



UNDER STAFFING IN NATURAL RESOURCES DEPARTMENT, EXPERIENCES AND LESSONS FROM WAKISO DLG

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MDAs, LGs and Partners in the Rio Conventions
Implementation

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- Introduction of sectors and mandates of the Natural Resources department.
- Scenarios in the Local Governments
- Causes of understaffing.
- Experiences in Wakiso
- Emerging Issues
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- Recommendations to be discussed.



SECTORS AND THEIR MANDATES

- **NR Office** – To coordinate, manage the sustainable **exploitation and conservation** of resources in the district
- **Forestry**- To manage the **sustainable exploitation** of forestry resources in the district
- **Environment**- To manage the **sustainable harnessing** of the wetlands and develop comprehensive environment management within the district
- **Lands and surveys**- To manage orderly, lawful and **sustainable land development** in the district
- **Physical planning**- To plans and programs for use of **land and physical facilities** of local jurisdictions, such as towns, cities and metropolitan areas.
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SECTOR PLACEMENT IN LOCAL GOVERNMENTS


- It is not one of the five national priorities this cascades to LG and funding provisions from centre.
- Operations are with
 1. MoWE (NEMA, FSSD, Climate Change, WMD)
 2. MoLHUD (Surveys, Urban Planning, Lands)
 3. MoEMD (Energy, Oil and Gas, Geology, Development Minerals after a lot of)
- Natural resources are a public good, merely a source of revenue to Finance.
- Mainstreamed (Environment, Planning, Climate change) every bodies concern and none committed with a core budget.
- In Municipalities they are very autonomous, many do not prioritize Municipal Environment Officers, they are placed under works. Several Town councils do not provide for the Environment staff.

UNDER STAFFING, POSSIBLE CAUSES

- Does not readily attract staff due to MoPS specifications e.g
 - Bsc. and BA courses at Universities versus MoPS specifications; need to liaise with National Council for Higher Education and Universities to sort course outline issues.
 - Scientists with Management training a must.....
- Wage bill provisions often wanting hence not a priority in planning by local governments
- Decentralization and related cultures in staffing
- Assuming that EFPs and LECs are functional
- No clear budget lines to ease implementation of activities amidst territorial mindedness of departments hence low priority in recruitment.



WORKING CONDITIONS- NOT MOTIVATING

- Much of the work is law enforcement in nature.
 - No law enforcement structures in Districts, save for urban councils.
 - Security operatives follow Orders from their bosses not readily available when needed, for safety.
 - Risky due to the caliber of persons involved and locations hence professionals resort to other fields.
 - Most LGs have no transport for field enforcement and the widely required compliance checks, sensitizations to the solitary locations
 - Low operational budgets in the sector as such the NR slots are not a priority for recruitment.
 - Legal gaps (No environment courts while cases are never concluded)
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EXPERIENCES

- The need to follow up for replacement of positions
- Head of Dept writes to CAO to justify the positions
- Ascertaining wage availability
- Plan for law enforcement strategies (assign, teams)
- The EFPs do not prioritise ENR issues and LECs are not functional.
- Need for GIS programmes and staff to manage real time data to ease tracking of actions in the field given the few staff over a big area. This requires internet connectivity.....

EXPERIENCES.....

- The need to balance **D**evelopment and **C**onservation in the structure customization and in implementation.
- Lack of principal level, promotion and motivation leads to individual efforts for accelerated promotions due to gaps in the promotional structures.
- Volunteering is not accepted though it has been an entry angle for staffing.
- Customizing of staff in urban councils, ENR roles get lost into works, public health and or physical planning.

EMERGING ISSUES

- Operating applications are under MWE, MoEMD, MoLHUDLinkages and support are weak or lacking
 - Energy actions are centralized
 - Oil and gas activities are centralized
 - Climate change and UNMA attempting to liaise with us,
 - NEMA is on and off while we have limited interaction with NFA.
- Minerals are centralized while development minerals are a recent effort through UNDP.(sand, stones, clay)
- Rio and other Multinational commitments
- Urbanization and growing Industrial parks, increasing populace , waste management require more staff

LESSONS

- There is need for us to team up for proposal writing and grow a research agenda at LG level.
- We need to collect data for use in planning and proposal development.
- The MDA needs to develop reporting templates with meaningful indicators for use in justifying our case in MoFPED , MoPS and MoLG.
- Need to lobby the right offices for structures and budgets.
- Environmental Economists and Scientific studies need to be presented to policy makers to raise the ENR sector profile in Uganda.



IMPLICATIONS TO IMPLEMENTATION OF THE RIO CONVENTIONS.

- ENR Conditional grant should be prioritized to ensure sufficient staff as well as their operations.
- LG should prioritize filling the staff gaps
- MoLG be included in negotiations for ENR sector.
- Integrated ENR regional offices be equipped and facilitated to act accordingly.
- More CSOs and NGOs need to propose actions in the ENR sectors.

Thank you for Listening

