





The numbers of KiCoFA members and reforestation areas show clearly that the project is well established and fits in the socio-economic environment of the area. KiCoFA contains members from all local ethnical groups with the majority being women.

- Male members: 30%
- Female members: 70%

*Summary of the diploma thesis on the KiCoFA (Arne STEISS, 2007)*

“The survey clearly showed that especially the cooperation between the company and the NGO KiCoFA brought numerous positive social benefits to the people who live in the neighbouring areas of the Kikonda Forest Reserve.

People became sensitized about the problems and the benefits of tree planting actions and learned more about them. This led to a better understanding of the actions carried out in the neighbouring plantation. With the foundation of the NGO KiCoFA, the support of it through the company and the numerous offered training activities concerning tree planting the local population has the possibility to take part and to experience tree planting on their own. Continuous increasing member figures of the NGO KiCoFA and more applications for future tree plantings clearly show the high interest and acceptance of the offered activities.

The participants are not only interested in the free provision of seedlings, they also are interested in the idea of growing trees as a farming activity and using the trees as an investment for the future as this is new to most of them. Additionally more and more people see the positive effects of trees concerning environmental protection. As the area is highly deforested, people realize that growing trees can help to counteract this development.

The NGO itself, as a group where people can meet and discuss problems, is a big social benefit. People are organized in a group and appreciate the fact that they receive more attention as a group as it would be as single persons. People from all backgrounds and professions are members of the NGO, teachers and district chairmen as well as farmers and even few cattle keepers. Therefore the NGO contributes to good relation of all people around the Kikonda Forest Reserve.”

### **Community forestry**

To further integrate the local communities in the project activities, a 100 m wide zone of community forest will be implemented along the border of the project. With the assistance of the company, the surrounding communities will here be able to plant their own community forests. The management of the land will follow the national rules of Community Forest Management. This includes a multi-stakeholder dialogue on target setting and implementation. Although project owner and the National Forestry Authority are partners of the communities, it is the communities that have the strongest stake in the process.

### **Education**

To enhance the education of the children living in the surrounding communities the company is supporting schools by sponsoring the salary of teachers. At present one teacher at a primary school is fully and continuously paid by the project owner. Based on the experience of that exercise more teachers will be funded.. Schools are often overloaded and classes of 50 to 100 students are not seldom found. In the school, children learn how to read and write. Skills that are essential for their further lives.

If the information above has any references, please state their title(s).

Reference documents must be uploaded in the respective attachment folder, reference pictures on the project specific website. See pictures on the projects website.

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### **c. Capacity building**

The capacity building for the management is described in the document ‘Management Capacity’.

- How is capacity building carried out for the **employees**?

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The forestry sector within Ugandan has limited experience in sustainable forest management. Despite this fact, the project owner global-woods has the long-term goal to manage its forestations fully with local staff.

Project-experience during the first two years (2002-2004) showed that, due to the lack of know-how, it was not possible to plant bigger areas with only Ugandan foresters.

In 2005, a German forestry expert was employed to support the local management. In addition he organized a joint training program with the National Forest Authority (NFA) and the Faculty of Forestry of the University of Makerere to enhance management capacity for the forestation. In this program more than 15 graduates were trained in practical management of forestation.

Since then, this program continuous on yearly base, training 3-5 students.

Besides graduates from the university also farmers of the surrounding villages were trained in the following topics:

- 1) Sustainable forest management: history – international examples – application in Kikonda
- 2) Infrastructure: roads and fire protection
- 3) Ecology and nature protection
- 4) Nursery management
- 5) Site preparation
- 6) Silviculture (silvicultural systems, planting, thinning, pruning, etc.)
- 7) Biometrics (measuring trees, stands, increment)
- 8) Harvest
- 9) Wood processing and marketing (lumber and charcoal)
- 10) Social and legal framework.

Additional, employees as well as farmers have the opportunity to join regular workshops on forestry facilitated by a program of European Union. The program runs a series of training courses to assist tree planters. These courses are very practical and their objective is to give participants key tree planting skill.

If the information above has any references, please state their title(s).

Reference documents must be uploaded in the respective attachment folder, reference pictures on the project specific website.  
Program of the European Union: [www.sawlog.ug](http://www.sawlog.ug) or [www.spgs.ug](http://www.spgs.ug); "documentation of training courses.pdf"

● How is capacity building carried out for the **contractors**?

Contractors are encouraged to join the training organized for employees. Above that they receive one-to-one trainings by global-woods management staff.

If the information above has any references, please state their title(s).

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● How is capacity building carried out for the **workers**?

Although training for workers mainly lies in the responsibility of contractors, the project owner frequently organizes hands-on training sessions to increase works safety and work efficiency. The content and schedule of these training dependa on the individual demand of the field staff.

If the information above has any references, please state their title(s).

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 A first aid kit must be reasonably accessible for all *workers*.

A first aid kit is always available at the Forest Station. Contractors are advised to bring first aid kits for the workers to the field. Currently the management of the project and contractors only have basic skills on the treatment of injuries. A yearly workshop will enhance the knowledge of first aid.

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 Workers must be able to organize themselves and voluntarily negotiate with their employers.

Has the above mentioned criterion been implemented? **Yes, completely.**

If it is only partly implemented, please describe how and when it is planned to implement this requirement completely?


Workers are by no means stopped to team up to voice their concerns. So far no formal structures have established yet, but frequently groups of workers form spontaneously to bring forward their concerns to the management. In regular intervals an assembly of all workers, both workers of the project owner and workers of contractors are called in to listen to their concerns.

If the information above has any references, please state their title(s).

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 All equipment (tools, machines, substrates, etc.), including those of the *contractors*, shall be in safe working mode.


Only tools and machines which are in full serviceable mode can work efficiently. Without the tools and machines being in a safe mode, they are not allowed to be used by the workers.

If the information above has any references, please state their title(s).

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 Proper protective equipment and training of the *workers* must be implemented - especially when chemicals are used.

For safety reasons, all field workers must wear gumboots or solid working shoes during the execution of their work. For each division an Internal Management Plan is implemented, that defines Standard Operation Procedures and obligatory safety measures for each field activity. The project management pushes its contractors to step-by-step reach the international levels for the use of protective equipment.

All workers are trained to work with its respective tools. Staff working with chemicals get special attention and trainings within the company.


Management staff and contractors are further trained by professionals from the SPGS program. This organisation provides its expertise by trainings and in workshops. It further sets security criteria for forestation activities in Uganda. All criteria of SPGS are adapted within the project.

If the information above has any references, please state their title(s).

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"SUB-safety-policy.pdf"; weblink of the SPGS program: [www.spgs.ug](http://www.spgs.ug)

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 Children under the age of 16 are not allowed to work for the *project*.

Do children under the age of 16 work within the *project*? **No**

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