

No Net Loss for People and Biodiversity

Training for the National Environment Management Authority

14th February 2019 Kampala, Uganda



Delegates of the No Net Loss for People and Biodiversity Training, 14th February 2019 (Baker, 2019)

Balfour Beatty



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Introduction

The National Environment Management Authority (NEMA) in collaboration with the University of Oxford and the World Conservation Society Uganda (WCS) has undertaken research on No Net Loss for People as well as Biodiversity using the Kalagala offset in Bujagali as the case study. This research was part of a project funded by the UK Government's Darwin Initiative called 'Achieving [No Net Loss for Biodiversity and Communities in Uganda](#)'. The research has been particularly important for Uganda because the Indigenous Peoples and Local Communities (IPLCs) depend on biodiversity for their subsistence and livelihoods, and they can be adversely affected by No Net Loss especially when it is achieved through biodiversity offsetting as the final stage of the mitigation hierarchy. However these social impacts of No Net Loss are often not adequately considered, even when development projects mitigate their broader social impacts.

Therefore, to strengthen institutional capacity on good practice for people when designing and implementing Biodiversity No Net Loss on economic development projects, a training course was held for NEMA staff, in particular those reviewing Environmental and Social Impact Assessment (ESIA) Reports. The training objectives were to improve understanding of:

- Applying the mitigation hierarchy to achieve No Net Loss for both biodiversity and people
- The types of impacts on people from Biodiversity No Net Loss
- How to design, implement and monitor Biodiversity No Net Loss in accordance with good practice for people
- How to assess and measure social outcomes from Biodiversity No Net Loss

The training was based on new international [good practice principles](#) for the social aspects of Biodiversity No Net Loss, which were developed and published as an output of the Darwin Initiative project and an ESRC funded Impact Accelerator Award to Bangor University. It was also designed to guide Uganda as it develops a national strategy and operational guidelines on Biodiversity and Socio-Economic Offsets.

The training included presentations, practical case study examples, group exercises and cohort discussions (see Appendix A for the Training Agenda). The training was held on 14th February 2019 at the Skyz Hotel in Kampala, Uganda. It was attended by NEMA staff from headquarters and from regional offices (see Appendix B for the registration list). The training provider was Dr Julia Baker, Balfour Beatty, and the facilitators were from WCS Uganda and Nature Uganda.

The training was funded by the UK Government's Darwin Initiative, which assists countries that are rich in biodiversity but poor in financial resources to implement their commitments under the international biodiversity conventions. The training was also funded by the ESRC Impact Accelerator Award to Bangor University.

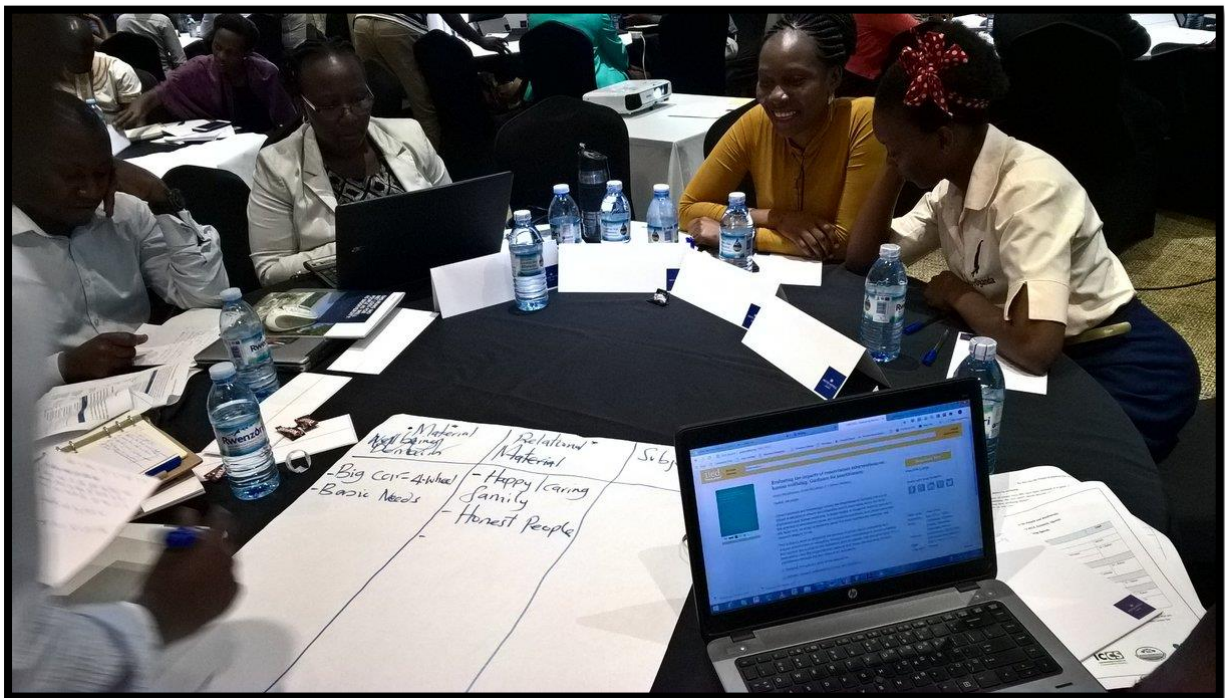


Training Overview

The training started with the welcome address by Francis Ogwal of NEMA. Julia then gave an overview of No Net Loss for people and biodiversity, including the main differences between a standard ESIA process and development that achieves No Net Loss outcomes for biodiversity. Julia then led delegates through the main training modules of: the types of impacts on people from No Net Loss; assessments of people's wellbeing; applying the mitigation hierarchy for both people and biodiversity; and, designing No Net Loss for biodiversity with good practice for people.

Each training module was accompanied by a Check List, which was for NEMA staff reviewing ESIAs of development projects seeking No Net Loss of biodiversity. The Check List focuses on the social aspects of No Net Loss and is to help NEMA staff assess whether No Net Loss followed good practice for people, as well as providing an auditable record of quality assurance.

The Check List is included in Appendix C and the training slides are included in Appendix C.



Photograph 1. NEMA staff during training on No Net Loss for People and Biodiversity (photo credit: Baker, 2019)

Group Work

Each training module included group work. In summary, outputs from the group work were:

Module 1. Impacts on people from No Net Loss of biodiversity

- **Do ESIA's clearly assess impacts on people from NNL?**

The majority of assessments of No Net Loss focus on biodiversity and so do not make clear any associated impacts on people. ESIA's do assess the wider impacts of a development project on people and so some capture social impacts of No Net Loss, especially for development projects within a cultural landscape. However, such assessments typically regard impacts on people from biodiversity loss at the development site, whereas impacts on people from a biodiversity offset are rarely assessed. Also while some assessments might disaggregate impacts onto specific groups of people such as interest group or by gender, none regard a comprehensive assessment of wellbeing as this is not mainstream within the ESIA process.

- **What are the main data gaps and challenges to assessing impacts on people from NNL?**

Key data gaps include there being no standardised or measurable criteria on the social aspects of No Net Loss to steer the impact assessments. This especially regards wellbeing, cultural values and the dynamic nature of society. Other gaps are that many ESIA's do not have comprehensive baseline data on the social aspects of biodiversity from which to assess impacts, especially baseline data on biodiversity-related activities that underpin social cohesion. For impact assessments that are undertaken, disaggregation of impacts (e.g. according to gender) is not undertaken by all, and many do not account for the social values of natural resources or for indirect impacts on people from No Net Loss.

Challenges include:

- A lack of capacity including of regulators and ESIA consultants
- Social values not being prioritised within No Net Loss assessments (e.g. not there in the Terms of Reference for an ESIA)
- Meeting the condition for like-for-like biodiversity offsets at sites near the development footprint that can also address social impacts
- Political interference when local people are affected by a development project
- The current lack of a regulatory framework on No Net Loss especially as this is a costly exercise

While delegates discussed the fact that No Net Loss is voluntary in Uganda at the moment, they acknowledged that new environmental legalisation is being drafted that might mandate No Net Loss for economic development projects.

- **What actions will address the gaps and challenges?**

Two priority actions were identified: practical guidelines to support implementation and capacity building. The focus of both was for local governments, local communities, regulators and ESIA consultants. Linked to capacity building was the need to ensure continuing professional development especially for the regulators and ESIA consultants (and for ESIA consultants to submit evidence of this to NEMA).

Other actions were: including No Net Loss as part of feasibility and scoping studies of a development project for early identification of potential social impacts (which in turn enables better application of the mitigation hierarchy, especially to implement avoidance measures); undertaking comprehensive stakeholder engagement; locating the offset site as close as possible to the development site; establishing a regulatory framework for No Net Loss to be mandatory; and undertaking multi-sector planning for development projects to better align the biodiversity and social objectives.

- **Who is responsible for undertaking each action?**

A range of stakeholders were identified including Ministries e.g. establishing a regulatory framework; NEMA and other regulators e.g. producing guidelines and including social aspects of No Net Loss with the Terms of Reference for ESIA's; ESIA consultants e.g. capacity building to ensure they have the right skills and expertise; and developers / implementers e.g. looking for offset sites close to the development footprint.

Module 2. Assessing wellbeing

Wellbeing is a complex, multi-dimensional concept. Being able to assess impacts on people's wellbeing requires intensive training, so the purpose of this module was to raise delegates' awareness of wellbeing and how it can be affected by No Net Loss.

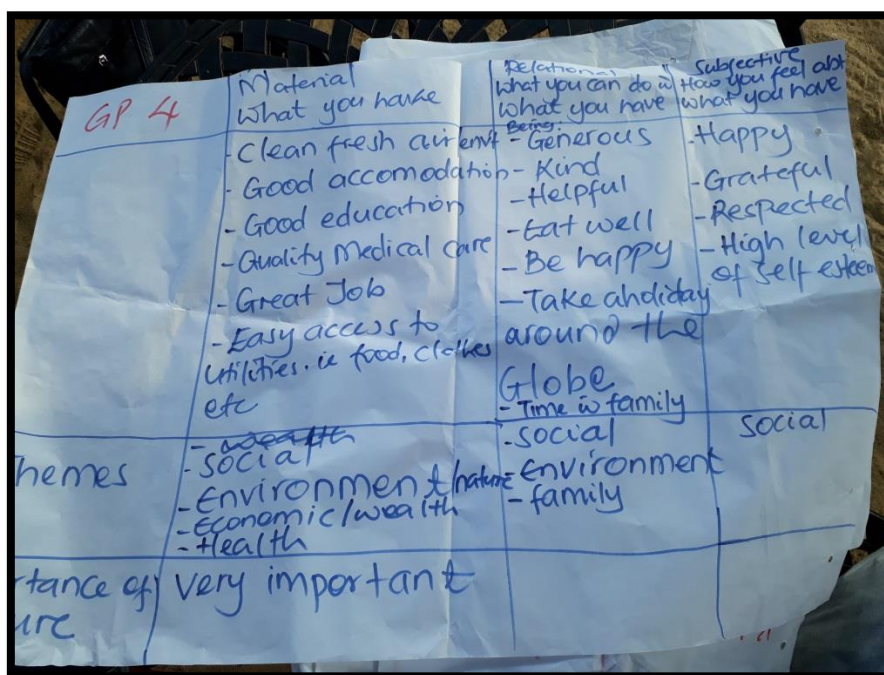
Individually, delegates wrote what it meant to them to lead a good life. They then shared their answers with their group. Each group discussed which of the three domains of wellbeing each answer best reflected:

1. Material: what people have
2. Relational: what people can do with what they have
3. Subjective: how people feel about what they have and what they can do

There were a variety of answers on what it meant to delegates to lead a good life. Some answers were clearly reflected by one of the wellbeing domain, e.g. having a car was considered to be in the material domain. But others were not clear-cut and required further questioning to understand that person's answer in more detail.

The next stage was for each group to assess the importance of biodiversity to their group's wellbeing. They did so by comparing how often biodiversity (or biodiversity-related aspects) were mentioned in comparison with other aspects of leading a good life such as religion, health, having a family and wealth. In general, biodiversity was found to underpin many aspects that people defined as leading a good life as well as being important in itself.

The module ended with discussion on how Uganda is at the start of its journey for economic development to achieve No Net Loss of biodiversity, but also how Uganda is already at the fore-front of efforts to ensure that No Net Loss follows good practice for people e.g. this training course as well as integrating social aspects into its national strategy on biodiversity offsets. But also that assessing impacts of No Net Loss on people's wellbeing is something for Uganda to work towards. This is especially as the international good practice principles on social aspects of No Net Loss have just been published (November 2018) and as no country can suddenly achieve No Net Loss of biodiversity and people with regards to economic development, rather it is a progression.



Photograph 2. Group work on wellbeing (photo credit: Baker, 2019)

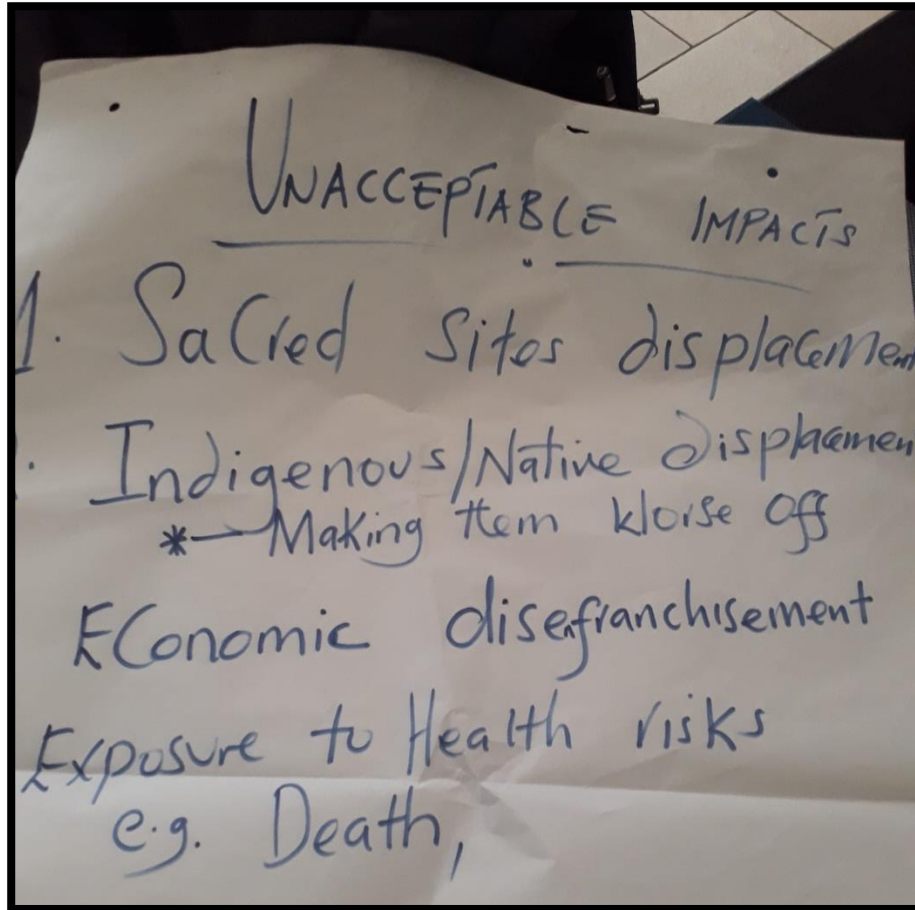
Module 3. Applying the mitigation hierarchy

- List examples of unacceptable impacts on people from No Net Loss

Loss of cultural sites associated with biodiversity – this was listed by every group as an unacceptable impact from No Net Loss that cannot be compensated for in order to achieve sustainable and equitable outcomes. In other words, this is a permanent loss. Other unacceptable impacts on people from No Net Loss included:

- Land grabbing
- Property destruction
- Loss of lives; affecting human health
- Permanently affecting forests and wetland that provide critical ecosystem services, especially in urban areas, where these habitats take an incredibly long time and/or are extremely difficult to recreate
- School drop-out

- Cultural dilution from an influx of people into the newly developed area
- Affecting national heritage sites
- Indigenous displacement
- Economic disenfranchisement



Photograph 3. Group work on unacceptable impacts to people from No Net Loss of biodiversity that cannot be compensated for (photo credit: Baker, 2019)

- **List actions to improve application of the mitigation hierarchy to all impacts on people from No Net Loss, and who is responsible for the actions**

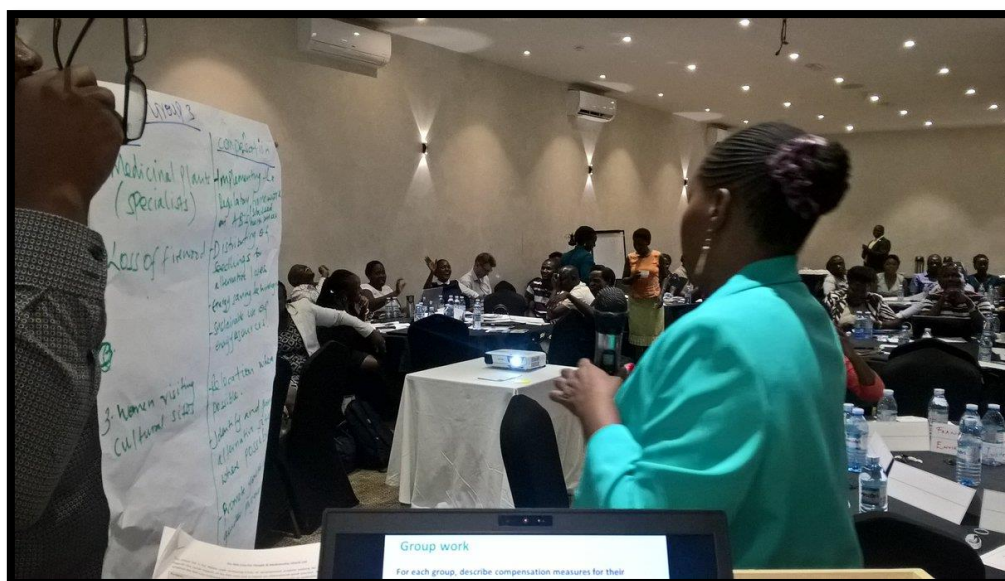
Several actions were identified to improve application of the mitigation hierarchy. These included engaging stakeholders; strengthening regulation and ESIAs; developing practical guidelines; capacity building especially for regulators and ESIA consultants; gazettement of critical biodiversity areas; restricting development to particular areas e.g. demarcating avoidance areas; remediating or restoring biodiversity impacts before offsetting; and demonstrating the full value of biodiversity e.g. cost-benefit analyses using natural capital accounting.

Various stakeholders were listed as being responsible for the actions. These included: NEMA (e.g. strengthening ESIAs); the Ministries (e.g. mandating the mitigation hierarchy for No Net Loss); and ESIA consultants as well as developers especially in terms of locating development projects to avoid areas where impacts on biodiversity and/or impacts on people's connection with biodiversity are unacceptable.

Module 4. Designing No Net Loss for people as well as biodiversity

The final module focused on designing No Net Loss according to good practice to people, such as ensuring no time-lag between the impacts and compensation measures, and ensuring that people affected by No Net Loss at both the development and biodiversity offset sites receive compensation. Each group then discussed possible measures to address impacts on people affected by the loss of woodland for a development project. Three types of people had been identified from the impact assessment: specialists collecting medicinal plants; all households (women) collecting firewood; and women visiting cultural sites. Measures to address the specific impacts they endured were discussed. The answers included the following:

People affected by loss of woodland at the development site	Possible measures to address the impacts
Specialists collecting medicinal plants	<ul style="list-style-type: none"> ○ Retaining some of the woodland (i.e. avoidance) where there are 'hot spots' of medicinal plants growing for sustainable harvesting ○ Before the development starts, supporting the specialists to collect medicinal plants (especially seeds) from the woodland and plant them in their gardens (or an alternative site) ○ Supporting alternative and sustainable income generating activities to compensate for the loss of income
All households (women) collect firewood	<ul style="list-style-type: none"> ○ Providing affordable and sustainable sources of energy ○ Planting woodlots specifically to generate firewood (which might be with exotic species as some grow faster and are better firewood than native species, so not suitable for biodiversity No Net Loss) ○ Distributing seedlings for households to plant their own trees for firewood
Women visiting cultural sites	<p>One group said that the loss of this cultural site was unacceptable and could not be compensated for. Other groups said it depended on the specific nature of the cultural sites and spirits at the cultural sites, as it might be possible to re-locate the spirits to a nearby, similar site. Although any such relocation is an extremely sensitive process.</p>



Photograph 4. One group reporting back to the cohort (photo credit: Baker, 2019)

Closing remarks by NEMA

Closing remarks included appreciation for trainer and facilitators, as well as considering how this training had set a firm foundation for NEMA's road ahead towards No Net Loss for biodiversity and for people.

Delegate Feedback

Delegates were issued with a training feedback form to complete. The results were:

Feedback	Score				
	Poor	Fair	Average	Good	Very Good
Quality of the training overall	0%	0%	0%	55%	45%
Quality of the training methods	0%	0%	0%	42%	58%
Quality of the information imparted	0%	0%	4%	28%	68%
Quality of the training venue at Skyz Hotel	2%	0%	2%	43%	53%

The most useful aspects

Delegates were asked to describe the most useful aspects of the training. While various answers were given, the most common were:

- Learning the difference between standard ESIA's and NNL
- Wellbeing and impacts from NNL
- Group work, participant engagement, practical sessions and the ESIA review check list
- Case studies
- Application of the mitigation hierarchy
- Impacts from NNL that people cannot be compensated for

The full list is included in Appendix D.

How the training can be improved

Delegates were asked how the training can be improved. Most delegates said to give the training over several days so that they have time to fully learn these new aspects and to discuss how the people considerations of NNL can be fully integrated in their work. Other ways to improve the training that delegates suggested were:

- Real-life case study examples
- Greater use of visuals including videos on the key learning messages
- Field trips
- Tailoring group work to the specific job roles of delegates
- Extending the training to ESIA consultants

The full list is included in Appendix D.

Key references

Bull J. et al (2018) Ensuring No Net Loss for People and Biodiversity. Oxford, UK. Available from:

<https://www.iccs.org.uk/sites/www.iccs.org.uk/files/inline-files/NNL%20for%20people%20and%20biodiversity%20principles..pdf>

Bidaud, C, Schreckenberg, K & Jones, JPG 2018, 'The local costs of biodiversity offsets: comparing standards, policy and practice' *Land Use Policy*, vol. 77, pp. 43-50. DOI: [10.1016/j.landusepol.2018.05.003](https://doi.org/10.1016/j.landusepol.2018.05.003)




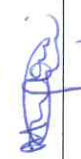



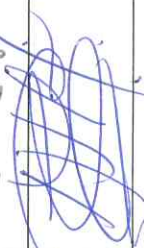


Bidaud, C, Schreckenberg, K, Rabeharison, M, Ranjatson, P, Gibbons, J & Jones, JPG 2017, 'The sweet and the bitter: Intertwined positive and negative social impacts of a biodiversity offset' *Conservation & Society*, vol. 15, no. 1, pp. 1-13. DOI: [10.4103/0972-4923.196315](https://doi.org/10.4103/0972-4923.196315)


Appendix A Training Agenda

Time	Session	Lead
8.30am – 9.00am	Registration	
9.00am – 9.30am	Welcome address and introductions	NEMA
9.30am – 10.45am	No Net Loss for People and Biodiversity: An overview	Dr J Baker
	Types of impacts on people from No Net Loss	
10.45am – 11.15am	Refreshments	
11.15am – 12.45pm	Assessing wellbeing	Dr J Baker
	Applying the mitigation hierarchy to both biodiversity and people	
12.45pm – 1.45pm	Lunch	
1.45pm – 3.00pm	Designing No Net Loss with good practice for people	Dr J Baker
3.00pm – 3.30pm	Refreshments	
3.30pm – 4.30pm	Designing No Net Loss with good practice for people	Dr J Baker
4.30pm – 5.00pm	Certificate ceremony	NEMA
	Closing remarks	

Appendix B Registration list





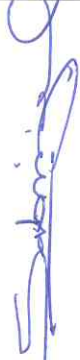




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No Net Loss for People and Biodiversity: Training 14th February 2019 - Registration List

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Appendix B Check List

No Net Loss for People & Biodiversity: Check List

This check list is for NEMA staff reviewing ESIA's of development projects seeking No Net Loss of biodiversity. It regards the social aspects of No Net Loss and is based on international good practice. Its purpose is to help assess whether No Net Loss followed good practice for local people and to provide an auditable record of quality assurance.

Project:	Date:	Reviewer:
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Check list 1. Assessing types of impacts on people from No Net Loss

People can be affected by losses and gains in biodiversity from a development project. For example people at the development site can lose access to resources that they depend on for subsistence such as firewood and medicinal herbs. People at a biodiversity offset site can benefit, e.g. from woodland creation, or can suffer e.g. when local use of natural resources is prohibited. The ESIA report should clearly describe the types of impacts on people from NNL, so that the mitigation hierarchy can be applied to both biodiversity and to people.

Impact assessment		Yes / No	Your Notes
Level of impact assessment	What level has the impact assessment been undertaken, e.g. by village, interest group, gender etc?		
	Is this level appropriate to identify all significant impacts on people from NNL?		
Location	Does the impact assessment cover people at both the development site and at the biodiversity offset site?		
Participation	Did stakeholders participate in the impact assessment, especially local people affected by NNL?		
	Was the participation sufficient and inclusive e.g. with the poor, vulnerable and marginalised and not just with village leaders?		
Who	Does the ESIA report describe who is affected from NNL e.g. by village, interest group, gender etc?		
	Have all people affected by NNL been identified e.g. people directly affected and those indirectly affected?		
How	Does the ESIA report clearly identify how people are potentially affected from NNL?		
Duration	Does the ESIA report describe the duration of the impacts e.g. temporary or permanent?		
Limitations	Have limitations to the impact assessment been fully described, as well as efforts to overcome these?		
	Given the limitations, is the assessment sufficient for an ESIA?		

No Net Loss for People & Biodiversity: Check List

Check list 2. Assessing wellbeing

When impacts on people from NNL have been assessed, it is good practice to evaluate how these impacts affect people's wellbeing. The ESIA report should describe people's wellbeing before the development (i.e. the baseline) and then how their wellbeing changes as a result of NNL. In practice wellbeing assessments are part of the impact assessment, so this Check List is to be used with Check List 1. Note: currently ESIA's involve components of a wellbeing assessment, although wellbeing assessments in their entirety are not yet mainstream. While this is in progress, individual components of wellbeing should be assessed.

Wellbeing assessment		Yes / No	Your Notes
Participation	Did stakeholders participate in the wellbeing assessment, especially local people affected by NNL?		
	Was participation sufficient and inclusive e.g. with the poor, vulnerable and marginalised and not just with village leaders		
Social specialist	Has the wellbeing assessment been undertaken by a suitably trained and experienced social specialist?		
Baseline: before development	Does the ESIA report clearly establish people's wellbeing before the development?		
After development and NNL	Does the ESIA report sufficiently assess how people's wellbeing changes as a result of NNL?		
Location	Does the wellbeing assessment cover people at both the development site and the biodiversity offset site?		
Material: what people have	Have the material components of people's wellbeing associated with biodiversity been sufficiently assessed?		
Relational: what people can do with what they have	Have the relational components of people's wellbeing associated with biodiversity been sufficiently assessed?		
Subjective: how people feel about what they have & what they can do	Have the subjective components of people's wellbeing associated with biodiversity been sufficiently assessed?		

Check list 3. Applying the mitigation hierarchy

The ESIA report should identify any unacceptable impacts on people from NNL. These impacts should be completely avoided. It is not possible to compensate these impacts for NNL to be equitable or sustainable. The ESIA report should also describe measures to avoid all impacts on people from NNL. Only after all possible avoidance measures are undertaken, then minimising and lastly compensating impacts should be described for people at both the development and biodiversity offset sites.

Mitigation hierarchy	Yes / No	Your Notes
Unacceptable impacts Does the ESIA report clearly describe any impacts from NNL that local people themselves consider unacceptable: <ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
Have all possible measures been undertaken to avoid unacceptable impacts?		
Does the ESIA report clarify that unacceptable impacts on people from NNL cannot be compensated to achieve equitable or sustainable outcomes?		
Avoidance Have all possible measures to avoid all impacts on people from NNL been identified: <ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
Are there other avoidance measures that the ESIA report should describe?		
Minimisation Have all possible measures to minimise impacts on people from NNL been identified: <ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
Are there other minimisation measures the ESIA report should describe?		
Compensation Are compensation measures sufficiently justified as being a last resort after avoidance and minimisation?		
Have all possible measures to compensate people affected by NNL been identified:		
<ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
Are there other compensation measures the ESIA report should describe?		

Check list 4. Designing No Net Loss with good practice for people

The ESIA report should clearly state the desired outcome for people as a result of NNL. Good practice is that people's wellbeing is at least as good as a result of the development project and NNL, than it was before. The ESIA report should describe how this outcome will be achieved. In practice this is integral to applying the mitigation hierarchy, so this Check List is to be used with Check List 3.

Designing NNL for people		Yes / No	Your Notes
Outcomes for people	Does the ESIA report clearly state the desired outcome for people as a result of NNL?		
	Does this outcome align with good practice where people's wellbeing is at least as good as a result of the development project and NNL?		
Participation	Did stakeholders (especially local people affected by NNL) participate in the design of NNL for people?		
	Was this participation inclusive and sufficient e.g. with the poor, vulnerable and marginalised, not just village leaders?		
Who	Are people affected by NNL the same people who receive compensation: <ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
What	Do people affected by NNL receive commensurable compensation for the impacts they endure: <ul style="list-style-type: none"> At the development site At the biodiversity offset site 		
Additionality	Does the compensation demonstrably exceed existing obligations?		
When	Is the compensation issued so there is <u>no</u> time-lag when people incur impacts but have not yet received any compensation?		
	Does the compensation last at least as long as the impacts endure?		
Feasibility tested	Has the feasibility of the compensation been sufficiently tested?		
	Did this testing involve all relevant stakeholders, including people affected by NNL?		
Management plan	Is there an adequate and appropriate Social Management Plan for NNL?		
Monitoring	Is there a participatory programme to monitor the social outcomes from NNL?		
	Does the social monitoring feed into an adaptive management regime?		
Validation	Are the social outcomes from NNL to be validated by a suitably qualified expert and/or independent third party?		

Notes:



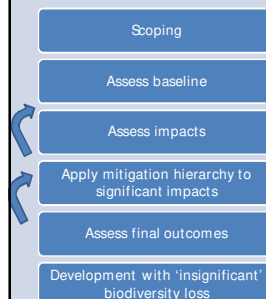
Appendix C Training Slides

No Net Loss for People & Biodiversity

Training Course
14th February 2019, Kampala, Uganda
Dr Julia Baker



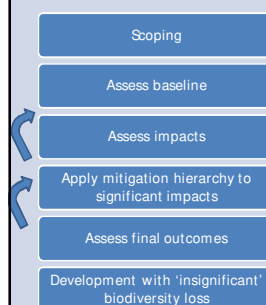
ESIA



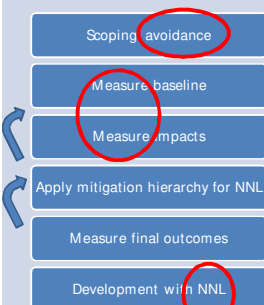
Welcome & Introduction



ESIA



Biodiversity Offsets



Overview



People depend on
& value
biodiversity



ESIA	Offsets	People & NNL
Scoping	Scoping	?
Assess baseline	Measure baseline	?
Assess impacts	Measure impacts	?
Apply mitigation hierarchy to significant impacts	Apply mitigation hierarchy for NNL	?
Assess final outcomes	Measure final outcomes	?
Development with insignificant biodiversity loss	Development with NNL	?



Performance Standard 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

January 1, 2012

Mandates NNL in certain situations, requiring implementers to consider *how their project affects ecosystem services*

Why is This Important?

Standards, guidelines & legislation protecting people

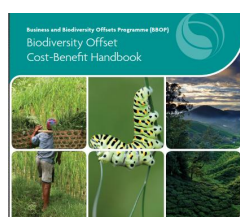
- International Finance Corporation Performance Standard 8 (IFC2012)
- UNESCO 1972 Convention Concerning the Protection of the World Cultural and Natural Heritage
- UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions (2005)
- Convention on Biological Diversity requires "to protect and encourage the customary use of biological resources in accordance with traditional cultural practices that are compatible with conservation or sustainable use"

Standard on Biodiversity Offsets



Biodiversity offsets should achieve no net loss of biodiversity with respect to species composition, habitat structure, ecosystem function and *people's use and cultural values associated with biodiversity*

Ensure *local people are no worse off; considering local needs*

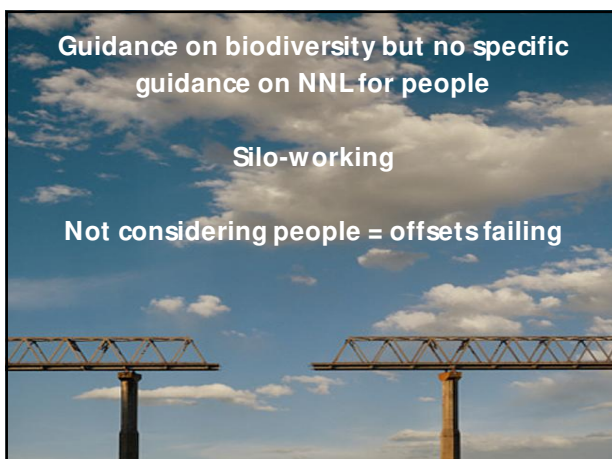


what's the
Problem?

Guidance on biodiversity but no specific guidance on NNL for people

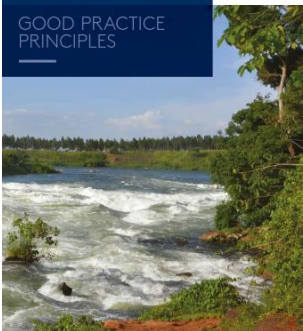
Silo-working

Not considering people = offsets failing




ENSURING NO NET LOSS FOR PEOPLE AS WELL AS BIODIVERSITY:

GOOD PRACTICE PRINCIPLES



- Good practice principles for implementation

Achieving NNL for biodiversity & communities in Uganda



DARWIN INITIATIVE

UNIVERSITY OF OXFORD

WCS

WILD BUSINESS

iiED

BBOP
Business and Biodiversity Offsets Programme

WEMA
WORLD ENVIRONMENTAL MANAGEMENT ASSOCIATION

NatureUganda

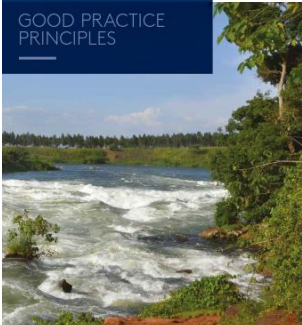
the Jane Goodall Institute Uganda

MAKERERE UNIVERSITY

- 1 Measure change in wellbeing.
- 2 Focus on affected people within the project's area of influence.
- 3 Maintain the desired social outcomes from NNL/NG throughout the project's lifetime.
- 4 Compare social outcomes from NNL/NG against an appropriate reference scenario.
- 5 Exceed existing obligations to achieve the desired social outcomes from NNL/NG.
- 6 Assess wellbeing for defined groups of people e.g. by gender or interest.
- 7 Benefit the people who have been affected.
- 8 Align the biodiversity and social objectives of NNL/NG.
- 9 Achieve equitable social outcomes from NNL/NG.
- 10 Avoid impacts on wellbeing that are deemed unacceptable by the people affected and cannot be compensated for.
- 11 Design and implement social aspects of NNL/NG with inclusive stakeholder engagement.
- 12 Ensure biodiversity and social specialists collaborate on NNL/NG.
- 13 Implement effective conflict-resolution mechanisms.
- 14 Monitor social outcomes from NNL/NG throughout.
- 15 Validate social outcomes from NNL/NG throughout.
- 16 Be transparent throughout.

ENSURING NO NET LOSS FOR PEOPLE AS WELL AS BIODIVERSITY:

GOOD PRACTICE PRINCIPLES



- Defines the outcome

People perceive their wellbeing to be at least as good as a result of the development's NNL

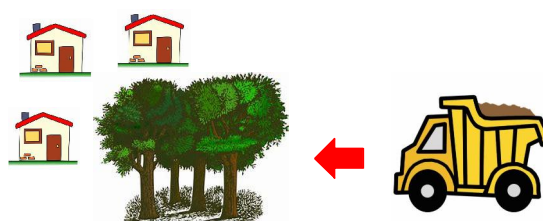
How does this apply to Uganda?



Training objectives

To improve understanding of:

1. Types of impacts on people from NNL.
2. Assessing wellbeing.
3. Applying the mitigation hierarchy to both biodiversity & people.
4. Designing NNL with good practice for people.



- Traditional hunters undertake illegal hunting bushmeat for subsistence purposes & to sell surplus locally
- Specialist herbalists collect medicinal plants to sell locally
- All households collect firewood
- In groups, women visit cultural sites within the forest

Check list 1. Assessing types of impacts on people from No Net Loss

People can be affected by losses and gains in biodiversity from a development project. For example people at the development site can lose access to resources that they depend on for subsistence such as firewood and medicinal herbs. People at a biodiversity offset site can benefit, e.g. from woodland creation, or can suffer e.g. when local use of natural resources is prohibited. The ESIA report should clearly describe the types of impacts on people from NNL, so that the mitigation hierarchy can be applied to both biodiversity and to people.

Impact assessment		Yes / No	Your Notes
Level of impact assessment	What level has the impact assessment been undertaken, e.g. by village, interest group, gender etc?		
	Is this level appropriate to identify all significant impacts on people from NNL?		



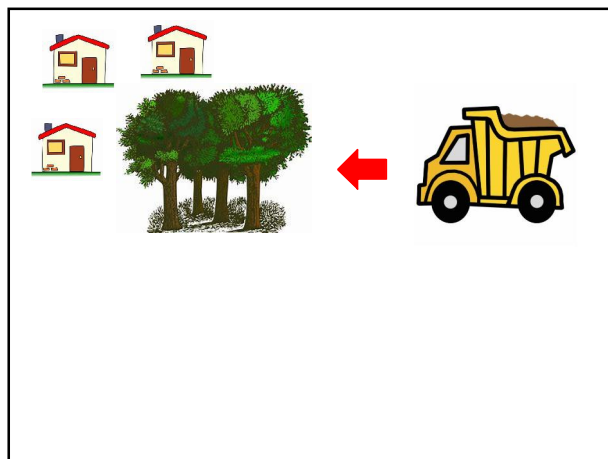
Who	How affected by losses & gains in biodiversity		
Traditional hunters			
Specialists collecting medicinal plants			
All households (women) collect firewood			
Women visiting cultural sites			

Agenda

1. Types of impacts on people from NNL.
2. Assessing wellbeing.
3. Applying the mitigation hierarchy to both biodiversity & people.
4. Designing NNL with good practice for people.

Who	How affected by losses & gains in biodiversity		
Traditional hunters	Subsistence, income, cultural tradition – illegal activity?		
Specialists collecting medicinal plants	Subsistence, income, cultural tradition		
All households (women) collect firewood	Essential subsistence resource		
Women visiting cultural sites	Cultural tradition, social cohesion		

Who	How affected by losses & gains in biodiversity	Who indirectly	How affected by losses & gains in biodiversity
Traditional hunters	Subsistence, income, cultural tradition	Villagers from sale of bushmeat	Traditional customs; bushmeat to treat sickness
Specialists collecting medicinal plants	Subsistence, income, cultural tradition	Villagers from sale of medicinal plants	Traditional customs; treatment of sickness
All households (women) collect firewood	Essential subsistence resource		
Women visiting cultural sites	Cultural tradition, social cohesion		



Who	How affected by losses & gains in biodiversity	Who	How affected by losses & gains in biodiversity
Traditional hunters	Subsistence, income, cultural tradition	Villagers from sale of bushmeat	Traditional customs; bushmeat to treat sickness
Specialists collecting medicinal plants			Traditional customs; treatment of sickness
All households (women) collect firewood	Essential subsistence resource		
Women visiting cultural sites			

Which level of assessment:
Individuals?
Villagers?
Specialists?
Women?

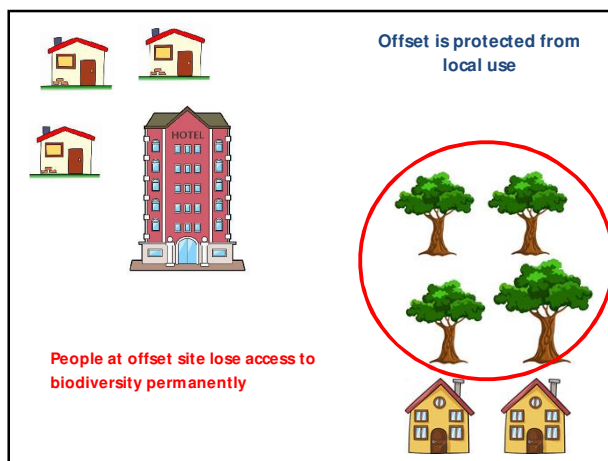
the level at which significant impacts occur



Check list 1. Assessing types of impacts on people from No Net Loss

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Impact assessment	Yes / No	Your Notes
Level of impact assessment What level has the impact assessment been undertaken, e.g. by village, interest group, gender etc? Is this level appropriate to identify all significant impacts on people from NNL?		
Who Does the ESIA report describe who is affected from NNL e.g. by village, interest group, gender etc? Have all people affected by NNL been identified e.g. people directly affected and those indirectly affected?		
How Does the ESIA report clearly identify how people are potentially affected from NNL?		
Duration Does the ESIA report describe the duration of the impacts e.g. temporary or permanent?		

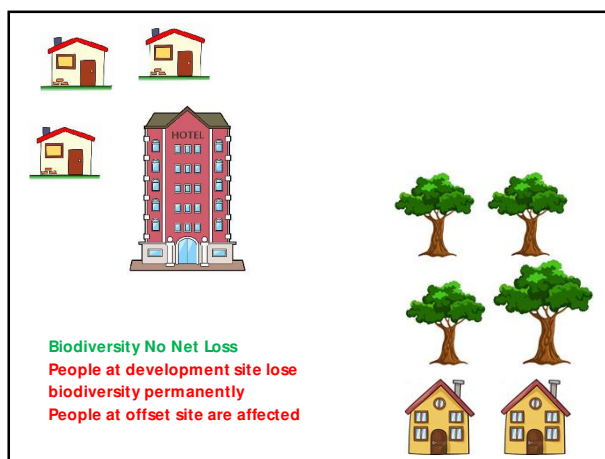


Check list 1. Assessing types of impacts on people from No Net Loss

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Impact assessment		Yes / No	Your Notes
Level of impact assessment	What level has the impact assessment been undertaken, e.g. by village, interest group, gender etc?		
	Is this level appropriate to identify all significant impacts on people from NNL?		
Location	Does the impact assessment cover people at both the development site and at the biodiversity offset site?		

Offset often not identified until later stages

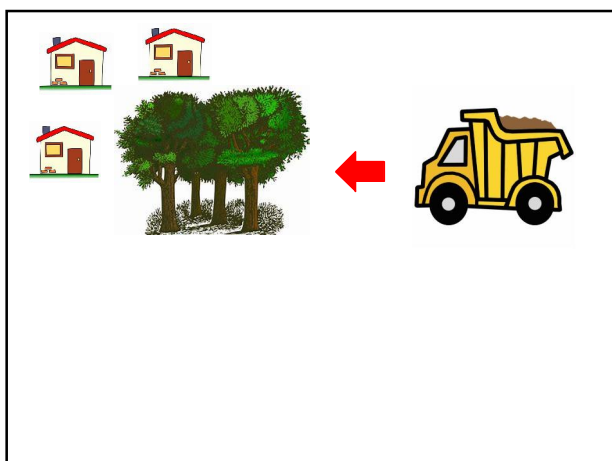


Group work

- Do ESIAs clearly assess impacts on people from NNL?
- What are the main data gaps & challenges?
- What actions will address the gaps & challenges
- Who is responsible for undertaking each action?

Improving understanding of:

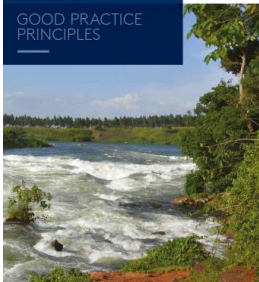
1. Types of impacts on people from NNL = **the better the understanding, the better the mitigation hierarchy will be applied**
2. Assessing wellbeing.
3. Applying the mitigation hierarchy to both biodiversity & people.
4. Designing NNL with good practice for people.



Agenda

1. Types of impacts on people from NNL.
2. **Assessing wellbeing.**
3. Applying the mitigation hierarchy to both biodiversity & people.
4. Designing NNL with good practice for people.

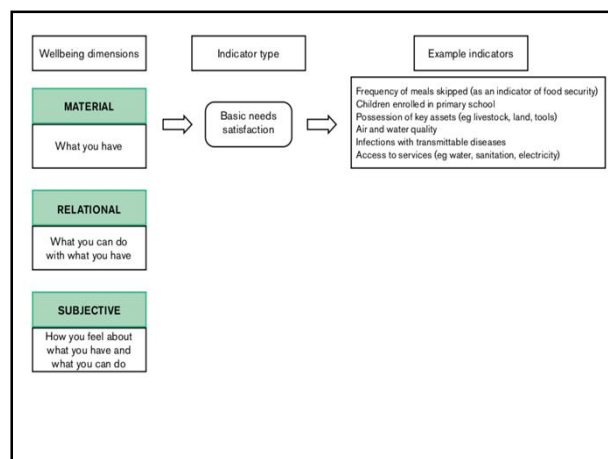
ENSURING NO NET LOSS FOR PEOPLE AS WELL AS BIODIVERSITY: GOOD PRACTICE PRINCIPLES



People perceive their wellbeing to be at least as good as a result of the development's NNL

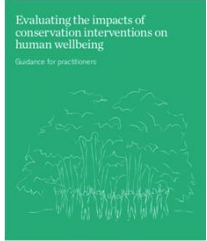
How does NNL affect people's wellbeing?

Recognises wellbeing assessments are not mainstream in several countries - aspiration

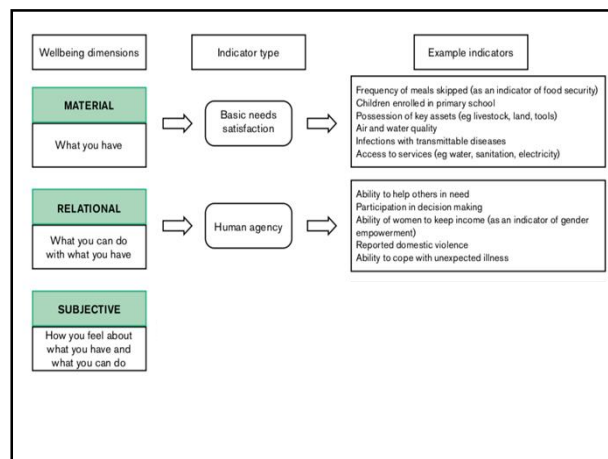


What is wellbeing?

A positive physical, social & mental state



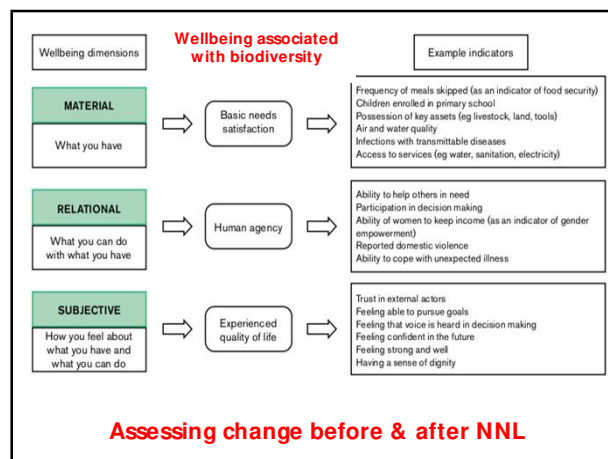
Requires intensive training!



Wellbeing dimensions
MATERIAL What you have
RELATIONAL What you can do with what you have
SUBJECTIVE How you feel about what you have and what you can do

What does it mean to lead a good life?

ESIA surveys: pragmatic & proportionate



Check list 2. Assessing wellbeing

Wellbeing assessment		Yes / No	Your Notes
Participation	Did stakeholders participate in the wellbeing assessment, especially local people affected by NNL?		
	Was participation sufficient and inclusive e.g. with the poor, vulnerable and marginalised and not just with village leaders		
Social specialist	Has the wellbeing assessment been undertaken by a suitably trained and experienced social specialist?		
Baseline: before development	Does the ESIA report clearly establish people's wellbeing before the development?		
After development and NNL	Does the ESIA report sufficiently assess how people's wellbeing changes as a result of NNL?		
Location	Does the wellbeing assessment cover people at both the development site and the biodiversity offset site?		

	Material What you have	Relational What you can do with what you have	Subjective How you feel about what you have
Place each answer into one of the domains			
Identify themes			
Assess how important is nature			

Check list 2. Assessing wellbeing

Material: what people have	Have the material components of people's wellbeing associated with biodiversity been sufficiently assessed?		
Relational: what people can do with what they have	Have the relational components of people's wellbeing associated with biodiversity been sufficiently assessed?		
Subjective: how people feel about what they have & what they can do	Have the subjective components of people's wellbeing associated with biodiversity been sufficiently assessed?		

Improving understanding of:

1. Types of impacts on people from NNL
2. **Assessing wellbeing = before & after the development**
3. Applying the mitigation hierarchy to both biodiversity & people.
4. Designing NNL with good practice for people.

Group Work

- Individually, write what it means to lead a good life (10 mins)
- Each person shares their beliefs
- As a group:
 - Place each answer into one of the three wellbeing domains of material; relational; subjective
 - Within each domain, identify themes of the answers e.g. health, family, wealth, culture, nature etc
 - Discuss how important nature is compared to other aspects

Recap

- **What is No Net Loss?**
Development with no overall loss of biodiversity.
- **What's the difference between ESAs and NNL?**
 - Early consideration of avoidance
 - Measuring biodiversity
 - Outcomes: development with NNL
- **What are the types of impacts on people from NNL?**
- **How do these impacts affect people's wellbeing?**

Agenda

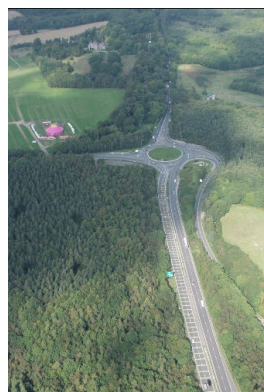
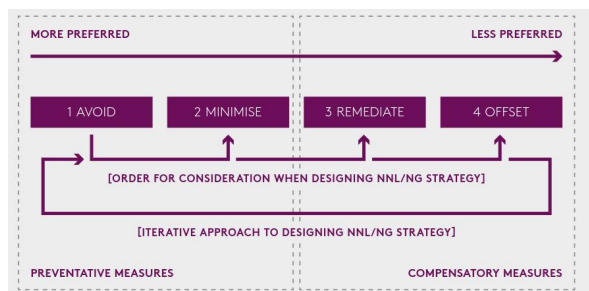
1. Types of impacts on people from NNL.
2. Assessing wellbeing.
- 3. Applying the mitigation hierarchy to both biodiversity & people.**
4. Designing NNL with good practice for people.

Thresholds

- Irreplaceable biodiversity cannot be offset to achieve NNL
- If lost, then permanently lost
- NNL cannot be achieved

ESIAs should clarify permanent loss of biodiversity for decision-makers

Mitigation hierarchy – to people as well



Check list 3. Applying the mitigation hierarchy

Avoidance	Have all possible measures to avoid all impacts on people from NNL been identified: <ul style="list-style-type: none"> At the development site At the biodiversity offset site Are there other avoidance measures that the ESI report should describe?		
Minimisation	Have all possible measures to minimise impacts on people from NNL been identified: <ul style="list-style-type: none"> At the development site At the biodiversity offset site Are there other minimisation measures the ESI report should describe?		
Compensation	Are compensation measures sufficiently justified as being a last resort after avoidance and minimisation?		
	Have all possible measures to compensate people affected by NNL been identified: <ul style="list-style-type: none"> At the development site At the biodiversity offset site Are there other compensation measures the ESI report should describe?		



Thresholds – people?

- People lose a use or value of biodiversity that cannot be compensated for
- Unacceptable impacts to people from NNL
- The biodiversity itself may be low value
- Completely avoid these impacts

ESAs should clarify these impacts on people cannot be compensated for equitably or sustainably

Improving understanding of:

1. Types of impacts on people from NNL
2. Assessing wellbeing
3. Applying the mitigation hierarchy to both biodiversity & people = **especially avoid unacceptable impacts**
4. Designing NNL in accordance with good practice for people.

Check list 3. Applying the mitigation hierarchy

Mitigation hierarchy	Yes / No	Your Notes
Unacceptable impacts Does the ESI report clearly describe any impacts from NNL that local people themselves consider unacceptable: <ul style="list-style-type: none"> • At the development site • At the biodiversity offset site 		
Have all possible measures been undertaken to avoid unacceptable impacts?		
Does the ESI report clarify that unacceptable impacts on people from NNL cannot be compensated to achieve equitable or sustainable outcomes?		

Agenda

1. Types of impacts on people from NNL.
2. Assessing wellbeing.
3. Applying the mitigation hierarchy to both biodiversity & people.
4. **Designing NNL with good practice for people.**

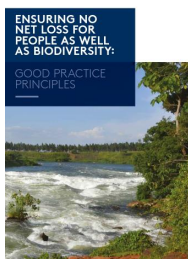
Group work

- List examples of 'unacceptable impacts' on people from NNL
- List actions to improve application of the mitigation hierarchy to all impacts on people from NNL
- Identify who is responsible for each action

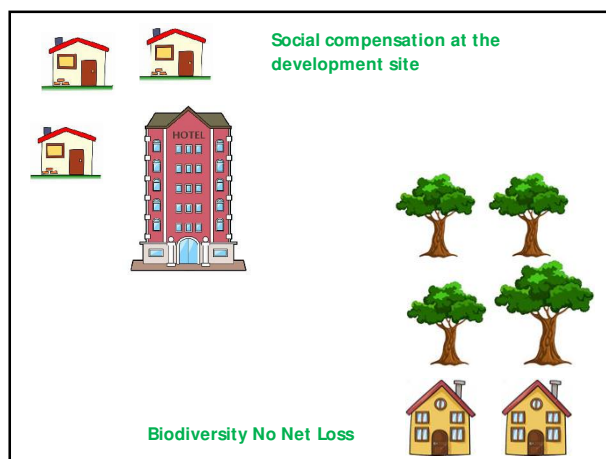


Designing NNL for people

Set 'smart' outcomes



People perceive their wellbeing to be at least as good as a result of the development's NNL



Check list 4. Designing No Net Loss with good practice for people

The ESIA report should clearly state the desired outcome for people as a result of NNL. Good practice is that people's wellbeing is at least as good as a result of the development project and NNL, than it was before. The ESIA report should describe how this outcome will be achieved. In practice this is integral to applying the mitigation hierarchy, so this Check List is to be used with Check List 3.

Designing NNL for people		Yes / No	Your Notes
Outcomes for people	Does the ESIA report clearly state the desired outcome for people as a result of NNL?		
	Does this outcome align with good practice where people's wellbeing is at least as good as a result of the development project and NNL?		

Designing NNL for people

What

Compensation is commensurable & equitable

- At the development site
- At the biodiversity offset site

Designing NNL for people

Who

People affected by NNL receive compensation

- At the development site
- At the biodiversity offset site

Might need biodiversity offsets & separate social compensation measures

Who	How affected by losses & gains in biodiversity	Compensation?
Specialists collecting medicinal plants	Subsistence, income, cultural tradition	?
All households (women) collect firewood	Essential subsistence resource	?
Women visiting cultural sites	Cultural tradition, social cohesion	?

Truly understanding the impacts is critical

Designing NNL for people

When

No time-lag e.g. compensation is not issued next year
 Transitional activities while long-term outcomes are realised
 (e.g. tree planting for firewood)

At least as long as the impacts last

Group work

For each group, describe compensation measures for their wellbeing is at least as good as before NNL

Who	How affected by losses & gains in biodiversity	Compensation
Specialists collecting medicinal plants	Subsistence, income, cultural tradition	
All households (women) collect firewood	Essential subsistence resource	
Women visiting cultural sites	Cultural tradition, social cohesion	

Designing NNL for people

Additionality: exceed existing obligations

Not something that would have occurred anyway

Biodiversity No Net Loss by enhancing existing nature reserve

This nature reserve is already protected for cultural reasons
 Its on-going protection is not additional



Reflections

- Each person: list your 2 most important learning points from today
- Share as a group

What will you do differently in your work following this training?

Check list 4. Designing No Net Loss with good practice for people

Who	Are people affected by NNL the same people who receive compensation: <ul style="list-style-type: none"> • At the development site • At the biodiversity offset site 		
What	Do people affected by NNL receive commensurable compensation for the impacts they endure: <ul style="list-style-type: none"> • At the development site • At the biodiversity offset site 		
Additionality	Does the compensation demonstrably exceed existing obligations?		
When	Is the compensation issued so there is no time-lag when people incur impacts but have not yet received any compensation? Does the compensation last at least as long as the impacts endure?		

Other factors on the check list

Feedback forms



Training Certificates



Key References

Bull J. et al (2018) Ensuring No Net Loss for People and Biodiversity. Oxford, UK

Bidaud, C, Schreckenberg, K & Jones, JPG 2018, 'The local costs of biodiversity offsets: comparing standards, policy and practice' *Land Use Policy*, vol. 77, pp. 43-50. DOI: [10.1016/j.landusepol.2018.05.003](https://doi.org/10.1016/j.landusepol.2018.05.003)

Bidaud, C, Schreckenberg, K, Rabeharison, M., Ranjatson, P, Gibbons, J & Jones, JPG 2017, 'The sweet and the bitter: Intertwined positive and negative social impacts of a biodiversity offset' *Conservation & Society*, vol. 15, no. 1, pp. 1-13. DOI: [10.4103/0972-4923.196315](https://doi.org/10.4103/0972-4923.196315)

Closing remarks



Acknowledgments



The training was funded by the UK Government's Darwin Initiative, which assists countries that are rich in biodiversity but poor in financial resources to implement their commitments under the international biodiversity conventions.



Funding was also provided by the ESRC Impact Accelerator Award to Bangor University

Appendix D Delegate Feedback

Please describe the most useful aspects of the training:

- Understanding the thematic areas in Social NNL
- Assessing NNL for biodiversity and people
- Procedures to enable comprehensive assessment of NNL for people
- Learning the NNL for people
- Identifying the difference between standard ESIA's and NNL
- Understanding the main difference between standard ESIA's and NNL / offsetting
- Learning the difference between ESIA's and offsets
- Description of NNL and how it feeds into the ESIA assessment process
- Appreciating the principle of NNL and gaps in ESIA
- The information provided was so crucial in the reviews of ESIA's, therefore this is likely to impact positively on the reviewers
- The entire system and set up was good
- How to benefit from NNL
- Group work and practical examples helped in better dissecting of the concepts
- Group work sessions
- Group exercises
- Group work
- Group work and discussion makes it easier to understand
- Group work makes the training more interesting and everyone is involved
- Engagement of participants was good
- Very interactive approach using local examples
- Check lists are a fantastic tool for evaluating ESIA's
- Enhancing the ESIA process
- Practical examples especially the clearance of the forest in Kent, UK, to pave the way for a road
- The presentations delivered by the trainer
- Case studies
- The training materials provided
- Information sharing
- How to consider the affected communities' wellbeing as a result of NNL
- Incorporating people into biodiversity NNL
- NNL and people: people are very important
- The understanding that development can have NNL
- Understanding NNL, the mitigation hierarchy, offsets and wellbeing
- Application of the mitigation hierarchy
- Application of the mitigation hierarchy
- Application of the mitigation hierarchy
- Mitigation hierarchy for biodiversity
- Conservation of existing biodiversity

- People being part of the impacts from NNL
- People being part of offsets
- Dimensions of wellbeing assessments
- Wellbeing
- Wellbeing
- Wellbeing
- Wellbeing
- Understanding the concept of wellbeing
- 3 domains of wellbeing
- How to mainstream wellbeing
- Ensuring the wellbeing of people from biodiversity NNL
- Biodiversity being people centred
- Knowing what impacts on people cannot be compensated for
- Understanding that some impacts are not offset-able
- Knowing the intricacies involved with NNL for people
- Time-lag is compensation is a key factor to be considered
- Engage consultants on the incorporation of NNL for people's wellbeing

Please recommend how the training can be improved in the future

- We need a practical project to apply this to; theory is good but can easily be forgotten
- Hands-on training of real existing issues other than the theory bit
- Provide more case studies to demonstrate more concretely the real-life application of these concepts
- Use of realistic projects to consider the wellbeing assessments on real-life examples and how NNL for people can be achieved in practice
- Having more practical examples
- Have more visual aids e.g. video clips that can present some situations
- Photographs and videos to bring theory to life
- Examples in the form of videos and live case studies
- Share practical examples
- Providing training materials before the training by email
- Share presentations before the training for background orientation
- Check lists of key indicators for wellbeing and NNL
- Field trip
- Make the training longer to have more details and enhance learning
- Give more time to explain the concepts better
- Need in-depth explanations of the terminologies
- Elaborate more on these concepts like the mitigation hierarchy and offsetting
- Devise group work according to the specialisation of participants
- Make the training longer to enable and facilitate understanding on practical examples that generate debate

- Make the training longer than one day
- Increase the timing to more than one day so that training on the concepts can be expanded on
- The training could be a week to give more details for a deeper understanding; overall this was a good start
- Please give the training more days
- We can have at least two to three days of this good training
- Having this training for at least 5 days
- Timing of the training was limited and I think it should be at least 5 days
- More time is needed for the training
- More time is needed for the training
- More time is needed for the training
- More time is needed for the training
- More time is needed for the training
- Give more days to cover topics of NNL and people in more detail
- More days are required; consider residential training for better results
- Training in NNL should be more often; follow-up training
- Hold the training for EIA consultants as well as EIA reviewers, lead agencies and other regulators
- Hold training for other pertinent stakeholders ie the Environmental Consultants and practitioners
- Allowance
- Allowance and facilitation (to enhance our wellbeing!)