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## ACRONYMS

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|         |                                                            |
|---------|------------------------------------------------------------|
| AF      | Additional Financing                                       |
| ALW     | Annual Learning Workshop                                   |
| ASM     | Artisanal and small-scale mining                           |
| ARAP    | Abbreviated Resettlement Action Plan                       |
| CBOs    | Community-based organisations                              |
| CERC    | Contingency Emergency Response Component                   |
| CREMA   | Community Resource Management Area                         |
| CRMC    | Community Resource Management Committee.                   |
| CFI     | Cocoa and Forest Initiative                                |
| CWMT    | Community Watershed Management Team                        |
| CSOs    | Civil Society Organisations                                |
| DAs     | District Assemblies                                        |
| DPs     | Development Partners                                       |
| DWMT    | District Water Management Team                             |
| DVLA    | Driver and Vehicle Licensing Authority of Ghana            |
| EA      | Environmental Assessment                                   |
| EIA     | Environmental Impact Assessment                            |
| EITI    | Extractive Industries Transparency Initiative              |
| EPA     | Environmental Protection Agency                            |
| ESCP    | Environmental and Social Commitment Plan                   |
| ESIA    | Environmental and Social Impact Assessment                 |
| ESMF    | Environmental and Social Management Framework              |
| ESS     | Environmental and Social Standards                         |
| FGDs    | Focus group discussion                                     |
| FBOs    | Faith Based Organizations                                  |
| FC      | Forestry Commission/Fisheries Commission                   |
| FRs     | Forest Reserves                                            |
| FSD     | Forest Services Division                                   |
| GEF     | Global Environment Facility                                |
| GOG     | Government of Ghana                                        |
| GSA     | Geological Survey Authority                                |
| GLRSSMP | Ghana Landscape Restoration and Small-Scale Mining Project |
| GNASSM  | Ghana National Association of Small-Scale Mining           |
| GRM     | Grievance Redress Mechanism                                |
| IAs     | Implementing Agencies                                      |
| ILO     | International Labour Organisation                          |
| IMCIM   | Inter-Ministerial Committee on Illegal Mining              |
| LI      | Legislative Instrument                                     |
| LUSPA   | Land Use and Spatial Planning Authority                    |
| MC      | Minerals Commission                                        |
| MDAs    | Municipal and District Assemblies                          |
| MLNR    | Ministry of Lands and Natural Resources                    |
| MLGRD   | Ministry of Local Government and Rural development         |

|        |                                                    |
|--------|----------------------------------------------------|
| MMDAs  | Metropolitan, Municipal and District Assemblies    |
| MMIP   | Multi-sectoral Mining Integrated Project           |
| MoFA   | Ministry of Food and Agriculture                   |
| MoFAD  | Ministry of Fisheries and Aquaculture Development  |
| MOGCSP | Ministry of Gender Children and Social Protection  |
| NGOs   | Non-governmental Organisation                      |
| NSLMC  | National Sustainable Land Management Committee     |
| PAD    | Project Appraisal Document                         |
| PAID   | Project Appraisal and Implementation Document      |
| PAMAU  | Protected Area Management Advisory Unit.           |
| PCU    | Project Coordination Unit                          |
| PIM    | Project Implementation Manual                      |
| PMMC   | Precious Minerals Marketing Company                |
| PMP    | Project Management Plan                            |
| PS     | Performance Standards                              |
| PSC    | Project Steering Committee                         |
| RAP    | Resettlement Action Plan                           |
| RCC    | Regional Coordinating Council                      |
| RMSC   | Resource Management Support Centre                 |
| RPF    | Resettlement and Process Framework                 |
| SEP    | Stakeholder Engagement Plan                        |
| SLWMP  | Sustainable Land and Water Management Project      |
| TCO    | Technical Coordinating Unit                        |
| UMaT   | University of Mines and Technology                 |
| UNDP   | United Nations Development Programme               |
| USAID  | United States Agency for International Development |
| WB     | World Bank                                         |
| WCF    | World Cocoa Foundation                             |
| WD     | Wildlife Division                                  |
| WRC    | Water Resources Commission                         |
| WRI    | World Resource Institute                           |

## 1.1 Overview

Ghana's economic performance has been quite strong over the past three decades. Ghana recorded about 5.5 percent annual average growth between 2012 and 2017 and became a lower middle-income country after a rebasing of its national accounts in 2010.<sup>1</sup> Natural resources production has been a key contributor to this remarkable success in economic growth. However, near-term challenges are substantial, and downside risks are significant due to the country's heavy reliance on the export of primary commodities, which are mainly from natural resource commodities. In 2015, export earnings from gold, cocoa, and oil accounted for 80 percent of exports.<sup>2</sup> Though the economic structure is shifting to services, 35 to 45 percent of jobs are still based on the renewable natural resource sectors, including mining, agriculture, forestry, livestock, and fisheries.<sup>3</sup> Artisanal and small-scale mining (ASM) of precious minerals continues to make significant contributions to the country's foreign exchange earnings.<sup>4</sup>

There is a visible developmental gap between the north and south of the country where the southern coastal and forest zones (both urban and rural) have experienced rapid poverty reduction, in contrast to the north, which remains underdeveloped. The northern regions are landlocked, and, in comparison with the south, their geographic locale brings less rainfall, greater land and soil degradation, and a predisposition to droughts and floods. This forces agricultural households to adopt low-risk and low-input strategies, creating a virtual cycle of poverty.<sup>5</sup>

Ghana's rural economy is highly dependent on the agriculture and forestry sectors, thus making land resources, including agricultural lands, forests, natural habitats, and water bodies critical for growth. Forestry and agriculture sectors, including cocoa production, account for more than 53 percent of land use and employ about 60 percent of the population, including 53 percent of women. Cocoa has been the backbone of the economy for decades. An estimated 800,000 farmer households directly depend on cocoa production for their livelihoods.<sup>6</sup> Skilled agricultural, forestry and fishery workers constitute the largest occupational group; these sectors form the main occupation for people in the rural localities.<sup>7</sup> Nationally, the potential of the forest and land management sector to contribute to the economy and job creation is challenged by severe land degradation and competing land use due to

1. World Bank (2018). 3rd Ghana Economic Update: Agriculture as an Engine of Growth and Jobs Creation, African Region. World Bank Group

2 MIT Observatory of Economic Complexity. (2018, August 15). Ghana. Retrieved from <https://atlas.media.mit.edu/en/profile/country/gha/>

3 GLSS6. (2014, August). Ghana Living Standards Survey Round 6: Main Report. Retrieved from <http://catalog.ihns.org/index.php/catalog/5350/download/65128>; and Ghana Statistical Service (2016). 2015 Labour Force Report. Retrieved from

[http://www.statsghana.gov.gh/docfiles/publications/Labour\\_Force/LFS%20REPORT\\_fianL\\_21-3-17.pdf](http://www.statsghana.gov.gh/docfiles/publications/Labour_Force/LFS%20REPORT_fianL_21-3-17.pdf)

<sup>4</sup> As per Minerals Commission data. Official statistics of ASM production only started in 1986, hence a part of the surge is ascribed to illegal production which was formalized.

<sup>5</sup> Ghana Landscape Restoration and Small-Scale Mining Project. Project Appraisal Document, April 2020

<sup>6</sup> <https://cocoainitiative.org/news-media-post/cocoa-farmers-in-ghana-experience-poverty-and-economic-vulnerability/>

<sup>7</sup> GSS (2016) 2015 Labour Force Report, the Ghana Statistical Service (GSS) – December 2016. [http://statsghana.gov.gh/gssmain/fileUpload/Demography/LFS%20REPORT\\_fianL\\_21-3-17.pdf](http://statsghana.gov.gh/gssmain/fileUpload/Demography/LFS%20REPORT_fianL_21-3-17.pdf).



the expansion of agricultural activities into forest landscapes. Thus, there is a need to focus on reforms which promote labour-intensive sectors, such as agriculture and forestry which have the potential to be one of the leading sectors for a more diverse economy due to large multiplier effect for job creation.

ASM often acts in conjunction with agricultural expansion, either inadvertently or through opportunism. Impacts of ASM on forests can be either in the form of loss of forests or degradation of forests.<sup>8</sup> Indirect impacts on forest health, resulting in poor water and soil quality due to mining-related pollution and contamination can be more significant and enduring. The conversion of agricultural land for illegal small-scale mining (*galamsey*) might be driving indirect forest conversion into agriculture to meet the demand for crops. In many cocoa-producing areas, ASM directly competes with cocoa for land and labour. The destruction of farmlands in *galamsey* areas has endangered food security through increases in the price of staple crops.<sup>9</sup> Gold and cocoa especially maintain an uneasy coexistence, and *galamsey* is a likely contributor to decreased cocoa health and yields.<sup>10</sup> Mercury used in *galamsey*—to separate gold from impurities—contaminates land, water, the atmosphere, and people. Despite these negatives impacts of small-scale mining, the Government of Ghana (GoG) had been unable to sustain the ASM formalization momentum over the past decades.

The GoG has attempted on multiple occasions to regularize ASM and enhance law enforcement. In early 2017, GoG imposed a moratorium on both ASM licensing and production. As the moratorium was gradually lifted in 2017-18, two government initiatives were launched: (i) the Inter-Ministerial Committee on Illegal Mining (IMCIM) to coordinate inter-agency efforts to close down/put a stop to illegal mining operations and (ii) the Multi-Sectoral Mining Integrated Project (MMIP) which seeks to build a comprehensive strategy for sustainable small-scale mining in conjunction with other livelihood options. The proposed project is directly associated with the MMIP initiative. The project will support GoG in addressing the weaknesses of the current system since the rapid growth of illegal mining was made possible by structural and institutional weaknesses, including (i) ineffective policy and regulatory framework, (ii) limited availability of prospective ground, and opposition from vested interests who are benefiting from weak government control.

The Ghana Landscape Restoration and Small-Scale Mining Project (GLRSSMP) (P171933) builds on decades of engagement between the GOG and World Bank in the natural resources management sector, the most relevant being the Sustainable Land and Water Management Project (SLWMP) (P098538), the Forest Investment Programme (FIP) (P148183), the Natural Resources and Environmental Governance Technical Assistance Project (P129769), the Dedicated Grant Mechanism for Local Communities (P145316), the Northern Savannah Biodiversity Conservation Project (P067685), and the Mining Sector Development and Environment Project (P000966).

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<sup>8</sup> The key drivers of forest loss are agriculture (50 percent) and wood removal (35 percent); mining accounts for 5 percent of the losses.

<sup>9</sup> Bansah, Kenneth. J., Nelson K. Dumakor-Dupey, Bruno A. Kansake, Elsie Assan, and P. Bekui. "Socioeconomic and Environmental Assessment of Informal Artisanal and Small-scale Mining in Ghana." *Journal of Cleaner Production* 202: 465-475.

<sup>10</sup> Boateng, D. O., Francis Nana Yaw Codjoe, and Johnson Ofori. 2014. "Impact of Illegal Small Scale Mining (*Galamsey*) on Cocoa Production in Atiwa District of Ghana." *International Journal of Advance Agricultural Research* 2: 89-99.

GLRSSMP would be implemented in the Northern Savannah Zone and the South-Central Zone of Ghana. In the Northern Savannah Zone, the Project would continue to build upon and scale-up activities from the SLWMP (P098538). In the South-Central Region, the Project would tailor SLWMP and sustainable forest management practices to promote sustainable cocoa production in cocoa landscapes, building on ongoing work in the forestry sector.

In the Northern Savannah Region, the Project area would fall mainly within the Guinea Savannah Zone and a small area of Sudan Savannah. Project activities will focus on the sub-watersheds of two Volta River tributaries flowing into the country from Burkina-Faso in order to concentrate impacts and affect outcomes at the sub-watershed level. In the South-Central Region, the Project area would be located within the Pra River Basin, one of the most intensively used Basins in Ghana for settlement, agriculture, logging and mining. Besides, the project will implement interventions in selected Forest Reserves and Protected Areas such as Kogyai Strict Reserve, Gbele Resource Reserve and Mole National Park.

Implementation of GLRSSMP has been ongoing since 2022, with significant progress on many fronts, including the provision of extension services and input incentives for sustainable land and water management practices, forest management planning and restoration, formation of the Community Resource Management Areas (CREMA), wildlife monitoring, trainings on online license application for artisanal and small-scale mining (ASM), and identification of pilot sites for rehabilitation of mined out areas.

In February 2024, the Global Environment Facility (GEF) Council approved a concept note towards an Additional Financing (AF) to scale up ongoing restoration and climate-smart land and water management activities under GLRSSMP. The scale-up will ensure higher landscape and biodiversity corridor connectivity, support collaborative sustainable forest management, promote sustainable land and water management technologies, support livelihood diversification options and climate-smart agriculture, and enhance sustainable aquaculture production in the current target districts, as well as expand these activities to two new districts, Sefwi Wiawso and Bibiani Anhwiaso Bekwai Municipalities in the Western North Region within the Tano Basin.

## 1.2 The Context of the Stakeholder Engagement Plan

This Stakeholder Engagement Plan (SEP) defines an approach and process to stakeholder engagement as part of the GLRSSMP. The scope and level of detail of the SEP is a reflection of the nature and scope of the project and its impact on stakeholders. The SEP would also address any concerns that stakeholders who may be affected by, or are interested in, the project may have regarding the project. The SEP reflects the inclusive and participatory nature of project activities. The overarching goal of this SEP is to define a suitable programme and plan for stakeholder engagement that will apply across the Project’s life, and that will support GLRSSMP in achieving its objectives. This SEP is designed to establish an effective platform for productive interaction with project affected parties and others with an interest in the implementation and outcomes of the project. The specific objectives of the SEP are summarised below:

| Objective | Rationale |
|-----------|-----------|
|-----------|-----------|

|                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Identify all relevant stakeholders for this Project</b>                         | Effectively involving key stakeholders will facilitate inclusive communication and capture a wide range of issues and concerns. Identifying the major stakeholders affected by the project either directly or indirectly (including vulnerable groups) as well as those with other interests that could influence decisions about the project.                                                                                                                                              |
| <b>Identify effective stakeholder engagement methods/techniques and strategies</b> | More effective methods established to better help achieve the objective of the SEP; gain support for the project; and obtain feedback that will improve the project. The project activities have been designed in a way that all community activities start with participatory planning and continue with participatory implementation and monitoring.                                                                                                                                      |
| <b>Distribute accurate project information in an open and transparent manner</b>   | Ensuring that stakeholders, particularly those directly affected by the proposed development, have information at their disposal with which to make informed comments and enable them to plan for the future. This reduces levels of uncertainty and anxiety. Information should allow affected parties to develop an understanding of potential impacts, risks and benefits and an open and transparent approach is central to achieving this aim.                                         |
| <b>Record and address public concerns, issues and suggestions</b>                  | Documenting stakeholder issues allows stakeholders to see where their input has been incorporated into planning and design. This approach addresses potential concerns that stakeholder engagement is only being undertaken by the project to meet legislative requirements instead of it being taken seriously in the planning of the project. A process will be developed for logging stakeholder concerns and grievances as well as procedures for addressing complaints and grievances. |
| <b>Establish formal grievance/resolution mechanisms for the GLRSSMP</b>            | Recording stakeholders concerns and grievances; and resolving them as much as possible.                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Fulfill national, World Bank and international requirements consultation</b>    | Gaining stakeholder support for the project, address their concerns, and improve the sustainability of the project and help it achieve its objectives, not just meet requirements.                                                                                                                                                                                                                                                                                                          |
| <b>Maintain an M&amp;E system for the SEP</b>                                      | Using the agreed CE indicator in the Project Results Framework, develop the methodology for data collection and analysis, frequency for data collection, responsibility for data collection and reporting as part of the Project Implementation Manual and implement throughout project lifetime                                                                                                                                                                                            |

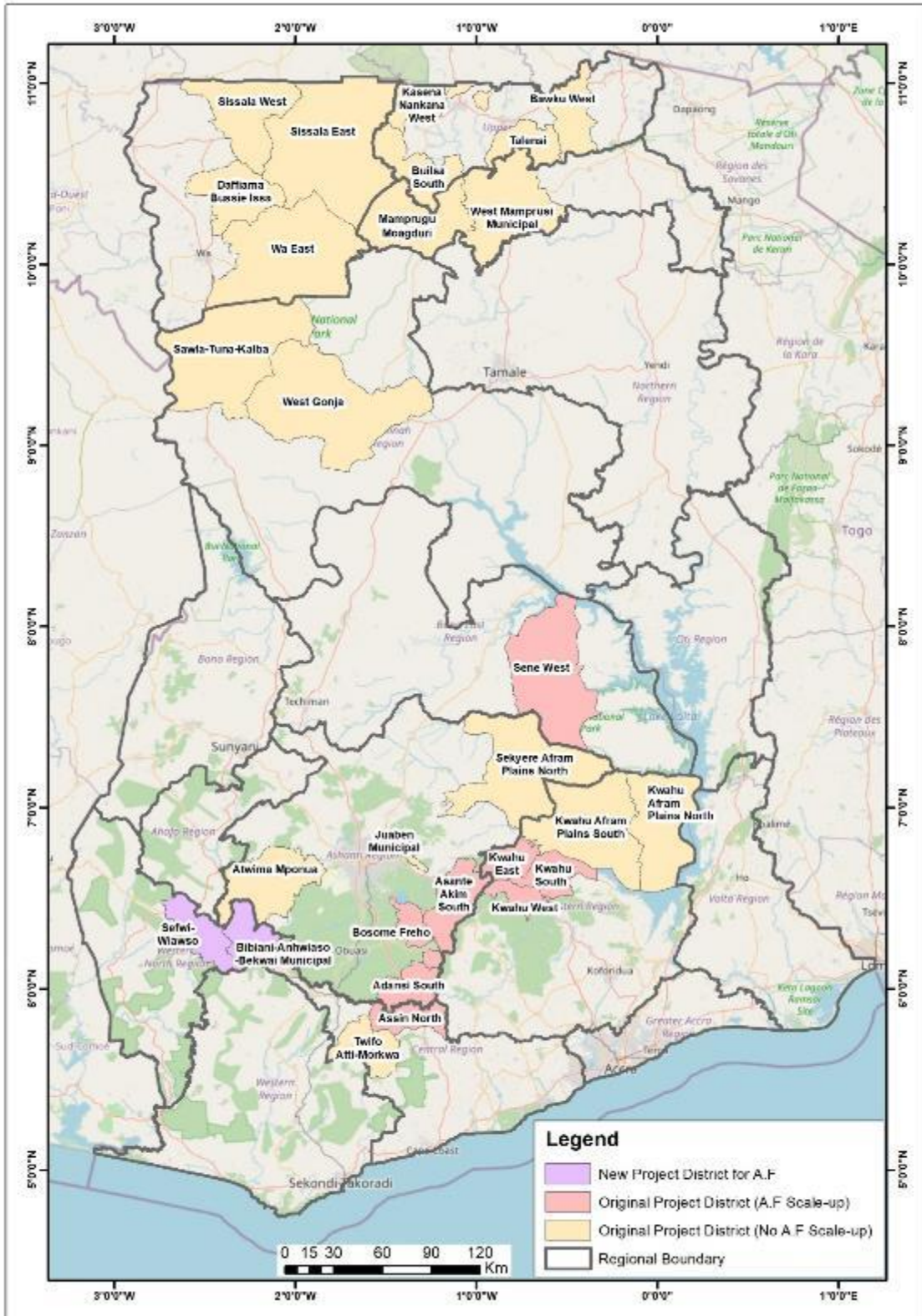
### 1.3 Location/Coverage

GLRSSMP specifically targets 26 districts, and 2 additional districts under the AF. Project components 1, 3, 4 and 5 cover 26 rural districts, and now, 2 additional districts under the AF, as indicated in Fig. 1.1 below – the target districts were selected based on their location within biological corridors and land degradation and illegal mining pressures. Districts in the Northern Savannah Zone have been prioritized based on their potential and successful impacts achieved under the ongoing SLWMP. Districts in the Transitional Forest Zone (Afram, Black Volta, Obosum, Pra, Pru, Sene, Tano and Volta Lake) have been prioritized based on the feasibility of success resulting from ongoing initiatives. Specific intervention areas for the implementation of project activities within these districts will be

selected using criteria developed during project preparation and included in the Project Implementation Manual. The target areas for capacity building in sustainable mining practices will be determined on the basis of baseline assessments during project preparation.

Project component 2 covers mining communities located in twenty (20) districts within nine (9) regions of Ghana. These regions were selected due to their representation of the most active gold mining regions in Ghana. They have the highest concentration of large-scale gold mining companies (LSMs) and regulated artisanal small-scale gold mining companies (ASMs) as well as the highest number of hotspots of illegal mining (*galamsey*) in Ghana. The 1,342 registered and actively operating small-scale gold mining (SSM) companies in Ghana operate within these regions. *Galamsey* activities are also prevalent in areas with LSMs and regulated ASM operations. Metropolitan, Municipal and District Assemblies (MMDAs) where ASMs and *galamsey* operations are located have been selected for the pilot phase of the Project. Figure 2.1 shows the selected districts indicating target communities. Data for this community profile will be sourced from the meetings with stakeholders as well as Environmental and Social Impact Assessment. Like all social statistics, this presents a snapshot in time, and should only be considered indicative of the social composition of these communities at the moment.

FIG. 1.1 PROJECT TARGET AREA



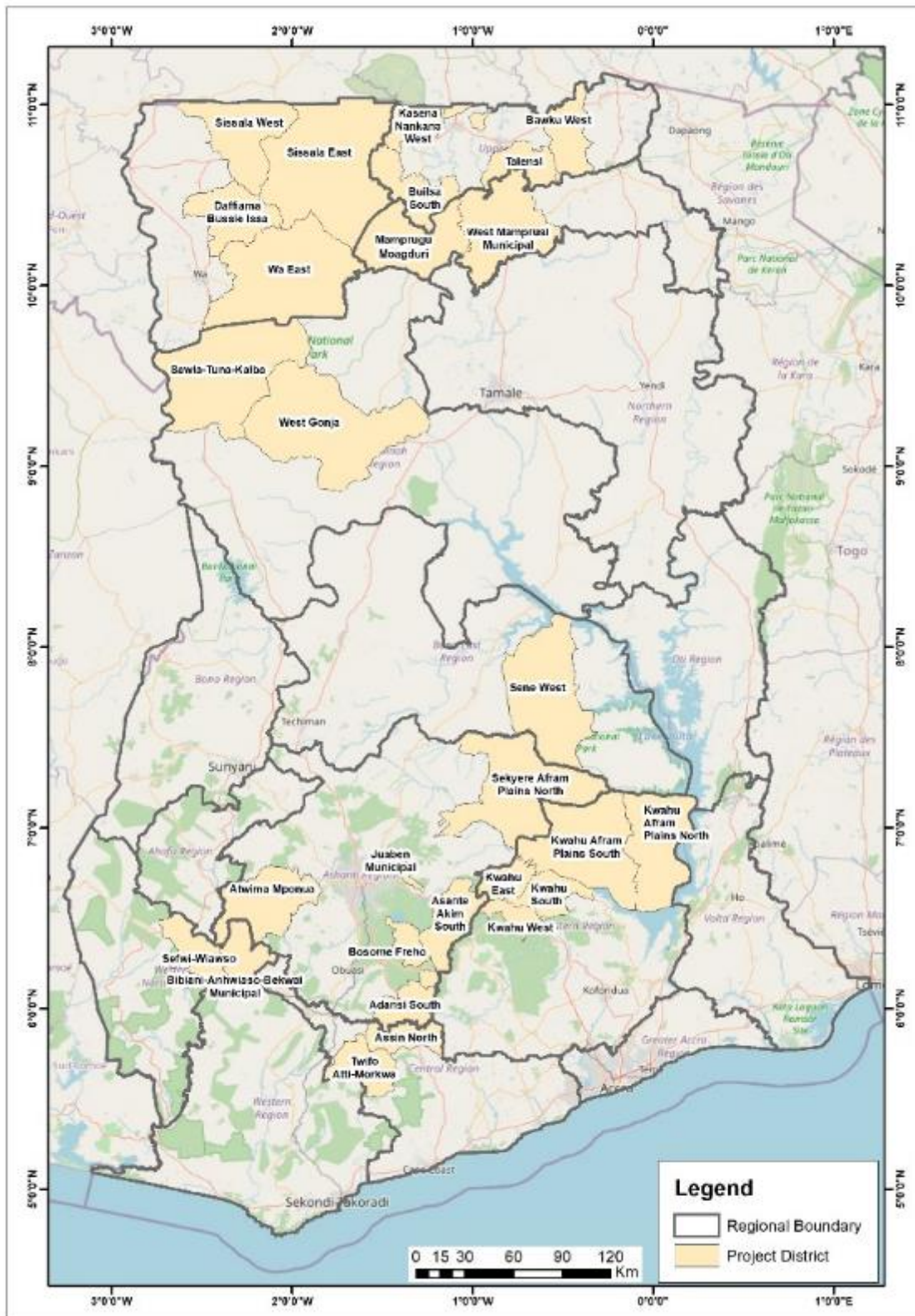


Figure 1.1: Project Target Areas (Districts) including the new districts under the AF

## 1.4 Project Development Objectives

1. Project Development Objective (PDO): The PDO is to strengthen integrated natural resource management and increase benefits to communities in targeted savannah and cocoa landscapes.

## 1.5 Project Components and interventions

The project focuses on the following core interventions: (a) restoration of degraded lands for agricultural productivity; (b) strengthening sustainable management of forest landscapes for biodiversity conservation and ecosystem services; (c) formalization of illegal ASM for sustainable mining; and (d) land use planning for integrated landscape management to optimize land use to land characteristics.

*Component 1 Institutional Strengthening of Governance and Partnerships for Participatory Landscape Management*<sup>11</sup>: The component aims to strengthen the planning and policy framework at the sub-national level by carrying out spatial planning and implementation, policy support and capacity-building, working with administrative and technical agencies within the regions and districts that are within the sub-basins in the project area. This component enhances multi-purpose land and water management models at central level through acquisition of remote sensing data and airborne geophysics which allows new layers of data to be added to modelling exercises. This component includes support for integrated landscape management planning and fostering partnerships to support adoption of sustainable landscape management approaches at scale within project areas.

It also supports effective monitoring of sustainable cocoa production through the use of this improved Forest Monitoring System to ensure compliance with the cocoa standards; this include training of the COCOBOD and FC staff as well as decision-makers. This activity helps ensure that the footprint of forest loss and degradation due to cocoa development is being reduced and adequately monitored. This addresses an existing need to harmonize efforts by diverse partners operating in the landscape and monitor compliance with agreed standards of sustainable cocoa production.

Furthermore, the AF will aim to strengthen integrated land use and regulatory framework for cocoa, maize, and aquaculture value chains, through investments in development of additional land use plans, operationalization of cocoa traceability, and development of guidelines for sustainable aquaculture.

TABLE 1.1 SUB-COMPONENTS AND ACTIVITIES OF COMPONENT 1

| Subcomponent                                                 | Activities                                                                                                                                        | Lead agency  |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| 1.1. Integrated landscape management planning and monitoring | 1. 1. (a) Supporting sub-national <sup>12</sup> multi-stakeholder coordination platforms on land-use planning through sub-basin management boards | EPA          |
|                                                              | 1.1 (b) Developing and facilitating integrated sub-basin level land-use plans                                                                     | EPA, MC, GSA |

<sup>11</sup> Institutional strengthening of Governance and Partnerships includes key agencies and stakeholders who are relevant to integrated landscape management and overall delivery of the Project development objective.

<sup>12</sup> Sub-national levels include regional and district levels.

|                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                             |                                                                             |
|--------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
|                                                                                                                    | 1.1. (c). Environmental and Forest Monitoring:<br>a. Developing spatial planning tools<br>b. Monitoring of sustainable cocoa production<br>c. Remote sensing technology for ASM mapping and monitoring<br>d. Strengthen environmental framework and monitoring<br>e. Heavy equipment for monitoring<br>f. Introduce and test drone technology for monitoring ASM operations | a. FC-RMSC<br>b. FC-RMSC, COCOBOD, EPA<br>c. MC<br>d. EPA<br>e. MC<br>f. MC |
| 1.2. Enabling environment for restoration activities, sustainable production and value chains within the landscape | 1.2 (a) supporting relevant policy measures and incentives                                                                                                                                                                                                                                                                                                                  | EPA                                                                         |
|                                                                                                                    | 1.2 (b) supporting advancement of relevant guidelines, manuals and standards                                                                                                                                                                                                                                                                                                | LR PCU coordinating with relevant agencies                                  |
|                                                                                                                    | 1.2 (c) supporting/establishing partnerships for multisectoral and integrated land use action planning                                                                                                                                                                                                                                                                      | LR PCU coordinating with relevant agencies                                  |
| 1.3. Airborne geo-physics and geological surveys                                                                   | 1.3. (a) Airborne geo-physics and geological surveys                                                                                                                                                                                                                                                                                                                        | MC and GGSA                                                                 |

Under component 1, the AF will support the following specific activities:

1. Integrated landscape management planning and monitoring
2. Traceability operationalization and support for farmers
3. Supporting advancement of relevant guidelines, manuals and standards
4. Improved market access and value addition to selected commodities

*Component 2 Regulatory strengthening and formalization of sustainable ASM:* This component aims to strengthen the regulatory framework for ASM, with a focus on modernizing regulatory instruments and building the capacity of key government agencies involved in ASM regulation and compliance monitoring (such as MC, FC, and EPA) as well as District Mining Committees. It supports ASM formalization through appropriate registration of ASM permits, streamlining ASM administration, mainstreaming ASM in sector reporting and enhancing district capacity to manage ASM. Once the updated regulatory framework has been established, this component also invests in improving capacity of ASM operators, by providing training on sustainable mining techniques and enterprise skills, supporting establishment of cooperatives, and promoting market linkages to help ASM gold miners get better value for their output.

No additional financing is allocated to component 2.

TABLE 1.2 SUB-COMPONENTS AND ACTIVITIES OF COMPONENT 2

| Subcomponent                                                           | Activities                                             | Lead agency        |
|------------------------------------------------------------------------|--------------------------------------------------------|--------------------|
| 2.1 Regulatory strengthening, compliance inspection, and consultations | 2.1. (a) regulatory strengthening for ASM              | (a) MC and EPA     |
|                                                                        | 2.1. (b) Monitoring and inspection of ASM operators    | (b) MC, EPA and FC |
|                                                                        | 2.1.(c) Multistakeholder engagement                    | (a) MLNR-PCU       |
|                                                                        | 2.1. (d) Outreach and awareness                        | (b) MLNR-PCU       |
| 2.2. Formalization of ASM                                              | 2.2. (a) Update of the mineral cadastre to include ASM | MC                 |



|                                                        |                                                                     |                |
|--------------------------------------------------------|---------------------------------------------------------------------|----------------|
|                                                        | 2.2. (b) Establishment of a one-stop-shop for all ASM permits       | MC /EPA        |
|                                                        | 2.2. (c) Mainstreaming ASM into EITI reporting                      | EITI           |
|                                                        | 2.2. (d) District level ASM management support                      | MC             |
| 2.3. Training and technology transfer                  | 2.3. (a) Establishment and operation of ASM incubation centres      | UMaT           |
|                                                        | 2.3. (b) Establishment and operation of ASM demonstration centres   | UMaT           |
|                                                        | 2.3. (c) Dissemination of improved technologies to ASM operators    | UMaT           |
|                                                        | 2.3. (d) Skills development for youth                               | UMaT           |
|                                                        | 2.3. (e) Women economic empowerment                                 | UMaT           |
| 2.4. Traceability of ASM production and value addition | 2.4. (a) Establishment and strengthening of ASM mining cooperatives | PMMC, MC, UMaT |
|                                                        | 2.4. (b) Strengthening PMMC supply chains and marketing             | PMMC           |
|                                                        | 2.4. (c) Equipping and operation of the assay centre at PMMC        | PMMC           |

### ***Component 3 Sustainable Crop and Forest Landscape Management***

The component aims to link improved food production and ecological integrity. The component activities supports sustainable production practices for key food crops; sustainable water and land management interventions supporting silvopastoral and riparian vegetation establishment activities; value chains for key commodity crops including cocoa and shea; value-addition for food crops; financial mobilization for sustainability of established interventions; and income generation and income diversification at community level with a view to integrated natural resource management in target cocoa, savannah and forest transition zone landscapes. The component will also include regular monitoring of these interventions.

In addition, this component aims to establish and scale up forest landscape restoration activities in the target landscapes, focusing on enhancing forest cover and management and restoration of mined-out sites. This component primarily focuses on scaling up the interventions within forest landscapes based on the lessons learnt from SLWMP (in Northern Savannah region) and ongoing work in the FIP the cocoa landscapes (in the Transition Zone). The target areas under this component includes forested landscapes within protected areas and their buffer zones, and off-reserve areas within the biological corridors, managed by the communities, including under the CREMA arrangements. In view of the growing significance of mining as a driver of forest loss, and the impacts of mining on waterways, the component I supports appropriate forest landscape restoration opportunities and reclamation of mined out sites as well as provide livelihoods support to illegal miners to help them create alternative sources of income.

Building on the gains already made in this component, the AF will support a scale-up of climate-smart and sustainable production practices for cocoa, maize and introduce new activities related to aquaculture value chain aimed at improving food production and ecological integrity. Activities will include rehabilitation of cocoa moribund farms, diversification of community-level livelihoods, support to communities adjacent to forest reserves and CREMAs, promotion of sustainable aquaculture as an additional livelihood and promotion of sustainable maize value chain.

**TABLE 1.3 SUB-COMPONENTS AND ACTIVITIES OF COMPONENT 3**

| <b>Subcomponent</b>                                                           | <b>Activities</b>                                                                                                                                   | <b>Lead agency*</b>                                                                                  |
|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| 3.1. Planning, capacity and implementation of SLWM in target micro-watersheds | 3.1 (a) development of participatory micro watershed / community level plans                                                                        | MOFA & COCOBOD                                                                                       |
|                                                                               | 3.1 (b) strengthen extension and service provision network for scaling-up SLWM and sustainable cocoa technologies                                   | EPA & COCOBOD                                                                                        |
|                                                                               | 3.1 (c) Monitoring of subprojects                                                                                                                   | EPA (coordinates inputs from MOFA, FSD, EPA, and COCOBOD)                                            |
|                                                                               | 3.1 (d) individual sub-projects for improved food production for smallholder farmer groups                                                          | MOFA / FSD; centralized provision of inputs by PCU                                                   |
|                                                                               | 3.1 (e) - improved cocoa production on moribund farms                                                                                               | COCOBOD                                                                                              |
|                                                                               | 3.1 (d) Community subprojects:<br>- Silvopastoral activities<br>- Rangelands<br>- Riparian restoration activities<br>- Water management investments | MOFA for silvopastoral activities and rangelands, EPA for riparian restoration, and FSD for woodlots |
| 3.2. Value addition, market access, and income diversification                | 3.2 (a) provision of small post-harvest structures, improved market access, and value addition for selected cash crop commodities and food crops    | MOFA / COCOBOD; centralized provision of inputs by PCU                                               |
|                                                                               | 3.2 (b) gender inclusive alternative natural resources-based livelihoods                                                                            | MOFA / COCOBOD; centralized provision of inputs by PCU                                               |
|                                                                               | 3.2. (c) Financial resource mobilization for sustaining SLWM activities in communities                                                              | EPA/MOFA                                                                                             |
|                                                                               | 3.2 (d) Incentives for watershed services provision                                                                                                 | EPA                                                                                                  |
| <i>Subcomponent</i>                                                           | <i>Activities</i>                                                                                                                                   | <i>Lead Agency</i>                                                                                   |
| 3.3. Forest Management Planning and Investments in and around Forest Reserves | Activity 3.3. (a) - improved management of target forest reserves                                                                                   | FC-FSD                                                                                               |
|                                                                               | Activity 3.3 (b) – engagement with Admitted Settlements and Farm Owners to limit their illegal expansion in FRs                                     | FC-FSD in collaboration with COCOBOD                                                                 |
|                                                                               | Activity 3.3. (c) - livelihoods activities in buffer communities of target FRs                                                                      | FC-FSD<br>Direct procurement of inputs by PCU                                                        |
| 3.4. Management of Wildlife Protected Areas and Biological Corridors          | Activity 3.4. (a) - improved management of target wildlife protected areas                                                                          | FC-WD                                                                                                |
|                                                                               | Activity 3.4. (b) – engagement with Admitted Settlements and Farm Owners to limit their illegal expansion in Pas                                    | FC-WD                                                                                                |
|                                                                               | Activity 3.4. (c) - collaborative resource management around target PAs and in the biological corridors                                             | FC-WD                                                                                                |
|                                                                               | Activity 3.4. (d) - incentives to communities for sustainable forest management                                                                     | FC-WD<br>Direct procurement of inputs by PCU                                                         |
| 3.5. Reclamation of mined out sites and waterways and alternative livelihoods | Activity 3.5. (a) - mapping, feasibility studies, and monitoring of abandoned mine sites with potential for restoration                             | MC and EPA, in coordination with WRC                                                                 |
|                                                                               | Activity 3.5. (b) - reclamation of abandoned ASM sites and waterways                                                                                | MC and EPA, in coordination with WRC                                                                 |
|                                                                               | Activity 3.6. (c) - alternative livelihoods programs                                                                                                | MC in coordination with UMaT, MOFA, and FC                                                           |

Under component 3, the AF will support the following activities:

1. Rehabilitation of moribund cocoa farms to improve to improve cocoa production
2. Promotion of aquaculture

3. Improved management of targeted forests reserves
4. Management of wildlife biological corridors
5. Sub-projects for improved food production for small holder farmer groups
6. Community led restoration activities (riparian and watershed)

*Component 4. **Monitoring and Project and Knowledge Management:*** This component aims to support robust project management and implementation (including financial, internal audit and procurement management, monitoring and evaluation, safeguards supervision, implementation and monitoring of the grievance redress mechanism, monitoring implementation of the gender action plan, etc.); better communication outreach and dissemination; appropriate stakeholder engagement; and adequate knowledge management. This component finances workshops and training, consulting and non-consulting services, incremental operating costs, and goods (including logistics). The AF will cover additional costs related to project management, monitoring, knowledge management, fiduciary and environmental and social due diligence.

TABLE 1.5 SUB-COMPONENTS AND ACTIVITIES OF COMPONENT 4

| <i>Subcomponent</i>                                            | <i>Lead Agency</i> |
|----------------------------------------------------------------|--------------------|
| 4.1. Monitoring and Project and Knowledge Management (EPA PCU) | PCU (at EPA)       |
| 4.2. Monitoring and Project Management (MLNR PCU)              | and PCU at MLNR    |

*Component 5. Contingency Emergency Response*

A Contingency Emergency Response Component (CERC) with zero allocation will be created and made implementation-ready to allow the GoG to respond quickly in case of an eligible emergency. The mechanism will be defined in a specific CERC Operational Manual that will clearly outline the triggers, eligible expenditures, procurement thresholds, and procedures for using part of the International Development Association resources of the project to respond quickly in the event of an eligible emergency.

**The main beneficiaries of the proposed project** are small-scale crop farmers investing in improved practices for crop production and landscape planning and management and ASM operators who benefit from enhanced productivity due to formalization, the introduction of new technologies, and alternative livelihoods support. Also, communities living in areas impacted by ASM activities benefit from better environmental and social stewardship. The target communities enjoy multiple benefits due to participation in the planning and management of the resources, improved yields for subsistence and cash crops, higher incomes as a result of better value addition, and enhanced ecosystem services provided by the landscapes, such as watershed protection, better water availability and quality, and reduced soil erosion. Support for livelihoods activities creates gainful employment. The tourism-related benefits accrue to both the protected areas system and the neighbouring communities. The GoG agencies in the natural resources sector and their staff (mainly EPA, FC, MC, COCOBOD, MOFA, and now, MoFAD and Fisheries Commission, by virtue of the AF) will benefit from an improved capacity for service delivery. Both government staff and local communities will benefit from better knowledge of gender-responsive approaches to sustainable natural resources management. The project will support higher inclusion and participation of women.

The project's environmental and social risk has been assessed as "Substantial" and remains unchanged with the Additional Financing.

## 1.6 Policy and Legal Requirements

There are legal, regulatory, and policy requirements and guidance that relate directly to stakeholder engagement activities. The stakeholder engagement process has been designed to ensure compliance with Ghana's legal and regulatory requirements and the World Bank's Environmental and Social Standards for Stakeholder Engagement and Information Disclosure.

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### 1.6.1 NATIONAL LEGISLATION FOR STAKEHOLDER ENGAGEMENT

The key laws most relevant to stakeholder engagement are:

- *Article 21(1) (f) of the 1992 Constitution of Ghana* which recognises the right to information for all citizens as a fundamental human right. To fully operationalise the right to information, people need to be effectively engaged and provided with information on issues that affect their lives.
- The *Right to Information Act, 2019 (Act 989)*, which was also passed into law in 2019 by Ghana's parliament is meant to put into effect the aforementioned article in the constitution of the Republic of Ghana which states "all persons shall have the right to information subject to such qualifications and laws as are necessary for a democratic society" (Daily Graphic, July 21, 2017b).
- *Articles 40 to 48 of the Local Governance Act, 2016 (Act 936)*, mandate local authorities to create opportunities for residents and other stakeholders to access information and to participate in decision making.
- Stakeholder engagement is an integral part of the Environmental Impact Assessment process. *Ghana Environmental Assessment Regulation LI 1652 (1999)*, as amended (2002), requires effective public consultation and participation as an integral component of Environmental and Social Impact Assessment (ESIA) procedures. Project proponents are required by law to effectively and continuously engage potential project affected persons and communities and other stakeholders to ensure issues of concern to them are addressed in project design and implementation. This is to ensure that concerns and inputs from stakeholders are duly considered during the design, planning, project implementation, and decommissioning phases of projects. Section 16 (1) (3) requires project proponents to make provision for stakeholders to submit comments and provide suggestions on any project; Section 17 (1) makes provisions for a public hearing, and Section 27 (1) provides the platform for complaints by aggrieved persons.
- Strategic goal 4 of the National Environmental Policy, which focuses on participation and coordination in environmental governance, charges the lead institutions in environmental governance to ensure active participation in all environmental matters.
- Natural Resource and Environmental Governance (NREG) was launched to address governance issues related to the mining and forestry sector and to improve environmental management with the overall objective of ensuring economic growth, poverty alleviation, increasing revenues and improving environmental protection. The main objectives were to: (a) ensure

predictable and sustainable financing for the forest and wildlife sectors and effective forest law enforcement; (b) improve mining sector revenue collection, management, and transparency; (c) address social issues in forest and mining communities; and (d) mainstream environment into economic growth through Strategic Environmental Assessment (SEA), Environmental Impact Assessment (EIA), and development of a climate change strategy.

- Guidelines for Government and CSO consultation in the Natural Resources and Environment Sector.

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#### 1.6.2 WORLD BANK STANDARDS FOR STAKEHOLDER ENGAGEMENT

The Environmental and Social Framework (ESF) (2016) provides generally accepted benchmarks for good practice for environmental and social risk management in public-funded projects. The ESF requires clients to engage with affected communities through disclosure of information, consultation, and informed participation, in a manner commensurate with the risks and impacts of the Project on people and the environment.

The development of the SEP is guided by ESS 10 Stakeholder Engagement and Information Disclosure, which recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice.<sup>13</sup>

The WB requires borrowers to engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The WB also requires borrowers to engage in meaningful consultations with all stakeholders. The project is required provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.

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<sup>13</sup> The World Bank (2017) Environmental and Social Framework. International Bank for Reconstruction and Development/The World Bank

## BRIEF SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

GLRSSMP's design is drawn from the Ghana Artisanal and Small-Scale Mining Formalization Project (GASMFP) concept approved by the WB (in January 2019) and the Ghana Landscape Restoration and Ecosystem Management for Sustainable Food Systems Project concept (April 2020). The preparation of the project and of this SEP is based on a number of stakeholder engagement processes

The Ministry of Lands and Natural Resources (MLNR), for example, hosted two strands of multi-stakeholder 'action dialogue' on artisanal and small-scale mining in June 2017 and May 2020 to solicit stakeholder inputs into a proposed formalisation of ASM within a more inclusive and responsible mining sector. The first strand of consultations led to the development of the Government of Ghana Multi-Sectoral Mining Integrated Project (MMIP) on 9th November 2017, and the subsequent GASMFP which was aimed at formalizing the small-scale mining sector. The second strand of consultations, which led to the development of this SEP were held between May 18<sup>th</sup> and May 29<sup>th</sup>, 2020, to collect information or opinions from government institutions, local government institutions, traditional or opinion leaders, members and executives of the Ghana National Association of Small Scale Mining (GNASSM) about their related expectations or anticipated impacts, role/interest, concerns on the project; and preferred methods of communication. Aside from these broad level engagements, some consultations and interactions have been undertaken with various stakeholders (communities, local authorities, local and national non-governmental actors, private sector, central government agencies, and members of parliament) to communicate the objectives of the GASMFP and these engagements and consultations will continue throughout project implementation and will inform the project design.

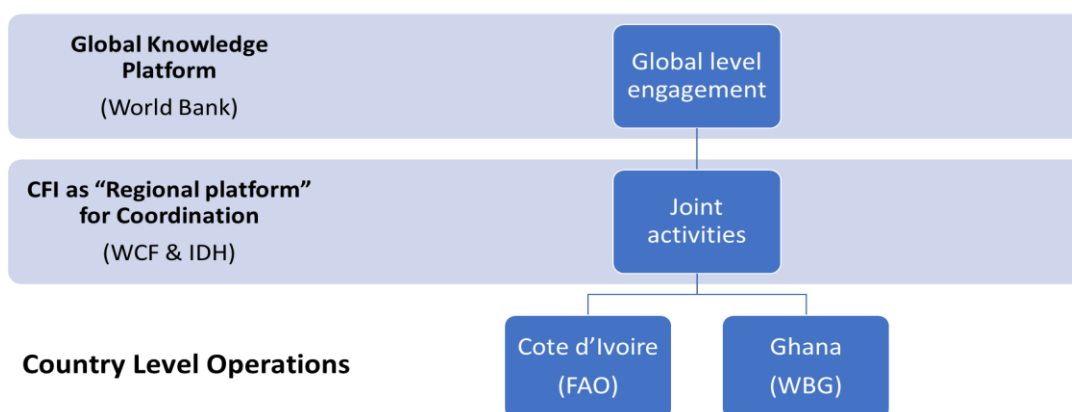
EPA, MOFA, FC, and COCOBOD have also undertaken some consultations and engagements prior to the development of this SEP and details of these engagements among the various stakeholders are summarized in the tables below.

Besides the team engaged the Cocoa and Forest Initiative (CFI), which is a joint initiative between Government of Ghana and private sector to end deforestation within the cocoa value chain in Ghana and Cote d'Ivoire. The meeting held on 1<sup>st</sup> November 2019 at the World Bank Office, Accra, Ghana. It was attended by 29 professional and experts representing government agencies (Ministries and Parastatals), GEF Agencies (FAO and WBG), development partners (WCF and IDH) and the GEF Secretariat.

1. The suggested areas for collaboration and joint activities under CFI:
2. CFI priorities are consistent with those of the FOLUR IP for Cocoa Supply Chain: cocoa production with zero-deforestation; sustainable production through agroforestry and for farmer livelihoods; forest production, restoration and rehabilitation; and community engagement, hence the initiative can be used as platform for joint activities with Cote d'Ivoire.
3. Knowledge sharing and learning around the following:
  - a. Innovative practices;
  - b. Policy options to deliver the CFI objectives e.g. land and tree tenure security, incentives (PES), monitoring of tree cover, tree species for agroforestry, etc.

4. Develop a common standard for farmers and advance the landscape approach. To involve all relevant stakeholders involved in the cocoa supply chain;
5. Alignment of targets and M&E systems, including indicators to explore prospects of harmonizing and using common service providers and methodologies;
6. Enhance the importance of forests as source of income and Environmental Services (ES) for farmers;
7. Develop traceable systems and tools; and
8. There should be a strong collaboration of Ghana and Cote d'Ivoire on CFI and a potential of establishing a CFI coordination platform (illustrated below) to support the activities between the two countries and serve as link for engagement with support from the World Bank as lead Global Knowledge Platform was agreed upon.

## Proposed Framework for Collaboration



The team also met the representatives of the World Cocoa Foundation (Vincent Awotwe-Pratt) the then Ghana Country Manager and the Environmental Director, Ethan Budiansky on 12 November 2019 in Accra. The discussions centred on how the next steps for the development of GEF 7 proposal and updated us on the recent private sector activities within the focus areas for better collaboration. It was mentioned that the WCF is a non -profit international membership organization whose vision is a sustainable and thriving cocoa sector- where farmers prosper, cocoa-growing communities are empowered, human rights are respected and the environment is conserved.

There have been subsequent discussions with the Ghana Office in possible areas of collaboration on the following:

1. Compliance with industry standards and regulations set by COCOBOD among other regulators;
2. The socio-economic and environmental impact of their operations in the project sites and the industry as a whole;
3. Types of incentive packages, if any, to promote intensive cocoa production and minimize deforestation/forest degradation; and
4. Promotion of Climate Smart Cocoa (CSC) Programme.

Engagements were held with the World Cocoa Foundation separately in July 2020 – specifically on the management of information existing farms and the potential for the private sector to cooperate regarding establishment of the data platform. The private sector companies under CFI have already committed to

sharing farm polygon data for their providers – analysis of this data will allow identify priority landscapes and opportunities for collective private sector investment. There is interest in private sector investments in implementation of activities focused on protection/restoration, productivity and livelihoods.

Finally, some Private License Buying Companies such as Olam, Kuapa Kooko, Akuafu Adamfo, Touton SA, Nyonkopa, Kokoopa Farmers Association among others who are currently collaborating with Cocobod in implementing one or more of these three thematic areas including Forest Protection and Restoration; Sustainable Cocoa Production and Farmer Livelihood; and Community Engagement and Social Inclusion have also been engaged.

As part of the preparatory steps toward securing the additional financing (AF), the project team further engaged relevant Project-Affected Parties and Interested Parties. These additional engagements which happened from 26<sup>th</sup> May to 8<sup>th</sup> June 2024, were aimed at achieving the following objectives:

1. Introduce the project concept to key stakeholders at the regional, district and community levels and solicit their inputs and concerns to the project design and implementation arrangements;
2. Assess (preliminarily) the E&S risks prevailing in these new areas;
3. Identify additional stakeholders relevant to the project in these new locations (Sefwi Wiawso and Bibiani Anhwiaso Bekwai Municipalities);
4. Consult with, and secure the buy-in of traditional authorities and other stakeholders to ensure smooth project implementation;
5. Assess the status of project level GRMs that may exist (provided the new areas are covered under the Africa Environmental Health and Pollution Management Program (AEHPMP). Otherwise, identify entry points for establishment of project level GRM or leveraging existing ones, including those related to handling GBV/SEA/SH cases.
6. Identify existing initiatives the project can leverage on for enhanced impact.
7. Interact and engage with prospective project communities and beneficiaries; and
8. Enable the project team to familiarize themselves with the terrain of the proposed project area to further guide in the design and development of interventions



Annex 1 provides more details on these engagements.

TABLE 3.1a LIST OF STAKEHOLDERS PREVIOUSLY ENGAGED AS PART OF DESIGN OF LANDSCAPE RESTORATION ACTIVITIES

| Stakeholder Group / Institutions                                                                                                                                                                                                                                                                                                                                                                                                     | Interest                                                                            | Key issues discussed                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government Agencies:<br>MESTI, MOFA, EPA, FC (FSD, WD), COCOBOD<br>MC                                                                                                                                                                                                                                                                                                                                                                | Project Implementing partners,<br>technical implementing agencies,<br>beneficiaries | Project objective, scope, implementation arrangement, costing<br>and budgeting, etc.                                                                                                                                               |
| Development Partners:<br>World Bank<br>World Resource Institute (WRI)<br>Cocoa and Forest Initiative (CFI)<br>World Cocoa Foundation (WCF)                                                                                                                                                                                                                                                                                           | Project design and implementation<br>Technical backstopping                         | - Project objective, scope, development of projects sub-<br>components<br>- Development of results framework etc.                                                                                                                  |
| Municipal and District Assemblies (MDA's) in the Northern Savannah<br>Region<br>- Wa East District Assembly,<br>- Sawla Tuna Kalba District Assembly,<br>- Sissala West District Assembly,<br>- Sissala East Municipal Assembly,<br>- Daffiema-Bussie-Issa District Assembly,<br>- Talensi District Assembly,<br>- Bawku West District,<br>-West Mamprusi Municipal Assembly                                                         | Project design and implementation<br>activities for district development            | - Briefing on project objectives and components<br>- Views on project design and implementation<br>- Potential risks and impact mitigation<br>- Gender and GBV assessment                                                          |
| Municipal and District Assemblies (MDA's) in the Pra basin and the<br>transitional zone<br>- Kwahu South District Assembly,<br>- Kwahu East District Assembly,<br>- Kwahu Afram Plains South Assembly,<br>- Asante Akim South Municipal Assembly,<br>- Twifo Atti Morkwa District Assembly,<br>- Assin North District Assembly,<br>- Adansi South District Assembly,<br>- Atwima Mponua District Assembly<br>- Kwahu West Municipal, | Project design and implementation<br>activities for district development            | - Briefing on project objectives and components<br>- Views on project design and implementation<br>- identification of potential risks/ impact mitigation measures<br>- Gender and GBV assessment                                  |
| Municipal and District Assemblies in the Tano basin (under the AF)<br><br>- Sefwi-Wiawso Municipal Assembly<br><br>-                                                                                                                                                                                                                                                                                                                 | - Project Concept and design<br>- Project components<br><br>-                       | - Briefing on project objectives and Components<br>- Views on project design and implementation activities<br>- Capacity Assessments<br>- Previous Experiences<br>-Spatial Development Framework<br>-Sustainability of the project |

|                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Bibiani-Anwhiaso-Bekwai Municipal                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>-Land tenure and moribund cocoa rehabilitation</li> <li>-Spatial development Framework</li> <li>-Distribution of input incentives to farmers</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Beneficiary Communities: Takorayilli, Naaha, Bujan, Adonsi, Kunfunsi, Sakalu, Tarikom, Kansogo, Duang                                                                                                                                                         | Potential project beneficiaries                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>- Briefing on project objectives and components</li> <li>- Views on project design and implementation</li> <li>- Identification of potential project risk/ impact and mitigation measures</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Beneficiary Communities under the AF<br><br>Sefwi-Wiawso Municipal: Aboboya, Ntrentreso, Paboase, Akruful, Mangoase, Sui and Wuruwuru<br><br>Bibiani-Anwhiaso-Bekwai Municipal: Dominabo, Wenchi, Nambro, Subri, Adobewura, Alata, Subri Nkwanta and Anwhiaso | <ul style="list-style-type: none"> <li>- Project Concept and Design (all communities)</li> <li>- Implementation Activities (all communities)</li> <li>- Aquaculture</li> <li>- Ownership of trees on farms</li> <li>- Availability of market for maize production</li> <li>- Model that will be used in the rehabilitation of moribund farms</li> <li>- Model for moribund rehabilitation</li> <li>- Inputs distribution to farmers</li> <li>-</li> </ul> | <ul style="list-style-type: none"> <li>- Briefing on project objectives and objectives</li> <li>- Views and recommendation on project design and implementation</li> <li>- Identification of potential project risks/impacts</li> <li>- Training (project design incorporates training in aquaculture)</li> <li>- Legal provision available and farmers will be assisted by FC</li> <li>- Linking farmers to available markets through cooperatives</li> <li>- (Sub-project Model (farmers will be used for the rehabilitation instead of service providers and COCOBOD will lead this activity</li> <li>- Sub-project model (farmers will used for rehabilitation of moribund farms COCOBOD) will lead the activity</li> <li>- Distribution of inputs by project design is done through local structures i.e. CWMT, CRMC etc.</li> </ul> |
| District Departments and Units:<br>- Cocoa Health and Extension Division -Juaso Cocoa District<br>- Mpraeso Forest District<br>- Juaso Cocoa Station<br>- Nkawkaw Cocoa District                                                                              | Provision of similar technical services to farmers                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>- Project briefing</li> <li>- Future collaboration in the implementation of project activities</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

TABLE 3.1b LIST OF STAKEHOLDERS PREVIOUSLY ENGAGED AS PART OF DESIGN OF ACTIVITIES IN SUPPORT OF FORMALIZATION OF ASM

| Stakeholder Group / Institutions                      | Interest                                                                    | Key issues discussed                                                                                                                      |
|-------------------------------------------------------|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Cabinet of the Government of Ghana                    | Makes policies on mining related issues in Ghana.                           | MMIP/GASMFP and its activities.                                                                                                           |
| Inter-Ministerial Committee on Illegal Mining (IMCIM) | Currently implementing strategies aimed at curbing illegal mining in Ghana. | Small-scale mining activities in Ghana. IMCIM was updated about the work of the MMIP/GASMFP and how its work can complement that of IMCIM |

| Stakeholder Group / Institutions                                                                                                                                                                            | Interest                                                                                                                                                                                                                                                                                                                                                                                                                                             | Key issues discussed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Parliamentary Select Committee on Subsidiary Legislation                                                                                                                                                    | Institution responsible for revising/enacting new laws in Ghana.                                                                                                                                                                                                                                                                                                                                                                                     | Legislation that would enable relevant authorities to track the movement of heavy equipment in the country.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Ministry of Lands and Natural Resources                                                                                                                                                                     | Project implementing ministry currently supervising the implementation of GASMFPP activities aimed at formalising small-scale mining in Ghana.                                                                                                                                                                                                                                                                                                       | Briefing on the MMIP/GASMFPP and its activities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Municipal/District Chief Executives in the following Districts.<br>- Tarkwa<br>- Dunkwa-on-offin<br>- Fantekwa<br>- Bole<br>- Wa<br>- Kebi                                                                  | They chair the District Mining Committees established to supervise small-scale mining related activities in the districts.<br><br>Currently working with IMCIM to implement strategies to regulate illegal mining activities in the communities.<br><br>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.<br><br>Their inputs informed project design                                        | Briefing on GASMFPP activities<br>Widespread illegal mining activities in all the districts especially northern Ghana (Bole and Wa) where there are no legal operations.<br>Escalation of illegal mining activities due to the use of metal detectors.<br>IMCIM's collaboration with Municipal/District Assemblies to implement activities aimed at streamlining operations of ASMs. E.g. Community mining model<br>The establishment of the District Mining Committees, their composition, challenges (including reasons why they are not fully operational).<br>Alternative livelihood projects which Assemblies are looking forward to as sources of employment for the youth.<br>How assemblies can support the implementation of GASMFPP activities in the districts.<br>Support to ongoing IMCIM activities were cited (providing logistics to security agencies to enforce laws on illegal mining; formation of task forces comprising members of the association of small-scale miners, the Fire Service and Police to monitor illegal mining activities, etc)                        |
| - Minerals Commission<br>- Environmental Protection Agency (EPA)<br>- Forestry Commission<br>- Lands Commission<br>- Water Resources Commission<br>- Judicial Services, Ghana<br>- PMMC<br>- GGSA<br>- EITI | Implement strategies/policies of government regarding small-scale mining and related activities.<br><br>Monitor and regulate small-scale mining and related issues in the districts<br><br>Advise and report on small-scale mining and related issues in the districts and communities.<br><br>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.<br><br>Their inputs informed project design | Inadequate staffing and other logistics for their operations were discussed. (For instance, only one Min Comm staff covers the Dunkwa mining District. The office has no vehicle and other logistics; some IAs not having small-scale mining departments. (EPA in the Upper West Region)<br>The experiences of the Minerals Commission and EPA in their dealings with small-scale miners in regions and districts.<br>Synergies between IAs, especially between Minerals Commission, EPA and Water Resources Commission, agencies currently responsible for issuing licences for small-scale mining operations in Ghana.<br>(Synergies in terms of monitoring, training and sensitization activities which are currently done separately by the agencies.)<br>Stakeholder engagement methods and processes (scheduled meetings, one-on-one visits to mining sites, and announcements on local radio to engage small-scale miners.)<br><br>Planned engagement activities by IAs (EPA's plan to organize quizzes for basic schools as well as support the establishment of environmental clubs. |

| Stakeholder Group / Institutions                                                                                                                                                                                                                                      | Interest                                                                                                                                                                                                                                                                                                                                               | Key issues discussed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                        | <p>Market linkages for ASMs and alternative livelihood projects</p> <p>Establishment of incubation and demonstration centres to support the formalisation of ASMS.</p> <p>Inclusion of small-scale mining activities in EITI reporting.</p> <p>Development of geo spatial maps to support ASM activities.</p> <p>Reclamation of degraded land and water resources and release of rehabilitated resources for agricultural purposes.</p>                                                                                                                                                                                                                                                               |
| <ul style="list-style-type: none"> <li>- Australian High Commission</li> <li>- Swiss Embassy, Ghana</li> <li>- Cocoa and Forest Initiative (CFI), Ghana</li> <li>- World Cocoa Foundation (WCF)</li> </ul>                                                            |                                                                                                                                                                                                                                                                                                                                                        | MMIP/GASMFP and its activities and avenues for support and partnerships with Development Partners.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| University of Mines and Technology (UMaT)                                                                                                                                                                                                                             | <p>Go-to institution for research into technologies that can support ASM activities in Ghana</p> <p>A training institution responsible for developing capacity of small-scale miners.</p> <p>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.</p> <p>Their inputs informed project design</p> | <p>Previous training programmes organised for small-scale miners.</p> <p>Existing gaps in training for small-scale miners</p> <p>Technologies that can improve production from small-scale miners.</p> <p>Establishment of Incubation and demonstration centres</p> <p>Reclamation and rehabilitation</p> <p>Alternative livelihood programmes</p>                                                                                                                                                                                                                                                                                                                                                    |
| <p>Executives and members Ghana National Association of Small-scale miners</p> <ul style="list-style-type: none"> <li>- Tarkwa</li> <li>- Dunkwa-on-Offin</li> <li>- Bole</li> <li>- Dakurupe</li> <li>- Kpaanamuna</li> <li>- Banda Nkwanta</li> <li>- Wa</li> </ul> | <p>Major player in the small-scale mining sector in Ghana.</p> <p>Invest in mining for profit.</p> <p>Opportunities for employment and income.</p> <p>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.</p>                                                                                    | <p>Challenges in the small-scale mining sector.</p> <ul style="list-style-type: none"> <li>- The lack of transparency in granting licenses and assigning concessions. ASMs recommended a bidding process for allotment of concessions.</li> <li>- Illegal small-scale mining activities on large-scale mining concessions that have not been developed for years. There were discussions for possible re-allocation of some of these concessions.</li> <li>- Slow and frustrating permitting processes which are also not harmonised by regulators (Minerals Commission, EPA and Water Resources Commission).</li> </ul> <p>Geological investigations and technical support to small-scale miners</p> |

| Stakeholder Group / Institutions                                                                                                                                                                     | Interest                                                                                                                                                                                                                                                             | Key issues discussed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                      | <p>Their inputs informed project design</p>                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>- Identifying mineral rich concessions.</li> <li>- Building capacities of local artisans so they repair and maintain machinery used in mining.</li> </ul> <p>The use of mercury by small-scale miners to process gold, especially by those who process the gold on site.<br/> Opportunities to build capacity and skills of ASMs in the use of appropriate modern mining technologies.<br/> Lack of investments which have led to foreign participation in a sector reserved for Ghanaians.<br/> The neglect of associations in the fight against illegal small-scale mining activities. Their recommendations to formalize the sector have been ignored.<br/> Rudimentary equipment used by small-scale miners (hammer, chisel, wheelbarrows and tricycles).<br/> Lack of protective equipment in the work of ASMs (helmets, goggles, gloves, etc.)<br/> Close working relationship between small-scale miners and traditional authority.<br/> Additional sources of income for small-scale miners (farming, renting heavy equipment, etc)<br/> The highly degraded environment in which small-scale miners operate. Mined-out pits not reclaimed and weak rock formations.<br/> How modern technology can support operations of small-scale miners. E.g. mechanized shafts, mills, mineral processing equipment, etc).<br/> ASMs not observing safety rules (use PPEs (helmets, head lamps, goggles, gloves, etc.).</p> |
| <p>Community members in Tinga, Banda Nkwanta, Kpaanamuna, Tarkwa, Dunkwa, Osino, Kyebi, Prestea, Wa</p>                                                                                              | <p>Communities benefiting directly and indirectly from ASM formalization from the GASMP operations.</p> <p>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.</p> <p>Their inputs informed project design</p> | <p>Preferred methods of communication for stakeholder engagements; and stakeholder interest or expectations for the GASMFPP.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>United Nations Development Programme (UNDP), Ghana National Association of Small-Scale Miners, Fund for Peace, West Africa Network for Peacebuilding, Women in Mining, Mining Network, Ghana.</p> | <p>Develop policy for small-scale mining activities in Ghana.<br/> Provide advocacy to small-scale mining related activities.<br/> Provide small-scale mining related activities</p>                                                                                 | <p>Artisanal Small-Scale mining sector reforms<br/> Activities of stakeholders in the small-scale mining sector including areas for synergy.<br/> Challenges in the small-scale mining sector and MMIP/GASMFP activities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <p>Graphic Communication Group Ltd, Ghanaian Times, Ghana Broadcasting</p>                                                                                                                           | <p>Investigate and report small-scale mining activities in Ghana.</p>                                                                                                                                                                                                | <p>Briefing on MMIP/GASMFP activities</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

| Stakeholder Group / Institutions                                                                                                                                                     | Interest                                                                                                                                                                                                                                                         | Key issues discussed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Corporation, The Ghana Journalists Association, Independent Broadcasters Association.                                                                                                | Lead discussions related to galamsey in Ghana                                                                                                                                                                                                                    | Addressing challenges in Ghana's small-scale mining sector.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Traditional authorities, opinion leaders and landowners at Tinga, Banda Nkwanta, Kpaanamuna, Tarkwa, Dunkwa, Kyebi, Prestea, Wa                                                      | <p>Traditional administration of the project communities and have control/access to over lands.</p> <p>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.</p> <p>Their inputs informed project design</p> | <p>Present issues and challenges facing artisanal and small-scale mining in the target district; preferred methods of communication for stakeholder engagements; and stakeholder interest or expectations for the GASMFP.</p> <p>Education for Traditional authorities/Chiefs on Ghana's mineral laws and regulations. Current perceptions are that the land and mineral resources are owned by the Chiefs and they can use it the way they deem fit.</p> <p>Traditional Authorities and their close working relations with small-scale miners. They work together and share in the profits from the operations.</p> <p>Alternative livelihood programmes and their potential for youth employment.</p> <p>Involvement of traditional councils in previous activities aimed at curbing galamsey; how traditional councils can support GASMFP activities.</p> |
| Steering Committee, Ministry of Lands and Natural Resources (MLNR)                                                                                                                   | Directs policy at the MLNR and decision making body for mining-related issues in Ghana                                                                                                                                                                           | <p>The transition of the MMIP to the GASMFP and GLRSSMP</p> <p>GLRSSMP activities and how it seeks to formalise artisanal small-scale mining in a holistic manner.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Women groups in Kyebi                                                                                                                                                                | <p>Critical to the achievement of project goals. Engaged as part of processes leading to the project design.</p> <p>Their inputs will inform project design</p>                                                                                                  | <p>Challenges with acquisition of land for small-scale mining activities.</p> <p>Training and skills development</p> <p>Alternative livelihood activities</p> <p>Formation of cooperatives</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>Executives of</p> <ul style="list-style-type: none"> <li>- Ghana National Association of Small-scale miners (GNASSM)</li> <li>- Women in Mining (WIM)</li> <li>- ASWAN</li> </ul> | <p>Major players/operators in the ASM sector</p> <p>Decision making body for CSO's operating in the ASM sector</p> <p>Critical to project success</p>                                                                                                            | <p>Project objectives and activities</p> <p>On-going feasibility studies for</p> <ul style="list-style-type: none"> <li>- turnaround time for acquisition of ASM licences,</li> <li>- reclamation</li> <li>- incubation and demonstration centres</li> <li>- SESA, ESMF, etc.</li> <li>- Project risks and expectations</li> <li>- Training needs and challenges in the sector</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

## STAKEHOLDER IDENTIFICATION AND ANALYSIS

### 3.1 Affected Parties

This section identifies key stakeholders who have been engaged and / or have been informed and consulted about the project, including individuals, groups, or communities. It also identifies and assesses the needs of some disadvantaged or vulnerable individuals or groups, who may have limitations in participating and/or in understanding the project information or in participating in the consultation process. For the purpose of this SEP, a stakeholder (or actor) is an individual, group or organization who has an interest in the results of a particular intervention or action from other actors, can impact or is impacted by the development of certain activities; or who possesses information, resources, experience or some form of power to influence the actions of others in a determined area. Based on this assessment and considering other aspects including stakeholder requirements/needs and interests, the stakeholder list below is categorised as (i) affected parties; (ii) other interested parties; and (iii) disadvantaged/vulnerable individuals or groups. The Stakeholder list is a "living document" which will be updated regularly throughout the Project life as appropriate.

TABLE 3.1 IDENTIFICATION OF AFFECTED PARTIES

| Type of Stakeholder/ Level of Impact | High Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Medium Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Low Impact                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Affected                             | <ul style="list-style-type: none"> <li>• Community Resource Management Areas</li> <li>• Artisanal miners</li> <li>• Cocoa farmers</li> <li>• Farmers engaged in aquaculture (under the AF)</li> <li>• Traditional Councils (under the AF)</li> <li>• Ghana National Association of Small-Scale Miners</li> <li>• Inhabitants of towns and villages affected by artisanal and small-scale mining</li> <li>• Inhabitants of cocoa growing towns and villages</li> <li>• Users of land affected by artisanal and small-scale gold mining</li> <li>• Claimants to the land &amp; traditional leaders and Representatives of affected communities</li> <li>• Vulnerable Groups (e.g. persons with disabilities, women, youth, landless and very poor, orphans, widows, and displaced persons, etc.)</li> <li>• Implementing Agencies</li> </ul> | <ul style="list-style-type: none"> <li>• Agricultural associations</li> <li>• Self-help groups</li> <li>• Trade, business, or cooperatives association</li> <li>• Large mining companies</li> <li>• Lands Commission</li> <li>• Fisheries Commission (under the AF)</li> <li>•</li> <li>• Water Resources Commission</li> <li>• Tree Crops Development Authority</li> <li>• Office of the Administration of Stool Lands</li> <li>• Ghana Goldsmith Association</li> <li>• Small Scale/Informal distributors of mining equipment</li> </ul> | <ul style="list-style-type: none"> <li>• Ministry of Local Government and Rural Development</li> <li>• Driver and Vehicle Licensing Authority</li> <li>• Ministry of Food and Agriculture</li> <li>• University of Ghana</li> <li>• Ministry of Fisheries and Aquaculture Development (under the AF)</li> <li>•</li> </ul> |



TABLE 3.2 OTHER INTERESTED PARTIES

| Type of Stakeholder/<br>Level of Impact | High Impact                                                                                                                                                                                                                                                                                                                                                                                                                                               | Medium Impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Low Impact                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Other Interested</b>                 | <ul style="list-style-type: none"> <li>• Central Regional Development Commission</li> <li>• Northern Development Authority</li> <li>• Ministry of Employment and Labour Relations</li> <li>• Ministry of Gender, Children and Social Protection</li> <li>• Ministry of Local Government and Rural Development</li> <li>• Judicial Services of Ghana</li> <li>• Ministry of Health</li> <li>• Ministry of Trade</li> <li>• Ghana Police Service</li> </ul> | <ul style="list-style-type: none"> <li>• Fund for Peace</li> <li>• West Africa Network for Peacebuilding</li> <li>• Women in Mining</li> <li>• Mining Network</li> <li>• Association of Small-Scale Mining Africa Network</li> <li>• African Centre for Economic Transformation</li> <li>• Solidaridad</li> <li>• Friends of the Nation</li> <li>• Third World Network</li> <li>• WACAM</li> <li>• Centre for Public Interest Law</li> <li>• National Coalition on Mining</li> <li>• Centre for Environmental Impact Analysis</li> </ul> | <ul style="list-style-type: none"> <li>• Religious group</li> <li>• Ghana National Association of Teachers</li> <li>• Daily Graphic</li> <li>• Ghanaian Times</li> <li>• Ghana Broadcasting Corporation</li> <li>• Ghana Journalists Association</li> <li>• Media Coalition Against Galamsey</li> <li>• Development Partners</li> </ul> |
| <b>Vulnerable</b>                       | Women and girls<br>Youth<br>Community members with disabilities<br>Orphans, widows, and displaced persons<br>Elderly (above 70 years)<br>Female Heads of Households<br>Migrant illegal miners and settler farmers without proper land documentation                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                         |

In connection with the AF, the two categories of stakeholders who were engaged as part of the preparatory steps include:

1. Project-Affected Parties
  - a. Farmer groups (i.e., Cooperatives, women’s groups)
  - b. Traditional Authorities (Traditional councils of both Sefwi Wiawso and Bibiani-Anhwiaso-Bekwai)
  - c. Vulnerable groups (i.e., migrant/settler/tenant farmers, female heads of households, Elderly above 70 years, community members with disabilities)
  - d. Community members

2. Other Interested Parties

- a. Environmental Protection Agency (EPA)
- b. Forestry Commission
- c. Ministry of Fisheries and Aquaculture Development
- d. Fisheries Commission
- e. Ministry of Food and Agriculture (MOFA)

## 3.2 Stakeholder Analysis

Stakeholder analysis determines the likely relationship between stakeholders and the Project and helps to identify the appropriate consultation methods for each stakeholder group during the life of the project. The stakeholders are grouped according to their characteristics and the degree of impact of GLRSSMP, as well as to the extent to which they will be negatively or positively impacted by the project. The degree to which the identified stakeholders will be impacted by the project and the level of influence of the stakeholders on the project outcome is rated as low, medium or high as defined below:

### Degree of Impact on stakeholder

- a) **Low:** Based on an interaction with the stakeholder as well as a review of institutional mandates, the project is assessed to have a minor positive or negative impact on the stakeholder/institution. Tables 4.3 show the potential adverse impacts of GLRSSMP on affected persons/communities. For stakeholder institutions, positive impacts may include the institutional knowledge and experience to be gained from the implementation of the project, and negative impacts may include possible losses and damage from the failure of the project.
- b) **Medium:** The project will have measurable positive or negative impacts on the stakeholder/institution.
- c) **High:** The project will have significant positive or negative impacts on the stakeholder/institution.

### Degree of stakeholder interest in the project

- a) **Low:** The stakeholder has minimal interest in the project.
- b) **Medium:** The stakeholder has a measurable interest in the project.
- c) **High:** The stakeholder has a significant interest in the project.

TABLE 3.3 MAP OF STAKEHOLDER PRIORITISATION

|                   |        |                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-------------------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEVEL OF INTEREST | High   | <ul style="list-style-type: none"> <li>Central Regional Development Commission</li> <li>Northern Development Authority</li> <li>Daily Graphic</li> <li>Ghanaian Times</li> <li>Ghana Broadcasting Corporation</li> <li>Ghana Journalists Association</li> <li>Media Coalition Against Galamsey</li> <li>Development Partners in the ENR and mining sectors</li> <li>Cocoa and Forest Initiative (CFI)</li> </ul> | <ul style="list-style-type: none"> <li>Ministry of Employment and Labour Relations</li> <li>Ministry of Gender, Children and Social Protection</li> <li>Fund for Peace</li> <li>West Africa Network for Peacebuilding</li> <li>Women in Mining</li> <li>Mining Network</li> <li>Association of Small-Scale Mining Africa Network</li> <li>African Centre for Economic Transformation</li> <li>Solidaridad</li> <li>Friends of the Nation</li> <li>Third World Network</li> <li>WACAM</li> <li>Centre for Public Interest Law</li> <li>National Coalition on Mining</li> <li>Centre for Environmental Impact Analysis</li> <li>Kasa Initiative Ghana</li> <li>Conservation Alliance</li> <li>Earth Service</li> <li>Friends of the Nation</li> </ul> | <ul style="list-style-type: none"> <li>PCUs</li> <li>Ministry of Lands and Natural Resources (MLNR)</li> <li>Ministry of Environment Science, Technology &amp; Innovation (MESTI)</li> <li>Ministry of Food and Agriculture</li> <li>Ministry of Fisheries &amp; Aquaculture Development (under the AF)</li> <li>Fisheries Commission (under the AF)</li> <li>Minerals Commission</li> <li>Environmental Protection Agency</li> <li>Precious Minerals Marketing Company Limited</li> <li>COCOBOD</li> <li>Community Resource Management Areas</li> <li>Watershed Management Committees</li> <li>Large mining companies</li> <li>Artisanal miners</li> <li>Small Scale/Informal distributors of mining equipment</li> <li>Ghana National Association of Small-Scale Miners</li> <li>Ghana Goldsmith Association</li> <li>Inhabitants of towns and villages affected by artisanal small-scale mining</li> <li>Users of land affected by artisanal small-scale gold mining</li> <li>Claimants to the land &amp; traditional leaders and Representatives of affected communities</li> <li>Vulnerable Groups (e.g. persons with disabilities, women, youth, landless and very poor, orphans, widows, and displaced persons, etc.)</li> <li>University of Mines and Technology</li> <li>University of Ghana</li> <li>Tree Crops Development Authority</li> </ul> |
|                   | Medium | <ul style="list-style-type: none"> <li>Ministry of Local Government and Rural Development</li> </ul>                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Judicial Services of Ghana</li> <li>Ministry of Health</li> <li>Ministry of Trade</li> <li>Ghana Police Service</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>Office of the Administration of Stool Lands</li> <li>Forestry Commission</li> <li>Lands Commission</li> <li>Water Resources Commission</li> <li>Municipal and District Assemblies</li> <li>Ghana Geological Survey Authority</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                   | Low    | Driver and Vehicle Licensing Authority                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>Agricultural associations</li> <li>Self-help groups</li> <li>Trade, business, or cooperatives association</li> <li>Religious group</li> <li>Ghana National Association of Teachers</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

LEVEL AFFECTED

### 3.3 Disadvantaged and Vulnerable Groups - Specific Needs

Disadvantaged and vulnerable individuals and groups are those that may be more severely at risk or impacted due to implementation of the project activities but may not have a voice to express their concerns or understand the impacts of a project. They are often more susceptible to hardship and less able to adapt than other groups to reconstruct their lives after being adversely affected by impacts of the project. Vulnerable persons need to be identified during for engagements in all phases of the project have their views and suggestions so that they can be well integrated into project activities and schedules. The importance the GLRSSMP attaches to vulnerable groups is demonstrated by the fact that apart from the SEP, other major safeguards instruments, Environmental and Social Management Framework (ESMF) and Resettlement and Process Framework (RPF) and its attendant instruments to be prepared for the implementation of the project will capture issues relating to vulnerable groups. Vulnerable people may include but not limited to:

- The elderly, usually 70 years and older
- Communities in forest reserves
- Widows
- Women
- Persons with Disabilities
- Female heads of households
- Youth
- illegal miners and migrant/ settler farmers without guaranteed security of tenure and proper land documentation

The Table 3.4 below also identifies and assesses the needs of some disadvantaged or vulnerable individuals or groups to help determine suitable engagement strategies.

TABLE 3.4 CATEGORISATION OF VULNERABLE GROUPS

| Stakeholder (individual/group)      | Key Characteristics                                                                                                                                                                                                                                                                                                | Language needs                            | Preferred medium of engagement/ notification                 | Specific measure to mitigate these needs                                                                                                                                                                                                  |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Women and girls                     | Consultation times and consultation format will have to align with the needs of women, girls. Women may have limitations about the time of day or location for public consultation; they may need childcare for meetings or other additional support and resources to enable them to participate in consultations. | Local language as appropriate             | Verbal, community announcement, focused group meetings, etc. | Close by meeting locations within project communities. the meeting not held on market days or evenings<br>Use of gender-sensitive/ appropriate language. meeting held in the local language; specific meetings held for women alone, etc. |
| Youth                               | Limited voice and low representation                                                                                                                                                                                                                                                                               | Local language and English as appropriate | Focus group meetings                                         | Address special needs to help tackle youth unemployment in mining areas                                                                                                                                                                   |
| Community members with disabilities | Hearing impairment (Hearing loss)<br>Visual impairment (Low vision or blindness)<br>Physical impairment (Mobility)                                                                                                                                                                                                 | Opportunities for expression as a form    | Verbal, community announcement                               | Accessible venues for stakeholder consultations, training venues, sign-language translators/                                                                                                                                              |

|                                        |                                                                                                                                                                                                                                                                        |  |                                                                                                  |                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--------------------------------------------------------------------------------------------------|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        | Disabilities)                                                                                                                                                                                                                                                          |  | motivation to speak                                                                              |                                                            | interpreters, large prints/braille formats, etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Orphans, widows, and displaced persons | They are least able to access traditional and formal justice mechanisms for any form of redress. They have limited voice, low representation and lack of access to information. They are more vulnerable to human rights abuses.                                       |  | Opportunities for expression as a form motivation to speak                                       | Verbal, community announcement, focus group meetings, etc. | Reach out to orphanages, widows, and other association to ensure that opportunities under the project are available                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Elderly (above 70 years)               | Physically weak and less mobile<br>Visually disadvantaged (low vision)                                                                                                                                                                                                 |  | Appropriate local language<br>More explanations and examples<br>Slower presentations at meetings | Verbal, community announcement, focus group meetings etc   | Accessible venues<br>Translators/interpreters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Female Heads of Households             | Time limitation (mostly occupied with household duties)<br>Limited voice                                                                                                                                                                                               |  | Opportunities for expression as a form motivation to speak                                       | Focus group meetings                                       | Meetings in close by locations<br>Acceptable convenient time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Migrant illegal miners                 | Limited voice                                                                                                                                                                                                                                                          |  | Preferred language                                                                               | Focus group meetings                                       | Address special needs to support them to ascend the upper levels of the ASM labour hierarchy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Migrant/settler/tenant farmers         | <ul style="list-style-type: none"> <li>- Security of tenure to land not guaranteed enough to allow unobstructed opportunity to benefit meaningfully from proposed rehabilitation of moribund cocoa farms.</li> <li>- Limited voice and weak representation.</li> </ul> |  | Appropriate local language                                                                       | Separate meetings with them                                | <ul style="list-style-type: none"> <li>- Support tenant farmers in building consensus with their landlords around the rehabilitation of moribund farms and documenting of terms/ land rights to strengthen tenure for the farmers.</li> <li>- Organize dedicated workshops/ FDGs for vulnerable groups to provide a safe space for dialogue, expression of concerns and inputs to project design and implementation.</li> <li>- Collaborate with local NGOs and community organizations that have established trust and rapport with vulnerable groups to facilitate engagement.</li> <li>- Engage interpreters to translate in local language vulnerable groups understand.</li> </ul> |

## STAKEHOLDER ENGAGEMENT PROGRAMME

### 4.1 Proposed Strategy for Consultations

As indicated in Section 1, this SEP is designed to establish an effective platform for productive interaction with the potentially affected parties and others with interest in the implementation outcome of GLRSSMP. Meaningful stakeholder engagement throughout the project cycle is an essential aspect of good project management and provides opportunities for GLRSSMP to:



- Solicit feedback to inform project design, implementation, monitoring and evaluation
- Jointly determine activities that will be implemented for the benefit and at the level of communities
- Clarify project objectives, scope and manage expectations
- Assess and mitigate project environmental and social risks
- Enhance Project outcomes and benefits
- Build constituencies and collaboration
- Disseminate project information/ materials
- Address project-related grievances







Stakeholder engagement will always be part of the participatory planning approaches in community watershed planning, participatory resource management, participatory preparation of forest management and community management plans.

Adequate stakeholder consultations will require effective timing and advanced planning. To ensure information is readily accessible to affected stakeholders, and adequate representation and participation of the different groups in the process, GLRSSMP will adopt different methods and techniques based on an assessment of stakeholder needs. Methods for engagement are listed in Table 4.1 below.







The *Community-Based Participatory Watershed Development Planning Manual* (MESTI) provides detailed guidance on participatory development of community watershed management plans. A *Brief Guide to the Establishment of Community Resource Management Areas (CREMAs)* (WD) serves as a user manual for participatory planning for management of wildlife corridors.

TABLE 4.1 GLRSSMP STAKEHOLDER ENGAGEMENT METHODS

| Engagement Technique                                                                                        | Description and use                                                                                                                                                                              | Audience                                                               |
|-------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| Stakeholder meetings                                                                                        |                                                                                                                                                                                                  |                                                                        |
| <br>Focus group meetings | Facilitate discussion on Project's specific issues (e.g., GBV, child labour, grievances etc.), that merit collective examination with various groups of stakeholders using Focus Group Meetings. | Vulnerable groups and the voiceless in project communities             |
| <br>Workshops            | <ul style="list-style-type: none"> <li>• Present project information to a group of stakeholders.</li> <li>• Allow the group of stakeholders to provide their views and opinions.</li> </ul>      | IAs, Government, NGOs, CSOs, FBOs, Social Investors, Service Providers |

|                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                      | <ul style="list-style-type: none"> <li>• Use participatory exercises to facilitate group discussions, brainstorm issues, analyse information, and develop recommendations and strategies.</li> <li>• Recording of responses.</li> <li>• Stock taking, review and forward planning</li> <li>• brainstorm issues, analyse information, and develop recommendations and strategies</li> </ul> |                                                                                                                                                                                                 |
|  <p>Community durbars/public meetings</p>                                           | To plan community activities, facilitate participatory discussions on sub-project activities as planned by the project, project environmental and social risks and mitigation measures, information on key project contacts, grievance redress procedures, Interactive Questions & Answers (Q&A) session with the communities.                                                             | Project beneficiaries                                                                                                                                                                           |
|  <p>One-on-one interviews</p>                                                       | To solicit views and opinions on project impacts and solutions                                                                                                                                                                                                                                                                                                                             | Project beneficiaries, Traditional authorities, Vulnerable individuals, CSO/NGOs/FBOs, etc.                                                                                                     |
| <b>Written/visual communication</b>                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                 |
|  <p>Reports</p>                                                                    | This will be summary of findings on project progress; concerns/issues resolved; engagement activities undertaken, and planned activities going forward.                                                                                                                                                                                                                                    | Government officials, NGOs, CSOs, CBOs, FBOs, Development Partners, social investors, service providers, private sector players, project beneficiaries and other interest groups including PWDs |
|  <p>Surveys</p>                                                                   | Facilitate discussion on Project's specific issues (e.g. GBV, child labour etc.), that merit collective examination with various groups of stakeholders using Focus Group Meetings.                                                                                                                                                                                                        | Project beneficiaries                                                                                                                                                                           |
|  <p>Correspondence by phone/email/text and whatsapp messages/ written letters</p> | Distribute or share project information;<br>Invite stakeholders to meetings; receipt and provide feedback on enquires, complaints or grievances                                                                                                                                                                                                                                            | Government officials, NGOs, CSOs, CBOs, FBOs, Development Partners, social investors, service providers, private sector players, project beneficiaries and other interest groups                |
|  <p>Printed media advertisement</p>                                               | To disseminate and disclose project documents intended for general readers and audience (e.g. ESMF, RPF, SEP, RAP's/ARAP's etc.)<br>Advertise project procurement documents                                                                                                                                                                                                                | General public                                                                                                                                                                                  |



|                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                          |                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
|  <p>Distribution of printed public materials: Project information leaflets, brochures, fact sheets, briefs etc.</p> | <p>To convey general information on the Project and to provide regular updates on progress and challenges</p>                                                                                                                                                                                                                            | <p>Local, regional and national stakeholders;<br/>General public and Politicians</p>                |
| <p><b>Media</b></p>                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                          |                                                                                                     |
|  <p>Mass media tools (Radio/TV adverts, billboards, documentaries)</p>                                              | <p>Advance announcements of commencement of major project activities, project grievance redress mechanism, and other outreach needs of the project. Community and regional/nation radio and television are s a good medium to stimulate awareness and prepare stakeholders for larger events or refined communication to take place.</p> | <p>Project-affected stakeholders and communities and interested media stakeholders</p>              |
|  <p>Internet/ Digital Media</p>                                                                                     | <p>Use of the official websites of partnering and implementing Ministries and Agencies to promote various information and updates on the overall Project, impact assessment and impact management process, procurement, employment opportunities, as well as on the Project's engagement activities with the public</p>                  | <p>Project stakeholders and other interested parties that have access to internet resources.</p>    |
|  <p>IA's Websites</p>                                                                                             | <p>To provide information on the GLRSSMP PAD and other WB instruments i.e. PIM, ESMF, ESCP, SEP, procurement bids, employment opportunities, and general project information</p>                                                                                                                                                         | <p>Stakeholders and the general public</p>                                                          |
| <p>Information Centre and Information Boards</p>                                                                                                                                                     | <p>Advance announcements of commencement of major Project activities, project Grievance Redress Mechanism, advertisement for project beneficiaries and other interest groups</p>                                                                                                                                                         | <p>Local communities within the project areas</p>                                                   |
|  <p>Social media (Facebook, Twitter, You Tube, Instagram)</p>                                                     | <p>Online media will be used to monitor media coverage about GLRSSMP activities, identify industry trends and risks and to establish what current opinions are about the project. This medium can also be used to push positive messages out or to proactively address underlying issues identified through media monitoring.</p>        | <p>General public</p>                                                                               |
| <p><b>Other</b></p>                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                          |                                                                                                     |
|  <p>Project Coordinating Units</p>                                                                                | <p>Project's designated venue for depositing project-related information that also offers open hours to the stakeholders and other members of the public, with Project staff available to respond to queries or provide clarifications.</p>                                                                                              | <p>All project affected parties<br/>Project interests' parties<br/>Other potential stakeholders</p> |

## 4.2 Proposed Strategy for Information Disclosure

As described above, there are currently 5 substantive components of the GLRSSMP. During implementation, the project will structure direct participation of key stakeholders to produce concrete, practical opportunities for dialogue. Some dialogue and consultation mechanisms exist already (at the PCU or line ministry) that allows selected stakeholders to participate in the implementation and monitoring of reforms. The project will use existing platforms where they exist to engage with stakeholders, and it is proposed that the implementing agencies will initiate and lead all processes to consult with stakeholders.

Timing and advanced planning of engagement is one key element that ensures that consultations are relevant, information is readily accessible to the affected public, and that facilitates informed participation. It is envisaged that the roll out of stakeholder engagement will align to the project cycle i.e., preparation and design phase, implementation phase, monitoring phase, completion and evaluation phase. GLRSSMP will provide information in a language that different groups of stakeholders can easily understand. The consultations will be meaningful such that it will allow stakeholders the opportunity to express their views on project risks, impacts and mitigation measures while allowing the project team to consider and respond to them. All consultation activities will be documented and lessons from previous activities will inform subsequent activities.

Given the global development of COVID-19 health issues and the uncertainties surrounding the possible normalization period, the SEP will be adaptable to new and challenging developments. In line with World Bank guidance note on “Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints on conducting public meetings” issued in March 20, 2020 and national protocols on social distancing to deal with the pandemic, GLRSSMP will explore measures to minimize health risks while ensuring continuity of information flow. Where direct engagement with stakeholders or beneficiaries is necessary, the Project will identify channels for direct communication with stakeholders via a context specific combination of email messages, mail, online platforms, dedicated Whatsapp groups.

Each of the proposed channels of engagement will clearly specify how feedback and suggestions can be provided by stakeholders and the necessary COVID-19 health-related protocols will be observed in addition to the already announced protocols by the Government of Ghana and the WB. The Project Implementation Manual includes detailed project-specific protocols for stakeholder engagement in view of COVID-19 restrictions; this will be updated from time to time as situation evolves.

Given that the various phases of project implementation do not necessarily occur in a linear way, stakeholder engagement on GLRSSMP will follow the standard project management cycle, which is: (i) Preparation and Design Phase; (ii) Implementation Phase; (iii) Monitoring Phase; and (iv) Completion and Evaluation Phase. The strategy for information disclosure is presented in Table 4.2 below.

TABLE 4.2 GLRSSMP STRATEGY FOR INFORMATION DISCLOSURE

| Project stage                                                                                                                                                                                                                    | List of information to be disclosed                                                                                                                                                                                                                                              | Methods proposed<br>(some of these methods are being used currently in stakeholder engagement activities) | Target Stakeholders                                                      | Topic of consultation                                                                                                                                       | Responsibility                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| <p><b>Preparation or appraisal stage</b></p> <p>(Consultations with stakeholders i.e. potential project beneficiaries- farmers chiefs etc.</p> <p>Consultations were held with implementing agencies and WB safeguards team.</p> | <p>Project Appraisal Document (PAD)</p> <p>Project Implementation Manual (PIM)</p> <p>Strategic Environmental and Social Assessment</p> <p>Resettlement and Process Framework (RPF), Environmental and Social Commitment Plan (ESCP), Pest Management Plan (PMP).</p> <p>SEP</p> | Workshop, small group meetings                                                                            | IAs, DMCs, national stakeholders, ASMs                                   | <p>Project concepts, benefits and impacts</p> <p>Project implementation schedule and timelines.</p> <p>Determine the required processes and way forward</p> | <p>PCUs at MLNR &amp; EPA</p> <p>All implementing agencies</p> |
|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                  | Community durbars and Consultation with affected parties. Current PCUs of MLNR & EPA                      | ASMs, community members, district and regional stakeholders              | Mode of selection of subprojects, benefits, impacts                                                                                                         | PCUs at MLNR & EPA<br>All implementing agencies                |
|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                  | Official website                                                                                          | National, Regional and district stakeholders                             | Project documents such as detailed project designs                                                                                                          | PCUs at MLNR & EPA                                             |
|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                  | Newspaper                                                                                                 | International and National stakeholders                                  | Project concepts, benefits and impacts                                                                                                                      | MLNR and EPA PCUs, IA's and Project Management Team            |
|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                  | Distribution of printed documents to relevant institution                                                 | Community Information Centers, Front desks of MDA's                      | Project concepts, benefits and impacts                                                                                                                      | PCUs of MLNR & EPA                                             |
|                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                  | Community/ local radio                                                                                    | Community members, District assemblies, ASMs, youth groups, women groups | Project design, project activities, training programmes, alternate livelihoods, support activities                                                          | PCUs of MLNR & EPA                                             |

| Project stage                               | List of information to be disclosed                                                                                                                                                                              | Methods proposed<br>(some of these methods are being used currently in stakeholder engagement activities) | Target Stakeholders                                             | Topic of consultation                                                                                                                                                                                                                                                                                                                                                                                                                             | Responsibility                                                                                                   |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
|                                             | Environmental and Social Management Framework (ESMF) and Stakeholder Engagement Plan                                                                                                                             | Official website                                                                                          | National, Regional and district stakeholders                    | Environmental and Social Management, stakeholder engagement                                                                                                                                                                                                                                                                                                                                                                                       | PCU of GLRSSMP                                                                                                   |
|                                             |                                                                                                                                                                                                                  | Workshops or joint public/community meetings with stakeholders                                            | Regional, District and community level                          | Project scope and rationale, scope of the project, planned construction phases, etc., mode of selection of beneficiary communities, benefits, impacts; understand stakeholder base to determine anticipated key messages and engagement mediums, land reclamation process, livelihood restoration options, grievance mechanism process.                                                                                                           | PCUs at MLNR & EPA                                                                                               |
|                                             |                                                                                                                                                                                                                  | Community durbars and consultation with affected parties                                                  | Community-level stakeholders                                    | Project concept, Mode of selection of beneficiary communities, benefits, impacts; grievance redress mechanism                                                                                                                                                                                                                                                                                                                                     | PCUs at MLNR & EPA                                                                                               |
|                                             |                                                                                                                                                                                                                  | Distribution of printed documents to the relevant institutions                                            | National, Regional and district stakeholders<br>Community level | Project concept, benefits and impacts                                                                                                                                                                                                                                                                                                                                                                                                             | PCUs at MLNR & EPA                                                                                               |
| <b>Implementation and supervision stage</b> | Notification to stakeholders about the commencement of activities<br>Revised ASM policies and regulations<br>Simplified licensing procedures<br>Reclamation plans<br>Incubator programmes<br>Training programmes | Official websites                                                                                         | National, Regional and district stakeholders<br>Community level | Subprojects benefits, impacts (Community health and Safety, Occupational health and Safety, Labor Management Procedures, Traffic Safety, Security, GRM, GBV issues and mitigation). Sustainable production practices and water management interventions, integrated resource management, forest landscape management and restoration, CREMA concept and arrangements.<br><br>Employment opportunities, detailed information about the closure and | E&S and communications consultants of PCUs. IA focal persons.<br><br>Implementing agencies' staff on the ground. |

| Project stage | List of information to be disclosed                | Methods proposed<br>(some of these methods are being used current / in stakeholder engagement activities)         | Target Stakeholders                                                                              | Topic of consultation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Responsibility |
|---------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
|               | Project monitoring and safeguard compliance report | Community Information Centres<br>Meetings and Workshops<br>Group chats through WhatsApp<br>Telephone conferencing | PSC members, IA's, Regional and District field officers, beneficial communities' representatives | reclamation of mining sites, e-services for ASM licensing, training/capacity building programmes, updating the policy and regulatory framework and environmental management framework for ASM, incentives for ASM formalization, feedback on consultant/contractor reports, health and safety impacts, environmental concerns, grievance redress mechanism (types of GRMs available; purposes for which the different GRMs can be accessed, e.g., construction-related grievances, land acquisition and compensation-related grievances; types of grievances not acceptable to the GRMs; who can access the GRMs; how complaints can be reported to those GRMs and to whom, e.g., phone and facsimile numbers, postal and email addresses, and websites of the GRMs as well as information that should be included in a complaint; procedures and time frames for initiating and concluding the grievance redress process; boundaries and limits of GRMs in handling grievances; and roles of different agencies such as project implementers and funding agencies).<br><br>Monitoring schedules and indicators, Monitoring results – achievements, gaps and way forward |                |

| Project stage           | List of information to be disclosed                                                                                                       | Methods proposed<br>(some of these methods are being used currently in stakeholder engagement activities) | Target Stakeholders                | Topic of consultation                                                                                                                                                                                         | Responsibility           |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
|                         | Quarterly and Annual Performance reports<br>Environmental and Social Risk management performance reports<br>Updates on project activities | Notice boards of RCCs, District Assemblies, Regional and District level offices of EPA, MC                | Regional and district stakeholders | Regular updates to stakeholders on progress through project performance reports, addressing of grievances and stakeholder comments, project status, monitoring and tracking the use of heavy equipment in ASM | PCUs at MLNR & EPA, DVLA |
| <b>Completion Phase</b> | Project Completion Report                                                                                                                 | Institutional completion reports                                                                          | All Stakeholders                   | Project results                                                                                                                                                                                               | PCUs at MLNR & EPA       |

### 4.3 Proposed strategy to Incorporate the View of Vulnerable Groups

The consultation activities will be based on the principle of inclusiveness, i.e., engaging all segments of the local people in the project communities and districts, including disabled persons, migrant/ tenant farmers and other vulnerable individuals, as specified in Table 3.4. If necessary, logistical assistance would be provided to enable representatives from remote areas, persons with limited physical abilities, and those with insufficient financial and transportation means to attend public meetings scheduled by GLRSSMP. In cases where vulnerable status may lead to people's reluctance or physical incapacity to participate in large-scale community meetings, GLRSSMP will hold separate small group discussions with them at an easily accessible venue as a way for the Project to reach out to the groups who, under standard circumstances, may be insufficiently represented at general community gatherings. Some strategies to be adopted to reach out to these groups include:

- Identify leaders of vulnerable and marginalized groups to reach out to these groups
- Employ traditional channels of communications (e.g., community announcement centers, TV, radio, and dedicated phone-lines) to reduce the exposure of vulnerable groups to COVID-19
- Use phone calls or dedicated WhatsApp group for information exchanges to reduce the exposure of vulnerable groups to COVID-19.
- Through the existing industry associations, maintain a database of marginalized groups, e.g., Ghana Federation of Disability Organisations.
- Leverage existing projects which include vulnerable populations who overlap with this project to use their systems to identify and engage them
- Engage community leaders, CSOs and NGOs working with vulnerable groups
- Organize face-to-face focus group discussions with these populations

## RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING SEP ACTIVITIES

### 5.1 Required Resources

The implementation of the SEP will be integrated into the execution of the GLRSSMP to ensure stakeholders are engaged in all phases of the project. Funding for the SEP implementation has been included as part of the project cost under relevant components, which would fund all multi-stakeholder engagements at all levels, including the headquarters, regional and district levels.

As such, budget for implementation of stakeholder engagement activities has been fully integrated in the activities' budget. All policy related activities include budgets for stakeholder consultations and engagements. All field-based activities, especially those at the community level, are planned to start with adequate community sensitization, awareness creation, and engagement. Eventually, at the overall project level, the PCUs will keep track of all stakeholder engagements and ensure that planned budgets are released for implementation.

### 5.2 Management Functions and Responsibilities

The implementation of the SEP will be mainstreamed into the established implementation arrangement of the GLRSSMP at the national, regional, district and community levels. The Environmental Protection Agency (EPA), Ministry of Lands and Natural Resources (MLNR), Ministry of Food and Agriculture (MOFA), Forestry Commission (FC), Ghana Cocoa Board (COCOBOD) Minerals Commission (MC), Ministry of Fisheries and Aquaculture Development (MoFAD) and Fisheries Commission would be the main implementing Agencies for the GLRSSMP. EPA and MLNR will be the main coordinating ministries whilst MOFA, EPA, MC, COCOBOD, and FC will be implementing the activities on the ground, together with MoFAD and Fisheries Commission, as lead agencies for activities connected to aquaculture as the additional alternative livelihood option for project beneficiaries. The Ministry of Local Government and Rural Development (MLGRD) will be represented at the district level by the Municipal and District Assemblies where project activities would be undertaken.

The proposed organisational structure of the major implementing agencies with regards to landscape restoration activities and ASM activities are depicted in Annex 2. Summary of key institutions and their responsibilities are shown in Table 5.1. Depending on the stakeholder need these institutions would be called upon with support from the safeguards team to engage requisite stakeholder groups at particular point in time.

TABLE 5.1 SUMMARY OF KEY INSTITUTIONS/FOCAL PERSONS AND THEIR RESPONSIBILITIES

| Institution                                                                            | Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Protection Agency (EPA) & Ministry of Lands and Natural Resources (MLNR) | <ul style="list-style-type: none"> <li>• Oversight over implementation of the SEP</li> <li>• Support and complement stakeholder engagements and consultation activities</li> </ul>                                                                                                                                                                                                                                                                                                                              |
| Project Co-ordinating Unit-EPA                                                         | <ul style="list-style-type: none"> <li>• Plan, develop and implement stakeholder engagement plans in landscape-related activities</li> <li>• Develop and implement communication strategies and activities across the project</li> <li>• Organise and lead/support engagement processes and consultations across the project</li> <li>• Ensure stakeholder buy-in of landscape-related activities</li> <li>• Monitor and coordinate stakeholder engagement and consultations among the relevant IA's</li> </ul> |



|                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Monitor engagements/sensitization/consultations/communication of all landscape-related activities</li> <li>• Project management and communication.</li> <li>• Support project design</li> <li>• Support the development of landscape-related workplans and budgets</li> </ul> <p>Ensure the project complies with social risk management requirements from the World Bank</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Project Co-ordinating Unit--MLNR                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Plan, develop and implement stakeholder engagement plans and ASM-related activities</li> <li>• Develop and implement communication strategies and activities across the project</li> <li>• Organise and lead or support engagement processes and consultations across the project</li> <li>• Monitor and coordinate stakeholder engagement and consultations among the relevant IA's</li> <li>• Monitor engagements/sensitization/consultations/communication of all ASM-related activities</li> <li>• Support project design</li> <li>• Support the development of ASM-related workplans and budgets</li> <li>• Ensure the project complies with social safeguards requirements from the World Bank</li> <li>• Ensure stakeholder buy-in of ASM-related activities</li> <li>• Project management and communication.</li> </ul> |
| Implementing Agencies (Minerals Commission (MC), Environmental Protection Agency, Ghana Geological Survey Authority, MOFA, Ghana Cocoa Board, PMMC, FC) MoFAD, Fisheries Commission | <ul style="list-style-type: none"> <li>• Lead/support stakeholder consultations and engagement activities and programmes.</li> <li>• Lead/support community sensitization and education of related sector activities (policies, regulations, innovations, training activities, licensing, compliance, reclamation, EITI reporting, assaying, livelihood activities, cooperatives, etc.)</li> <li>• Garner support and generate stakeholder buy-in for project implementation</li> <li>• Elicit feedback on project implementation</li> <li>• Provide input into the development of SEP, Communication Strategies, Plans and budgets</li> <li>• Support the monitoring of communication activities.</li> </ul>                                                                                                                                                            |

### Contact Details

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## GRIEVANCE MANAGEMENT

The legal framework for Grievance Redress has bases in the Constitution of Ghana (Article 20), as well as in the State Lands Act (1962). In accordance with the ESS10, a grievance mechanism needs to be developed when the possibility exists that communities may be affected by a project. The main objective of the grievance mechanism is to address project concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all project-affected parties and interested parties, at no cost and without retribution. The GRM, process, or procedure does not prevent access to judicial or administrative remedies. Specifically, the GRM:

- Provides affected people with avenues for making a complaint or resolving any dispute that may arise during the course of the implementation of projects;
- Ensures that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants; and
- Avoids the need to resort to judicial proceedings.

Grievances may take the form of specific complaints about actual damages or injury, general concerns about project activities, incidents and impacts, or perceived impacts. The project provides a grievance mechanism that would provide opportunity for all direct and indirect beneficiaries, service providers and other stakeholders to report and seek redress for project related complaints. Stakeholders would be informed about the project grievance redress mechanism, as well as measures put in place to address project related complaints at the community, district, regional and national levels in confidential manner. This will be done as part of the project stakeholder consultations.

### 6.1 Grievance Redress Structure

The grievance redress structure for the GLRSSMP was developed from the existing grievance redress mechanism for resolving grievances from the Sustainable Land and Water Management Project (SLWMP), a decentralised and transparent system which ensured quick resolution of complaints and disputes. Grievances were resolved or referred to the following levels depending on the nature of the complaint or dispute:

- Community – community water management team (CWMT), and community resource management committee (CRMC).
- District/Local – district water management team (DWMT), and protected area management advisory unit (PAMAU).
- Regional – technical coordination office (TCO)
- National – project coordination unit (PCU)

Project staff at the local level maintain a grievance and conflict resolution log and report outcomes to the TCO and finally to the PCU if required. The transparent nature of resolving grievances and active involvement of local structures i.e. CWMT, DWMT, CRMC and PAMAU supported by the TCO at the regional level enabled the system to address grievances amicably. This proven mechanism would be followed to facilitate all grievances or complaints at any point during the various phases of the project. The redress of grievances will be decentralised at the local/district levels where Grievance Redress Committees (GRCs) with community representatives will be formed to address any issues that may arise at any phase during the implementation of the project. Where a GRC cannot resolve any grievance at the local/district level, it would be escalated to the PCUs of the GLRSSMP who would coordinate with the relevant IAs/Agencies to find a solution to the complaint. The Communication Specialist/Project Liaison Officer will play a key role in coordinating the resolution of all grievances which will be logged for record-keeping and tracking purposes.

In the new areas to be brought on board under the AF, these entities – the CWMTs, CRMCs, DWMTs, PAMAUs and TCO – already exist from the community, district and regional levels respectively, except that the EPA PCU is yet to train, equip and activate them to serve as GRM structures under the AF in those areas.

TABLE 6.1 GRIEVANCE REDRESS ROLES

| Level          | Agency/Individual                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Grievance Redress Role                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National       | PCUs                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>• Establish GRMs via circulars and memoranda</li> <li>• Provide operational guidelines for GRMs, e.g., ceilings on compensation</li> <li>• Provide necessary funds and staff to facilitate GRM operations</li> <li>• Maintain databases on the status of grievance handling by different GRMs</li> <li>• Participate in GRMs Monitoring grievance-handling processes by GRCs</li> <li>• Coordinate the functions of GRCs</li> <li>• Provide capacity-building training to GRC members</li> </ul> |
| Regional       | Technical Coordinating Office (TCO)                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• Coordinate GRM activities at the national, regional, district and community levels</li> <li>• Monitor activities of district and community structure i.e. DWMT, PAMAU, CWMT and CRMC</li> <li>• Maintain database on status of grievance registration and resolution at the regional, district and community levels and send to the national level</li> <li>• Resolve grievances that were not able to be resolved at the district level or escalate them to the national level</li> </ul>     |
| Local/District | <p>Grievance Redress Committees,<br/>Made up of members of the District Planning &amp; Management Committee (DPMC) which is responsible for coordinating project implementation at the district level.</p> <p>The DPMC is chaired by the District Chief Executive assisted by the District Coordinating Director.</p> <p>Membership of <i>DPMC</i> includes representatives of Implementing Agencies at the decentralized level on both sides of project (LR and SSM).</p> | <ul style="list-style-type: none"> <li>• Maintaining a list of those who are directly or indirectly affected by construction, operations, and maintenance work</li> <li>• Addressing grievances excluding issues</li> </ul>                                                                                                                                                                                                                                                                                                             |
| Community      | CWMT/CRMC                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>• Registration and resolution of grievances at the community level</li> <li>• Main records of grievances and their resolution status</li> <li>• Educate project beneficiaries on the GRM system of the project</li> <li>• Seek assistance from the DWMT on grievance resolution</li> </ul>                                                                                                                                                                                                       |

## 6.2 Grievance Resolution Procedure

Information about the GRM will be publicized as part of the initial programme consultations and disclosure in all the participating agencies. Brochures will be distributed during consultations and public meetings, and posters will be displayed in public places such as in government offices, project implementation unit offices, notice boards available to strategic stakeholders, etc. Information about the GRM will also be posted online at the website of the MESTI/EPA, MNLR and IAs. The overall grievance resolution framework will include six steps described below. The six steps demonstrate a typical grievances resolution process.

### Step 1: Reception and Registration

- a. A formal grievance can be lodged at PCU offices in Accra or any district office of the IAs who would have liaison officers to receive complaints for resolution.
- b. Grievances may be lodged by a variety of different means, including direct reporting in person to the project office/district office of the IA; at suggestion boxes; by posting in suggestions, by phone calls to IAs, WhatsApp, by mail or on the web. Due to the outbreak of COVID-19, a toll-free number/dedicated phone number will be promoted through posters for lodging formal complaints or grievances.
- c. Stakeholders will be required to report instances of gender-based discrimination, sexual harassment, and sexual violence either directly or through email or phone calls. The PCUs, or district offices of the IAs will accept any complaint submitted anonymously and any complaint from individuals who identify themselves initially but request anonymity during the investigation and adjudication process. Although it is inherently difficult to investigate anonymous complaints, investigations of such complaints will be as thorough as is practicable and will be appropriate to the allegations.
- d. All Project staff will be trained to pass all submissions that could be considered a grievance directly to the Communication Specialist/Project Liaison Officer, the liaison officer at the District IA office, or a member of the District Planning & Management Committee (DPMC) for appropriate redress.
- e. The complaints will be recorded on the complaint form as soon as they are received in case the complainant did not fill the form (see Annex 4). Details of the person lodging the grievance and information regarding the grievance will be recorded in the register (See Annex 5).
- f. All grievances, reported to the Communication Specialist/Project Liaison Officer, a member of the District Planning & Management Committee (DPMC), or the liaison officer at the District IA office, will be captured in a centralised electronic Grievance Database where the status of the grievance captured will be linked to all the IAs or various levels of grievance redress mechanism. Community/Opinion leaders and government departments will also be advised to pass any complaints they receive to local offices of the IAs from where they will be forwarded to the District Planning & Management Committee (DPMC) for resolution.
- g. All grievances will be recorded on a standard Grievance Form which will include name of the village/town, the date recorded, the name of the complainant and the name of the person that received the grievance are noted. The grievance will be categorized before they are recorded (for example, unfair employment process being followed, loss of livelihood or communication and information not transparent). A grievance can also be lodged by sending a grievance form or written complaint directly to GLRSSMP's Project Coordinator. All complainants will be required to complete (or assisted to complete) a grievance form, and grievances will be logged in a grievance log file.

All incoming inquiries and grievances will be reflected in a dedicated grievance register (see Appendix B) and assigned an individual reference number. The grievance register will also be used to track the status of an inquiry/grievance, analyse the frequency of complaints arising, their geographic distribution, typical sources

and causes of complaints, as well as to identify prevailing topics and any recurrent trends. The grievance register will contain the following information:

| Grievance Register                                                                                       |
|----------------------------------------------------------------------------------------------------------|
| 1. a unique reference number;                                                                            |
| 2. date of incoming grievance;                                                                           |
| 3. location where the grievance was received/submitted and in what form;                                 |
| 4. complainant's name and contact details (in case of non-anonymous inquiries and grievances); contents; |
| 5. identification of parties responsible for addressing and resolution of the issue;                     |

### Step 2 Screening, Prioritization and Assignment

Complaints received by the project will be handled as is reasonably practicable, depending on the nature and complexity of the grievance. For example

- A0: Request for information not directly related to the Project
- A1: Questions/Doubts
- A2: Requests/Petitions
- A3: Complaints

The grievance will be forwarded to the DPMC for resolution by the liaison officer after the preliminary assessment. The liaison officer will follow-up with the DPMC to ensure the grievance is resolved and report back to the complainant. While unresolved grievances at the local/community/district levels will be forwarded to the PCUs for redress, the PCUs would also have the mandate to directly resolve grievances beyond the level of the districts or at the national level. Grievances will be prioritized according to their severity and complexity level. The following table shows the priority levels that will be applied:

TABLE 6.2 GRIEVANCE PRIORITY CLASSIFICATION

| Priority Level | Description                                                                                                                                                                                                                                                                    | Example                                                                                                                                    |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| High           | <p>Concern, claim or grievance involving stakeholders of high priority, and:</p> <ul style="list-style-type: none"> <li>• Reports a breach of human rights</li> <li>• Relates to a legal non-compliance</li> <li>• Pose a short term risk to the project continuity</li> </ul> | <ul style="list-style-type: none"> <li>• Group complaints; Issues involving third parties (e.g., social, environmental impacts)</li> </ul> |
| Medium         | <p>Concern, claim or grievance from stakeholders (individual or as a group) that could impact the project reputation or compromise its development at medium term.</p>                                                                                                         | <ul style="list-style-type: none"> <li>• Individual complaints;</li> <li>• Issues involving other departments within MLNR</li> </ul>       |
| Low            | <p>Concern, claim or grievance regarding lack of information or unclear information provided.</p>                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Lack of information</li> </ul>                                                                    |

### Step 3: Examination

As part of the "admissibility verification," an examination of the grievances shall be undertaken by the DMPC in order to verify the validity of the complaint, determine its causes and develop corrective actions to minimize or avoid recurrence of the causes. Then, a file and registration number are assigned, giving treatment within a period no longer than 30 days depending on the severity of the complaint. The resolution process should be performed within 10 working days after having finalized the examination process for high priority grievance, 14 working days for medium priority and 28 days for low priority. In that period, the corresponding response must be raised, whether the complaint is justified or not, and leave a record of what

has been expressed. The timeframe will be communicated to the complainant, in written form if needed. The approach definition depends on the priority level of the issue raised. The actions and accountability of managing every grievance will be different.

TABLE 6.3 GRIEVANCE ACTIONS

| Step | Action                                                                               | Resolution Time |
|------|--------------------------------------------------------------------------------------|-----------------|
| 1    | Receive and register the grievance                                                   | within 5 Days   |
| 2    | Acknowledge, assess grievance and assign responsibility                              | within 7 Days   |
| 3    | Development of response                                                              | within 14 Days  |
| 4    | Implementation of response if an agreement is reached                                | within 1 Month  |
| 6    | Initiate a grievance review process if no agreement is reached at the first instance | within 1 Month  |
| 7    | Implement review recommendation and close grievance                                  | within 2 Months |
| 8    | Grievance taken to court by the complainant                                          | -               |

#### Step 4: Grievance Closure

Once a complaint has been investigated, a letter will be sent to the complainant, explaining the outcome of the investigation and the proposed course of action to resolve the grievance. The Communication Specialist/Project Liaison Officer, or the liaison officer at the district office of the IA/member of the DPMC/GRC in instances where the grievances are addressed at the local level, will contact the complainant in person if this is required and explain the results of the investigation and the proposed course of action. If the complainant is satisfied that the complaint has been resolved, he/she will be required to sign a statement confirming that the complaint has been resolved. If the complaint has not been resolved by mutual agreement, a re-assessment may be undertaken if new information becomes available in support of the claim/complaint. If the complainant is still not satisfied with the resolution, the grievance will then go into mediation. If applicable, the grievance committee will monitor the implementation of the resolution and the claimant's satisfaction with this implementation. Resolution and sign-off on the grievance captured will be noted in the grievance issues database. All grievances, regardless of their status, will be kept since it will provide proof in case of litigation.

#### Step 5: Appeals

Unresolved grievances will be investigated by a grievance committee formed at the level of the National Steering Committee. This committee will only meet to resolve problems that cannot be resolved during steps one to four. GLRSSMP will provide for an independent arbitrator if grievances cannot be resolved internally. Special attention will be given to SEA/SH grievances (marked as confidential) to ensure confidentiality and to avoid intimidation of complainants or victims through the referral pathway for redressing GBV/SEA/SH cases, as described in below under section 6.3:

### 6.3 Protocol for Referral of GBV/SEA/SH Cases

The project GM has alternative channels for referral and handling GBV/SEA/ SH cases, given that the general GM may not be appropriate for reporting or handling the sensitivities associated with GBV/SEA/SH cases which require specific professional help to ensure minimized trauma and facilitation of recovery of the survivor. Therefore, the referral mechanisms are in place to ensure that the survivor receives the right attention on an SEA/ SH issue.

In each project district, relevant state and non-state agencies that are available, accessible and can be used as both entry points and referral agencies for GBV/ SEA/ SH cases, including the Domestic Violence and Victims Support Unit (DOVVSU) of the Ghana Police Service and the Department of Social Welfare have been identified, mapped out and integrated into the GBV/ SEA/ SH procedure. Thus, for GBV/SEA/SH cases, the project GM primarily serve to: (i) refer complainants to the GBV service provider; and (ii) record resolution of the complaint.

Information on a GBV/SEA/SH case in the GM are treated confidentially, especially when related to the identity of the complainant. No identifiable information on the survivor is stored in the GM. The GM does not ask for, or record, information on more than the following related to the SEA/SH complaints:

1. The nature of the complaint (what the complainant says in her/his own words without direct questioning);
2. If, to the best of the survivor's knowledge, the perpetrator was associated with the project;
3. If possible, the age and sex of the survivor; and
4. If possible, information on whether the survivor was referred to GBV services.

There are multiple complaint channels for GBV/SEA/SH cases, including local community organizations, health care providers, etc.). Project communities have also been provided with functional toll-free helplines, notably, the Single Window Citizens Engagement Service (SWCES) and the Orange Support Centre, both of which are operated by the Ministry of Gender, Children and Social Protection. These helplines are linked to a wide range of service providers and offer comprehensive support for complainants.

Immediately after receiving a complaint directly from a survivor, the GM operator assists the survivor by referring them to GBV service provider(s) for support, based on the list of service providers already available from the mapping exercise. However, if a case is first received by the GBV service provider or through other identified reporting channels, the report will be sent to the GM operator to ensure it is recorded in the GM system.

With their consent, a survivor is provided with information on their options regarding the processing and resolution of the case, and clearly communicate to the survivor any mandatory legal reporting requirements depending on the nature of the case. As part of the established resolution process of an SEA/SH case, an agreement is reached on a plan for resolution as well as the appropriate disciplinary action for the perpetrator, all within the shortest timeframe possible to avoid further trauma to the survivor. Through the GBV service provider, the appointed GM operator is informed about the resolution of the SEA/ SH case, and it will then be closed in the GM and the World Bank will then be notified that the case is closed.

These referral mechanisms for GBV/SEA/SH cases will be replicated for the new areas under the AF.

## MONITORING AND REPORTING

The SEP will be periodically revised and updated during the implementation of the project in order to ensure that the information presented herein is consistent and is the most recent and that the identified stakeholders and methods of engagement remain appropriate and effective in relation to the project context and specific stages of the implementation. Any major changes to the project related activities and its schedule will be duly reflected in the SEP. Any updates of the SEP would be cleared by the World Bank.

### 7.1 Monitoring

The PCUs, in collaboration with regional (TCOs) and district coordinating teams, will maintain a Stakeholder Engagement Log that chronicles all stakeholder engagement undertaken or planned. The Engagement Log includes the location and dates of meetings, workshops, and discussions, and a description of the project-affected parties and other stakeholders consulted. Monitoring reports presented to the GLRSSMP management teams will include Stakeholder Engagement Logs as well as feedback from the GRM. It may also include, for instance, how the project implementation agency responded to the concerns raised, how these responses were conveyed back to those consulted, details of outstanding issues, and any planned follow up. There will be annual reporting of the SEP as part of the project monitoring report. The PCU, in collaboration with IA's, will also develop an evaluation form to assess the effectiveness of every formal engagement process. The questions will be designed as appropriate for the relevant audience.

Monitoring and evaluating is a process that helps to improve performance and achieve results. The objective of stakeholder engagement is to improve current and future management of engagement outputs, outcomes and impact. Each engagement would be monitored and evaluated, then aggregated and evaluated as a whole. It is essential to keep a record of each stakeholder meeting, and the key outcomes or information derived from it. This way, the Project can keep track of its contacts and build on them to deliver the most effective relationships with stakeholders. Documenting the entire engagement process will ensure the project is able to measure progress according to the KPI's or objectives we set at the beginning, as well as revise and redefine actions when needed.

Project Monitoring: Giving the COVID-19 pandemic and travel/mission restrictions, the project will enhance the use of ICT for remote planning, implementation, monitoring and supervision of E&S related risks. The EPA, under another ongoing Bank-financed project, is currently using the 360-degree cameras for remote supervision, and the project will build on this experience.

Table 4: KPIs Monitoring

| Indicator                                                                    | KPIs                                                                                                                                                                                          | Frequency |
|------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Stakeholders Mapping                                                         | <ul style="list-style-type: none"> <li>Number of updated versions</li> </ul>                                                                                                                  | 6 months  |
| Community Grievances                                                         | <ul style="list-style-type: none"> <li>Number of grievances registered</li> <li>% of grievances resolved within the specified timeframe</li> </ul>                                            | Permanent |
| Interaction and the building of contacts with other groups and organisations | <ul style="list-style-type: none"> <li>Number of project-level meetings and attendance levels</li> <li>People in targeted areas with increased benefits as a result of the project</li> </ul> | Permanent |



|                                          |                                                                                                                                                                                       |           |
|------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Accessibility to decision-making process | <ul style="list-style-type: none"> <li>Number of opportunities for stakeholders to engage in early planning, to include issue identification and focus</li> </ul>                     | Permanent |
| Diversity of views represented           | <ul style="list-style-type: none"> <li>Number and types of participants</li> <li>Number and types of views considered</li> <li>Types and locations of meetings/discussions</li> </ul> | Permanent |
| Information exchange                     | <ul style="list-style-type: none"> <li>Types of approaches used; types of issues discussed; solutions identified;</li> </ul>                                                          | Permanent |

## 7.2 Stakeholder Involvement in Monitoring Activities

As indicated earlier, the Project Implementation Teams will have oversight over the implementation of the SEP. The E&S risk management Team, as part of the project management team, will monitor the Stakeholder Engagement Plan (SEP) in accordance with the requirements of the legal agreement, including the Environmental and Social Commitment Plan (ESCP). The team will monitor and document any commitments or actions agreed during consultations, including changes resulting from changes in the design of the project or the SEP. Stakeholders at various levels will be engaged by the team in monitoring or evaluating a particular project or programme, share control over the content, the process and the results of the monitoring and evaluation activity and engage in taking or identifying corrective actions”.

The involvement of stakeholders at the district and the local level falls directly under the Technical Coordination offices (TCO) of both the savannah region and the Pra basin, transitional zone and mining districts. The TCO’s capacity will be strengthened to enhance citizen engagement and monitoring of SEP at the region, district and community levels.

## 7.3 Feedback Reporting to Stakeholder Groups

Reports to stakeholder groups will be done through various means. Key among them will be during the annual learning workshops (ALW), which is held annually to take stock of the implementation of project activities, successes, challenges and ways forward. This forum is well represented from the national, regional, district and community levels. For efficiency and effectiveness, two of such meetings would be organized for the northern savannah zone, the Pra basin and transitional zone, and mining districts, respectively. Other means will be through the annual review workshop, which takes place during the first quarter of the year to gather views from all implementing agencies on preceding year project activities as a benchmark for enhancing activities of the current year.

## 7.4 Reporting

GLRSSMP will maintain a database and activity file detailing all public consultation, disclosure information and grievances collected throughout the project, which will be available for public review on request. Stakeholder engagement would be periodically evaluated by GLRSSMP. The following indicators will be used for evaluation:

- Level of understanding of the project stakeholders;
- Quarterly grievances received and redressed; and
- Level of involvement of affected people in committees and joint activities and in the project itself.

In order to measure these indicators, the following data will be used:

- Issues and management responses linked to minutes of meetings;
- Monthly reports;
- Feedback from primary stakeholder groups;
- Commitment and concerns register and
- Grievance register.
- GLRSSMP will compile a report summarising communication and stakeholder engagement plan results on quarterly basis. This report will provide a summary of all public consultation issues, grievances and resolutions, and findings from informal meetings held at the community level. These reports should be presented to MLNR and EPA, and a summary of the results will be provided for the annual report.
- The project team will also submit regularly semi-annual reports to the World Bank for review, comments and approval.

ANNEX 1 DIRECTORY OF STAKEHOLDERS CONSULTED

| No.         | FULL NAME                | ORGANISATION/POSITION           |
|-------------|--------------------------|---------------------------------|
| <b>MMIP</b> |                          |                                 |
| 1           | KOFI TETTEH              | MINISTRY OF COMMUNICATION       |
| 2           | DANIEL KRAMPAH           | MINISTRY OF COMMUNICATION       |
| 3           | DR DANIEL BOAMAH         | GHANA GEOLOGICAL SURVEY         |
| 4           | JERRY AHADJIE            | MINERALS COMMISSION             |
| 5           | HON. COLLINS NTIM        | MLGRD                           |
| 6           | PAUL AVORKAH             | MLGRD                           |
| 7           | EMMANUEL MENSAH          | GHANA GEOLOGICAL SURVEY         |
| 8           | JAMES AYARIK             | MLGRD                           |
| 9           | DR TONY AUBYNN           | MINERALS COMMISSION             |
| 10          | PROF P. K. AGBEINYALE    | MLNR                            |
| 11          | MATHEW KYEI              | GRA -CUSTOM DIVISION            |
| 12          | NANA ANDOH               | GHANA CHAMBER OF MINES          |
| 13          | GEORGE ANYEMA            | GHANA CHAMBER OF MINES          |
| 14          | JOHN NANA OWU            | BIBIANI DISTRICT ASSEMBLY       |
| 15          | SHINE FIAGOME            | EPA                             |
| 16          | YAW SARFO-AFRIYIE        | EPA                             |
| 17          | T. Y. ADJEI-BAFFOE       | DEP. CENTRAL REGIONAL MINISTER  |
| 18          | SALIFU ZIBLIM            | RDA-MOFA                        |
| 19          | JOSEPH NII T. OUT        | MDA-AGRIC                       |
| 20          | HON. JOSEPH ALBERT QUARM | MP, MANSO NKWANKA               |
| 21          | HON. PAUL ESSIEN         | MCRA                            |
| 22          | ISAIAH QUAH              | MCRA                            |
| 23          | NANA KWADU KYEREFIO III  | W.F.T.C TARKWA                  |
| 24          | NANA KWAMW AMPAE         | APINTO T. C. AWODUA             |
| 25          | MOSES K. AMOAKOH         | SMALL SCALE MINING              |
| 26          | FUSIENI AHMED            | MOHAMMED BR. S.M.A              |
| 27          | UMOR SALIFU              | MOHAMMED BR. S.M.A              |
| 28          | STEPHEN WILLIAMS         | SMALL SCALE MINING              |
| 29          | JOHN BAIDOO BAAH         | SMALL SCALE MINING              |
| 30          | FREDERICK DAMOAH         |                                 |
| 31          | SAMUEL KANGAH            |                                 |
| 32          | DANIEL OBOH              | SMALL SCALE MINING              |
| 33          | ROBERT GYAMFI            | REP CHAMBER OF MINES            |
| 34          | YAW OWUSU                | REP PRESTEA HUNI-VALLEYDISTRICT |
| 35          | JOSEPH YAW ABOAGYE       | MINERALS COMMISSION             |
| 36          | TIMOTHY A BALAGKUTU      | UMASS /CENCTIENG                |
| 37          | LINGUIST EHWURO          | MANKESSIM TRADITIONAL COUNCIL   |
| 38          | BENJAMIN KOFI ETRUE      | BNC-VENTURES                    |
| 39          | IGNATUS ASAAH MENSAH     | DECE-MPHOHOR                    |
| 40          | EMMANUEL QUARM           | PRESTEA HUNI-VALLEY DISTRICT    |
| 41          | BEN TSIBUAH              | EPA TARKWA                      |

|    |                        |                                        |
|----|------------------------|----------------------------------------|
| 42 | FLORENCE ANSBRE-BIOH   | WOMEN IN MINING                        |
| 43 | RUTH A. ADJAOTTOR      | OMAN FM                                |
| 44 | STEPHEN OFOSU          | OMAN FM                                |
| 45 | KOJO AGYEMAN           | CITI FM                                |
| 46 | RICHARD ELLIMAH        | NCOM                                   |
| 47 | DOMINIC NYAME          | NCOM                                   |
| 48 | PAULINA VORDE-PALLEN   | TWN-AFRICA/NCOM                        |
| 49 | FRANK K. NYAME         | GHANA INST. OF GEOSCIENTISTS           |
| 50 | OPARE HAMMOND          | MD, PRECIOUS MINERAL MARKETING COMPANY |
| 51 | KENNETH ASHIGBY        | MEDIA COALITION AGAINST GALAMSEY       |
| 52 | GLORIA HIADZI          | MEDIA COALITION AGAINST GALAMSEY       |
| 53 | VICTOR K. OKWAM        | CEO, OKWASET                           |
| 54 | EBENEZER. T. AWARTEY   | EGOLI MINING COMPANY LTD               |
| 55 | KOF ASARE HENE         | SMALL SCALE MINING                     |
| 56 | KWABINA AKORAMA        | SMALL SCALE MINING                     |
| 57 | STEPHEN K. FOSU        | MLGRD                                  |
| 58 | NANA NKWANTABISA       | NKROFUL SMALL SCALE MINING             |
| 59 | DANLADI SALIFI         | SMALL SCALE MINING                     |
| 60 | EMMANUEL EWUSI         | SMALL SCALE MINING                     |
| 61 | OTENG-AMAOKO ARHIN     | SMALL SCALE MINING                     |
| 62 | NAPOLEAN TANDOH        | SMALL SCALE MINING                     |
| 63 | FUSEINI R. AMADU       | SMALL SCALE MINING                     |
| 64 | WILSON KWOFIE          | SMALL SCALE MINING                     |
| 65 | GOMASHIE WISDOM        | TARKWA MP's TEAM                       |
| 66 | M. AKILAGPA SAWYERR    | MINISTRY OF FINANCE                    |
| 67 | GILBERT O. OTCHERE     | MINISTRY OF FINANCE                    |
| 68 | HON MRS ALBERTA CUDJOE | COUNCIL OF STATE                       |
| 69 | DR MAWULI LUMOR        | WATER RESOURCES COMMISSION             |
| 70 | FRANCIS ACQUAH-SWANZY  | ANKOBRA BASIN SECURITY WORK            |
| 71 | MOSES KPEBU            | EPA-TARKWA                             |
| 72 | PROSPER YAW NKRUMAH    | EPA-TARKWA                             |
| 73 | KWAMEASANDZE           | BILI                                   |
| 74 | SUPT. A. S. ANYARAH    | POLICE DIVISIONAL CRIME OFFICER        |
| 75 | CAPT. PHILIP AMANFOH   | 2BN/ CDS                               |
| 76 | VENANCE DEY            | PMMC                                   |
| 77 | RAMESHBABU             | CAB GHANA                              |
| 78 | ARUN BABU              | CAB GHANA                              |
| 79 | MOSES COFIE            | CAB GHANA                              |
| 80 | MUMUNI M. ZALLE        | SMALL SCALE MINING                     |
| 81 | BENARD AFEME           | SMALL SCALE MINING                     |
| 82 | ABUBAKAR MUSAH         |                                        |
| 83 | BUKHALI ZURKAMEN       | SMALL SCALE MINING                     |
| 84 | BEN ASAABIL            | MP'S ENTOURAGE                         |
| 85 | ADAMS FUSHEINI         | NATURAL RESOURCES GOVERNANCE INSTITUTE |

|     |                            |                                   |
|-----|----------------------------|-----------------------------------|
| 86  | ALHAJI D. SULEMAN          | SMALL SCALE MINING                |
| 87  | EDEM ROCKEFFER             | TCAF                              |
| 88  | JERRY AFFUM OFFEI          | PALS OF THE EARTH                 |
| 89  | BEN BURNES                 | US EMBASSY                        |
| 90  | SELASI NUPKE               | BRITISH HIGH COMMISSION           |
| 91  | CHAI ZHIJING               | CHINESE EMBASSY                   |
| 92  | CHENG YANGOHUM             | CHINESE EMBASSY                   |
| 93  | PROF E. K. ASIAM           | UMaT                              |
| 94  | ISAAC AWUAH                | MCE UDEM                          |
| 95  | EMMANUEL TETTEH            | ENGINEER ANDA                     |
| 96  | REV. EDWIN KOJO SEKYI      | SILVER FM                         |
| 97  | ANAMPA EGHAN               | OBRUMANKOMA                       |
| 98  | SETH BENTIL                | HOPE FM                           |
| 99  | HELENA APPIAH              | DCE-WASSA AKROPONG                |
| 100 | GEORGE AGYIRI              | DCE-AMENFI WEST                   |
| 101 | GILBERT KEN ASMAH          | MCE TNMA                          |
| 102 | PATRICK H. AMPINTENG       | DCE-AMENFI CENTRAL                |
| 103 | JOANA ATTEMUAH             | DCE PERSONAL ASSISTANT            |
| 104 | YAW AMPONG                 | ASSEMBLYMAN                       |
| 105 | CHRISTOPHER O. NYARKO      | CHAMBER OF MINES                  |
| 106 | WILSON ARTHUR              | DCE-WASSA EAST                    |
| 107 | OKYEAME GYAMFI             | WASSA FIASE COUNCIL               |
| 108 | NANA FRIMPONG ANOKYE       | ABABIO                            |
| 109 | DR. THERESA Y. BAAH ENUMAH | OWISH                             |
| 110 | DR LAWRENCE DARKWAH        | OWISH                             |
| 111 | OWUSU DARKO DAMOAH         | OWISH                             |
| 112 | JONAS NTSIFUL              |                                   |
| 113 | ANDREWS K. ANSAH           | AWODUA                            |
| 114 | KINGSLEY ARHIN             | AWODUA                            |
| 115 | KOKU TREVEH                | INTERNATIONAL LABOUR ORGANISATION |
| 116 | JOHN OSEI AFAM             | INTERNATIONAL LABOUR ORGANISATION |
| 117 | FRANCIS APPIAH             | SMALL SCALE MINING                |
| 118 | MAXWELL OWOVO              | SMALL SCALE MINING                |
| 119 | SHAIB MENSAH               | SMALL SCALE MINING                |
| 120 | MICHEAL CUDJOE             | SMALL SCALE MINING                |
| 121 | TAMACLOE                   | SMALL SCALE MINING                |
| 122 | ISAAC AIKINS               | SMALL SCALE MINING                |
| 123 | NUHU A. MUSTAPHA           | SMALL SCALE MINING                |
| 124 | REBECCA ARTHUR             | SMALL SCALE MINING                |
| 125 | PETER B. CUDJOE            | SMALL SCALE MINING                |
| 126 | KOSI NYASEA                | M.L.N                             |
| 127 | ADEBOR FRANCIS             | SMALL SCALE MINING                |
| 128 | WISDOM ANANYO              | SMALL SCALE MINING                |
| 129 | EMMANUEL ADOM              | WASSA EAST                        |
| 130 | ERIC ARTHUR                | BOGOSO                            |

|     |                        |                     |
|-----|------------------------|---------------------|
| 131 | WUMBEI UMAR SALIFU     | N.R.H.C             |
| 132 | ISAAC OWUAH            | AMENFI CENTRAL      |
| 133 | SWANZY ESSUMAH         | CHAMBER OF COMMERCE |
| 134 | LATIF IDDRISU          | JOY NEWS            |
| 135 | CLARA MLANO            | GTV                 |
| 136 | JONATHAN SAMPAH        | GTV                 |
| 137 | BERNARD ADJEI KOEME    | GTV                 |
| 138 | DR STEVE MANTEAW       | ISODEC/GHEITI       |
| 139 | ABDULAI SANNI          | C.E.E.P             |
| 140 | PETER MOADUR           | C.E.E.P             |
| 141 | BENJAMIN KOFI ETRUE    | BNC-VENTURES        |
| 142 | DR E. Y. TENKORANG     | CONSULTANT, WACAM   |
| 143 | NANA AMPRATWUM-MENSAH  | GRAPHIC             |
| 144 | YAW BIRITWUM OPOKU     | SOLIDARIDAD/NCOM    |
| 145 | FREDERICK S. RICHARDS  | I.S.D               |
| 146 | FRANCIS OPOKU          | SMALL SCALE MINING  |
| 147 | FESTUS ADOMAKO         | SMALL SCALE MINING  |
| 148 | EUNICE K. SEBLE        | SMALL SCALE MINING  |
| 149 | CECILIA ASMOH          | SMALL SCALE MINING  |
| 150 | JOSEPH DIMPAH          | SMALL SCALE MINING  |
| 151 | COLLINS OSEI KUSI      | SMALL SCALE MINING  |
| 152 | ANNA ELLEN EWIA        | MP                  |
| 153 | JOE ARYEH              | SMALL SCALE MINING  |
| 154 | KWABENA BOATENG YEBOAH | MANTRAC             |
| 155 | MOHAMMED BALLA         | MANTRAC             |
| 156 | DZIDZORM SEGBEFIA      | OCCUPY GHANA        |
| 157 | JOYCE GYEKYE           | GBC,RADIO           |
| 158 | KWABENA ADU-GYAMFI     | TV3                 |
| 159 | EKOW JOHNSON           | TV3                 |
| 160 | CLAUDE N. ADAMS        | GHANAIAI TIMES      |
| 161 | DANIEL A. BENTUM       | SOLIDARIDAD         |
| 162 | RASHED GHANDOUR        | HMD                 |
| 163 | BAFFOUR YEBOAH         | HMD                 |
| 164 | ABDUL HENKAN           | NAME TRAC           |
| 165 | JOSEPH FORSON          | DEMI EQUIPMENT      |
| 166 | NANA SEMOAH AMPOFO     | WOMEN IN MINING     |
| 167 | ZAKARIA YAKUBU         | CARE-GHANA          |
| 168 | FRANKLIN OWUSU         | ASMAN               |
| 169 | HENRY BEN-SMITH        | ASMAN               |
| 170 | SHALLOVERN SRODAH      | ASMAN               |
| 171 | NII ADJETEY KOFI       | ASMAN               |
| 172 | MICHAEL KWABENA MIREKU | OWISH               |
| 173 | SAMUEL OBIN            | CEIA                |
| 174 | JOANA MANU             | CEIA                |
| 175 | HANNAH OWUSU-KORANTENG | WACAM               |

|     |                         |                                            |
|-----|-------------------------|--------------------------------------------|
| 176 | RAYNAH TANO BENYAH      | GCRN                                       |
| 177 | FREDERICK HENKAN        | DEMI EQUIPMENT                             |
| 178 | ROBERT OWUSU NSIAH      | DEMI EQUIPMENT                             |
| 179 | GODWILL ARTHUR-MENSAH   | GNA                                        |
| 180 | MACLEAN ASOMANI OYEH    | WORLD BANK                                 |
| 181 | FRANCIS OPOKU           | GNASSM                                     |
| 182 | ABDUL RAZAK ALHASSAN    | GNASSM                                     |
| 183 | AGHONG-LOWTEY           | GIPC                                       |
| 184 | ISAAC EBO NEWTON        | GIPC                                       |
| 185 | VICTOR DEGRAT-WENCHIE   | DAKOTE COMPANY LTD                         |
| 186 | KOFI BENTIL             | DAKOTE COMPANY LTD                         |
| 187 | ASAFOAKYE BADU          | PAKASS COMPANY LTD                         |
| 188 | EFFAH ASUAHENE          | A. A. MINERALS LTD                         |
| 189 | OSEAN MOORE             | ITALTEC GHANA LTD                          |
| 190 | KWAME OFEI              | ITALTEC GHANA LTD                          |
| 191 | NANA AMPONSAH OKOBENG   | OKOBENG MINING COMPANY LTD                 |
| 192 | EMMANUEL AZANAFI        | GNASSM                                     |
| 193 | PETER AYIKEY            |                                            |
| 194 | ABUBAKARI SALIFU        |                                            |
| 195 | NANA OSEI               |                                            |
| 196 | BAFFOUR KOFI ADJEI      | SECURITY DUNKWA                            |
| 197 | JOSEPH KOFI AMOABENG    | SUNBABSCO                                  |
| 198 | AWUDU ISSAKA            | ASHANTI REGIONAL SMALL SCALE MINING ASSOC. |
| 199 | MIKE GIZO               | ASHANTI REGIONAL SMALL SCALE MINING ASSOC. |
| 200 | ADU POKU BREMPONG       |                                            |
| 201 | EMMANUEL YIRENKYI KUSI  | GNASSM                                     |
| 202 | KOFI NKANSAH            | WUSC                                       |
| 203 | DOREEN A. YEBOAH        | NFFG                                       |
| 204 | EBENEZER KWANIN         | NFFG                                       |
| 205 | DOMINIC K. BLAY         | MEDIA                                      |
| 206 | NANA KWADWO OWUSU       | GGDP                                       |
| 207 | SOLOMON K. AMPOFO       | NCOM                                       |
| 208 | ERIC NTIAMOAH           | SPACE FM                                   |
| 209 | JOHN NYARKO             | NATIONAL SECURITY                          |
| 210 | DAN OSAFO ADDY          | DANOSA CONSTRUCTION                        |
| 211 | ERIC OKAI               | CONVENTION PEOPLES PARTY                   |
| 212 | EMMANUEL ANANE          | MINING                                     |
| 213 | KOFI KENYA              | MINING                                     |
| 214 | ABDUL-KADRI JAJA        | TNMA                                       |
| 215 | NANGONAAB ASAGA YELZOYA | HOUSE OF CHIEFS                            |
| 216 | NANA AKETTEWCHIE        | AKETEWCHIE DIVISION                        |
| 217 | OSABARIMA TENADU II     | CHIEF OF KADE                              |
| 218 | NANA BIBIBIREBA BOATENG | CHIEF OF J.T.C                             |
| 219 | NA SALIFI WUMBEI        | HOUSE OF CHIEFS                            |

|     |                          |                                   |
|-----|--------------------------|-----------------------------------|
| 220 | OKOMFO TWUM BARIMAH V    |                                   |
| 221 | OHEMAA AKOSUA AGYEIWAA I |                                   |
| 222 | OSABARIMA TABI ANOM I    | EASTERN REGIONAL HOUSE OF CHIEF S |
| 223 | OSAGYEFO AMANFO EDU VI   | CENTRAL REGIONAL HOUSE OF CHIEFS  |
| 224 | CHRISTIAN K. KOKI        | HOUSE OF CHIEFS-TAMALE            |
| 225 | NANA KWANDOH BREMPONG IV | WASSA FIASE TRADITIONAL COUNCIL   |
| 226 | ADDO RICHARD             | VAED GHANA                        |
| 227 | KYIR COSMAS              | VAED GHANA                        |
| 228 | JUSTICE GYAMFI           | VAED GHANA                        |
| 229 | SAMUEL MENSAH            | VAED GHANA                        |
| 230 | THEOPHILUS FRIMPONG      | VAED GHANA                        |
| 231 | ERIC ASEEDORFF ASEIDU    | PPP                               |
| 232 | RICHARD GYESI            | ADWINPA FM                        |
| 233 | STEPHEN NANA DANSO       | KEEA                              |
| 234 | FRANK GYAN OTCHERE       | TNCT                              |
| 235 | SIMON HENLEY KUSI        | MINING ENGINEER                   |
| 236 | ANTHONY OWUSU            | SMALL SCALE MINING                |
| 237 | PATRICK E. ARTHUR        | METRO TV                          |
| 238 | DAVID ACQUAH             | METRO TV                          |
| 239 | GOMASHIE WISDOM          | TARKWA MP's TEAM                  |

#### **ASM Formalisation**

|    |                                   |                                      |           |
|----|-----------------------------------|--------------------------------------|-----------|
| 1  | Kwame Sarfo                       | GNASSM Chairman-Tinga                |           |
| 2  | Amidu Alhassan                    | GNASSM Organizer                     |           |
| 3  | Kasim Zakari                      | Public Relations Officer             |           |
| 4  | Kwesi Mustafa                     | GNASSM Treasurer-Tinga               |           |
| 5  | Seidu Mahama                      | Representative of the Chief of Tinga |           |
| 6  | Alhassan Seidu                    | GNASSM Vice Chairman-Tinga           |           |
| 7  | Abdulai Amankwa                   | Community member                     |           |
| 8  | Joseph Sakara Kuli                | Chief, Band Nkwanta                  |           |
| 9  | Mahama Abdulai                    | GNASSM Chairman-Banda Nkwanta        |           |
| 10 | Seidu Sawaba                      | GNASSM Secretary-Banda Nkwanta       |           |
| 11 | Ewutoma Sina                      | Vice Chairman, Operations-Banda      |           |
| 12 | Zacharia Salia                    | Safety Officer -Bnada                |           |
| 13 | Abu Luti                          | Public Relations Officer             |           |
| 14 | Alhassan Omould                   | GNASSM Organizer-Banda               |           |
| 15 | Mahama K. Abdulai (Alhaji Kufuor) | Community member                     |           |
| 16 | Abdulai Seidu                     | Community member                     |           |
| 17 | Adam Alhassan (American Ninja)    | Community member                     |           |
| 18 | Amadu Aboubakar                   | Community member                     |           |
| 19 | Abraham Moomin                    | Community member                     |           |
| 20 | Idisa Moomin                      | Community member                     |           |
| 21 | Seidu Langa                       | Community member                     |           |
| 22 | Sina Abdulai                      | Community member                     |           |
| 23 | Adam Alhassan                     | Community member                     |           |
| 24 | Mohammed Saaka                    | GNASSM Chairman_Kpaanamuna           | 542009322 |



|    |                             |                                                            |
|----|-----------------------------|------------------------------------------------------------|
| 25 | Hamidu Dasaa                | GNASSM Vice Chairman-Kpaanamuna                            |
| 26 | Alhassan Sumaila            | GNASSM Secretary-Kpaanamuna                                |
| 27 | Tahiru Rasheed              | GNASSM Treasurer-Kpaanamuna                                |
| 28 | Saaka Yakubu                | Community member                                           |
| 29 | Tahiru Fuseini              | Community member                                           |
| 30 | Shaidu Haruna               | Community member                                           |
| 31 | Maalo Geya Nyahina          | GNASSM Organizer                                           |
| 32 | Idris Mustafa               | Community member                                           |
| 33 | Yaw Amponsah                | Regional Head                                              |
| 34 | Francis Asare               | Officer, Mining Duties (Wa)                                |
| 35 | Baba Sandow                 | Assistant Officer, Satellite Office, Tinga, Bole District. |
| 36 | Jasmine Antwi-Boasiako      | Assistant Officer, Satellite Office, Bole                  |
| 37 | Emmanuel Lignule            | Ag. Regional Head                                          |
| 38 | Fabien Aberingo             | Programme Officer                                          |
| 39 | Abdul Rashid Zakaria        | Assistant Programme Officer                                |
| 40 | Eugene Asante Boateng       | Lands Commission                                           |
| 41 | Ismail Madah Salihu         | Head of Survey and Mapping                                 |
| 42 | James Mozu-Simpson          | Lands Evaluation Officer                                   |
| 43 | Mohammed Seidu Saani        | Chief Inspector of Lands                                   |
| 44 | Julian Akurubire            | Registrar                                                  |
| 45 | Hon. Alela Veronica Hemeing | District Chief Executive                                   |
| 46 | Hon. Georgina Tumbakorah    | District Coordinating Director                             |
| 47 | Hon. Kalherine Lankon       | District Chief Executive                                   |
| 48 | Safia Abdulai               | District Coordinating Director                             |
| 49 | Mumuni Rasheed              | Assistant Director                                         |
| 50 | Eugene Dabuoah              | District Finance Officer                                   |
| 51 | Rita Nyorka                 | District Planning Officer                                  |
| 52 | Braimah Yakubu              | Assemblyman                                                |
| 53 | Moses Jotie                 | District Chief Executive                                   |
| 54 | Naa Dakubo Joseph           | Sub Chief (Chiefs Rep)                                     |
| 55 | DA Kubo Lieudun             | Sub Chief                                                  |
| 56 | Bayor Kongyuuri             | Land owner                                                 |
| 57 | Dokubo Stephen              | Land Owner                                                 |
| 58 | Danaah Everest              | Community Head                                             |
| 59 | Mahmod Kakyuu               | Linguist                                                   |
| 60 | Peter Wilson                | MCD                                                        |
| 61 | Paul Mochia                 | Chairman, GNASSM                                           |
| 62 | Hon. Veronica Hemeing       | MCE, Bole                                                  |
| 63 | Hon. Georgina Tumbakorah    | MCD, Bole                                                  |
| 64 | Mahama Abdulai              | Chairman, GNASSM, Banda Nkwanta                            |
| 65 | Kwame Sarfo                 | Chairman, GNASSM. Tinga, Bole District                     |
| 66 | Ronald Kojo Adu Boahen      | GNASSM, Dakurupe, Bole District                            |
| 67 | Emmanuel Dzeble             | National – Secretary – Tarkwa                              |
| 68 | Desmond Boahen              | Tarkwa/Prestea/Bogoso                                      |
| 69 | Yaw Amponsah                | Bole/Wa                                                    |

|    |                     |                                           |
|----|---------------------|-------------------------------------------|
| 70 | Tony Worlali – Kibi | MinCom                                    |
| 71 | Clement Adzormahe   | Obuase/Tontokrom/Dunkwa-on-Offin (MinCom) |

## EPA

| <b>ADANSI SOUTH DISTRICT</b> |                       |                                  |               |
|------------------------------|-----------------------|----------------------------------|---------------|
| <b>No.</b>                   | <b>NAME</b>           | <b>INSTITUTION</b>               | <b>AREA</b>   |
| 1                            | Bernard Kufur Anokye  | Forestry Commission              | Adansi South  |
| 2                            | Nii kwei Kussachin    | Forestry Commission              | New Edubiase  |
| 3                            | Ibrahim Sita Abdullah | Forestry Commission              | New Edubiase  |
| 4                            | Samuel O. Tenkorang   | ASDA                             | New Edubiase  |
| 5                            | Takyi Asante Obed     | Central Administration           | New Edubiase  |
| 6                            | Brooklyn Appiah       | District Assembly                | Adansi South  |
| 7                            | Isaac Coffie          | District Assembly                | Adansi South  |
| 8                            | Daniel Doe Akli       | District Assembly                | Adansi South  |
| 9                            | Anass Imrana          | A.S.D. A                         | Adansi South  |
| 10                           | Daniel Akomeah        | A.S.D.A                          | Adansi South  |
| 11                           | Francis Ankomah       | A.D.S.D.A                        | Adansi South  |
| 12                           | William Meledi        | A.S.D.A                          | Adansi South  |
| 13                           | Rutherford Osei       | A.S.D.A                          | Adansi South  |
| 14                           | Dr. David Anambam     | Agric                            | Adansi South  |
| 15                           | Sulemana Zakaria      | A.S.D.A                          | Adansi South  |
| 16                           | Charles Obene Yeboah  | ASDA                             | Adansi South  |
| 17                           | Kwame Owusu-Buaben    | NADMO                            | Adansi South  |
| 18                           | Bright Danso          | NADMO (Administrator)            | Adansi South  |
| 19                           | Jones Owusu Anshah    | NADMO (Finance Officer)          | Adansi South  |
| 20                           | Seth Kofi Mantey      | Ghana Health Service             | Adansi South  |
| 21                           | Eugenia Sarpong       | EPA                              | Obuasi        |
| 22                           | Christian Amponsah    | COCOBOD (District Cocoa Officer) | New Edubiase  |
| 23                           | Anyimbe John          | Community development            | New Edubiase  |
| 24                           | Issah Abudalai        | D.F. O                           | Adansi South  |
| 25                           | Shiga Thomas          | Assembly Man                     | Adansi South  |
| 26                           | Anthony Aboadi        | Assembly man                     | Adansi South  |
| 27                           | Michael Kavi          | Assembly man                     | Adansi South  |
| 28                           | Janet Owusu Antwi     | D.Budget Officer                 | Adansi South  |
| 29                           | Josephine Panvor      | Assistant Director               | Adansi South  |
| 30                           | Hussein H. Nkansah    | Assistant Director               | Adansi South  |
| 31                           | Suugyaa Nduosia       | HR Manager                       | Adansi South  |
| 32                           | Simol A. Addo         | Forest Service Division          | Adansi South  |
| 33                           | Anass Imrana          | ASDA                             | Adansi South  |
| 34                           | Daniel Akomeah        | ASDA                             | Adansi South  |
| 1                            | Hon. Williams Darko   | AMDA                             | Adwima Mpowua |

|                                      |                      |                             |                    |
|--------------------------------------|----------------------|-----------------------------|--------------------|
| 2                                    | Louisa Benon         | AMDA                        | AMDA               |
| 3                                    | Desmond Dwomoh       | AMDA                        | Adwima Mpowua      |
| 4                                    | Adam Iddrisu         | AMDA                        | Adwima Mpowua      |
| 5                                    | Nana Yaw Ofori Agyei | EPA                         | Adwima Mpowua      |
| 6                                    | Marfo Simon          | AMDA                        | Adwima Mpowua      |
| 7                                    | Samuel Oteng         | EPA-Kumasi                  | Adwima Mpowua      |
| 8                                    | Yussif Adams         | Child Right International   | Adwima Mpowua      |
| 9                                    | Dr. Jojo Cobbinah    | District Health Directorate | Adwima Mpowua      |
| <b>Assin North District Assembly</b> |                      |                             |                    |
| 1                                    | Charles Q. Andoh     | ANDA (DCE)                  | Assin North        |
| 2                                    | Joseph Kobine Haizel | Department of Agric         | Assin North        |
| 3                                    | Solomon Ampadu       | ANDA-DBA                    | Assin North        |
| 4                                    | Peter Mantey         | ANDA-HR                     | Assin North        |
| 5                                    | Samuel T-Adigler     | CHED (COCOBOD)              | FOSU               |
| 6                                    | Vicentia Addae       | Planning                    | Assin North        |
| 7                                    | Anthony K. Buckner   | ANDH (DCD)                  | Assin North        |
| <b>Twifo Atti Morkwa</b>             |                      |                             |                    |
| 1                                    | Ivy Lomotey          | MESTI                       | Accra              |
| 2                                    | Kingsley Amoako      | MOFA                        | Accra              |
| 3                                    | Fredua Agyeman       | EPA                         | Accra              |
| 4                                    | Edith Abruquah       | FSD                         | Accra              |
| 5                                    | Isaac C. Acquah Jnr  | EPA                         | Accra              |
| 6                                    | Edwina Enyonam Quist | MOFA                        | Accra              |
| 7                                    | Kofi Adu Gyamfi      | FSD                         | Accra              |
| 8                                    | Osei Karikari        | EPA                         | Accra              |
| 9                                    | Justice Odoi         | World Bank                  | Accra              |
| 10                                   | Umoru Farouk D.      | WD-FC                       | Accra              |
| 11                                   | Samson Botchway      | EPA                         | Accra              |
| 12                                   | John Brandt          | WRI                         | Washington         |
| 13                                   | Samuel Asare         | EPA                         | Accra              |
| 14                                   | Emmanuel Donkor      | Forestry Commission-FSD     | Kumasi             |
| 15                                   | Abdulari Darimani    | World Bank                  | Accra              |
| 16                                   | Godwin P. Cudjoe     | Forestry Commission         | Accra              |
| 17                                   | Daniel Benefoh       | EPA                         | Accra              |
| 18                                   | Shine Fiagone        | EPA                         | Central            |
| 19                                   | Dr. D.K. Sappor      | EPA                         | Central            |
| 20                                   | Elias Mashudu        | TAMDA                       | Twifo Praso        |
| 21                                   | Felix Kwame Quainoo  | CHED- COCOBOD               | Twifo Praso        |
| <b>West Mamprusi Municipal</b>       |                      |                             |                    |
| 1                                    | A. Rahaman Issahaku  | GMFS                        | Walewale           |
| 2                                    | Helen Ayaro          | Gender Desk                 | Municipal Assembly |
| 3                                    | Alhaji Osman S.      | Acting MCD                  | Municipal Assembly |
| 4                                    | Umar Mustapha        | WMMA                        | WMMA               |

|                          |                        |                           |                         |
|--------------------------|------------------------|---------------------------|-------------------------|
| 5                        | Matthew Adua           | Dept of Agric             | West Mamprusi Municipal |
| 6                        | Seidu Salifu           | WMMA                      | WMMA                    |
| 7                        | Anaba Emmanuel         | Dept of Agric             | West Mamprusi           |
| 8                        | Salifu Yidaa           | Water & Sanitation        | WMMA                    |
| 9                        | Baba Amadu             | Dept of Agric             | West Mamprusi           |
| 10                       | Kofi Adu Gyamfi        | FSD                       | ACCRA                   |
| 11                       | Edwina Quist           | MoFA,A                    | ACCRA                   |
| 12                       | Florence Agyei         | Gender Resource Personnel | ACCRA                   |
| 13                       | Osei Karikari          | EPA                       | West Mam. Muc           |
| 14                       | Isaac C. Acquah        | EPA                       | Accra                   |
| 15                       | Umaru Farouk           | WD-FC                     | Accra                   |
| 16                       | Emmanuel Yeboah        | EPA                       | Bolga                   |
| 17                       | Samuel Asare           | EPA                       | Accra                   |
| 18                       | Roger Pondorh          | EPA                       | Bolga                   |
| 19                       | Naab Moses             | EPA-BOLGA                 | Bolga                   |
| 20                       | Issahaku Arimiyawa     | WMMA(MCE)                 | WMMA                    |
| <b>MAMPRUGU MOAGDURI</b> |                        |                           |                         |
| 1                        | Alhassan Hussein       | NABCO                     | MMDA                    |
| 2                        | Tia Sumaila            | DEPT OF AGRIC             | MMDA                    |
| 3                        | Abdula Sulemani        | DEPT OF AGRIC             | MMD                     |
| 4                        | Bodai Mumuni           | DEPT OF AGRIC             | MMD                     |
| 5                        | Sofoh A-Mananu         | DEPT OF AGRIC             | MMD                     |
| 6                        | Seidu Fusiena          | DEPT OF AGRIC             | MMD                     |
| 7                        | Simon Bawa             | DEPT OF AGRIC             | MMD                     |
| 8                        | Ibrahim Lukman         | DEPT OF AGRIC             | MMD                     |
| 9                        | Akannyako Godfred      | DEPT OF AGRIC             | MMD                     |
| 10                       | Mejira Rubabatu        | NSP                       | MMD                     |
| 11                       | Bawe Amidu             | DEPT OF AGRIC             | MMDA                    |
| 12                       | Naab Moses             | EPA-BOLGA                 | BOLGATANGA MUN          |
| 13                       | Kupaa-onni Ph          | EPA                       | BOLGATANGA              |
| 14                       | Samuel Asare           | EPA                       | ACCRA                   |
| 15                       | Naab Moses             | EPA                       | BOLGATANGA              |
| 16                       | Abdul- gafaru Sulemana | DOA                       | MAMPRUGU MOAGDURI       |
| 17                       | Julius Kwabla Gemegah  | DOA                       | MAMPRUGU MOAGDURI       |
| 18                       | Mbonignam John K       | DPO                       | MAMPRUGU MOAGDURI       |
| 19                       | Roger Pondorh          | EPA                       | BOLGATANGA              |
| 20                       | Emmanuel Yeboah        | EPA                       | BOLGATANGA              |
| 21                       | Umoru Farouk D         | WD-FC                     | ACCRA                   |
| 22                       | Kingsley Amoako        | MOFA/DGS                  | ACCRA                   |
| <b>RMSE FSD</b>          |                        |                           |                         |
| 1                        | Lawrence Akpalu        | R.M.S. E                  | Kumasi                  |
| 2                        | David Baidoo           | R.M.S. E                  | Kumasi                  |
| 3                        | Regina Yeboah          | R.M.S. E                  | Kumasi                  |

|                         |                           |                                                               |        |
|-------------------------|---------------------------|---------------------------------------------------------------|--------|
| 4                       | Emmanuella N. Sarpong     | R.M.S. E                                                      | Kumasi |
| 5                       | Albert Kyereh Diabene     | R.M.S. E                                                      | Kumasi |
| 6                       | Ebenezer Kwaniu           | R.M.S. E                                                      | Kumasi |
| 7                       | Prince Boamit             | R.M.S. E                                                      | Kumasi |
| <b>SAWLA-TUNA-KALBA</b> |                           |                                                               |        |
| 1                       | Kingsley Amoako           | MOFA/DCS                                                      |        |
| 2                       | Asher Nkegbe              | EPA/JCO                                                       |        |
| 3                       | Umaru Farouk D.           | WD-FC                                                         |        |
| 4                       | John Dakorah              | S.T.K.D. A                                                    |        |
| 5                       | Jimah Loury               | EPA, Damango                                                  |        |
| 6                       | Samuel Asare              | EPA/Accra                                                     |        |
| 7                       | Roger Pondorh             | EPA/Bolga                                                     |        |
| 8                       | Nathaniel Nii-Odai Laryea | MOFA-DCS                                                      |        |
| 9                       | Michael Akotia            | D/A(STK)                                                      |        |
| 10                      | Florence Agyei-Marty      | Private Sector                                                |        |
| 11                      | Osei Karikari             | EPA, Accra                                                    |        |
| 12                      | Asogyolkor Ayangba        | DOA-STK                                                       |        |
| 13                      | Martin Galaa              | DOA-STK                                                       |        |
| 14                      | Fangajei Solomon          | DIA-STK                                                       |        |
| 15                      | Iddrisu Adam              | DPOSTK                                                        |        |
| 16                      | Kofi Adu Gyamfi           | FSD/Accra                                                     |        |
| 17                      | Edwina Quist              | MOFA/DCS Accra                                                |        |
| 18                      | Abu Ibrahim               | ADTA                                                          |        |
| World Cocoa Foundation  |                           |                                                               |        |
| 1                       | Betty Annan               | Country Director, WCF Ghana                                   |        |
| 2                       | Ethan Budiansky           | Director of Environment, WCF                                  |        |
| 3                       | Vincent Awotwe-Pratt      | Ghana Country Manager,<br>Cocoa and Forest Initiative,<br>WCF |        |

Embedded below, is the list of stakeholders and stakeholder institutions that have been consulted as part of the preparatory activities for the AF:



AF Stakeholder  
Consultations.pdf

## **NATIONAL LEVEL ARRANGEMENTS**

### **1. Project Steering Committee**

The Project Steering Committee (PSC) is the project oversight body responsible for strategic policy decisions and effective administration of project through approval of project work plans and budgets. The PSC shall be co-chaired by the Ministers for MLNR and MESTI. Membership includes a **policy decision body** made up of representatives from collaborating Ministries and an **expert advisory group** made up of Chief Executive Officers and Executive Directors of Implementing Agencies. The executive Directors of Forest Services Division and Wildlife Division, both of the Forestry Commission, the Director of Crop Services Directorate and the two secretaries to the PSC are non-officio members of the PSC. They have no voting rights but may contribute to technical and policy issues concerning project implementation. Other consultative groups providing support services to project implementation could be co-opted into the steering committee when needed. The PSC shall be required to convene meetings twice every year. The composition of the Project Steering Committee is provided below.

A. The **Policy Decision Body** comprises the following:

1. Ministry of Lands and Natural Resources;
2. Ministry of Environment, Science, Technology & Innovation;
3. Ministry of Local Government and Rural Development;
4. Ministry of Gender, Children and Social Protection;
5. Ministry of Food and Agriculture;
6. Ministry of Finance;
7. Ministry of Fisheries and Aquaculture Development (added by virtue of the AF)
8. Fisheries Commission (added by virtue of the AF)
9. National Development Planning Commission
10. CEO, Forestry Commission;
11. CEO, Minerals Commission;
12. Executive Director, Land Use and Spatial Planning Authority;
13. Executive Director, Environmental Protection Agency;
14. Executive Secretary, Water Resources Commission;
15. CEO, COCOBOD;
16. Rep of Coalition of Environmental NGOs;
17. Ghana National Association of Small-Scale Miners (GNASSM)
18. World Cocoa Foundation (WCF);
19. Women in Mining (WIM);
20. Executive Director, Forest Services Division;
21. Executive Director, Wildlife Division;
22. Director, Directorate of Crop Services, MoFA;
23. Project Coordinator – PCU SSM (Secretary);
24. Project Coordinator – PUC LR (Secretary);

### **2. Project Management Platform (PMP)**

Project Management Platform (PMP) provides a forum to deliberate on technical issues concerning project implementation. Membership includes the Project Focal Persons from Project Implementing Agencies and other technical institutions relevant for project implementation. This platform is

responsible for taking technical decisions on project implementation, including development of work plans and budgets, technical review of project performance and review of progress reports. The PMP shall be required to meet once every quarter to review project performance and discuss the way forward to achieving project objectives. At the early stages of project implementation, the PMP will be required to meet once every month. The PMP shall be jointly chaired by the Chief Directors of MLNR and MESTI.

Members of the PMP shall be drawn from implementing agencies as listed below:

1. Minerals Commission;
2. Forest Services Division (FC);
3. Wildlife Division (FC);
4. Lands Commission;
5. Precious Mineral Marketing Company;
6. Environmental Protection Agency;
7. Ghana Geological Survey Authority;
8. Water Resources Commission;
9. COCOBOD;
10. Fisheries Commission
11. Extractive Industries Transparency Initiative
12. Directorate of Crop Services, MoFA
13. Project Coordinator PCU-SSM (Secretary)
14. Project Coordinator PCU-LR (Secretary)

## **REGIONAL LEVEL ARRANGEMENTS**

### **3. Local Steering Committees**

The Local Steering Committee (LSC) is the project oversight body responsible for strategic policy decisions and effective administration of project within project implementing regions. The LSC shall be jointly chaired by the Regional Ministers for the project regions on rotational basis. Membership includes Regional Directors of implementing agencies, Regional Planning Officers of Project Regions, District Chief Executives of Project Districts, District Coordinating Directors of Project Districts with the head of the Technical Coordinating Office (TCO) serving as Secretary. There will be two LSCs: one for the Northern Savannah Zone project regions and one for the Cocoa landscape regions.

The LSC will meet twice a year to review project implementation progress within the regions and provide strategic directions to ensure project activities remain on track within the implementation districts. LSC will also provide the platform to resolve implementation challenges within their respective jurisdictions.

### **4. TCOs (NSZ and F&TZ)**

Technical Coordinating Offices (TCOs) is responsible for providing Technical Backstopping to project Districts within their zonal areas of operation. TCOs are being hosted by the Ashanti and Upper East EPA Regional Offices. Membership includes Technical Personnel from Implementing Agencies within the host Region, Regional representative of Ghana National Fire Service, Basin Officer from the respective Basin offices (e.g. Pra Basin Board) and other relevant technical institutions relevant for the successful implementation of the project. The TCO for the Northern Savanna Zone will be responsible for project districts in Upper East, Upper West, North East and Savanna regions. TCO for Forest and Transitional Zone will be responsible for project districts within the forest and transitional ecological zones including the two New Districts in the Western North Region under the AF. TCO will host the secretariat of the LSC.

Membership of the TCOs includes:

1. Regional Director, EPA;
2. Natural Resource Technical staff of Regional Department of Agriculture;
3. Regional FSD representative;
4. Regional WD representative;
5. WRC Basin Officer;
6. Regional representative of GNFS;
7. Technical Person from Minerals Commission (closest district office);
8. Regional representative from COCOBOD – CHED (for Cocoa landscape);
9. Representative from one or two relevant technical institutions (may be co-opted); and
10. Regional Rep of Coalition of Environmental NGOs.

## **DISTRICT LEVEL ARRANGEMENTS**

### **5. District Small-Scale Mining Committee (DSMC)**

The Mineral and Mining Act 2015 section 92 makes provision for the establishment of District Small Scale Mining Committees. For the purposes of project implementation, the DSMC shall be responsible for project oversight and policy decisions on small-scale mining operations within the mining districts. This committee is chaired by the District Chief Executive who is the political Head of the District Assembly. They give approval to District work plans and budgets and empower the DPMC to implement project activities at the district and community level. Membership of the DSMC as provided in the law is given below:

1. District Chief Executive;
2. The District Officer appointed under section 90(2);
3. Representative from the Inspectorate Division of the Minerals Commission Office;
4. Representative from Regional/Zonal EPA Office;
5. Representative from the relevant District Assembly
6. Representative from the relevant Traditional Council

### **6. District Planning and Management Committee (DPMC)**

The DPMC is responsible for coordinating project implementation at the district level. The DPMC is chaired by the District Chief Executive assisted by the District Coordinating Director who is the Technical and Administrative Head of the District Assembly. Membership of *DPMC* includes representatives of Implementing Agencies at the decentralized level on both sides of project (LR and SSM). They shall be responsible for project implementation, data generation, processing, archiving and transmission to the regional and national offices, preparation of work plans and budgets at the district level (where necessary) and monitoring and technical backstopping on project interventions. They will support project activities at the operational/community level and ASM Designated Areas.

Membership of DPMC include:

1. District Coordinating Director;
2. Representative from District Mineral Commission Office;
3. Representative from EPA Regional/Zonal Office;
4. District Representative of the Ghana National Association of Small-Scale Miners;
5. Department of Agriculture;
6. District Planning Officer;



7. District Gender Officer;
8. District Forest Manager;
9. WD Park Manager (where applicable).
10. District Community Development/ Social Welfare Officer; and
11. Ghana National Fire Service;

The DPMC will meet on quarterly basis to review project implementation progress and resolve implementation challenges. Implementation challenges that go beyond the DPMC will be referred to the LSC in the case of land restoration and the DSC in the case of mining.

## **SUB-DISTRICT AND COMMUNITY LEVEL ARRANGEMENT**

### **7. Community Watershed Management Team (CWMT)**

CWMT leads watershed management activities at the community level and is responsible for mobilizing community members for project activities. It is the link between the community and the DPMU. CWMT is also responsible for receiving project input incentives supplied to the community for implementation of project activities and support the Department of Agriculture and FSD Manager to distribute inputs to project beneficiaries. It has additional responsibility of monitoring project implementation at community level. Membership are selected by the community from different sections/ethnic groups of the community with strong gender representation. Depending on the population of the community, membership should range between 7 – 9. The CWMT will work in close collaboration with the Community chief.

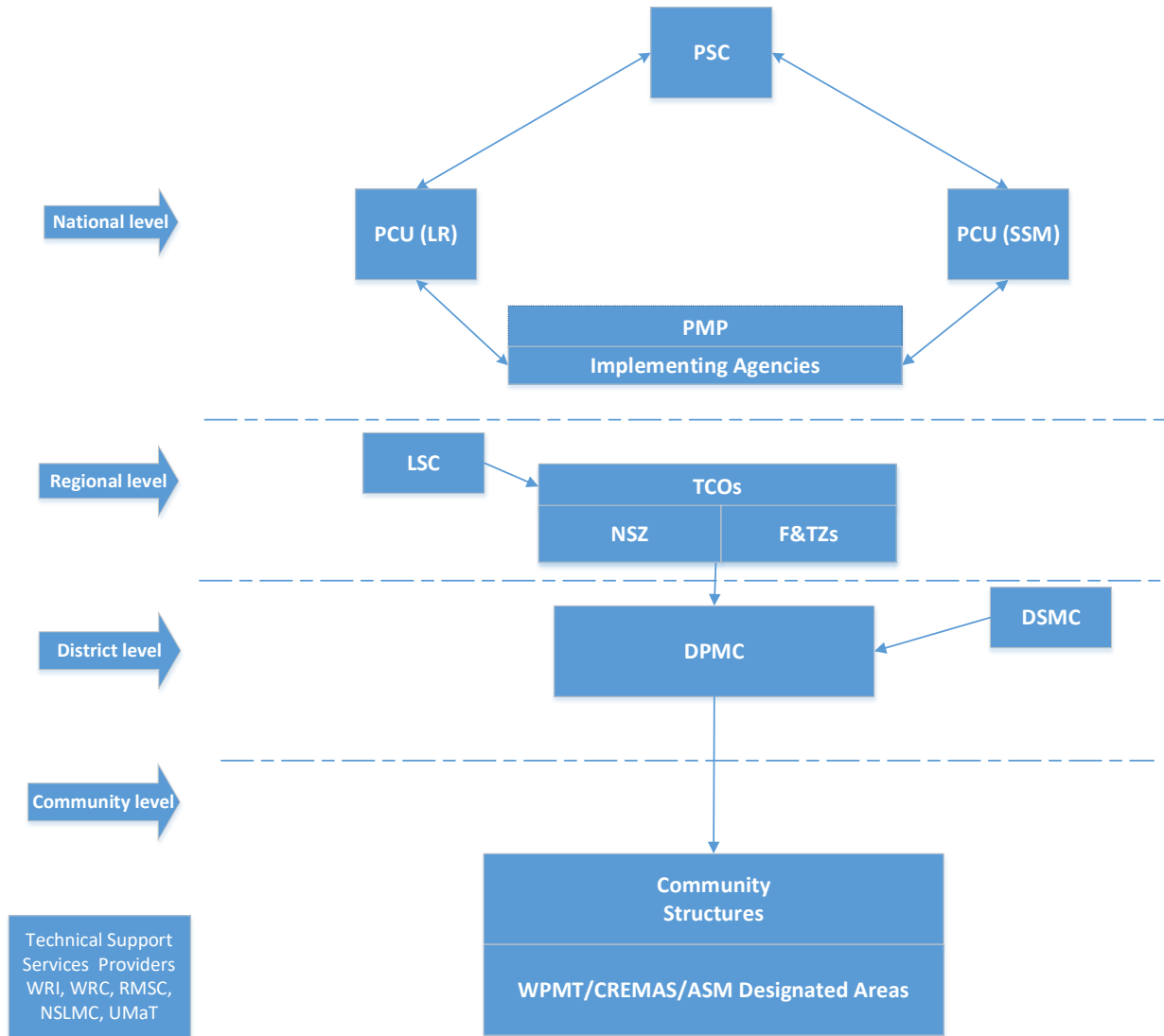
### **8. Community Resource Management Committees (CRMC) – in CREMAs**

The CRMC is the local unit of organization and forms at the level of each community, based on existing community decision-making structures. CRMC is responsible for mobilizing community members for the planning, development, implementation and monitoring of Community Resources Management Plans. CRMC is also responsible for the enforcement of by-laws governing natural resources within the jurisdiction of the community which is part of a CREMA. Membership of CRMCS is by election organized in the community and females are well represented.

### **9. CREMA Executive Committee (CEC)**

The CREMA Executive Committee is the highest decision-making body of the CREMA, formed from the Community Resource Management Committees (or CRMCS) with technical support from the Wildlife Division. It is recognized by the District Assembly, Traditional authorities and any relevant local organization as the duly constituted Governance body for the CREMA. Its powers are derived from the constitution of the CREMA and the CREMA gazettelement instruments. CEC is an umbrella executive of all CREMA communities within a CREMA establishment. CEC is responsible for facilitating the planning, development, implementation and monitoring of CREMA management plans. CEC is also responsible for liaising between the District Assembly and CREMA communities with respect to mobilizing support for the implementation of CREMA management plans and enforcement of by-laws governing the CREMA.

**SCHEMATIC IMPLEMENTATION ARRANGEMENT - GLRSSMP**



ANNEX 3 STAKEHOLDER ENGAGEMENT PICTURES



*Consultation with IAs and World Bank*



*Joint consultation with IAs, WB, COCOBOD, FIP, etc.*



*Stakeholder Consultation at West Mamprusi Municipality*



*Stakeholder Consultation at Kwahu West District Assembly*



*Community Engagement at Takorayiri community - West Mamprusi Municipal, North East Region*



*Community Engagement at Goyiri community in STK District, Savannah Region*

*Stakeholder Engagement Validation Workshop at Kibi, East Akim Municipal District, Eastern Region*





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ANNEX 3A: GEF AF FACILITY STAKEHOLDER CONSULTATION DATA (ATTACHED TO SEP DOCUMENT)  
ANNEX 3B: GEF ADDITIONAL FINANCING FACILITY CONSULTATION PICTURES



Engagement with Bibiani-Anwhiaso-Bekwai Traditional Council



Engagement with Sefwi-Wiawso traditional Council





Engagement with Sefwi-Wiawso Municipal Assembly



Engagement with Bibiani-Anhwiaso-Bekwai Municipal Assembly



Engagement with Regional Coordinating Council (RCC) at Sefwi-Wiawso



Engagement with Mangoase Community



Engagement with Akruful Community



Engagement with Nambro Community

ANNEX 4 COMPLAINTS SUBMISSION FORM

|                                                                                                                                                                                                                                          |                                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Reference No:</b>                                                                                                                                                                                                                     |                                                                                                                                                                                                                    |
| <b>Full Name:</b>                                                                                                                                                                                                                        |                                                                                                                                                                                                                    |
| <b>Contact information and preferred method of communication</b><br>Please mark how you wish to be contacted (mail, telephone, e-mail).                                                                                                  | <b>By Post: Please provide postal address:</b><br>_____<br>_____                                                                                                                                                   |
|                                                                                                                                                                                                                                          | <b>By Telephone:</b> _____                                                                                                                                                                                         |
|                                                                                                                                                                                                                                          | <b>By E-mail</b> _____                                                                                                                                                                                             |
| <b>Nature of Grievance or Complaint</b>                                                                                                                                                                                                  |                                                                                                                                                                                                                    |
| <b>Description of grievance:</b> What happened? Where did it happen? Who was involved?<br>What is the result of the problem? Source and duration of the problem?                                                                         |                                                                                                                                                                                                                    |
|                                                                                                                                                                                                                                          |                                                                                                                                                                                                                    |
| <b>Date of incident/grievance</b>                                                                                                                                                                                                        | <input type="checkbox"/> One time incident/grievance (date _____)<br><input type="checkbox"/> Happened more than once (how many times? ____)<br><input type="checkbox"/> On-going (currently experiencing problem) |
| <b>Receiver</b>                                                                                                                                                                                                                          | <b>Name:</b> _____<br><b>Signature</b> _____<br><b>Date</b> _____                                                                                                                                                  |
| <b>Filer</b>                                                                                                                                                                                                                             | <b>Name:</b> _____<br><b>Signature</b> _____<br><b>Date</b> _____<br><b>Relationship to Complainant (if different from Complainant):</b><br>_____                                                                  |
| Review/Resolution Level 1 (MDA) Level 2 (IA) Level 3 (PCU)<br>Date of Conciliation Session: _____<br>Was Filer/Complainant Present? Yes/ No<br>Was field verification of complaint conducted? Yes/ No<br>Findings of field investigation |                                                                                                                                                                                                                    |

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Summary of Conciliation Session Discussion

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Issues

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Was agreement reached on the issues? Yes, No If agreement was reached, detail the agreement

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If agreement was not reached, specify the points of disagreement

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Signed (Conciliator): \_\_\_\_\_ Signed (Filer/Complainant): \_\_\_\_\_

Signed: \_\_\_\_\_  
(Independent Observer e.g. Assembly Member/Opinion Leader)

Date: \_\_\_\_\_

**Implementation of Agreement**

Date of implementation: \_\_\_\_\_

Feedback from Filer/Complainant: Satisfied /Not Satisfied

If satisfied, sign off & date \_\_\_\_\_

(Filer/Complainant) (Mediator)

If not satisfied, recommendation/way forward

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(Signature & date of Filer/Complainant) \_\_\_\_\_

(Signature & date of Mediator) \_\_\_\_\_

**ANNEX 5 GRIEVANCE REGISTER**

| Unique reference number | Date of incoming grievance | Location (where the grievance was received/ submitted) | Complainant's name | Contact details (Leave it blank in case of non-anonymous enquiries and grievances) | Summary of Complaint | Identification of parties responsible for addressing and resolution of complaint | Investigation launch date | Investigation completion date | Findings of investigation | Proposed corrective actions | Deadlines for internal actions required from staff | Indication of satisfaction with compliant | Close out date | Any outstanding actions for non-closed grievances |
|-------------------------|----------------------------|--------------------------------------------------------|--------------------|------------------------------------------------------------------------------------|----------------------|----------------------------------------------------------------------------------|---------------------------|-------------------------------|---------------------------|-----------------------------|----------------------------------------------------|-------------------------------------------|----------------|---------------------------------------------------|
|                         |                            |                                                        |                    |                                                                                    |                      |                                                                                  |                           |                               |                           |                             |                                                    |                                           |                |                                                   |
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**ANNEX 6 LIST OF PROJECT DISTRICTS**

| <b>Project Regions</b>          | <b>Land Restoration Project Districts</b> | <b>Mining Project Districts</b> |
|---------------------------------|-------------------------------------------|---------------------------------|
| Ahafo                           |                                           | Asutifi North                   |
|                                 | Adansi South                              | Obuasi East                     |
| Ashanti                         | Asante Akim South                         | Obuasi Municipal                |
|                                 | Bosome Freho                              | Asante Akim Central             |
|                                 | Atwima Mponua                             |                                 |
|                                 | Juaben Municipal                          |                                 |
| Central Region                  | Assin North                               | Upper Denkyira East             |
|                                 | Twifo Ati Morkwa                          | Cape Coast Metro                |
|                                 |                                           | Assin Central                   |
| Eastern                         | East Akim                                 | Upper Manya                     |
|                                 | Kwahu South                               | Birim Central                   |
|                                 | Kwahu East                                |                                 |
|                                 | Kwahu West                                |                                 |
|                                 | Kwahu Afram Plains South                  |                                 |
| North East                      | Mamprugu Moagduri                         | Bole                            |
|                                 | West Mamprusi                             |                                 |
| Upper East                      | Builsa South                              |                                 |
|                                 | Bawku West                                | Bolgatanga East                 |
|                                 | Kassena-Nankana                           |                                 |
|                                 | Talensi                                   | Bolgatanga Municipal            |
| Upper West                      | Daffiama-Bussie-Issa                      | Wa East                         |
|                                 | Sissala East                              | Wa Municipal                    |
|                                 | Sissala West                              |                                 |
|                                 | Wa East                                   |                                 |
| Western North<br>(under the AF) | Sefwi-Wiawso                              |                                 |
|                                 | Bibiani-Anwhiaso-Bekwai                   |                                 |
| Western                         |                                           | Prestea-Huni-Valley             |
|                                 |                                           | Wassa Amenfi West               |
|                                 |                                           | Tarkwa Nsuaem                   |
|                                 |                                           | Sefwi Bibiani-Anhwiaso Bekwai   |
| Volta                           |                                           | Ho Municipal                    |
|                                 |                                           | Hohoe Municipal                 |