

SCOPE OF WORK FOR TREE MONITORS

1. Project Background

The Global Evergreening Alliance Ltd (GEA) have developed an innovative model to harness climate financing for land restoration in Africa, with the first program co-developed with Climate Asset Management (CAM) as the largest small holder farmer-driven land restoration program in Africa. The portfolio of restoration programs in the continent falls under the banner of **Restore Africa**. The program goal is: **To improve livelihoods, food security and resilience to climate change in Africa through the restoration of ecosystem services and the improved management of agricultural and forest areas**. The Program, financed through carbon benefits investment aims to restore close to 2 million hectares of agricultural land, sequester over 30 million tons of CO₂, and improve livelihoods of 1.5 million households in six countries: Ethiopia, Kenya, Malawi, Tanzania, Uganda, and Zambia. CRS is the lead implementing partner for the program in the country and will work in partnership with Caritas (Moroto, Tororo, Fort Portal and Hoima), CARE/JESE, World Vision, ICRAF, ECOTRUST and Uganda Landcare Network.

The program covers approximately 31 districts with the aim to plant 25 million trees across the selected districts of support. The project goal is to restore 560,000ha of degraded landscapes in the West Afromontane, central, Mt. Elgon and part of Karamoja.

The program will work with a total of 352,500 farmers and/or households to pursue a small holder farmer-led approach to restoration, supporting profitable FMNR, ANR and agroforestry systems that can then advance the profitability and productivity of these targeted farms.

2. Rationale for Tree Monitors

Gold Standard's Afforestation/Reforestation GHGs Emissions Reduction & Sequestration requires us to collect all Project Instance boundaries. These Project Instances data will be combined with growth models to determine the amount of carbon sequestered for the project. TPAL will be used to collect this data.



Calculating Carbon

TPAL is an important component for the Monitoring, Reporting and Verification process of the project. It will collect data on the trees and areas managed at T0 (at planting or start of management). This information will be used as the basis to measure sample plots every year and at verification events every 5 years. TPAL data combined with growth models will determine the amount of carbon sequestered for the project. After our project activities, methods and calculations are verified, carbon credits can be certified

3. Purpose of Tree Monitors

Under Outcome 5, output 5.4 *which is Verification of carbon sequestration, and the issuance and distribution of carbon credits organized* requires that an MRV system is developed, local monitors recruited and trained on tree monitoring. Tree monitoring will be done using TPAL (Tree planting and Area Locator), an application developed for that purpose and training on it was conducted in June 2024. Including trees counted in 2023, the project has now support integration of 2,512,973 trees onto smallholder plots which are to be verified using TPAL.

Specifically:

- ✓ To map project instances for all farmers who have consented to participate in RESAF and under LCDA
- ✓ To monitor tree growth and other evergreening practices that enhance tree permanence

4. HOW TPAL WILL BE USED

TPAL will be used to collect data on;

- Information on farmers enrolled in the project
- Project instance boundaries
- Implementation practices used in the project
- Count of species planted
- Existing trees
- Sampling plot measurements IN THE FUTURE

Approach:

Mapping of project instances will be area-based for all implementation practices. A Project Instance is any eligible area on a farmer's land where project activities are taking place (tree planting or management). A farmer can have multiple Project Instances on their farm. A Project Instance is a unique area with its own implementation practice and start date. ***Project instance = individual activity/implementation practice + separate boundary + start year***

Geo reference any pre-existing Trees

Agroforestry – annual crops
Agroforestry – perennial crops
Boundary or strip planting
Woodlots

No Geo-Reference existing Trees

Silvo-pastoral / FMNR

Mapping Project instances will be conducted as follows:

To date, tree planting and regeneration has been done for four seasons (MAM 2023, SOND 2023, MAM 2024, SOND 2024) with the fifth season on going. Caritas Hoima, Caritas Tororo, Caritas Fort Portal and Caritas Moroto started in 2023 while ULN, Care/JESE and World Vision started in 2024. Mapping will be done as follows:

- *TPAL T0 tree baseline – 4 weeks after planting: May-June for trees planted in MAM 2025 and July – September map trees plant in SOND 2024, MAM 2024, SOND 2023, MAM 2023 (exclude farmers already mapped).*
- *TPAL T0 +1 - on a sample basis, sample size TBD, monitoring to be done during SOND*
- *TPAL T0 +2 - ALL: March-May for trees planted in MAM & September-December for trees planted in SOND 2025*
- *TPAL T0 +3 - on a sample basis, sample size TBD to be done during SOND*
- *TPAL T0 +4 - ALL March-May for trees planted in MAM & September-December for trees planted in SOND*
- *On a regular basis visit households and provide extension support*

Mapping will be done when:

- ✓ *A farmer has consented and enrolled into the RESAF land restoration project*
- ✓ *A farmer has received tree seedlings and planted according to the preferred implementation practices*
- ✓ *A farmer has started maintaining a selected FMNR site*
- ✓ *A farmer has signed a Local Carbon Development Agreement*

5. Tree Monitors deliverables:

- ✓ All consented farmers reached with TPAL support
- ✓ All hectares of land committed for tree growing mapped on TPAL
- ✓ All pre-existing trees on areas committed for tree growing tagged on TPAL
- ✓ Support with post distribution monitoring
- ✓ Support with survival rate monitoring
- ✓ Annual tree monitoring conducted including reporting on survival rates + trees under improved management

6. Role of Tree Monitors

- Map project instances for all farmers enrolled into the project. This should be for all implementation practices (Agro-Forestry Perennial/annual, Silvo-Pastoral, Woodlots, Boundary and Riparian Buffer). This will provide an indication of where all the trees will be planted.
- Geo-reference or tag pre-existing trees on mapped sites
- Monitor survival rates of tree seedlings distributed and planted, Track tree growth & health over time, management practices such as pruning, thinning, fire control, pest & disease control, safety of trees on farm.
- Record tree species on tree growing sites under silvo-pastoral systems (FMNR/ANR), woodlot and riparian buffer.
- Support in technical monitoring such as correct spacing, correct planting including pitting, suitability of species,
- Closely monitor if there are invasive tree species and report for support
- Provide extension advice to farmer households on tree management

- Support in the mobilization of farmers and community leaders on RESAf activities where need be.
- Support in site verification for tree growing, can include the 10yr deforestation rule and other quality parameters for the project
- Support with data entry work
- Prepare and submit monthly reports including feedback through the FCRM mechanism

7. Contracting and Payment of Tree Monitors.

Contract type:

Tree monitors will be recruited formerly and should be managed on a service contract basis for which withholding tax of 6% is paid rather than PAYE/NSSF. Implementing partners must ensure that

- ✓ Recruitment processes are well documented
- ✓ Reference checks have been completed (including on safeguarding concerns), and safeguarding orientations completed and documented
- ✓ Roles and responsibilities, and qualifications clarified during recruitment
- ✓ Payments based on deliverables clearly defined in the payment structure. This should be standardized across the consortium
- ✓ For the first lot of recruitment, a service contract duration of 6 months is applicable which will cover the MAM season and preparation for SOND. Their engagement is not full-time! Those engaged must have time for other income generating activities. If they are full time, these are employment positions.

Payment of Tree Monitors and other administrative support:

Being a service-based contract, tree monitors will be paid based on deliverables clearly defined in their contracts. The deliverables will be monitored daily and would mean:

- 15 project instances delivered per day of work for sites averaging 1.5 acres
- 7 project instances delivered per day of work for sites averaging 10 acres
- For Woodlot/FMNR/Silvo-pastoral, count and record tree species on a minimum of 10 sites per day
- For monitoring household visits, a minimum of 6 households visited, with documented evidence of issues discussed or addressed with the household using a defined monitoring tool
- For on-farm visits to monitor management practices, at least 6 farms visited per day including observing and recording tree management practices on the farm (data should be synced and checked on the system)
- Any other duties assigned

Based on the key deliverables above, the Tree monitors should be paid Ugx 65,000 (including lunch) as remuneration for per day worked. It is recommended that the tree monitors work between 15-18 days per month adjustably based on the workload and planting season. Payment to be provided at the end of the month and subject to 6% withholding tax deduction.

TASK Monitoring:

- IPs should develop a template for documenting and monitoring deliverables per day.
- Implementing partner staff should assign tasks to tree monitors based on the roles identified above i.e., tree targets per tree monitor based on the overall targets, hectares per monitor etc.
- Some tasks may overlap but computing pay should be based on number/quantity delivered per day.

Other support:

- Tree Monitors will be assigned motorcycles for movement: 1 motorcycle per sub-county who will monitor enumerators tagging trees
- Fuel for field work
- Full protective gears/PPE
- Work tools (data collection gadget, report writing tools)
- Airtime for communication during the mapping & tagging exercises equivalent to Ugx 50,000 monthly
- 10MBs of data bundle monthly for downloading offline maps for mapping exercises
- Access to office internet to be able to sync data for submission

8. Roles and Responsibilities of the Consortium:**Implementing Partners (IPs – Lead by the MEAL Officers):**

1. Budget for Tree Monitors,
2. Recruit and contract Tree Monitors (including all their contracting processes),
3. Plan and support in the training of tree monitors
4. Develop workplan for tree monitors
5. Ensure Tree monitors have offline maps downloaded
6. Conduct quality checks on project instances mapped by the tree monitors
7. Provide work tools, PPEs, airtime and data bundles for the tree monitors
8. Provide supervisory role to the tree monitors and manage their day-to-day work,
9. Monitor daily performance of the tree monitors.

CRS-PMU:

1. Create offline maps for all project sites
2. Set-up TPAL on data collection gadgets for IPs/tree monitors
3. Lead training of tree monitors as planned by implementing partners
4. Provide technical oversight and backstopping in tree monitoring using TPAL,
5. Conduct DQA on the data submitted,
6. Trouble shoot in liaison with GEA in case of problems with the App,
7. Ensure interoperability with CommCare,
8. Updates systems and gadgets where necessary,
9. Provide overall reports.

Global Evergreening Alliance (GEA):

1. Create Map areas for Uganda
2. Provide technical support to PMU and IPs on TPAL,
3. Support PMU/IP with training, Conduct DQA,
4. Create Logins for TPAL,
5. Provide technical support on ArcGIS and reporting.