if not adequately addressed. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.5.7 Cultural, Religious, and Community Assets

Lwengo District hosts a range of cultural, religious, and community assets, including churches, mosques, graves, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.6 Baseline Socio-Economic Conditions - Masaka City

7.6.1 Administrative and Geographic Context

Masaka City is located in the Central Region of Uganda, approximately 130 km south-west of Kampala, along the Trans-African Highway linking Uganda to Rwanda, the Democratic Republic of Congo, and Tanzania. The city occupies an area of approximately 100 square kilometres (about 25,000 acres). Masaka attained city status in 2019, which became effective in July 2023. The city functions as a major commercial, transport, and service hub for the greater Masaka sub-region and neighbouring districts including Rakai, Kalungu, Bukomansimbi, Lwengo, and Kyotera.

7.6.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Masaka District had a population of approximately 296,649 people, with an average household size of about 4.3 persons. The population structure is youthful, with children below 18 years constituting approximately 58% of the population, youth about 20%, and elderly persons (60 years and above) about 6%. Population growth averaged about 2.1% per annum between 2014 and 2020. Settlement patterns in Masaka City include dense urban neighbourhoods, peri-urban settlements, and transitional zones where residential land use coexists with small-scale agriculture.

7.6.3 Land Tenure and Land Use

Land tenure in Masaka City is predominantly mailo, with customary and leasehold tenure also present, particularly in peri-urban and expanding neighbourhoods. Lawful and bona fide occupants, including

Bibanja holders, are common. Land use patterns are mixed and include residential housing, commercial activities, institutional land uses, urban agriculture, and transport infrastructure. Rapid urbanisation has increased pressure on land and contributed to tenure insecurity in some areas. Detailed verification of land tenure status and land use along the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.6.4 Main Economic and Livelihood Activities

Masaka City serves as a commercial and economic hub for the surrounding region. Economic activities include trade, service provision, small-scale manufacturing, agro-processing, wage employment, and urban and peri-urban agriculture. The main food crops grown in peri-urban areas include bananas, pineapples, and tomatoes, while cash crops include coffee and cotton. Other activities include cattle ranching and fishing on Lake Victoria and nearby water bodies. Industrial activities include coffee processing, soft drink production, metal works, and cotton ginning.

Energy use reflects partial access to modern electricity services. Approximately 60–65% of households have access to electricity, while others rely on kerosene lamps, solar energy, tadoobas, or alternative sources. Affordability remains a constraint for many low-income households.

7.6.5 Social Infrastructure and Services

Masaka City has a relatively well-developed network of social infrastructure. Health services are provided through a combination of government, private, and not-for-profit facilities. According to district planning documents, Masaka has over 30 health units of varying levels, though some facilities face challenges related to staffing, equipment, and service quality.

Access to safe water varies across neighbourhoods, ranging from approximately 47% in some peri-urban areas to over 90% in better-served zones. The city has about 755 domestic water points, of which approximately 115 have been non-functional for more than five years. Limited piped water schemes serve parts of the city.

HIV prevalence in Masaka City and surrounding areas is high, estimated at approximately 11.7%, with rates rising to around 20% among fishing communities. ART services are provided by government and non-government facilities, including specialized HIV/AIDS service providers.

The education sector comprises both government and private institutions at all levels. Despite relatively good coverage, challenges remain, including inadequate infrastructure, limited budget allocations, and unequal access in low-income neighbourhoods.

7.6.6 Vulnerable and Marginalized Groups

Vulnerable groups in Masaka City include women-headed households, low-income urban households, youth, persons living with HIV/AIDS, and informal sector workers. Gender inequality remains a significant concern, particularly regarding women's access to land and productive assets. Reports indicate increasing cases of gender-based violence, including domestic violence, defilement, and sexual abuse. These vulnerabilities may be exacerbated by land acquisition and displacement if not adequately

addressed. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.6.7 Cultural, Religious, and Community Assets

Masaka City hosts numerous cultural, religious, and community assets, including churches, mosques, graves, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious assets will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.7 Baseline Socio-Economic Conditions - Butambala District

7.7.1 Administrative and Geographic Context

Butambala District is located in the Central Region of Uganda (Buganda sub-region). The district became operational on 1 July 2010 and covers an area of approximately 245.6 square kilometres, representing about 0.07% of Uganda's total land area. The district is predominantly rural, with administrative functions distributed across several lower local governments. Its proximity to major transport corridors linking Kampala to Masaka and onward to Rwanda and the Democratic Republic of Congo positions the district strategically for trade and industrial development.

7.7.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Butambala District had a population of approximately 100,580 people, comprising about 50,082 males and 50,758 females. The average household size was estimated at 4.1 persons, with an annual population growth rate of about 2.44%. Population density was approximately 163 persons per square kilometre. Children constitute a large proportion of the population (about 57%), and settlement patterns are predominantly rural, characterised by dispersed homesteads and small trading centres.

7.7.3 Land Tenure and Land Use

Land tenure in Butambala District is mainly customary and mailo, with limited leasehold arrangements in trading centres and areas designated for industrial or institutional development. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is dominated by agriculture, residential settlements, and small-scale industrial activities. Wetlands, forests, and mineral-bearing areas also form part of the district's land use profile. Detailed verification of land tenure status and land use along the transmission line corridor will be undertaken during preparation of Resettlement Action Plan.

7.7.4 Main Economic and Livelihood Activities

The main economic activities in Butambala District include agriculture, cottage industries, trade, and leisure-related activities, employing both women and men. Agriculture remains the dominant livelihood, supported by favourable access to markets due to proximity to Kampala. The district has

mineral endowments such as stone debris, murrum, clay, and iron deposits, though many remain under-exploited. Employment opportunities have increased through the growth of small-, medium-, and large-scale industries, including agro-processing, clay works, petroleum product dealerships, water and juice processing, paper production, and brick making. Butambala largely supplies semi-skilled and unskilled labour to these industries.

7.7.5 Social Infrastructure and Services

Education access in Butambala District has improved through programmes such as Universal Primary Education and Functional Adult Literacy, although literacy levels remain low, with a significant proportion of the population not progressing beyond primary education. Health service access remains constrained, with about 10% of households located more than 5 km from the nearest health facility and approximately 23% more than 5 km from a public health facility. Access to safe water stands at about 75%, while access to improved sanitation facilities is approximately 65%. Rapid population growth has placed pressure on existing public utilities and services.

HIV prevalence in the district is estimated at approximately 6.6%, which is higher than the national average. This poses challenges to labour productivity and household welfare

7.7.6 Vulnerable and Marginalized Groups

Vulnerable groups in Butambala District include women-headed households (approximately 38%), child-headed households (about 2%), elderly persons, persons with disabilities, and households affected by HIV/AIDS. Limited access to education, health services, and stable income sources increases vulnerability among these groups. Identification of vulnerable households and development of targeted assistance measures will be undertaken during preparation of the RAP(s).

7.7.7 Cultural, Religious, and Community Assets

Butambala District hosts a range of cultural and religious institutions, including churches, mosques, and community meeting spaces. At the RPF stage, no detailed inventory of cultural, religious, or community assets was undertaken. Identification, verification, and management of impacts on such assets, including graves and places of worship, will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.8 Baseline Socio-Economic Conditions - Gomba District

7.8.1 Administrative and Geographic Context

Gomba District is located in the Central Region of Uganda (Buganda sub-region). The district was created in 2010, with Kanoni Town serving as the district headquarters. Gomba District lies approximately 85 km west of Kampala and covers a total area of about 1,541.13 square kilometres. The district is predominantly rural and experiences relatively low rainfall. Land cover comprises cultivated farmland, wetlands, forest reserves, and water bodies, with agriculture forming the dominant land use.

7.8.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Gomba District had a population of approximately 160,075 people, comprising about 81,520 males and 78,555 females. The population growth rate was estimated at about 2.9%, with a population density of approximately 180 persons per square kilometre. The population structure is youthful, with about 49% of residents below 14 years of age, 47% within the productive age group (15–64 years), and only about 3.6% aged 65 years and above. Settlement patterns are predominantly rural, with dispersed homesteads and small trading centres.

7.8.3 Land Tenure and Land Use

Land tenure in Gomba District is predominantly customary and mailo, with lawful and bona fide occupants, including Bibanja holders, commonly present. Land use is largely agricultural, complemented by grazing land, wetlands, forest reserves, and residential settlements. The district has experienced increasing pressure on natural resources due to population growth, in-migration, and encroachment into wetlands and forest reserves. Detailed verification of land tenure status and land use along the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.8.4 Main Economic and Livelihood Activities

Subsistence agriculture is the dominant livelihood in Gomba District, practiced by approximately 78.8% of households. Major crops grown include coffee, bananas, sweet potatoes, cassava, maize, and beans. Livestock keeping is particularly important in pastoral communities within the cattle corridor, notably in Maddu and Kabulasoke sub-counties. Fishing is practiced on Lake Wamala, alongside limited private fish farming. Livelihood diversification remains low, with only a small proportion of households relying on earned income, business enterprises, or property income.

The district has also experienced an influx of migrant populations from neighbouring countries, including Rwanda and Burundi, many of whom have settled in forest reserves and wetland areas. This has contributed to environmental degradation and increased competition for land and natural resources.

7.8.5 Social Infrastructure and Services

Education infrastructure in Gomba District consists mainly of primary schools under the Universal Primary Education programme, with limited secondary education facilities. Literacy rates remain lower in rural areas compared to urban centres. Infrastructure challenges, including poor road conditions, limit access to schools, health facilities, markets, and extension services. Many government-aided schools and health facilities are characterised by dilapidated infrastructure and limited service capacity.

Access to electricity is low, with only about 13% of households having access in 2014. High tariffs and limited distribution networks further constrain electricity use, affecting both household welfare and economic development. Limited power access also hampers effective health service delivery, particularly during night hours.

7.8.6 Vulnerable and Marginalized Groups

Vulnerable groups in Gomba District include women and girls, children, pastoral communities, migrant households, and youth. Early marriages, domestic violence, and limited access to education contribute to heightened vulnerability among women and girls. High unemployment among youth has led to increased substance abuse, including alcohol and marijuana use, particularly in urban centres. These vulnerabilities may be exacerbated by land acquisition and displacement if not adequately addressed. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.8.7 Cultural, Religious, and Community Assets

Gomba District hosts a range of cultural, religious, and community assets, including churches, mosques, traditional sites, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious resources, including graves and shrines, will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.9 Baseline Socio-Economic Conditions - Kalungu District

7.9.1 Administrative and Geographic Context

Kalungu District is located in the Central Region of Uganda (Buganda sub-region). The district was established in 2010 following its separation from Masaka District. Kalungu Town serves as the district headquarters. The district lies along the Kampala–Masaka transport corridor and covers a predominantly rural landscape characterised by gently undulating terrain, wetlands, and extensive agricultural land. Its strategic location along a major transport route supports trade and mobility within the greater Masaka sub-region.

7.9.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Kalungu District had a population of approximately 183,232 people, comprising about 89,819 males and 93,413 females. The population growth rate was estimated at about 1.9% per annum. Settlement patterns are predominantly rural, characterised by dispersed homesteads and clustered settlements around trading centres and along major roads. Urbanisation is limited and largely confined to Kalungu Town and a few sub-county centres.

7.9.3 Land Tenure and Land Use

According to the 2014 National Population and Housing Census, Kalungu District had a population of approximately 183,232 people, comprising about 89,819 males and 93,413 females. The population growth rate was estimated at about 1.9% per annum. Settlement patterns are predominantly rural, characterised by dispersed homesteads and clustered settlements around trading centres and along major roads. Urbanisation is limited and largely confined to Kalungu Town and a few sub-county centres.

7.9.4 Main Economic and Livelihood Activities

Agriculture is the main economic activity in Kalungu District, employing the majority of households. Commonly grown food crops include bananas, cassava, sweet potatoes, maize, beans, and groundnuts. Cash crops include coffee and horticultural produce supplied to markets along the Kampala–Masaka corridor. Livestock keeping, particularly cattle, goats, and poultry, provides supplementary income for many households. Other livelihood activities include small-scale trade, transport services, and informal businesses in trading centres.

7.9.5 Social Infrastructure and Services

Kalungu District has a network of public and private education institutions, primarily at primary and lower secondary levels. Access to health services remains constrained in rural areas, with some households travelling long distances to reach health facilities. Health infrastructure includes a district hospital and several health centres of varying capacity, though shortages of medical personnel and equipment have been reported.

Access to safe water varies across the district, with reliance on boreholes, protected springs, and limited piped water schemes. Road infrastructure is largely composed of feeder roads, many of which are in poor condition, affecting access to markets, schools, and health facilities. HIV prevalence in Kalungu District is estimated to be higher than the national average, reflecting regional trends within the greater Masaka sub-region.

7.9.6 Vulnerable and Marginalized Groups

Vulnerable groups in Kalungu District include women-headed households, elderly persons, persons with disabilities, youth, and households affected by HIV/AIDS. Gender-based violence and early marriages have been identified as social challenges in some communities. Limited livelihood diversification and dependence on rain-fed agriculture increase vulnerability to economic shocks. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.9.7 Cultural, Religious, and Community Assets

Kalungu District hosts a variety of cultural, religious, and community assets, including churches, mosques, graves, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.10 Baseline Socio-Economic Conditions - Luwero District

7.10.1 Administrative and Geographic Context

Luwero District is located in the Central Region of Uganda (Buganda sub-region), approximately 75 km north of Kampala. The district lies within the central cattle corridor and is characterised by gently

undulating terrain, savannah grasslands, wetlands, and agricultural land. Luwero Town serves as the district headquarters and a key administrative and commercial centre. The district's location along major transport corridors linking Kampala to northern Uganda supports trade and mobility.

7.10.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Luwero District had a population of approximately 458,158 people, comprising about 224,960 males and 233,198 females. The population growth rate was estimated at about 3.1% per annum. Settlement patterns are predominantly rural, with dispersed homesteads and linear settlements along major roads. Peri-urban development is concentrated around Luwero Town and selected sub-county centres.

7.10.3 Land Tenure and Land Use

Land tenure in Luwero District is predominantly customary and mailo, with leasehold tenure present in urban and peri-urban areas. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is mainly agricultural, comprising crop farming, livestock grazing, and mixed residential-agricultural homesteads. Wetlands and forested areas also form part of the district's land use profile. Detailed verification of land tenure status and land use along the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.10.4 Main Economic and Livelihood Activities

Agriculture is the main source of livelihood in Luwero District, employing the majority of households. Major food crops include bananas, cassava, sweet potatoes, maize, beans, and groundnuts. Cash crops include coffee and horticultural produce supplied to markets in Kampala and neighbouring districts. Livestock keeping—particularly cattle, goats, and poultry—is widely practiced, especially within the cattle corridor. Other livelihood activities include small-scale trade, transport services, agro-processing, and informal businesses in trading centres.

7.10.5 Social Infrastructure and Services

Luwero District has a network of public and private education institutions, primarily at primary and secondary levels. Access to health services remains uneven, particularly in rural sub-counties, where some households travel long distances to reach health facilities. Health infrastructure includes a district hospital and several health centres of varying capacity.

Access to safe water varies across the district, with reliance on boreholes, protected springs, and limited piped water schemes. Road infrastructure consists largely of feeder roads, many of which are in poor condition, affecting access to markets, schools, and health facilities. HIV prevalence in Luwero District is estimated to be higher than the national average, reflecting broader regional trends.

7.10.6 Vulnerable and Marginalized Groups

Vulnerable groups in Luwero District include women-headed households, elderly persons, persons with disabilities, youth, and households affected by HIV/AIDS. Youth unemployment and limited livelihood

diversification pose additional social challenges. Dependence on rain-fed agriculture increases vulnerability to climatic and economic shocks. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.10.7 Cultural, Religious, and Community Assets

Luwero District hosts various cultural, religious, and community assets, including churches, mosques, graves, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.11 Baseline Socio-Economic Conditions – Masaka District

7.11.1 Administrative and Geographic Context

Masaka District is located in the Central Region of Uganda, approximately 130 km south-west of Kampala. The district is bordered by Lwengo, Kalungu, Bukomansimbi, and Rakai districts and lies along major transport corridors linking Uganda to Tanzania and Rwanda. The district is predominantly rural, characterised by gently rolling terrain, fertile soils, wetlands, and agricultural landscapes that support mixed farming systems.

7.11.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Masaka District had an estimated population of about 296,649 people. The population is largely rural, with dispersed homesteads and nucleated villages, while peri-urban settlement patterns occur around major trading centres. Average household sizes are moderate, and population growth continues to exert pressure on land and social services, particularly in areas adjacent to urban centres and major roads.

7.11.3 Land Tenure and Land Use

Land tenure in Masaka District is predominantly mailo and customary, with leasehold tenure present mainly in urban and peri-urban areas. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is dominated by agriculture, including crop farming and livestock keeping, interspersed with residential homesteads, wetlands, and forest patches. Commercial agriculture and peri-urban development are increasing near major roads and trading centres. Detailed verification of land tenure status and land use along the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.11.4 Main Economic and Livelihood Activities

Agriculture is the main source of livelihood in Masaka District, engaging the majority of households. Major food crops include bananas, cassava, maize, sweet potatoes, beans, and groundnuts. Cash crops include coffee and cotton, although coffee production has declined in recent years. Livestock keeping, particularly cattle and goats, is also common. Other livelihood activities include small-scale trade, transport services, agro-processing, fishing in nearby water bodies, and informal employment in trading centres.

7.11.5 Social Infrastructure and Services

Masaka District has a network of public and private education institutions covering primary and secondary levels, with limited access to tertiary education within rural areas. Health infrastructure includes government, private, and faith-based health facilities of varying capacity. While overall access to health services has improved, some communities continue to travel long distances to reach adequately equipped facilities.

Access to safe water varies across sub-counties, with reliance on boreholes, protected springs, and limited piped water schemes. Road infrastructure consists mainly of feeder roads, many of which are in poor condition, affecting access to markets and social services. HIV prevalence in Masaka District remains higher than the national average, particularly among mobile and high-risk populations.

7.11.6 Vulnerable and Marginalized Groups

Vulnerable and marginalized groups in Masaka District include women-headed households, elderly persons, persons with disabilities, youth, and households affected by HIV/AIDS. Gender-based violence and limited access to productive assets, particularly land, contribute to socio-economic vulnerability among women. Youth unemployment and dependence on subsistence agriculture further increase household vulnerability. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.11.7 Cultural, Religious, and Community Assets

Masaka District contains numerous cultural, religious, and community assets, including churches, mosques, burial grounds, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, verification, and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.12 Baseline Socio-Economic Conditions Kyotera District

7.12.1 Administrative and Geographic Context

Kyotera District is located in the south-western part of Uganda, west of Lake Victoria, and shares an international boundary with the United Republic of Tanzania at Mutukula. The district was carved out of Rakai District and became operational on 1 July 2017. The district headquarters are located at Kasaali Town Council, approximately 182 km south-west of Kampala. Kyotera District covers an estimated total area of about 1,722 square kilometres and includes rural agricultural areas, trading centres, and border-related commercial zones.

7.12.2 Population and Settlement Patterns

According to national census data, Kyotera District's population increased from approximately 198,371 in 2002 to 224,878 in 2014, with continued growth projected in subsequent years. Settlement patterns are predominantly rural, characterised by dispersed homesteads and clustered villages along road corridors and trading centres. Higher population concentrations are observed near Mutukula border town and other market centres due to cross-border trade and mobility.

7.12.3 Land Tenure and Land Use

Land tenure in Kyotera District is mainly customary and mailo, with leasehold tenure occurring in urban and peri-urban areas. Lawful and bona fide occupants, including Bibanja holders, are common. Land use is dominated by subsistence and small-scale commercial agriculture, residential homesteads, grazing areas, wetlands, and trading centres. Detailed verification of land tenure categories, land ownership, and land use within the transmission line corridor will be conducted during preparation of the Resettlement Action Plan.

7.12.4 Main Economic and Livelihood Activities

Agriculture is the principal economic activity in Kyotera District, employing the majority of households. Major food crops include bananas, maize, beans, cassava, sweet potatoes, finger millet, sorghum, and groundnuts. Livestock keeping, particularly cattle and goats, is widespread. Other livelihood activities include small-scale trade, cross-border commerce, transport services, fishing in nearby water bodies, and wage employment in public and private sectors. The district's proximity to the Mutukula border significantly influences local economic activity and mobility.

7.12.5 Social Infrastructure and Services

Kyotera District has a network of government, private, and faith-based health facilities, including a district hospital at Kalisizo, health centres of varying levels, and private medical facilities. These facilities serve both the local population and cross-border users from neighbouring Tanzania. Education infrastructure includes primary, secondary, and tertiary institutions, although access to higher education remains limited in rural areas. Access to safe water varies across sub-counties, with reliance on boreholes, protected springs, and limited piped water schemes. Road infrastructure includes national highways, district roads, and feeder roads, many of which require improvement to ensure year-round

access. HIV prevalence in Kyotera District remains high compared to the national average, particularly in fishing communities and border areas.

7.12.6 Vulnerable and Marginalized Groups

Vulnerable and marginalized groups in Kyotera District include women-headed households, elderly persons, persons with disabilities, youth, fishing communities, and households affected by HIV/AIDS. Gender-based violence and teenage pregnancy are notable social concerns. Socio-economic vulnerability is exacerbated by poverty, limited access to productive assets, and dependence on subsistence livelihoods. Identification of vulnerable households and development of tailored assistance measures will be undertaken during preparation of the RAP(s).

7.12.7 Cultural, Religious, and Community Assets

Kyotera District hosts various cultural, religious, and community assets, including churches, mosques, burial grounds, shrines, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan through detailed field surveys and stakeholder consultations.

7.13 Baseline Socio-Economic Conditions - Rakai District

7.13.1 Administrative and Geographic Context

Rakai District is located in the south-western part of Uganda, bordering the United Republic of Tanzania. The district headquarters are situated approximately 65 km south-west of Masaka City. Rakai District is traversed by the Masaka–Mutukula Road, a key regional corridor facilitating cross-border trade and movement. The district covers an estimated land area of about 3,251 square kilometres and includes rural agricultural zones, fishing communities along Lake Victoria, and trading centres influenced by cross-border commerce.

7.13.2 Population and Settlement Patterns

According to the 2014 National Population and Housing Census, Rakai District had a population of approximately 518,002 people, comprising about 253,054 males and 264,954 females. The population density is estimated at 159 persons per square kilometre. Settlement patterns are predominantly rural, characterised by dispersed homesteads and clustered villages, with higher population concentrations observed along major roads, fishing landing sites, and trading centres.

7.13.3 Land Tenure and Land Use

Land tenure in Rakai District is mainly customary and mailo, with leasehold tenure occurring in selected urban and peri-urban areas. Lawful and bona fide occupants, including Bibanja holders, are common. Dominant land uses include subsistence and small-scale commercial agriculture, livestock grazing, fishing activities, residential homesteads, wetlands, and trading centres. Detailed verification of land

tenure categories, ownership status, and land use within the transmission line corridor will be undertaken during preparation of the Resettlement Action Plan.

7.13.4 Main Economic and Livelihood Activities

Agriculture is the backbone of Rakai District's economy, with approximately three-quarters of households dependent on subsistence farming. Major food crops include bananas, maize, beans, cassava, sweet potatoes, finger millet, sorghum, Irish potatoes, and groundnuts. Livestock keeping, particularly cattle and goats, is widespread. Other livelihood activities include fishing, agro-forestry, sand excavation, brick making, small-scale trade, and wage employment. Fishing communities, especially along Lake Victoria, form a distinct livelihood group with unique socio-economic vulnerabilities.

7.13.5 Social Infrastructure and Services

Rakai District has a mix of public and private health facilities, including government health centres and private clinics. However, access to health services remains constrained by distance, staffing levels, and limited infrastructure. Malaria remains one of the most prevalent diseases in the district. Education infrastructure includes primary and secondary schools, although access to higher education is limited, particularly in rural areas.

Access to electricity varies, with a combination of grid electricity, solar energy, and kerosene lamps used for household lighting. Water supply is primarily through boreholes, protected springs, and limited piped schemes. HIV prevalence in Rakai District remains significantly higher than the national average, particularly within fishing communities and along transport corridors.

7.13.6 Vulnerable and Marginalized Groups

Vulnerable and marginalized groups in Rakai District include women-headed households, elderly persons, persons with disabilities, youth, fishing communities, and households affected by HIV/AIDS. Poverty, limited access to productive assets, health challenges, and exposure to gender-based violence increase vulnerability for many households. Identification of vulnerable households and design of targeted assistance measures will be undertaken during preparation of the RAP(s).

7.13.7 Cultural, Religious, and Community Assets

Rakai District hosts various cultural and religious assets, including churches, mosques, burial grounds, shrines, and community meeting places. At the RPF stage, no detailed inventory of such assets was undertaken. Identification, consultation, and management of impacts on cultural and religious resources will be addressed during preparation of the Resettlement Action Plan.

8. CHAPTER EIGHT VULNERABLE PERSONS

8.1 Introduction

According to the World Bank ESS1, vulnerable groups or persons refer to individuals or groups who may be more likely to be adversely affected by project impacts and/or more limited than others in their ability to take advantage of project benefits. Such individuals or groups may also face barriers to full participation in consultation and decision-making processes and may therefore require targeted measures or additional assistance to ensure equitable engagement and outcomes.

Vulnerability may arise from a range of factors, including but not limited to age (such as the elderly and minors), gender, disability, chronic illness (including HIV/AIDS), poverty, landlessness, household composition (such as female-headed or child-headed households), social marginalization, or dependence on natural resources or informal livelihoods. Vulnerability may also be situational and exacerbated by project-related displacement, loss of assets, or disruption of livelihoods. These factors are further elaborated in the Definitions section and addressed throughout this RPF.

8.2 Vulnerability Identification Process

Vulnerable persons and households will be identified primarily through the socio-economic survey conducted during RAP preparation. This will be complemented by a targeted vulnerability assessment to further assess the nature, severity, and drivers of vulnerability among identified households and individuals. The vulnerability assessment will inform the design of appropriate, proportionate, and targeted assistance measures in line with ESS1 and ESS5.

Categories of Project-Affected vulnerable persons or households may include, but are not limited to:

- Female-headed households with limited resources or support systems;
- Elderly-headed households with limited social or economic support;
- Child-headed households;
- Households with persons who have physical disabilities;
- Households with persons who have mental or psychosocial disabilities;
- Households with chronically ill members;
- Households caring for orphans or dependents;
- Widows or widowers with limited livelihood options;
- Households with small landholdings or holding Kibanja interests under informal or insecure arrangements that increase vulnerability; and

- Other vulnerable or marginalized individuals or groups identified through the socio-economic survey and consultations, including those facing social exclusion, discrimination, or heightened risk of adverse project impacts.

The identification of vulnerability will be based on objective criteria and verified through consultations with affected households, community leaders, and relevant local government structures

8.3 Vulnerability Support Programs

Where vulnerable households are identified during RAP preparation, UETCL shall ensure that appropriate, targeted assistance measures are provided to address their specific needs and to prevent disproportionate adverse impacts. While UETCL retains overall responsibility for the delivery of compensation, resettlement, and livelihood restoration measures, experienced NGOs or CSOs may be engaged on a targeted basis to support specific aspects of implementation—such as facilitation, outreach, counseling, and monitoring—where specialized capacity is required.

Support measures for vulnerable households may include, but are not limited to:

- Assistance to ensure informed decision-making, including additional time, simplified explanations of entitlements, and independent support during disclosure and agreement processes;
- Priority processing and delivery of compensation and resettlement assistance, where appropriate;
- Facilitation support for accessing compensation payments, including assistance with documentation or banking arrangements;
- Legal or administrative assistance, where required, such as support for establishing powers of attorney;
- Transport assistance to enable participation in Project consultations, disclosure meetings, and grievance resolution processes;
- Support with replacement plot identification or housing options, where in-kind or assisted resettlement is selected;
- Enhanced post-resettlement monitoring and follow-up visits to assess recovery of living standards and livelihoods;
- Targeted livelihood restoration assistance, tailored to the specific vulnerabilities and income-generation needs identified during RAP preparation; and
- Ongoing post-resettlement follow-up to identify emerging risks and the need for corrective actions.

In accordance with ESS5, relocation assistance—including coverage of moving and transport costs—shall be provided to all physically displaced persons, irrespective of vulnerability status. Vulnerable households may, however, receive additional or prioritized support beyond standard entitlements, as justified by the vulnerability assessment.

UETCL shall closely monitor post-resettlement living standards and livelihood outcomes of vulnerable households as part of RAP implementation, to enable early identification of any shortfalls and the timely provision of corrective or supplemental measures where necessary.

9. CHAPTER NINE CULTURAL HERITAGE

9.1 WB ESS8: Cultural Heritage

The World Bank ESS8 recognizes that cultural heritage—both tangible and intangible—provides continuity between the past, present, and future and is integral to the identity, values, beliefs, and practices of communities. ESS8 requires Borrowers to identify, protect, conserve, and manage cultural heritage throughout the project life cycle. Key requirements include:

- Screening to identify potential impacts on cultural heritage resources;
- Meaningful consultation with affected communities and relevant authorities to identify and document cultural heritage and assess significance;
- Baseline and impact assessments to establish inventories of cultural heritage assets;
- Adoption of appropriate avoidance, minimization, or mitigation measures;
- Capacity building for project personnel and local stakeholders, including training on chance finds procedures; and
- Preparation and implementation of management measures consistent with national legislation and ESS8.

9.2 Cultural Heritage Mitigation Plan Objective

This RPF establishes principles and procedures for the identification, protection, and management of cultural heritage affected by the Project. Site-specific Resettlement Action Plan (RAP) will include detailed cultural heritage mitigation measures, developed through consultations with Project Affected Persons (PAPs), cultural leaders, and relevant government authorities.

Where cultural heritage impacts are unavoidable, the Project will ensure respectful relocation, compensation, or preservation of affected cultural heritage resources, including graves and places of worship, in accordance with ESS5, ESS8, and national law. All such actions will be undertaken with the informed participation and consent of affected communities.

9.3 Cultural Heritage Resources Under Consideration

Cultural heritage potentially affected by the Project may include, but is not limited to:

1. Individual graves or graveyards;
2. Shrines with constructed physical elements;
3. Shrines associated with natural features such as trees, rocks, or water points; and
4. Places of worship.

These resources will be identified and documented during RAP preparation through asset inventories, socio-economic surveys, and community consultations.

9.4 Cultural Heritage Protection Approach

A participatory and culturally appropriate approach will be applied to cultural heritage management.

RAP preparation and implementation will involve close collaboration with PAPs, cultural and religious leaders, local authorities, and relevant technical institutions.

Guiding principles for management of cultural heritage impacts include:

- Avoidance of impacts wherever feasible through design optimization;
- Relocation or preservation of cultural heritage resources prior to commencement of construction;
- Provision of compensation and relocation assistance for graves, shrines, and other cultural assets, in line with community customs and ESS requirements;
- Respect for traditional beliefs and practices associated with cultural heritage resources; and
- Documentation and monitoring of mitigation measures during RAP implementation.

9.5 Chance Finds

In accordance with ESS8, Chance Finds Procedures will be applied when previously unknown cultural heritage is encountered during construction activities. These procedures will be incorporated into all construction contracts and supervision arrangements.

Chance finds may include, but are not limited to:

- Archaeological materials or sites previously unknown;
- Graves or burial sites not identified during surveys; and
- Sacred or culturally significant sites not previously disclosed.

9.6 Chance Finds Procedure

If a chance find is encountered during construction, the following procedure shall apply:

- I. Construction activities in the vicinity of the find shall be immediately halted.
- II. The discovery shall be reported by the Contractor to the Site Engineer.
- III. The Site Engineer shall inform the Supervising Consultant.
- IV. The Supervising Consultant shall notify UETCL.
- V. UETCL shall notify the Department of Museums and Monuments (DMM) within a reasonable timeframe, supported by a site inspection report.
- VI. No works shall resume at the location of the chance find until guidance or authorization is provided by the DMM.
- VII. The DMM shall determine appropriate actions, which may include documentation, excavation, relocation, or preservation in situ, in accordance with national legislation.
- VIII. UETCL shall implement the recommended measures and obtain any required permits or approvals.
- IX. All chance finds shall be recorded using a Chance Finds Form, which will be included as an annex to the RAP.

10. CHAPTER TEN: GRIEVANCE MECHANISM

10.1 Introduction

Grievance management for this Project is governed by the Project Grievance Mechanism (GM) described in the Stakeholder Engagement Plan (SEP), prepared in accordance with World Bank ESS10. The GM applies to all phases of the Project and all types of project-related grievances.

This section of the RPF summarizes the GM as it applies specifically to land acquisition, compensation, physical and economic displacement, and livelihood restoration, in line with ESS5. The full institutional arrangements, intake channels, reporting systems, and procedures are detailed in the SEP.

The GM provides a structured, accessible, transparent, and culturally appropriate process through which stakeholders may raise concerns and seek resolutions. It:

- Addresses grievances related to land acquisition, compensation, valuation, resettlement assistance, and livelihood restoration;
- Incorporates specific procedures for GBV/SEA/SW cases using a confidential survivor-centred approach;
- Includes a separate Workers' Grievance Mechanism in line with ESS2;
- Does not replace judicial or administrative remedies.

10.2 Key Principles of the Project GM

Consistent with ESS10, the GM operates according to the following principles:

- **Accessibility** – Free of charge, multiple channels, local language, inclusive of vulnerable groups.
- **Timeliness** –
 - Acknowledgement within **3 working days**
 - Assessment within **7 working days**
 - Resolution within **30 working days**
- **Fairness & Objectivity** – Impartial, evidence-based handling.
- **Transparency & Accountability** – Documented process, periodic reporting.
- **Confidentiality & Anonymity** – Anonymous complaints allowed.
- **Non-retaliation** – No adverse consequences for complainants.
- **Survivor-centred approach** for GBV/SEA/SW.
- **Complementarity with legal remedies** – Courts are external options, not GRM tiers.

10.3 Grievance Intake Channels

Stakeholders may submit grievances through:

- LC1 and local leaders
- Sub-county offices
- District offices
- Community Liaison Officers

- Dedicated phone/WhatsApp line
- Project email
- Suggestion boxes
- Directly to UETCL PIU

All grievances are registered in the Project GRM database.

10.4 Grievance Management Structure

The GM builds on UETCL's existing system and includes two formal administrative levels linked to the PIU.

Level 1 – Sub-county GMC

First point for community and resettlement grievances.

Level 2 – District/City GMC

Handles escalated or complex cases.

Project Level – UETCL/PIU Review

Final administrative review level within the Project.

Courts are not a GRM level. PAPs may pursue judicial remedies at any time.

10.5 Resettlement-Specific Grievances (ESS5)

The Project Grievance Mechanism is designed to address a wide range of project-related grievances, including issues related to land acquisition, compensation and impacts on livelihood. These may include, but are not limited to, the following:

- Disputes over land ownership or occupancy
- Boundary and RoW disputes
- Disagreements on valuation of land, structures, crops, or trees
- Compensation amounts
- Eligibility disputes (tenants, Kibanja holders, informal users)
- Cut-off date issues
- Livelihood restoration support
- Resettlement site concerns
- Inheritance/family disputes affecting compensation

10.6 Resettlement Grievance Handling Pathway

- I. Receipt & Registration
- II. Acknowledgement (≤ 3 days)
- III. Screening & Assignment
- IV. Technical Review
 - a. Re-valuation where required

b. Verification with land authorities

V. Resolution Proposal (≤ 30 days)

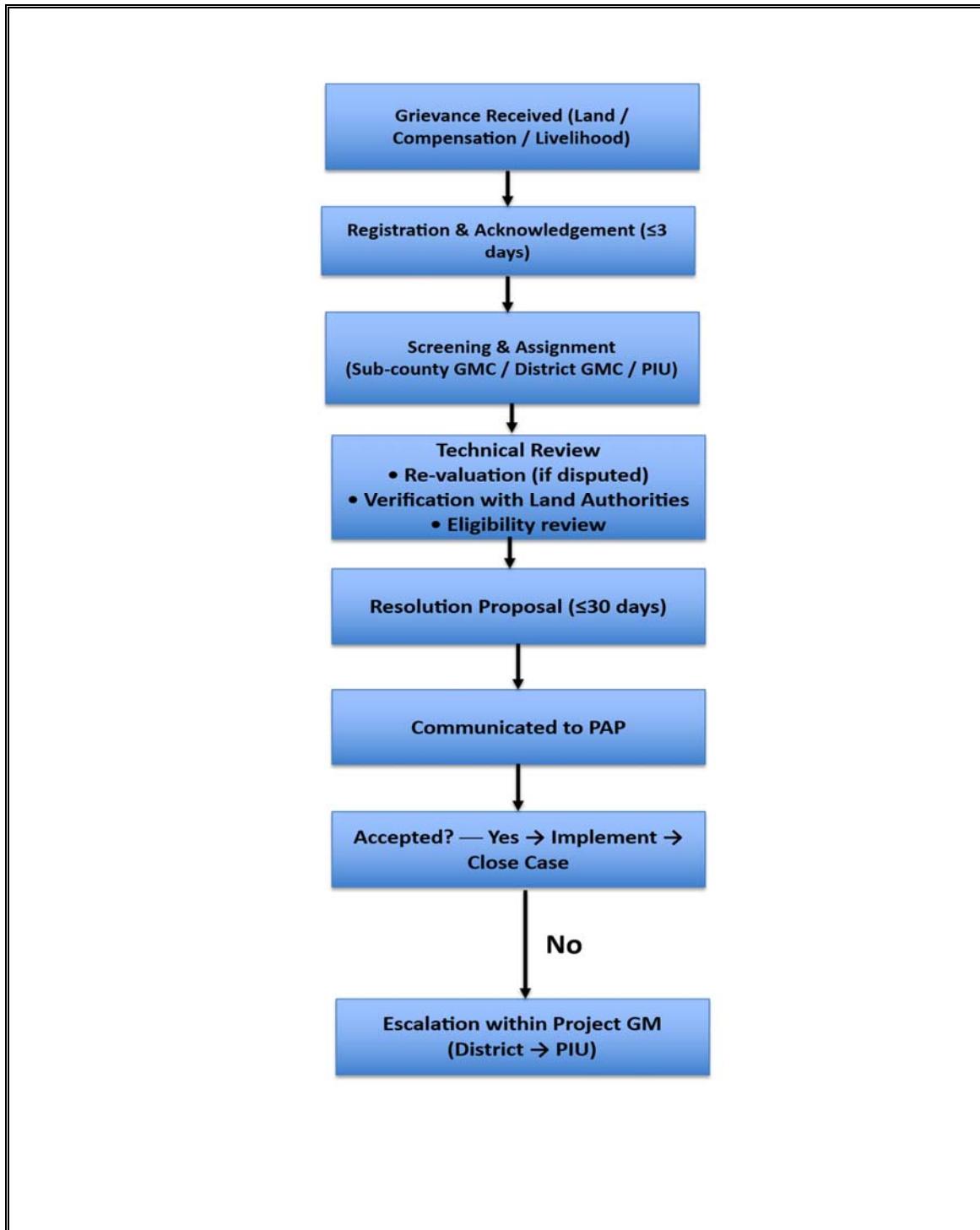
VI. Communication & Acceptance

VII. Implementation & Closure

If unresolved → escalation within GM

Figure 10.1 below illustrates the handling of land acquisition, compensation, and livelihood-related grievances within the overall Project Grievance Mechanism described in the SEP.

Figure 10.1: Resettlement Grievance Handling Pathway (ESS5-Specific)



Resettlement grievances follow the same intake, registration, and tracking procedures as all grievances under the Project GM (see SEP Chapter 5). This pathway illustrates the additional technical review steps specific to ESS5 issues such as valuation, land rights verification, and eligibility assessment.

10.7 GBV / SEA / SH Grievances

Handled through a **separate confidential survivor-centred pathway**:

- Managed only by trained GBV focal points
- Immediate referral to service providers
- No committee hearings
- No disclosure without consent
- No requirement to pursue legal action

The GRM **does not investigate GBV cases** — only supports safe referral.

10.8 Grievance Database & Reporting

All grievances are logged in a central database with:

- Unique reference number
- Category (land, compensation, livelihood, GBV, etc.)
- Status tracking
- Timelines monitoring

Quarterly summaries are shared with the World Bank and communities.

10.9 Relationship to Incident Reporting

Serious incidents (fatalities, severe injuries, GBV, etc.) are reported under ESIRT procedures. If a complaint arises from an incident, it is cross-referenced in the GRM.

11. CHAPTER ELEVEN: ORGANIZATIONAL RESPONSIBILITIES

11.1 Introduction

This section defines the institutional arrangements, staffing responsibilities, and implementation capacity for resettlement planning and implementation under the Project. It clarifies the roles of UETCL as the implementing agency, supporting government institutions, and external specialists, including the RAP Consultant, who will be competitively engaged to support preparation and implementation of site-specific Resettlement Action Plan (RAP).

11.2 Institutional Roles and Responsibilities for RAP Preparation and Implementation

The institutional framework presented below establishes clear accountability, coordination mechanisms, and minimum capacity requirements to ensure effective implementation of ESS5- and ESS10-compliant resettlement activities. Where capacity gaps exist, targeted technical assistance and capacity-building measures will be implemented prior to or during RAP implementation. Site-specific RAP will further operationalize these roles, including staffing arrangements, qualifications, and reporting lines.

Table 11.1: Institutional Roles and Responsibilities for RAP Preparation and Implementation

Agency / Institution	Roles and Responsibilities
Ministry of Energy and Mineral Development (MEMD)	<ul style="list-style-type: none"> Overall policy oversight for the energy sector and the Project Strategic oversight of UETCL's implementation of resettlement and compensation obligations
Uganda Electricity Transmission Company Limited (UETCL)	<ul style="list-style-type: none"> Lead implementing agency for RAP preparation and implementation Overall coordination, budgeting, and management of resettlement activities Engagement and supervision of RAP Consultant(s) Disclosure of RAP and entitlements to PAPs Payment of compensation and provision of resettlement and livelihood restoration assistance Operation of the Project Grievance Redress Mechanism (GRM) Internal monitoring, reporting, and compliance with ESS5 and ESS10
Ministry of Finance, Planning and Economic	<ul style="list-style-type: none"> Securing and releasing funds for RAP

Agency / Institution	Roles and Responsibilities
Development (MoFPED)	<p>implementation</p> <ul style="list-style-type: none"> Ensuring timely availability of compensation and resettlement funds
Chief Government Valuer (CGV), Ministry of Lands, Housing and Urban Development (MLHUD)	<ul style="list-style-type: none"> Technical oversight of valuation processes Review and approval of Valuation Reports and Supplementary Valuation Reports prepared by consultants and UETCL Ensuring valuation at full replacement cost in line with ESS5 and national requirements
Commissioner, Surveys and Mapping (MLHUD)	<ul style="list-style-type: none"> Approval of Job Record Jackets (JRJs) and cadastral surveys for acquired Right-of-Way (RoW) Gazettlement of the acquired corridor to prevent future subdivisions Approval and integration of the final Project strip maps into the national cadastre
Commissioner, Land Registration (MLHUD)	<ul style="list-style-type: none"> Registration of land titles for acquired RoW Registration of UETCL interests and easements on affected titles
District Land Boards (DLBs)	<ul style="list-style-type: none"> Establishment and approval of district compensation rates for crops and non-permanent structures Support to land tenure conversion processes (e.g., customary to freehold where applicable)
Area Land Committees	<ul style="list-style-type: none"> Verification of customary land rights and boundaries Participation in PAP identification and verification Advisory support in land-related dispute resolution
District Local Governments & Local Council Structures (LCs)	<ul style="list-style-type: none"> Community mobilization and sensitization Identification and verification of PAPs (LC I and LC III) Participation in grievance resolution at local level

Agency / Institution	Roles and Responsibilities
	<ul style="list-style-type: none"> • Monitoring RAP implementation activities
Ministry of Gender, Labour and Social Development (MGLSD)	<ul style="list-style-type: none"> • Oversight and guidance on social protection, vulnerability, and inclusion aspects • Support to identification and assistance of vulnerable PAPs through district-level structures
Ministry of Tourism, Wildlife and Antiquities (Department of Museums and Monuments)	<ul style="list-style-type: none"> • Guidance on management of physical cultural resources • Oversight of cultural heritage protection measures referenced from the ESIA/ESMP
Ministry of Justice and Constitutional Affairs (Administrator General's Office)	<ul style="list-style-type: none"> • Issuance of Letters of Administration for estates of deceased PAPs • Issuance of Guardianship Orders for PAPs below 18 years
Uganda Registration Services Bureau (URSB)	<ul style="list-style-type: none"> • Registration and certification of legal instruments, including Powers of Attorney
The World Bank	<ul style="list-style-type: none"> • Review and clearance of the RPF and RAP • Issuance of “No Objection” prior to RAP disclosure and implementation • Financing and implementation support, including supervision
Civil Society Organizations (CSOs) / Non-Governmental Organizations (NGOs)	<ul style="list-style-type: none"> • Targeted support to stakeholder engagement and PAP sensitization • Legal aid and advisory services to PAPs (as required) • Independent or third-party monitoring where engaged
Grievance Management Committees (Sub-county and District levels)	<ul style="list-style-type: none"> • Receipt, registration, and resolution of grievances • Escalation of unresolved cases to higher administrative or judicial levels • Participation in compensation negotiations and RAP implementation feedback • Support to dissemination of Project information and grievance outcomes

11.2 UETCL RAP Team Composition and Roles

UETCL will establish and maintain a dedicated Resettlement Action Plan (RAP) Implementation Team with defined technical, fiduciary, social, and administrative capacities to ensure timely, transparent, and compliant implementation of resettlement and compensation activities. The team comprises specialized officers and managers responsible for data management, disclosure, compensation processing, grievance handling, livelihood restoration, monitoring, and overall coordination, supported by senior management and Board-level oversight. This structure ensures adequate institutional capacity in line with ESS5 and ESS10 requirements.

Table 11.2: UETCL RAP Team Composition and Roles

A. OPERATIONAL AND TECHNICAL RAP STAFF	
Position	Roles and Responsibilities
Documentation Officers	<ul style="list-style-type: none"> • Create and maintain individual PAP files • Scan, upload, and archive disclosed and paid PAP files • Maintain documentation required for audit and payment verification
Quality Control Officers	<ul style="list-style-type: none"> • Conduct first- and second-level integrity checks of PAP files • Verify completeness and accuracy of documents and attachments • Ensure quality assurance during data collection and disclosure • Review transaction registers and initiate batch fund requests
Database Officer	<ul style="list-style-type: none"> • Enter and manage PAP data in the Wayleaves Information System (WIS) • Generate compensation packages for disclosure • Close PAP transactions upon completion of payment
Disclosure and Resettlement Officers	<ul style="list-style-type: none"> • Verify PAP data in the field • Disclose compensation packages and agreements to PAPs • Coordinate signing of compensation agreements (PAPs, LC I, Area Land Committees,

	<p>RAP Consultant, UETCL)</p> <ul style="list-style-type: none"> • Coordinate in-kind resettlement activities up to site handover
Grievance Officer	<ul style="list-style-type: none"> • Register, categorize, and track grievances in the GRM system • Prepare and coordinate Grievance Management Committee (GMC) meetings • Document resolutions and update WIS and PAP files
LRP / Vulnerability Support / Community Development Officer	<ul style="list-style-type: none"> • Coordinate and supervise implementation of Livelihood Restoration Programs (LRP) • Implement vulnerability assistance measures • Coordinate community development interventions linked to resettlement
Survey & Valuation Officer	<ul style="list-style-type: none"> • Support valuation clarification during RAP implementation • Participate in grievance resolution related to survey and valuation
Surveyor	<ul style="list-style-type: none"> • Support land surveying, mutation, and titling processes • Liaise with MLHUD survey and land registration authorities
Gender Officer	<ul style="list-style-type: none"> • Ensure gender mainstreaming across RAP implementation • Support inclusive consultations, disclosure, and compensation processes <p>Note: Gender is cross-cutting and applies to all RAP functions</p>
Monitoring and Evaluation Officer	<ul style="list-style-type: none"> • Monitor compensation, relocation, livelihood restoration, and vulnerability support • Prepare RAP monitoring reports based on approved indicators
B. RAP COORDINATION AND MIDDLE MANAGEMENT	
RAP Team Leader	<ul style="list-style-type: none"> • Day-to-day coordination of all RAP field and office activities

	<ul style="list-style-type: none"> • Supervision of RAP staff • Reporting to senior management
Social Safeguards Officer	<ul style="list-style-type: none"> • Coordinate RAP implementation • Supervision of RAP consultants • Support capacity building and knowledge sharing
Senior Projects Officer	<ul style="list-style-type: none"> • Overall coordination of RAP preparation, implementation, and M&E • Liaison between technical teams and senior management
Manager, Land Acquisition	<ul style="list-style-type: none"> • Strategic oversight of land acquisition and resettlement processes • Ensure ESS5 compliance from RAP preparation through implementation
Manager, Survey and Valuation	<ul style="list-style-type: none"> • Oversight of survey and valuation activities • Coordination with CGV and MLHUD • Quality assurance of valuation outputs
Manager, Projects Accounts	<ul style="list-style-type: none"> • Manage RAP financial processes • Facilitate compensation payments in accordance with RAP budget
C. SENIOR MANAGEMENT AND OVERSIGHT	
Manager, Legal Services	<ul style="list-style-type: none"> • Legal advisory on RAP implementation • Oversight of agreements, disputes, and legal documentation
Head, Projects Implementation	<ul style="list-style-type: none"> • Overall RAP management and approvals • Reporting to executive management
Head, Finance, Accounts and Sales	<ul style="list-style-type: none"> • Overall financial control of RAP funds • Requests to MoFPED and disbursement oversight
Head, Corporate Services	<ul style="list-style-type: none"> • Oversight of survey, valuation, and RAP administrative functions
Company Secretary	<ul style="list-style-type: none"> • Custodian of legal processes and documentation • Oversight of asset transfer and post-acquisition records

Managing Director / Chief Executive Officer	<ul style="list-style-type: none">• Accounting Officer for RAP implementation• Executive oversight on behalf of the Board and MEMD
UETCL Board of Directors	<ul style="list-style-type: none">• Strategic oversight and fiduciary accountability• Review and approval of compensation payments exceeding UGX 300 million

12. CHAPTER TWELVE: INDICATIVE RESETTLEMENT COST ENVELOPE (PLANNING PURPOSES ONLY)

At the time of preparation of this Resettlement Policy Framework (RPF), detailed project design, transmission line alignments, substation footprints, and the full extent of land acquisition and resettlement impacts have not yet been finalized. Consequently, a detailed and binding resettlement budget cannot be prepared at this stage.

This RPF therefore presents an indicative resettlement cost envelope for planning and financing approval purposes only, based on preliminary technical layouts, planning-level assumptions, and rapid assessments of potential land acquisition and resettlement impacts. The figures presented at this stage are not based on a detailed census, asset inventory, or valuation survey, and do not constitute a commitment to final compensation amounts, unit rates, or entitlements.

For project planning and financing purposes only, the total indicative cost envelope for resettlement planning and implementation under the Project is estimated at approximately **UGX 86,244,250,000**. This indicative estimate reflects preliminary assumptions regarding land acquisition, structures, crops, resettlement assistance, and associated implementation costs, and is subject to change.

A Resettlement Action Plan (RAP) covering the entire Wobulenzi–Masaka–Mutukula transmission line corridor will be prepared once final designs are confirmed. The RAP will include a full census of Project Affected Persons (PAPs), detailed asset inventories, valuation at full replacement cost, livelihood restoration measures, vulnerability assistance, implementation arrangements, and a final, binding resettlement budget.

All compensation, resettlement assistance, livelihood restoration, vulnerability support, monitoring, and RAP implementation costs identified in the approved RAP will be fully financed by the Government of Uganda through UETCL and implemented prior to commencement of any civil works, in strict accordance with the requirements of ESS5.

12.1 Indicative Outline of the Resettlement Budget (To be detailed in the RAP)

Table 12.1 presents an indicative outline of the Resettlement Action Plan (RAP) budget for planning purposes only. The table identifies all budget heads that will be costed in detail during RAP preparation, based on the final project design, census of Project Affected Persons (PAPs), asset inventories, valuation at full replacement cost, and livelihood and vulnerability assessments. All figures will be finalized in the RAP, disclosed, and fully financed prior to commencement of civil works, in accordance with ESS5.

Table 12.1: Indicative Outline of Resettlement Budget (To be Detailed in the RAP)

Budget Category	Description
A. Compensation for Loss of Assets	
Land (by tenure, type, and use)	Compensation at full replacement cost for permanent land acquisition and land-use restrictions (including Mailo, freehold, leasehold, customary land, and Kibanja interests, as applicable)
Residential and non-residential structures	Compensation at full replacement cost (no depreciation, no salvage deduction)
Crops and economic trees	Compensation at full replacement cost for all affected seasonal and perennial crops and trees
Graves, shrines, and cultural heritage sites	Compensation, relocation, and ritual costs as identified during RAP preparation, in coordination with affected communities
Business assets and income losses	Compensation for affected business assets and transitional income support
Sub-total A	<i>To be determined in RAP</i>
B. Resettlement Assistance and Livelihood Restoration	
Relocation assistance	Moving allowances, transport costs, transitional housing or rental support (for all physically displaced households)
Livelihood Restoration Program (LRP)	Measures to restore or improve livelihoods for economically displaced PAPs (agriculture, business, wage-based livelihoods)
Vulnerability assistance	Targeted support for vulnerable households (e.g. elderly, PWDs, female-headed households), including prioritization and tailored assistance
Transitional allowances	Time-bound support during livelihood and income restoration period
Sub-total B	<i>To be determined in RAP</i>
C. RAP Implementation and Administration	
RAP implementation staffing	UETCL staff, consultants, and field teams supporting RAP implementation
Capacity building and training	Training for implementing agencies, local authorities, and GRM committees

Budget Category	Description
Stakeholder engagement and disclosure	Community meetings, information disclosure, communication materials, and consultations
Grievance Redress Mechanism (GRM)	Operational costs for GRM committees, case handling, and reporting
Legal and administrative support	Documentation, title processing, mutation surveys, registration fees, and legal assistance
Sub-total C	<i>To be determined in RAP</i>
D. Monitoring, Evaluation, and Audit	
Internal monitoring	RAP implementation monitoring by UETCL
External / third-party monitoring	Independent monitoring and completion audit, where required
Sub-total D	<i>To be determined in RAP</i>
E. Contingency	
Grand Total RAP Budget	To be determined in the approved RAP

13. CHAPTER THIRTEEN: CHANGE MANAGEMENT

The RPF should be seen as a ‘guiding document’ that sets the actions to be taken downstream and the commitments of UETCL to conduct detailed RAP studies. It is not just a documentation of the Project, but a management tool providing a framework within which to manage all impacts and mitigation measures associated with the land acquisition, restriction of land use and involuntary resettlement aspects associated with the proposed Project.

The RPF is a guide to the development of RAP. The budgets provided will change as the RAP is developed.

14. CHAPTER FOURTEEN: MONITORING AND EVALUATION

14.1 Overview

Monitoring is the measurement through time that indicates the movement towards the achievement of an objective or away from it. Monitoring provides raw data to quantify the progress made. Evaluation is putting this data to use, thus giving it value. Evaluation is where the learning occurs, questions are answered, recommendations are made, and improvements are suggested. Without monitoring, evaluation would have no raw material to work with. Monitoring and Evaluation are typically divided into three components, defined as Input monitoring, Output monitoring, and Outcome evaluation. This will be the responsibility of the UETCL RAP implementation team.

14.2: Input Monitoring

Input (or progress) monitoring measures whether inputs are *delivered* on schedule and as defined in the Land Acquisition and Compensation Framework or Plan. The measured inputs are the services, resources or goods that contribute to achieving output and, ultimately, desired outcomes. Input monitoring is done internally on an ongoing basis, often as part of the project general management system or quality assurance system.

14.3: Output Monitoring

Output (or performance) monitoring looks at the direct measurable results of the inputs, for example, the number of people who have received compensation. Input and output monitoring together keep track of project implementation *efficiency* and indicate whether changes need to be made to make the program implementation more efficient. Output monitoring is done internally.

14.4 Outcome Evaluation

Outcome (or impact) Evaluation - this activity defines the extent to which the project inputs and outputs are likely to achieve the objectives of the land acquisition and resettlement program. Examples of these outcomes can include the effectiveness of livelihood restoration. Outcome evaluation,

together with the output monitoring results, indicate whether the program is genuinely working and should continue to be implemented as it is, or whether fundamental changes have to be made. Outcome evaluation is usually carried out by an external independent group. The RPF recommends this for Masaka -Mutukula and Wobulenzi-Masaka project.

Outcome evaluation typically uses a wide variety of indicators. For example, most people feel reluctant to reveal the true amount of their income. Therefore, some indirect indicators can be used to assess if the project-affected people are improving their livelihoods and standard of living. Such indicators can include school attendance or the purchase of certain items such as vehicles or household appliances.

14.5 Input and Output Monitoring

It will be the responsibility of UETCL to undertake input and output monitoring and could use the following Key Performance Indicators (KPIs) during the monitoring of its land acquisition, resettlement, and compensation activities presented in tables 14.1 and 14.2.

Table 14.1: KPIs for Land Acquisition and Resettlement Process

Indicator	Source of Information	Frequency
INPUT INDICATORS		
Overall RAP spending (total)	Financial records	Quarterly
Distribution of RAP spending by category: • Cash compensation • In-kind compensation (land, housing, structures) • Livelihood restoration • Assistance to vulnerable households • Stakeholder engagement & disclosure • RAP implementation & overheads	Financial records	Quarterly
Number of full-time staff dedicated to land acquisition & resettlement, disaggregated by function (survey/valuation, disclosure, GRM, LRP, M&E)	UETCL HR Department	Quarterly
Availability of logistics and equipment for RAP implementation (vehicles, computers, GPS, survey tools, etc.)	Asset inventory / counts	Quarterly
Number of PAPs identified, disaggregated by impact category and eligibility group (consistent with entitlement matrix)	Census & asset inventory	Continuous / Quarterly updates

Indicator	Source of Information	Frequency
OUTPUT INDICATORS		
Number of PAPs who received compensation or assistance , disaggregated by type (cash, in-kind land, in-kind housing, crop compensation, livelihood support)	RAP database / payment records	Monthly
Number of compensation and assistance agreements signed, disaggregated by compensation type (cash, in-kind, mixed)	RAP database	Monthly
Number of PAPs physically relocated and provided with relocation assistance	RAP implementation reports	Monthly
Number of PAPs receiving livelihood restoration support (by type of support)	LRP monitoring reports	Quarterly
Number of grievances received, resolved, and pending (disaggregated by type and level)	GRM records	Monthly
Number of vulnerable households receiving targeted assistance	RAP & LRP monitoring reports	Quarterly

Output indicators track the delivery of all forms of compensation and resettlement assistance, including cash compensation, in-kind compensation, relocation assistance, and livelihood restoration support, in accordance with ESS5. Indicators on signed compensation agreements reflect progress in securing PAP consent and reducing reliance on expropriation or court proceedings, without implying that resettlement impacts are avoided where physical or economic displacement occurs. Indicators are disaggregated by compensation type to allow clear tracking of commitments versus delivery.

Table 14.2 presents key indicators for monitoring the performance of the grievance redress mechanism, delivery and adequacy of compensation and resettlement assistance, and the effectiveness of livelihood restoration measures. Indicators are designed to assess both process performance (timeliness, coverage, and compliance with ESS5) and outcomes, particularly whether affected persons are able to restore or improve their livelihoods and living standards. Monitoring will be undertaken through routine internal reporting, complemented by independent assessments and a completion audit, in accordance with ESS5 requirements.

Table 14.2: KPIs for Monitoring Outputs and Outcomes of the Grievance, Compensation, and Livelihood Restoration Process

A. GRIEVANCE REDRESS MECHANISM (GRM)		
Indicator / Issue	Measurement Method	Frequency
Average time to acknowledge grievances	Average number of days between grievance registration and first formal acknowledgment	Quarterly
Average time to resolve grievances	Average number of days between grievance registration and formal closure	Quarterly
Number of grievances pending	GRM database (open cases at end of reporting period)	Quarterly
Number of grievances registered	GRM database (new cases during reporting period)	Quarterly
Number of grievances resolved	GRM database (cases closed during reporting period)	Quarterly
Percentage of grievances resolved within stipulated timeframe	GRM database and resolution timelines defined in RAP/SEP	Quarterly
Number of grievances escalated beyond community or project level	GRM records	Quarterly
B. COMPENSATION AND RESETTLEMENT ASSISTANCE		
Indicator / Issue	Measurement Method	Frequency
Average time for delivery of compensation or assistance	Average number of days between signing of compensation/assistance agreement and delivery (cash or in-kind)	Quarterly
Percentage of PAPs receiving compensation and assistance prior to displacement	RAP payment and relocation records	Quarterly
Adequacy of compensation at full replacement cost	Annual independent assessment comparing compensation paid with prevailing market replacement values for land and structures; confirmation of PAP ability to replace lost assets	Annually
Percentage of PAPs receiving agreed	RAP implementation database	Quarterly

entitlements (cash, in-kind, relocation, livelihood support)		
C. LIVELIHOOD RESTORATION (OUTCOME INDICATORS)		
Indicator / Issue	Measurement Method	Frequency
Restoration of business activities	Household and enterprise surveys assessing re-establishment of affected businesses	Annually
Employment status of affected workers	Household surveys assessing continued or alternative employment	Annually
Restoration of income levels	Comparison of post-resettlement income with pre-displacement baseline (adjusted for inflation)	Annually and at Completion Audit
Effectiveness of livelihood restoration measures	Evaluation of uptake and outcomes of LRP interventions (e.g. inputs, training, business support)	Annually

Table 14.3: Monitoring Stakeholder Engagement

Indicator / Issue	Measurement Method	Frequency
Number of stakeholder groups engaged (by category)	Stakeholder Engagement Log and SEP database, disaggregated by project-affected parties, vulnerable groups, local authorities, CSOs/NGOs, and other interested parties	Monthly
Number of individuals engaged, disaggregated by sex and vulnerability status	Attendance registers and engagement records, disaggregated by women, men, youth, and vulnerable groups	Monthly
Number and type of stakeholder engagement activities conducted	SEP implementation records (meetings, focus groups, disclosures, consultations)	Monthly
Number of stakeholder issues, concerns, or recommendations raised	Stakeholder engagement records and consultation minutes	Monthly
Percentage of stakeholder issues addressed or responded	Comparison of issues raised versus issues responded to, with response actions	Quarterly

Indicator / Issue	Measurement Method	Frequency
to	documented	
Stakeholder satisfaction with engagement process	Structured stakeholder perception or satisfaction surveys	Quarterly

Monitoring of stakeholder engagement will be undertaken in accordance with the Stakeholder Engagement Plan (SEP) and ESS10. Indicators will track the inclusiveness, frequency, and effectiveness of engagement activities, with particular attention to participation of women, vulnerable groups, and other project-affected parties. Feedback received through engagement activities will be documented, responded to in a timely manner, and integrated into RAP implementation where relevant. Results of stakeholder engagement monitoring will be reported periodically and used to inform adaptive management measures.

14.6 Compliance Monitoring and Completion Audit

14.6.1 Compliance Monitoring

UETCL will arrange the services of an external compliance auditor to check whether the implementation of the RAP complies with this framework and international requirements. The scope of work of the compliance auditor will include the following tasks. The general tasks related to assessing the overall compliance with the RPF commitments and WB standards. This includes interviewing some affected households and businesses to measure the extent to which PAP's standards of living and livelihood are being restored or enhanced, and to gather their opinions on compensation delivery, resettlement, and grievance management.

The compensation process shall be reviewed whether entitlements have been delivered in time (as set out in this RPF) and, if not, whether delays are justifiable. In addition, it shall be assessed whether compensation is given at replacement cost. Furthermore, it shall be assessed regardless of whether the quality of life and livelihoods of affected households are restored. This includes a review of any livelihood restoration/rehabilitation programs and the extent to which they are assisting in providing alternative livelihoods for affected households to help offset the impacts of displacement. And where there are gaps, the project will provide measures to achieve the intended outcome. And where there are gaps, the project will provide measures to achieve the intended outcome.

14.6.2 Monitoring & Evaluation

Monitoring and evaluation will include a review of internal monitoring and reporting procedures to ascertain whether these are being undertaken in conformance with this RPF; and a review of internal monitoring records as a basis for identifying any potential areas of non-compliance, any recurrent

problems, or potentially disadvantaged groups or households. This will be internal monitoring.

The grievance records shall be reviewed for evidence of significant non-compliance or recurrent poor performance in resettlement implementation or grievance management. The vulnerable people screening and assistance systems shall be assessed, including related records, and performance to determine compliance with this RPF and the RAP. Assessment of the implementation includes:

- Assess whether resources are adequate for implementing commitments in this framework and any training or capacity-building requirements
- Assess the data management system and its outcomes
- Compare actual progress with the initial schedule.
- Compliance monitoring will take place twice a year during the active phase of land acquisition and resettlement. The external auditor will dedicate approximately 5 days to each of these missions, with most of their time dedicated to field visits, including interviews with key informants and affected people. Each of the auditor's missions will result in a report prepared independently for UETCL and WB. The auditor will be selected amongst companies where their individual specialists have significant international experience in resettlement.

The PIU and RAP consultant will be required to work closely and in alignment with the World Bank hired Enhanced Implementation and Support and Monitoring (EISM) Firm. The EISM will work across all World Bank-financed projects in Uganda to support and monitor implementation of mitigation measures to address grievances and concerns from beneficiaries, communities, and workers related to discrimination of vulnerable or marginalized individuals or groups. For further details on the EISM refer to Appendix 3 & 4.

14.6.3 Enhanced Implementation Support and Monitoring Firm.

The EISM firm has developed a comprehensive monitoring and evaluation system to oversee World Bank/IFC projects, focusing on:

monitoring the implementation of agreed Government of Uganda (GoU) actions aimed at reducing the risk of exclusion and discrimination stemming from the Anti-Homosexuality Act (AHA) within World Bank/IFC projects; and

- tracking incidents of exclusion or discrimination occurring within projects financed by the World Bank/IFC.

Monitoring and evaluation is a crucial aspect of ensuring the effectiveness of mitigation measures to address discrimination towards vulnerable or marginalized individuals or groups. Monitoring involves tracking and evaluating the reception, processing, and resolution of grievances, which

includes regular analysis of their frequency, patterns, and underlying causes, as well as the strategies and procedures employed for resolving them and their overall efficacy.

EISM monitoring will occur monthly. On a quarterly basis, the EISM firm will conduct a deeper review, to assess the effectiveness of mitigation measures put in place to address discrimination and exclusion, aiming to gauge how well these measures are functioning and to enhance the effectiveness of the mitigation measures regarding cases of exclusion and discrimination within their financed operations.

The objective of the monitoring system implemented by the EISM is to assess the effectiveness of agreed mitigation actions being implemented by the Government of Uganda (GoU), PIUs and IFC clients to mitigate exclusion and discrimination; ensure programs comply with World Bank/IFC standards on non-discrimination and inclusion; foster transparency and accountability in project implementation and monitoring and identify and document incidents and facilitate timely remediation.

14.6.4 Completion Audit

UETCL will organize for a completion audit to be carried out by an external auditor (potentially the same as that involved in the compliance monitoring). The overall goal of the completion audit is to verify that the developed RAP has been implemented effectively and assisted UETCL in restoring project-affected peoples' standards of living and livelihoods. The completion audit has the following objectives:

- Verify that all entitlements and commitments described in the RAP have been delivered
- Determine whether RAP measures have been effective in restoring or enhancing affected peoples' living standards and livelihood
- Check on any systemic grievances that may have been left outstanding
- Identify any corrective actions necessary to achieve completion of the RAP commitments.

The completion audit will focus on livelihood restoration of PAPs. Methods to assess whether livelihoods are restored will be carefully designed. They will mainly include quantitative surveys, resulting in a comparison with the baseline data. This should be done over a statistically significant sample of affected households chosen from all components of the Project.

In addition, the completion audit will use qualitative approaches to gather data and assess household standards of living. Particular attention should be paid to assessing the impact of land acquisition and resettlement on the circumstances of vulnerable households.

The completion audit report will present conclusions on the effectiveness of RAP implementation and livelihood restoration and identify any corrective measures that would be necessary to complete livelihood restoration of PAPs. The Completion Audit is typically carried out 1.5 to 2 years after the active phase of land acquisition and resettlement is complete.

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APPENDIX 1: SOCIO-ECONOMIC TOOL TO BE USED FOR RAP PREPARATION

CONFIDENTIAL

/ _____

PLOT REF: _____ / _____ / _____

REF: _____

ENUMERATOR

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

DATE OF INTERVIEW: _____

START TIME : _____

PROJECT: _____

END TIME : _____

VILLAGE: _____

SECTION 1**FAMILY INFORMATION**LO Tenant Licensee Co-owner Co-Tenant Renter (*circle appropriate response*)Affected Person: _____ Tel. Contact: _____
(*Surname, First Name (Mr, Mrs, Ms, Hon, Dr, Eng,.....)*)Identification card : _____ Presented? Yes/ No ID No _____
(*Passport, Company ID, Graduated tax ID, Voters ID, Driving permit, NSSF card, ATM card, Other specify*)

Name on ID _____ Address on ID _____

Sex: _____ Date/Year of Birth: _____ Age: _____ exact/approximate
(*circle appropriate response*)

Where were you born? _____ Which year did you acquire this property? _____

How did you acquire this property? _____

Are your parents alive? Yes/No If alive, which? _____
(*Mother, Father or Both*)

Where do/did your parents live? _____

Marital Status: (*circle appropriate response*) Single Married (no of spouses) _____ Separated Widowed

Tribe: _____

Main Occupation of Affected person: _____ Place of work? _____

Religion: Catholic Protestant Muslim Other _____

Is the affected plot a principal place of residence? (*circle appropriate response*) Yes/No.Is the residential house affected? (*circle appropriate response*) Yes/NoIf YES, what are your relocation preferences (*village and distance in kms from residence*)

1. _____
2. _____

Have you buried any member of your family within the project affected part on this land? Yes/No

If YES, how many? _____

Do you wish to relocate the graves? (*circle appropriate response*) Yes/No

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/ _____

PLOT REF: _____ / _____ / _____

REF: _____

ENUMERATOR

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

HOUSEHOLD MEMBERS:

	Full Name	Sex	Age	Residing on Affected Land (Yes / No)	Farm on affected Land (Yes / No)	Literacy Level (*)
Head of Household						
Spouses						
Children						
Other Dependants						

* Literacy Levels: 1: Illiterate 2: Can read and write 3: Complete Primary Education 4: Complete Secondary
Education 5: Complete University Education 6: Diplomer holder

Who is your next- of -kin? _____

Relationship? _____ Contact Telephone _____

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

SECTION 2:		HOUSEHOLD LAND HOLDINGS AND ASSETS				
Village	Estimated total size (Acres)	Land Type <i>Maiio, Public Customary Freehold</i>	Status of occupancy <i>LO Tenant Co-Owner Co-Tenant Licensee Renter</i>	Use of land <i>A=Agriculture C=Commercial Y=Rental Income H=Residential</i>	Location <i>U=Urban, P=Peri-Urban R=Rural</i>	Principle Residence? <i>(Yes or No)</i>

Who if any has claim to these land holdings? _____

For the affected plot, do you have details of Title /Tenancy(papers) relating to the tenure of these plots? Yes / No

When did you acquire the land affected? _____ From whom? _____

Do you have mortgage / lien on your property? Yes / No Describe (with who, how long, how much, reg'd)

SECTION 3**LIVELIHOOD**

Item Description	Cash Ug. Shillings for the last 12 months	In Kind <i>e.g. Cow/Labour/Grain</i>	From affected land
Income from Household Enterprises (Together with a PAP make calculations from a person's description of sold goods)			Y/N
Crop Farming			
Other Agricultural Income (eg Livestock, Poultry)			
Non-Agricultural Income (Business,)			
Rent received from rented property (land, housing)			
Family allowances/social security benefits			
Remittances and assistance received from others			
Others (inheritance, alimony, scholarships, etc)			
Formal employment income			
Temporary status of employment			
TOTAL			

Indicate the primary source of family income: _____ Do you have a bank account? YES/ NO

If yes, where? Bank name: _____

Location: _____

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

SECTION 4
VULNERABILITY

HEALTH &

Are there disabled or chronically ill people in the household? **Yes / No**

Are there disabled or chronically ill people in the household? Yes / No	***Disability	^^^Chronic illness	777Common diseases affecting the family
How many?			
Type of care administered			
What is the nearest health centre known to the affected family?			
Is it actually used by the household?	Yes / No	If No why?	
Number of births & deaths over the last 12 months in the household	Births:		
	Death:		Details(<i>Cause of death</i>):

*** Lame Leg, Blind, Deaf, Dumb, Crippled, Crossed eyes, other specify.

^^^ Ulcers, Sickle Cells, Cancer (Leukemia), Diabetes, Asthma, High Blood Pressure, Hydrocephelous, Tuberculosis, HIV/Aids, Other(Specify)

777 Malaria, Flu/Cough, stomach disorders, headache, Sleeping sickness, hernia, Other(Specify)

Do you practice family planning? **YES/NO**

Are you aware of HIV/AIDS? **YES /NO**

If yes, how is HIV/AIDS contracted? (*Tick appropriate response*)

<input type="checkbox"/> Unprotected sex with an infected person transfusion	<input type="checkbox"/> Sharing sharp instruments	<input type="checkbox"/> Infected blood
<input type="checkbox"/> Mother to child transmission at birth	<input type="checkbox"/> Other (<i>Specify</i>): _____	

How can HIV/AIDS be avoided? (*Tick appropriate response*)

<input type="checkbox"/> Using condoms	<input type="checkbox"/> Abstinence	<input type="checkbox"/> Avoid sharing sharp instruments	<input type="checkbox"/> Faithfulness
<input type="checkbox"/> Safe Child birth	<input type="checkbox"/> Other (<i>Specify</i>): _____		

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

SECTION 5
INDICATORS
WELFARE

Does everyone in the household have at least two sets of clothes?	<input type="checkbox"/> Y	<input type="checkbox"/> N
Does anyone in the household own a radio? <i>If yes, Radio station listened to?</i>	<input type="checkbox"/> Y	<input type="checkbox"/> N
Does anyone in the household own a mobile telephone? <i>(If yes, how many phones)</i>	<input type="checkbox"/> Y	<input type="checkbox"/> N
Does the household own a fixed telephone?	<input type="checkbox"/> Y	<input type="checkbox"/> N
Does the household have a transport equipment ? If yes (tick appropriate response) <input type="checkbox"/> Vehicle <input type="checkbox"/> Bicycle <input type="checkbox"/> Motorcycle <input type="checkbox"/> Other	<input type="checkbox"/> Y	<input type="checkbox"/> N
If someone in the household had a serious problem, is there anybody in this settlement that you could ask assistance from?	<input type="checkbox"/> Y	<input type="checkbox"/> N
Where do you get water for domestic use? <i>(Tick appropriate response)</i> <input type="checkbox"/> Lake <input type="checkbox"/> Rain Water <input type="checkbox"/> River <input type="checkbox"/> Ponds/Dams <input type="checkbox"/> Community borehole <input type="checkbox"/> Tap <input type="checkbox"/> Protected spring <input type="checkbox"/> Other (Specify) _____	Distance from residence _____ metres Do you boil drinking water? Yes / No	
Do you fish in the present situation? Yes / No Where?	How often?	
Do you hunt in the present situation? Yes / No Where?	How often?	
What fuel does the household use? <input type="checkbox"/> Firewood <input type="checkbox"/> Gas <input type="checkbox"/> Charcoal <input type="checkbox"/> Solar <input type="checkbox"/> Paraffin/Kerosene <input type="checkbox"/> Biogas <input type="checkbox"/> Electricity <input type="checkbox"/> Other (Specify)		

SECTION 6:
COMMENTS
STAKEHOLDERS'
SECTION 7:
OBSERVATIONS
FIELD OFFICERS'

CONFIDENTIAL

/ _____

PLOT REF: _____ / _____ / _____

REF: _____

ENUMERATOR

UGANDA ELECTRICITY TRANSMISSION CO. LTD
RAP STUDIES FOR TLINE ACQUISITION

NOTICE:

I understand that this form is not the agreement to buy my land or place an encumbrance upon my land or to compensate me. I understand that I must continue farming as usual until further notice.

I have read the above information and agree that the information on this form is true, full and complete.

Dated this _____ day of _____, 200____

AFFECTED PERSON

Sign : _____

Name : _____

REPRESENTATIVE – LC 1 (In witness)

Sign : _____

Name : _____

Title : _____

PARISH LAND COMMITTEE MEMBER (In witness)

Sign : _____

Name : _____

Title : _____

REPRESENTATIVE – UETCL

Sign : _____

Name : _____

Title : _____

APPENDIX 2: Actions Taken by GOU to Ensure Inclusion and Non-Discrimination

Appendix 2 highlights recent actions taken by the GOU to ensure inclusion and non-discrimination of vulnerable and marginalized individuals or groups. It also includes transcripts of relevant Guidelines and Circulars issued by the GOU.

The Anti-Homosexuality Act was passed on May 26, 2023. The Government has continued to ensure inclusion and non-discrimination in all its projects and consistent with this, the Government has taken the following measures:

- **Letter of Assurance** (Sept 21, 2023) to all Ministries, Agencies, and local governments to implement mitigation measures on non-discrimination in WB-financed operations.
- **Budget execution circular** (July 10, 2023) to all public servants to ensure that projects are in line with Ugandan Constitution which emphasizes equality of all persons without prejudice or discrimination.
- **Circular on provision of health services** (June 5, 2023) that includes measures not to discriminate or stigmatize any individuals who seek health care for any reason.
- **Circular on provision of education services** (August 18, 2023) to all people without discrimination and exclusion in the delivery of education services, programs, and projects.
- **Circular issued by the Director of Public Prosecutions** (August 29, 2023) stating that prosecutors should seek guidance from ODPP before a decision to charge is made under the AHA.

Of particular importance is the Letter of Assurance of September 21, 2023, from the Permanent Secretary/Secretary to the Treasury on Uganda's Social Safeguard Policies following excepts:

“Following the World Bank Group’s concern with Uganda’s enactment of the Anti-Homosexuality Act, 2023 and as communicated in the budget Execution Circular 2023 of FY 2023/2024 on 18th July 2023, we guide:

- *All World Bank-financed projects must be implemented in a manner consistent with the principles of non-discrimination as provided under Article 21 of the Constitution of the Republic of Uganda. These projects should also be implemented in accordance with World Bank policies and applicable Legal Agreements*
- *Under these projects, no person will be discriminated against or stigmatized, and the principles of non-discrimination and inclusion will be adhered to. Support should be provided to all project beneficiaries.*
- *All implementing entities of World Bank [supported] projects should agree and implement specific mitigation measures to address non-discrimination.*
- *These mitigation measures will require enhancing project grievance redress mechanisms as well as strengthening existing project monitoring by implementing entities including third-party monitoring where applicable.*

- *Each project implementing entity shall develop comprehensive guidelines to address non-discrimination.”*

The following transcripts of relevant Guidelines and Circulars issued by the GOU are included in this appendix: Letter of Assurance; Circular on provision of health services; Circular on provision of education services; Circular issued by the Director of Public Prosecutions, and relevant excerpts from the Circular on Budget Execution.

Telephone: 256 414 707000/232095
Fax : 256 41 4233524
Email : finance@finance.go.ug
treasury@finance.go.ug
Website : www.finance.go.ug
Plot No. 2-8 Apollo Kaggwa Road
In any correspondence on
This subject please quote No. ALD 141/259/01 TC



Ministry of Finance, Planning &
Economic Development,
P.O. Box 8147
Kampala, Uganda

21st September 2023

The World Bank Country Manager
Uganda Country Office
Kampala, Uganda.



UGANDA'S SOCIAL SAFEGUARD POLICIES

I am writing in reference to the above subject. Further reference is made to our letter dated 28th July, 2023 on the same.

Government of Uganda wishes to reiterate that World Bank-financed projects will be implemented in a manner consistent with the principles of non-discrimination within the provisions of Article 21 of our Constitution.

The Government confirms that it will ensure that under these projects, no person will be discriminated against or stigmatized and that the principles of non-discrimination and inclusion will be adhered to. The Public Finance Management Act, 2015 also emphasizes equality of all persons to access opportunities and benefits from projects and programs without prejudice and discrimination.

Further to the above, we have issued the attached instructions to all implementing entities of Government projects and programs which communicate about specific mitigation measures to take and the legal requirement for non-discrimination.

Please accept Country Manager, the assurances of my highest consideration and esteem.

Ramathan Ggoobi

PERMANENT SECRETARY/SECRETARY TO THE TREASURY

Rt.Hon. Prime Minister, Office of the Prime Minister

Attorney General, Ministry of Justice and Constitutional Affairs

Hon. Minister of Finance Planning and Economic Development

Mission

"To formulate sound economic policies, maximize revenue mobilization, ensure efficient allocation and accountability for public resources so as to achieve the most rapid and sustainable economic growth and development"

Hon. Minister of Education and Sports
Hon. Minister of Health
Hon. Minister of Gender Labour and Social Development
Hon. Minister of Energy and Mineral Development
The Principal Private Secretary to H.E. the President
Solicitor General, Ministry of Justice and Constitutional Affairs
The Director of Public Prosecutions

Telephone: 256 414707000/232095
Fax : 256 41 4233524
Email : finance@finance.go.ug
treasurv@finance.go.ug
Website : www.finance.go.ug
Plot No. 2-8 Apollo Kaggwa Road
In any correspondence on
This subject please quote No.

ALD 141/259/01 TC



Ministry of Finance, Planning &
Economic Development,
P.O. Box 8147
Kampala, Uganda

21st September 2023

All Accounting Officers
All Ministries, Departments and Agencies
All Local Governments



UGANDA'S SOCIAL SAFEGUARD POLICIES

I am writing in reference to the above subject. Further reference is made to the Anti-Homosexuality Act, 2023 (AHA) that came into force on 30th May 2023.

Following the World Bank Group's concern with Uganda's enactment of the Anti-Homosexuality Act, 2023 and as communicated in the Budget Execution Circular of FY 2023/2024 on 18th July 2023, we guide that;

- All World Bank-financed projects must be implemented in a manner consistent with the principles of non-discrimination as provided under Article 21 of the Constitution of the Republic of Uganda. These projects should also be implemented in accordance with World Bank policies and applicable Legal Agreements.
- Under these projects, no person will be discriminated against or stigmatized and the principles of non-discrimination and inclusion will be adhered to. Support should be provided to all project beneficiaries.
- All implementing entities of World Bank projects will implement specific mitigation measures to address non-discrimination.
- These mitigation measures will require enhancing project grievance redress mechanisms as well as strengthening existing project monitoring by implementing entities including third-party monitoring where applicable.
- Each project implementing entity shall develop comprehensive guidelines to address non-discrimination.

[Signature]
Mission

"To formulate sound economic policies, maximize revenue mobilization, ensure efficient allocation and accountability for public resources so as to achieve the most rapid and sustainable economic growth and development"

Specific Measures for High Risk Sectors

Health

- The Ministry of Health issued a circular on August 8, 2023 that guarantees access to health care services for all and prohibits the discrimination or stigmatization of any individual who seeks health care services on any grounds.
- The Ministry of Health will widely disseminate and socialize health sector guidelines for the effective implementation of the circular.
- Implementing entities should strengthen grievance redress mechanisms, and third-party monitoring systems in collaboration with national and international partners.

Education

- The Permanent Secretary in the Ministry of Education and Sports on 18th August 2023 issued a circular stating that the Ministry of Education and Sports does not permit any form of discrimination against any persons in the delivery of education services, programs and projects.
- In light of that circular, the Ministry should ensure that there is no discrimination (including any form of bullying) against teachers and students on any grounds.
- The Ministry of Education and Sports will prepare project specific guidelines to address non-discrimination.
- Implementing entities should strengthen grievance redress mechanisms, including an independent hotline and third-party monitoring systems where necessary.



Ramathan Ggoobi

PERMANENT SECRETARY/SECRETARY TO THE TREASURY

Rt. Hon. Prime Minister, Office of the Prime Minister

Attorney General, Ministry of Justice and Constitutional Affairs

Hon. Minister of Finance, Planning and Economic Development

Hon. Minister of Education and Sports
Hon. Minister of Health
Hon. Minister of Gender, Labour and Social Development
Hon. Minister of Energy and Mineral Development
The Principal Private Secretary to H.E. the President
The Solicitor General, Ministry of Justice and Constitutional Affairs
The Permanent Secretary, Ministry of Health
The Permanent Secretary, Ministry of Education and Sports
The Permanent Secretary, Ministry of Gender, Labour and Social Development
The Director of Public Prosecutions

Telephone: 256 41 470000/212695
Fax: 256 41 4233524
Email: info@mfpe.go.ug
<http://mfpe.go.ug>
Website: <http://mfpe.go.ug>
Plot No. 2-8 Apollo Kaggwa Road
In any correspondence to
This subject please quote No.
BPD 86/179/01



Ministry of Finance, Planning &
Economic Development,
P.O. Box 8147
Kampala, Uganda

10th July, 2023

All Accounting Officers (Central Government, Missions Abroad, and Local Governments)

All Chief Executive Officers of State-Owned Enterprises and Public Corporations

**THE BUDGET EXECUTION CIRCULAR (BEC) FOR FINANCIAL YEAR
2023/2024**

A. INTRODUCTION

1. This Circular is issued in fulfilment of Article 155 (1) of the Constitution, and Sections 13 (5) and 14 (1) of the Public Finance Management Act, 2015 (Amended).
2. The theme for the FY 2023/2024 Budget has been retained as: ***“Full Monetization of the Ugandan Economy through Commercial Agriculture, Industrialization, Expanding and Broadening Services, Digital Transformation and Market Access”***. The Budget for FY 2023/2024 was approved to address the strategic mission of facilitating more Ugandans to join the money economy.
3. The purpose of this Circular is to communicate the following:
 - i. The FY 2023/2024 Annual Cash Flow Plan (**Annex 1**);
 - ii. The Policy, Operational and Administrative Guidelines for execution of the Budget in FY 2023/2024.
4. As you execute the Budget for FY 2023/2024, I urge all Accounting Officers to ensure that all program activities contribute towards addressing the following objectives:
 - i. Completion of public investments with higher multiplier effects on attainment of NDP III and the NRM 2021-2026 Manifesto;
 - ii. Full-scale implementation of the Parish Development Model (PDM);
 - iii. Enhanced revenue mobilization and collection; and



Minister

"Uganda's sound economic policies, sustained revenue mobilization, sound fiscal discipline and accountability for public resources are to achieve the most rapid and sustainable economic growth and development."

iv. Ensuring efficiency and effectiveness of Government through rationalization of public expenditure.

5. The key priorities to achieve the above objectives are detailed in the approved Budget for FY 2023/2024. For ease of reference, please follow the link <https://www.budget.finance.go.ug> to access the following key documents, among others:

- i. The Budget Speech for FY 2023/2024;
- ii. Approved Estimates of Revenue and Expenditure Volume I (Central Government Votes and Missions Abroad);
- iii. Approved Estimates of Revenue and Expenditure Volume II (Local Governments); and
- iv. Approved Estimates of Revenue and Expenditure Volume III for the State-Owned Enterprises and Public Corporations.

B. THE ANNUAL CASH FLOW PLAN FOR FY 2023/2024

6. In accordance with Section 36 (b) of the PFM Act 2015 (Amended), the Annual Cash Flow Plan for FY 2023/2024 has been generated off the Program Budgeting System (PBS) based on the quarterly projections in your respective Vote work plans for FY 2023/2024.
7. The purpose of the Cash Flow Plan is to guide and ensure that Government maintains sufficient liquidity to be able to sustain and make timely payments to meet service delivery requirements by aligning Vote cash inflows and outflows to your respective Program Implementation Action Plans (PIAPs).
8. In view of the above, and in line with Sections 15 and 21 (i) of the PFM Act, 2015 (Amended), all Accounting Officers are urged NOT to overcommit the vote budgets beyond the Annual Cash Flow Plan issued in this Circular. Furthermore, you should submit expenditure commitments, in line with the PIAPs, indicating the actual forecast commitments and the cash position of your respective Votes as per Section 16 (i) of the PFMA, 2015 (Amended) to inform decision-making on the subsequent quarterly expenditure releases.



C. POLICY DIRECTIVES, ADMINISTRATIVE AND OPERATIONAL GUIDELINES FOR IMPLEMENTATION OF THE BUDGET FOR FY 2023/2024

Policy Directives

9. The FY 2023/2024 Budget allocations directed resources to program areas meant for enhanced socio-economic transformation for all Ugandans through job and wealth creation, and increasing household incomes, by targeting the 39% of Ugandans still in the non-money economy. All Accounting Officers are urged to adhere to the following policy directives that guided the preparation of the Budget for FY 2023/24:

- i.** Fund key Government priorities to increase the momentum in socio-economic transformation, for example: the standard-gauge railway, the meter-gauge railway, solar-powered irrigation, PDM, Empeoga, road maintenance, coffee value addition, vaccines and pharmaceutical manufacturing etc.;
- ii.** Support development initiatives that drive private sector growth;
- iii.** Implement only ongoing projects and other multi-year commitments as approved in the Budget;
- iv.** Halt new non-concessional projects, except those already provided for in the fiscal framework, or those with no direct or indirect claim on the Consolidated Fund;
- v.** Hold back any recruitment plans in FY 2023/2024 except on a replacement basis where the resources are already available;
- vi.** No travel abroad, except for critical positions of the Executive, Legislature, Judiciary, security, diplomatic relations and resource mobilization; and
- vii.** **NO** purchase of new vehicles except hospital ambulances, tailored vehicles for medical supplies/distribution, and for agricultural extension services, security and revenue mobilization.

Non-Discrimination

10. Accounting Officers should ensure that all projects (whether Government of Uganda or externally funded) are implemented within the provisions of Article 21 (1) and (2) of the Constitution and Section 13 (1) (e) (i-ii) of the Public Finance Management Act, 2015 (Amended). This emphasizes equality of all persons in access to all opportunities and benefits presented by the above projects, without prejudice and discrimination on the ground of sex, race,

color, ethnic origin, tribe, birth, creed or religion, social or economic standing, political opinion or disability.

Advertising by Ministries, Agencies and Local Governments

11. In his letter of Ref. No. PO/3 dated 6th March 2023, H.E. The President directed that in FY 2023/2024, "all Government advertising must be through the Uganda Broadcasting Corporation. Any Accounting Officer who deviates from this will be sanctioned including dismissal". Print media advertising should be done through the New Vision. I therefore urge all Accounting Officers to strictly adhere to this directive.

Contracting in Ugandan Shillings versus Foreign Currencies

12. I have received numerous requests from a number of Ministries, Departments and Agencies (MDAs) to undertake contracts in foreign currency, especially in United States Dollars and Euros. In line with the fiscal and monetary policies agreed with Bank of Uganda, I wish to reiterate this Ministry's position that no procurements should be undertaken in foreign currency as previously communicated in FY 2016/17, FY 2017/18 and FY 2018/19. Contracting in the local currency, is meant to preserve the sanctity and value of the Shilling since the budget is appropriated in the local currency which is easily convertible.
13. Therefore, this is to guide all Accounting Officers as follows:
 - i. That all contracts for works, goods and services shall be awarded in Ugandan Shillings to hedge against cost overruns due to global forex rates fluctuations that impact on the stability of the Shilling; and
 - ii. All contracts, including those that follow international competitive bidding procedures, shall be quoted in Ugandan Shillings. The only exemption will be where it is clearly expressed in the financing agreements with Development Partners to use other currencies in the bidding process, if necessary. This should be strictly the exception and not the norm. I request the Honorable Attorney General's chambers to take note and enforce this guideline while approving agreements.



Telephone: General Lines: 256 - 417-712260
Permanent Secretary's Office: 256 -417- 712221
Toll Free 0800100066
E-mail : ps@health.go.ug
Website: www.health.go.ug
IN ANY CORRESPONDENCE ON



Ministry of Health
P. O. Box 7272
Plot 6, Lourdel Road
KAMPALA
UGANDA

THIS SUBJECT PLEASE QUOTE NO.

ADM:180/01

THE REPUBLIC OF UGANDA

5th June 2023

Circular

All Hospital Directors, National and Regional Referral Hospitals
All District Health Officers
All Medical Superintendents
All Health Facility In-charges
Executive Directors of Implementing Partners
Executive Directors of Faith Based Medical Bureaus
The Executive Director Uganda Healthcare Federation

PROVISION OF SERVICES TO ALL PEOPLE WITHOUT DISCRIMINATION

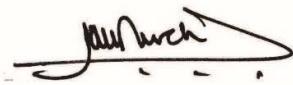
The constitution of the republic of Uganda recognises that health is a fundamental right and guarantees access to health care services for all. The Ministry of Health is mandated to provide Preventive, Promotive, Curative and Rehabilitative Health Services to all people in Uganda in their diversity **without any form of discrimination**. Furthermore, all services should be provided in a manner that ensures **Safety, Privacy and Confidentiality to all clients that seek health services in all facilities, both Public and Private**.

The Ministry of Health therefore reminds all health care workers and stakeholders about the above National commitments, and reiterates the following;

- **Not to deny services to ANY client who present themselves for services.**
- **Not to discriminate or stigmatize any individual who seeks health care services, for any reason – gender, religion, tribe, economic status, social status or sexual orientation.**
- **Patient rights and ethical values – Confidentiality, Privacy, Patient Safety as stipulated in the Patient's Charter should be upheld each time a patient seeks health care services at your facility**

Your cooperation in this matter is of great importance to improving access to service delivery for all our people.

A handwritten signature in black ink, appearing to read 'Min. of Health'.



Dr. Henry G. Mwebesa
DIRECTOR GENERAL HEALTH SERVICES

cc. Hon. Minister of Health
Hon. Minister of State for Health (GD)
Hon. Minister of State for Health (PHC)
Permanent Secretary, Ministry of Health
All UN Agencies
PEPFAR Coordinator
Head Country Team Global Fund, Geneva
Country Manager, World Bank
Country Director – CDC, USAID, DOD
Director General, Uganda AIDS Commission
Directors, Ministry of Health
All Chief Administrative Officers
Registrars, Health Professional Councils

Telegram: "EDUCATION"
Telephone: +256-41-7893602
Fax: +256-41-4230437
In any correspondence on
this subject please quote: EPD 191/336/03



Ministry of Education and Sports
Embassy House
P.O. Box 7063
E-Mail: permasec@education.go.ug
Website: www.education.go.ug
Kampala, Uganda

18th August 2023

All Heads of Education Institutions

PROVISION OF EDUCATION SERVICES TO ALL PEOPLE WITHOUT DISCRIMINATION

The Government of Uganda recognizes the Constitutional social objective to ensure all Ugandans enjoy rights, opportunities and access to education. Under our education objectives, the State is obligated to promote free and compulsory basic education, afford every citizen equal opportunity to attain the highest educational standard possible, and facilitate individuals, religious bodies and other non-governmental organizations to found and operate educational institutions if they comply with the general educational policy of the country and maintain national standards.

The Ministry is implementing the Gender in Education Policy which provides for equitable access to education for all without discrimination. To operationalize the Policy a number of policy strategies and guidelines exist including the National Strategy of Elimination of Violence Against Children, the Life Skills Toolkit, manuals on growth and sexual maturation. In addition, the Ministry has incorporated Sexuality Education into the curriculum to ensure age-appropriate information to enable young people to maneuver through the different challenges of life.

The purpose of this Circular, therefore, is to reiterate Article 21 (1) of our constitution which states that "All persons are equal before and under the law in all spheres of political, economic, social and cultural life and in every other respect and shall enjoy equal protection of the law". The Ministry does not condone any forms of discrimination and exclusion of any persons, in delivery of education services, programs and projects.

You are, therefore, called upon to observe and ensure the above standards in the delivery of education services, programmes and projects.

Ketty Lamaro
PERMANENT SECRETARY

Cc: First Lady and Hon Minister of Education and Sports
Ministers of State, Education and Sports

Tel: Director + 256-0414-332504.
General +256-414-332500
+ 256-414-332501
Toll Free: 0800112300



Office of The Director of Public Prosecutions,
Workers House, 12th& 11th Floor
Plot 1, Pilkington Road,
P.O. Box 1550,
Kampala (Uganda)
admin@dpp.go.ug
www.dpp.go.ug

Our Ref: ADM 12/01
Your Ref:

Date: 25th August, 2023

CIRCULAR NO.18/2023

All Prosecutors,
Office of the Director of Public Prosecutions.

RE: MANAGEMENT OF CASES WITH CHARGES PREFERRED UNDER THE ANTI-HOMOSEXUALITY ACT 2023.

The Anti-Homosexuality Act (AHA) came into force on 30th May 2023. It has come to the attention of management that a number of charges of Homosexuality and Aggravated Homosexuality are now being preferred by some officers without internalizing some crucial aspects of the act.

It is important to note that the AHA only criminalises offences where a sexual act has been performed. The term "sexual act" is defined under Section 1 of the Act.

It is also important to note that Sections 2 (5) and 3 (5) of the AHA provide that "*for the avoidance of doubt, a person who is alleged or suspected of being a homosexual, who has not committed a sexual act with another person of the same sex, does not commit the offence of homosexuality under this section*".

Officers are therefore advised to peruse files with offences under the AHA cautiously while taking into account the abovementioned provisions.

You are hereby directed to ensure that all files with charges preferred under the AHA should first be submitted to Headquarters with a written legal opinion for further guidance before a decision to charge is made.

Management will soon organize sensitization meetings for all officers on the key aspects of the AHA.

A handwritten signature in black ink, appearing to read 'J. F. Abodo'.

Jane Frances ABODO
DIRECTOR OF PUBLIC PROSECUTIONS

APPENDIX 3: Enhanced Implementation Support and Monitoring on Non-Discrimination

The World Bank and IFC have hired an international and credible entity (firm, agency) with a strong knowledge of the Ugandan context and a track record of enhanced third-party implementation support and performance monitoring to undertake the tasks described in this section for all projects presently being implemented in the Uganda portfolio. The entity is expected to work with NGO/CSOs and country-based development partners.

The Enhanced Implementation Support and Monitoring (EISM) will primarily focus on supporting project teams to implement mitigation measures to address grievances and concerns from beneficiaries, communities, and workers relating to discrimination from project benefits.

The objectives of the Enhanced Implementation Support and Monitoring include:

- Assisting project teams to enhance existing project-level grievance mechanisms and develop and operate an independent mechanism that would identify, manage, and monitor cases of discrimination.
- Assisting the WB in strengthening the capacity of PIUs, workers, and contractors, subcontractors, and service providers.
- Ensuring contracts, codes of conduct, hiring procedures, whistle-blower protection protocols, and other measures, as needed, are in place to allow remediation of cases of discrimination.
- Develop a strong data management system and process that secures personal data and information in a manner that is safe, ethical, and confidential.
- Where cases of discrimination are reported through the above mechanism, the EISM will report the grievances to the Bank, propose appropriate remediation, and follow up on agreed actions to resolve the cases.
- Support the WB/IFC to monitor the efficacy of the agreed measures to mitigate the impacts on WB/IFC financed operations.

Table 0-2 illustrates the enhanced implementation support and monitoring steps. Figure 0-1 contains the Enhanced Implementation Support and Monitoring process. Figure 0-2 contains the Complaint Management for vulnerable or marginalized individuals or groups. Table 0-3 presents the roles and responsibilities for the implementation of mitigation measures

To provide enhanced implementation and monitoring support to the World Bank/IFC

1. SCOPE OF WORK AND ACTIVITIES

operations in Uganda the EISM will:

1.1 Establish an effective and confidential mechanism to receive, manage, refer, and monitor grievances related to discrimination across the WB/IFC portfolio.

To do so the EISM will:

- **Enhance existing project-level grievance redress mechanisms** to safely, ethically, and coincidentally receive cases related to discrimination on World Bank/IFC financed operations and refer them to an appropriate grievance handling mechanism.

- **Design and operate a mechanism for receiving grievances** related to discrimination on WB/IFC financed operations (including from project level grievance mechanisms noted above).
- **Establish a hotline or an alternative complaint mechanism**, for individuals to lodge complaints of discrimination on WB/IFC financed projects or voice their concerns without fear of reprisal. The EISM is an alternative to lodging complaints through a GOU-led project-level GRMs

NOTE: The EISM firm has established a nationwide GRM hotline – 0800 333125, designed specifically to receive grievances or concerns from vulnerable or marginalised individuals or groups that may be discriminated against or excluded from benefiting from all World Bank and IFC financed projects due to enactment of the AHA. The hotline is hosted and operated by a local NGO. The Project will also benefit from the same hotline.

Table 0-2: Enhanced Implementation Support and Monitoring Steps	
<i>Act as a key first step in the referral process from project-level GRMs</i>	<i>Designed specifically to handle complaints restricted to WB/IFC projects</i>
Step 1	Receives and document complaints of discrimination in accessing WB/IFC projects' benefits, services, and opportunities.
Step 2	Develops specific security protocols to ensure that communications are safe, ethical, and confidential.
Step 3	Establishes a data management system on an international server guaranteed by the provider as safe and secure encryption and privacy.
Step 4	Implements a data privacy and protection policy to include confidentiality clauses to be signed by all personnel entrusted with managing referrals or referral-related information.
Step 5	Handles complaints in a confidential, anonymous, and non-judgmental manner which is sensitive to local context and in local languages.
Step 6	Provides detailed monthly reports of complaints received to the WB/IFC
Step 7	Provides ad hoc incident reports of all allegations to WB/IFC within 48 hours of receipt.
Step 8	Reports grievances to the WB/IFC, proposes appropriate remediation, and follows up on agreed actions to resolve the case.
Step 9	Maps available services for vulnerable or marginalized individuals or groups including counselling, legal services, protection, and other services.
Step 10	Refers individuals to the appropriate local services or organizations as needed.

Step 11	Regularly evaluates the effectiveness of mitigation measures to determine whether and how well the mitigation measures are functioning.
Step 12	Recommends and supports the implementation of adjustments to mitigation measures based on regular evaluations and their impact.

1.2 Outreach and sensitization to project beneficiaries and communities involved with the World Bank/IFC Bank/IFC Portfolios.

Activities related to Outreach and sensitization to project beneficiaries and communities include:

- **Assist the WB/IFC to prepare and implement a plan to disseminate information** about the support provided by the entity including support to existent GRMs.
- **Prepare community/beneficiary information materials** on their rights within the Constitution of Uganda and World Bank/IFC policies informed by various official circulars issued by the GOU on non-discrimination and World Bank/IFC policies.
- **Develop and implement a methodology to conduct periodic outreach to beneficiaries/communities** to hold consultations on non-discrimination to identify issues and risks in a safe, ethical, and confidential manner.

1.3 Capacity strengthening and technical support

Activities related to capacity strengthening and technical support include:

- **Support to the WB/IFC on training** of government staff and private sector consultants/clients, workers, and contractors on non-discrimination by developing training materials, identifying venues, providing trainers, etc.
- **Support to the WB/IFC with training project level GRMs** on non-discrimination in World Bank and IFC financed Projects by developing training materials, identifying venues, providing trainers, etc.
- **Preparing training modules for call center operators, data management personnel, and community outreach personnel** on appropriate handling of sensitive information.
- **Providing technical support to the GOU for the development of Guidelines** on Nondiscrimination of Workers.

1.4 Monitoring and Evaluation

Activities related to monitoring and evaluation include:

- **Developing a system to regularly monitor WB/IFC projects** for 1) implementation of agreed GOU actions to mitigate the risk of discrimination

on WB/ IFC projects, 2) incidents of discrimination on World WB/IFC financed projects.

- **Regularly evaluating the effectiveness of mitigation measures** to determine whether and how well the mitigation measures are functioning to improve WB/IFC awareness of incidents of discrimination on WB/IFC financed operations.
- **Recommending and supporting the implementation of adjustments to mitigation | measures** based on regular evaluations and their impact.

2. Roles and responsibilities

The GOU and its PIUs remain responsible for the implementation of all project activities including mitigation measures supported by the EISM. The enhanced implementation and monitoring support mandate is specifically focused on:

- 1) supporting the WB/IFC to ensure the agreed measures on non-discrimination in the portfolio are implemented fully, ethically, safely, and to an appropriate standard of quality; and
- 2) to support the WB/IFC to enhance our awareness of cases of discrimination across the WB/IFC portfolio.

The GOU will facilitate the work of the Entity and collaborate as needed on all activities requiring their direct involvement, such as outreach and sensitization activities, capacity strengthening and technical support as well as the monitoring and evaluation of mitigation measures. The GOU will also ensure that the work under the EISM can be undertaken safely in accordance with existing circulars and their dissemination.

Figure 0-1: Description of Enhanced Implementation Support and Monitoring Process

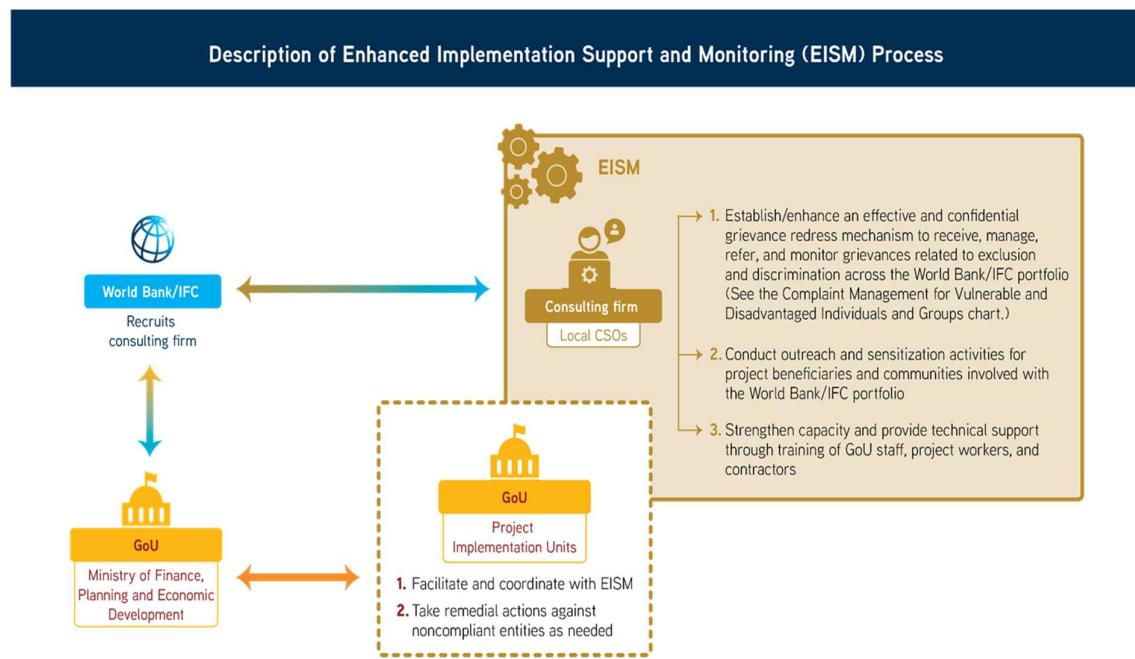
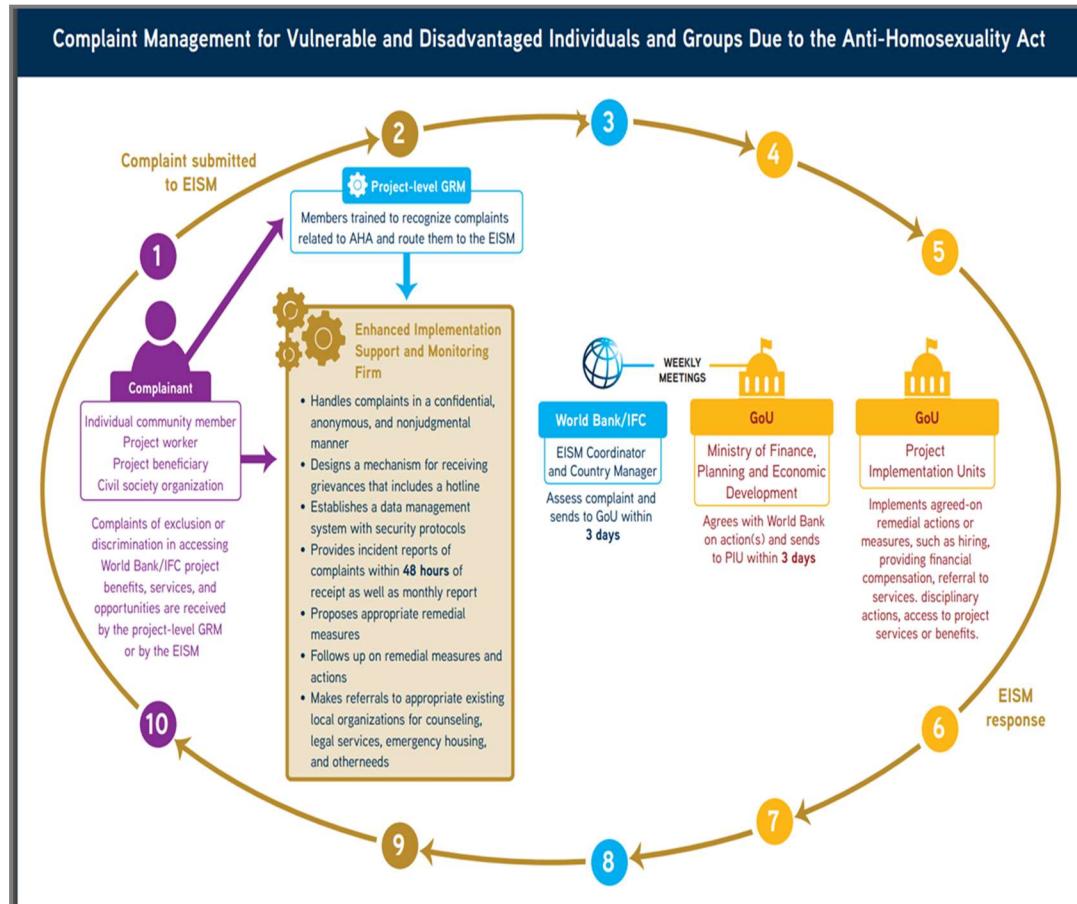


Figure 0-2: Complaint Management for Vulnerable or Marginalized Individuals or Groups due to AHA



APPENDIX 4: Guidelines For Implementing Mitigation Measures to Address AHA-Related Risk

In July 2024, following the enactment of the Anti-Homosexuality Act (AHA) of 2023, the Environmental and Social documentation and its annexes including ESMF, LMPs, SEPs, POMs etc. for all ongoing projects in the Ugandan portfolio were updated to include specific measures to mitigate the risk of discrimination against or exclusion of any affected individuals and groups in providing or receiving benefits in World Bank-financed projects and programs in Uganda. This RPF for UTIP includes such mitigation measures in various sections as appropriate.

The measures involve ensuring access to a project-level Grievance Redress Mechanism (GRM), establishing a dedicated hotline for receiving AHA-related complaints, requiring contract clauses and codes of conduct on nondiscrimination, and training project workers and contractors and community outreach activities on Inclusion and Nondiscrimination (IND).

Through a competitive process, the World Bank and International Finance Corporation (IFC) have contracted an international firm SREO Consulting Ltd. (SREO) to support the implementation of the mitigation measures. SREO will partner with local Civil Society Organizations (CSOs) and/or individuals with expertise and experience in inclusion and nondiscrimination in Uganda.

The World Bank will support the Ugandan government in the rollout of the mitigation measures through Enhanced Implementation Support and Monitoring (EISM), targeting PIUs including the PIU for the Project, contractors, subcontractors, frontline service providers, and local stakeholders, as required and set out in the environmental and social documentation.

This appendix presents guidelines on how to implement the mitigation measures, including main steps and the roles and responsibilities of task teams, the Ugandan government, PIUs, the World Bank, CSOs, SREO, and other stakeholders.

Steps for Implementing Mitigation Measures

Depending on the status of a particular project, the following steps may or may not be followed sequentially. One or more of the steps might not be relevant to a project, or it might be possible to accomplish two or more steps at the same time.

SREO and the relevant World Bank task team leader, social development specialist, and PIU should discuss and agree on the relevance and sequence of steps prior to their implementation.

1. Assess the Status of the Project

The approach, type, and level of effort will vary depending on a project's implementation status:

- **Ongoing projects.** Ongoing projects require retrofitting to include mitigation measures. Such projects should be considered high priority for monitoring because of the existing risk of discrimination.

- **Early-stage projects.** Projects at an early stage of implementation require retrofitting to include mitigation measures, but the need for monitoring is not as urgent as for ongoing projects. The priority level for early-stage projects will depend on the status of activities on the ground and whether or not a PIU and service providers are in place.
- **Closing and closed projects.** Projects that have closed since the enactment of the AHA or that will be closing in the next six months require a due diligence review to assess if there are any outstanding complaints or issues related to the discrimination of vulnerable or marginalized individuals or groups and if any remedial measures are needed.

The results of the due diligence should be incorporated into the standard environmental and social closure review unless it has been completed already. No further action is needed.

- **Pipeline projects.** A project that has not yet begun implementation provides the opportunity to integrate AHA risk mitigation measures and monitoring into its design.

The Project as a pipeline project has presented such an opportunity to integrate these mitigation measures and monitoring into its design.

2. Enhance Existing Project-Level Grievance Redress Mechanisms and Establish a Hotline

SREO will distribute a questionnaire to World Bank and PIU social development specialists to assess existing project-level GRMs. Based on a review of responses, it will recommend actions that the PIU or service providers can take to improve the GRMs.

With the support of SREO, the PIU and the social development specialist will revise the project GRMs to include effective, safe, ethical, and confidential referral pathways, ensuring that individuals or groups feel secure reporting incidents and that grievances are addressed quickly, efficiently, and appropriately.

SREO will provide training to GRM staff so they can recognize AHA-related complaints and route them to the EISM. The enhanced process will enable the PIU to identify complaints of exclusion or discrimination sent to the GRM and forward them to SREO within 48 hours of receipt.

Hotline on Discrimination and Exclusion

SREO has designed and operates a hotline (0800 333125) as an alternative way to receive complaints about the exclusion or discrimination of vulnerable or marginalized individuals or groups related to accessing benefits, services, or opportunities in World Bank/IFC operations. The design of the hotline will allow it to:

- Receive complaints in a confidential, anonymous, and nonjudgmental manner that is sensitive to local context and available in local languages.
- Compile detailed monthly reports of complaints.
- Advise complainants on remedial actions.

- Map available services for vulnerable or marginalized individuals or groups, including counseling, legal services, and protection.
- Refer individuals to appropriate local services or organizations.
- Implement a data privacy and protection policy that includes confidentiality clauses which must be signed by all personnel handling referrals
- Establish a data management system that guarantees safety through secure encryption and privacy protocols.
- Develop specific security protocols to ensure communications are safe, ethical, and confidential.
- Ensure all grievance mechanisms have appropriate whistle-blower protection protocols in place that enable safe reporting.

World Bank's Grievance Redress Service. In addition to the enhanced project-level GRM and the dedicated hotline, the World Bank has developed a specific window under its existing Grievance Redress Service (GRS) to manage complaints related to any World Bank project globally. A protocol has been developed to process all complaints related to exclusion or discrimination in the Uganda portfolio.

3. Conduct Outreach and Sensitization Activities

The World Bank team, PIUs, and service providers should contact SREO to assist with:

- The preparation and implementation of a plan to disseminate information about existing GRMs and the dedicated hotline.
- The development and implementation of outreach activities on nondiscrimination delivered to beneficiaries and communities in a safe, ethical, and confidential manner.

4. Strengthen Capacity and Deliver Technical Support

The World Bank team, PIUs, and service providers should contact SREO to assist with:

- Training workers, contractors, and project-level GRM staff on nondiscrimination and inclusion, including developing training materials, identifying venues, and hiring trainers.
- Delivering any other needed technical support related to the implementation of the mitigation measures.

SREO will prepare training modules for call center operators, data management personnel, and community outreach personnel on the appropriate handling of sensitive information given the AHA context.

5. Conduct Monitoring and Evaluation

Task team leaders, social development specialists, PIUs, and service providers should contact SREO to:

- Support the monthly and quarterly monitoring and evaluation of the implementation of agreed measures and actions to mitigate the risk of exclusion and discrimination and to reduce incidents of discrimination or exclusion due to the AHA.
- Provide comments on regular evaluations of the effectiveness of mitigation measures.
- Offer feedback on recommendations and support the implementation of adjustments to mitigation measures based on their effectiveness.

6. Take Remedial Action

When a discrimination or exclusion complaint is reported to the dedicated hotline, the following process should be followed:

- SREO will report the grievance to the World Bank, propose appropriate remedial actions, and follow up on agreed actions to resolve the case.
- The World Bank's EISM coordinator and country manager will assess the complaint and then forward it to the Ministry of Finance, Planning and Economic Development. If the Ministry does not object to the World Bank's recommendations, they will be forwarded to the PIU.
- The PIU is responsible for implementing the agreed measures, which might include training and retraining, hiring, offering financial compensation, providing service referrals, taking disciplinary actions, and providing access to project services and benefits.

Roles and responsibilities for the Implementation of Mitigation Measures

The different steps presented are guidance on the how to do and the sequencing for the implementation of the mitigation measures bearing in mind that the sequencing can vary from one project to another, and activities done in parallel in some instances. Each step identifies the roles and responsibilities of the GOU, PIU, WBG, CSOs and SREO. The roles and responsibilities are summarized in this section in Table 0-2.

This section also provides more specific information on roles and responsibilities to implement the mitigation measures of the EISM firm SREO and the PIUs. The mitigation measures identified in the Projects' environment and social instruments will be implemented by the GOU through the PIU with the support of the EISM firm SREO hired by the World Bank with NGO/CSOs and country-based development partners in implementing these mitigation measures. SREO's specific responsibilities include:

- Helping project teams improve existing project-level grievance redress mechanisms, and developing and operating an independent mechanism to identify, manage, and monitor cases of discrimination.
- Developing a robust data management system and process that secures personal data and information safely, ethically, and confidentially.
- Working with the World Bank to strengthen the capacity of PIUs, workers, contractors, subcontractors, and service providers.
- Ensuring that contracts, codes of conduct, hiring procedures, whistle-blower protections, and all other needed protocols are in place to remediate cases of discrimination.
- Supporting the World Bank in monitoring the efficacy of the agreed mitigation measures.
- Reporting complaints of discrimination to the World Bank, proposing appropriate remedial actions, and following up on agreed actions to resolve cases.

With the support of SREO, PIUs are responsible for implementing mitigation measures as described in the environmental and social instruments, including:

- Developing training, sensitization, information, educational, and communication materials on the principle of nondiscrimination of individuals or groups who are vulnerable or marginalized.
- Conducting consultations on nondiscrimination with targeted external stakeholders, including NGOs, CSOs, local governments, and other stakeholders, as appropriate.
- Integrating clauses on nondiscrimination and codes of conduct on nondiscrimination into all project contracts, which must be signed by all contractors, subcontractors, and service provider staff.
- Reviewing all relevant policy and protocol documents, including those for human resources and whistle-blower protections.
- Facilitating the monitoring of all measures to ensure their implementation, that all reported incidents are shared with the World Bank, and that they are addressed promptly.

Table 0-3: Roles and Responsibilities for the Implementation of Mitigation Measures

Government of Uganda

- Facilitating the implementation of mitigation measures under the leadership of the Ministry of Finance, Planning and Economic Development and through PIUs.
- Following up on reported cases of discrimination in coordination with the World Bank EISM coordinator and country manager.
- Achieving agreement with the World Bank on remedial actions and forwarding recommendations to PIUs.

Project Implementation Units/Project Implementation Support Teams

- Reviewing and enhancing project-level GRMs.
- Ensuring the implementation of mitigation measures.
- Facilitating capacity strengthening and community outreach efforts.
- Implementing agreed-on remedial actions and measures.

World Bank (task team leaders, social development specialists, and the EISM coordinator)

- Supporting capacity strengthening and training sessions.
- Facilitating communication between SREO and the Ugandan government, SREO and task team leaders, and SREO and PIUs.
- Overseeing the remediation of reported cases, makes recommendations, and follows up to ensure their resolution.

Civil Society Organizations

- Hired by the EISM firm (SREO) to coordinate the monitoring of activities in Uganda.
- Participate in capacity-building and outreach activities to disseminate information about the hotline and the GRS to relevant populations.
- Receive and manage referrals for issues outside the EISM's scope.

SREO Consulting, Ltd.

- Establishes a dedicated hotline and assists PIUs in improving existing GRMs.
- Conducts outreach and sensitization activities.

- Provides capacity-strengthening and technical support to PIUs.
- Monitors and evaluates discrimination complaints.