

**ENHANCING ACCESS TO BENEFITS WHILE
LOWERING EMISSIONS (EnABLE) GHANA PROJECT**

**STAKEHOLDER ENGAGEMENT PLAN
(SEP)**

SOLIDARIDAD WEST AFRICA (SWA)

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LIST OF ACRONYMS

ADR	Alternative Dispute Resolution
BSP	Benefit Sharing Plan
CBOs	Community-based Organizations
CREMA	Community Resource Management Area
CFI	Cocoa and Forest Initiative
CSO	Civil Society Organisation
CREMA	Community Resource Management Areas
CEC	CREMA Executive Committee
CGRC	Central Grievance Redress Committee
EnABLE	Enhancing Access to Benefits while Lowering Emission
ESCP	Environmental and Social Commitment Plan
ERP	Emission Reductions Program
ER	Emission Reduction
ESS	Environmental and Social Standards
FBO	Farmer Based Organization
FFM	Fund Flow Mechanism
FGRM	Feedback Grievance Redress mechanism
FCPF	Forest Carbon Partnership Facility
FC	Forestry Commission
FSD	Forest Services Division
GCFRP	Ghana Cocoa Forest REDD+ Programme
GRM	Grievance Redress Mechanism
GRC	Grievance Redress Committee
GOM	Grant Operational Manual
HIA	Hotspot Intervention Area

HMB	HIA Management Board
HFZ	High Forest Zone
KPI	Key Performance Indicators
MLNR	Ministry of Lands and Natural Resources
NGOs	Non-governmental Organization
PAD	Project Appraisal Document
PCU	Project Coordination Unit
PMP	Project Management Plan
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SESA	Strategic Environmental and Social Assessment
SEP	Stakeholder Engagement Plan
SWA	Solidaridad West Africa
WB	World Bank
ZEC	Zonal Executive Committee

1. Introduction

1.1 Background/Project Description

The EnABLE Project is closely linked to the World Bank and the Forest Carbon Partnership Facility (FCPF) supported Ghana Cocoa Forest REDD+ Program (GCFRP) being implemented by the Government of Ghana with the objective to enhance social inclusion in access to carbon and non-carbon benefits from the Ghana Emission Reductions Program (ERP) and Benefit Sharing Plan (BSP).

The target beneficiaries of the Ghana EnABLE are 100 selected local communities and 20,000 farmers in local communities in 6 HIAs of the ERP with a focus on women, youth, migrant farmers, and persons with disabilities. Multi-stakeholder CSO Platforms including the National REDD+ Working Group (The NRWG and other lower-level REDD+ engagement platforms e.g., HIAs Management Boards, Community Resource Management Areas (CREMA) Committees will be beneficiaries of the program as indicated under component one and to strengthen their voice and capacity to engage in REDD+ dialogue and policy formulation and monitor implementation of the EnABLE project.

The Project Development Objective is to enhance the inclusion of target beneficiaries in accessing carbon and non-carbon benefits from the Ghana Emission Reductions Program (ERP) and Benefit Sharing Plan (BSP). The direct target beneficiaries of EnABLE Ghana Project are 20,000 farmers including women, youth¹, migrant farmers, and persons with disabilities from 100 selected local communities² in the six (6) HIAs of the Ghana ERP.

The project will be implemented through the following three components to enhance the creation of an enabling environment for inclusive carbon and non-carbon benefits sharing:

Component 1: Capacity Building to Engage in ERP and BSP. The component will seek to strengthen understanding of target beneficiaries in the REDD+ emissions reductions jurisdictional programs and benefit sharing. It will enhance knowledge and understanding on social inclusion in the ERP and benefits sharing processes and to create the enabling conditions for women's representation and participation in decision making structures in ERP and BSP governance structures at all levels. The component will finance capacity building and awareness raising activities in local communities targeting EnABLE beneficiaries and other stakeholders, and related consultant and non-consultant services.

Component 2. Support to Promote Locally Led Climate-Actions and Alternative Livelihoods for Women. The component will support women led or women dominated locally led climate actions (LLCA) and climate resilient alternative livelihood models. The activities will include (i) support to locally led climate-resilient alternative agricultural practices to reduce the pressure on forests and contribute to lower emissions in the area, and (ii) provision of seed grants to empower women and other vulnerable groups such as

¹ The Ghana's National Youth Authority Act 2016, Act 939 defines a youth as a person between the ages of 15 and 35 years.

² Communities with complex land tenure arrangement, destination for migrant farmers and youth involvement in the ERP

youth to engage in climate-resilient alternative livelihood models to generate additional income. The component will finance related consultant and non-consultant services.

Component 3: Project management, monitoring, evaluation, and knowledge dissemination. The component will finance the overhead costs of the Program. The executing/implementing entity will carry out project planning (development of the operational manual, Grant Operational Manual (GOM) annual work plans and budgets), procurement, financial management, environmental and social risk/impact management, participatory monitoring, and evaluation (M&E) of outcomes and impacts, internal learning, and reporting on respective activities to the Bank.

1.2 Project Location

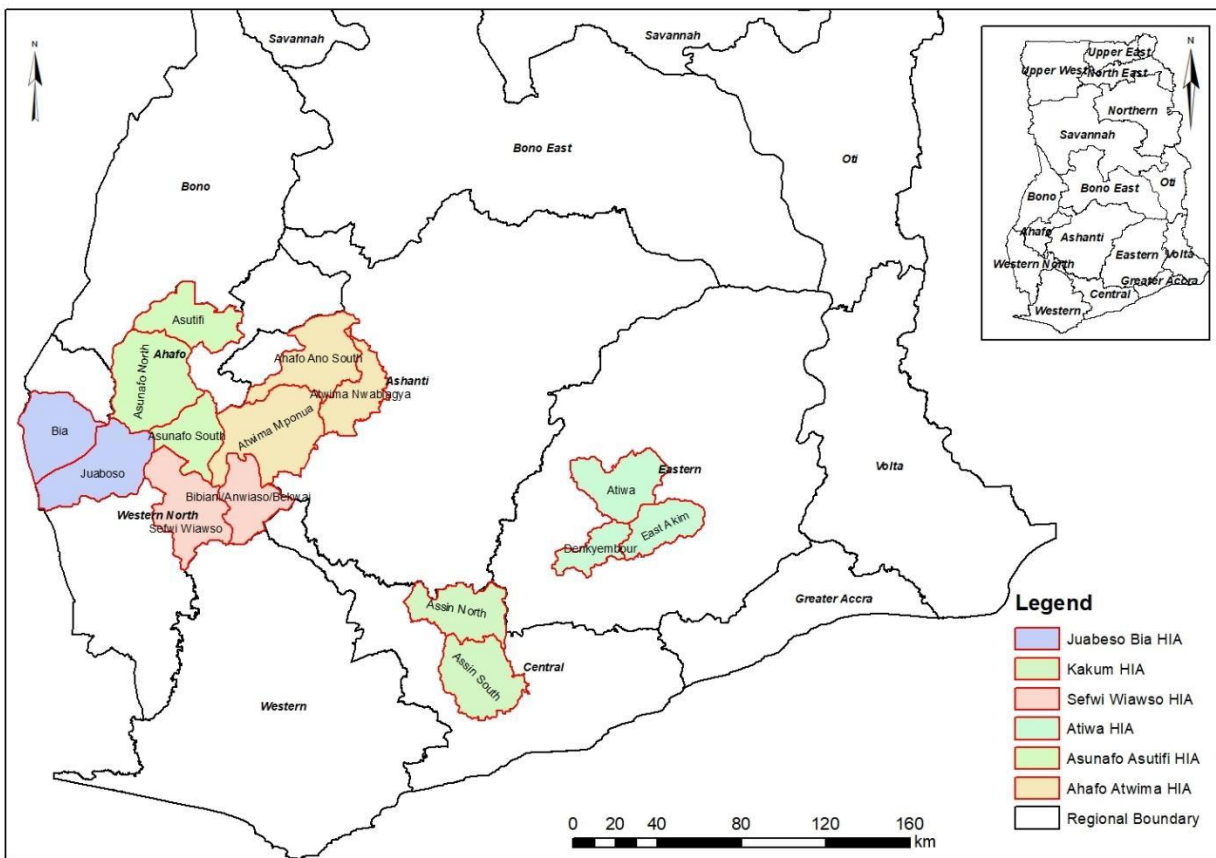


Figure 1: Project implementation area

2. Objective/Description of SEP

The overall objective of this SEP is to define a project for stakeholder engagement, including public information disclosure and consultation throughout the entire project cycle. The SEP outlines the ways in which the project team will communicate with stakeholders and includes a mechanism by which people can raise concerns, provide

feedback, or make complaints about project activities or any activities related to the project. The specific objective is to:

- Identify the Project's stakeholders and foster strong relations with them.
- Identify the interests, priorities, and levels of influence of the different stakeholders identified through open engagement and expertise.
- Make provisions for the appropriate project information to be disclosed to stakeholders in a timely, understandable, and accessible manner.
- Describe the methods and tools to be used for stakeholder engagement.
- Adopt and operationalize an effective Grievance Redress Mechanism in accordance with the World Bank's ESS 10.
- Design and provide a responsive monitoring and reporting framework that will feed the data demands of the various stakeholders.
- Defining the organizational framework for the implementation of the SEP.

2.0 REGULATORY AND GOVERNANCE FRAMEWORK

Article 21(1) (f) of the 1992 Constitution of the Republic of Ghana which recognizes the right to information for all citizens as a fundamental human right. To fully operationalize the right to information, people need to be effectively engaged and provided with information on issues that affect their lives.

To establish a systematic approach to stakeholder engagement that will help the Solidaridad West Africa (SWA) identify stakeholders, build, and maintain a constructive relationship with them, these relevant Country-level and World Bank policies, laws, and regulations are considered.

2.1. Policy Framework

The relevant national policies to guide the implementation of the project include the following.

The National Gender Policy (2015)

Ghana's goals towards achieving gender equality targets are guided by its commitment to International Instruments, its Constitution and national development frameworks. Article 17(1) and (2) particularly of the 1992 Constitution of Ghana guarantees gender equality and freedom of women and men, girls, and boys from discrimination based on social or economic status among others. The Goal of this Policy is to mainstream gender equality concerns into the national development processes by improving the social, legal, civic, political, economic, and sociocultural conditions of the people of Ghana, particularly women, children, the vulnerable and people with special needs, persons with disability and the marginalized. Within the context of Ghana's constitutional requirements, its development frameworks as well as International Instruments, the National Gender Policy focuses on mainstreaming gender equality, women empowerment and social protection

concerns by strongly concentrating on the implementation of the following five policy commitments (representing policy objectives):

1. Women Empowerment and Livelihood
2. Women 's Rights and Access to Justice
3. Women 's Leadership and Accountable Governance
4. Macroeconomics, Trade, and Industries
5. Gender Roles and Relations

The Forest and Wildlife Policy (2012)

The Ghana Forest and Wildlife Policy 2012, is a paradigm shift from the past policies, placing emphasis on non-consumptive values of the forest and creating a balance between timber production and marketing to satisfy particularly domestic wood demands.

The policy also seeks to:

1. Consolidate good governance through accountability and transparency.
2. Enhance active participation of communities and landowners in resource management and addressing issues on tree tenure and benefit sharing.
3. Promote small and medium forest and wildlife enterprises as a means of job creation for the rural and urban poor.
4. Increase biodiversity conservation.
5. Promote sustainable management of savannah woodland.
6. Promote ecotourism development.
7. Increase government commitment to degraded landscape restoration through massive forest plantation development schemes.
8. Improve research and application of modern and scientific technology in resources management (ix) develop climate change adaptation and mitigation measures.
9. Secure sustainable financing for the forest and wildlife sector

National Land Policy (1999)

The Land Policy of Ghana aims at the judicious use of the nation's land and all its natural resources by all sections of the Ghanaian society in support of various socio-economic activities undertaken in accordance with sustainable resource management principles and in maintaining viable ecosystems. The specific objectives of this policy include:

- Ensure that every socio-economic activity is consistent with sound land use through sustainable land use planning in the long-term national interest.
- Protect the rights of landowners and their descendants from becoming landless or tenants on their own lands.
- Ensure the payment, within reasonable time, of fair and adequate compensation for land acquired by government from stool, skin or traditional council, clan, family, and individuals.

- Instill order and discipline into the land market to curb the incidence of land encroachment, unapproved development schemes, multiple or illegal land sales, land speculation and other forms of land racketeering.

The key aspects of the policy relevant to the project include:

- The use of any land in Ghana for sustainable development, the protection of water bodies and the environment and any other socioeconomic activity will be determined through national land use planning guidelines based on sustainable principles in the long-term national interest.

All land and water resources development activities must conform to the environmental laws in the country and where an Environmental Impact Assessment report is required this must be provided. Environmental protection within the 'polluter pays' principle will be enforced.

2.2. National Regulatory Framework

The relevant legal and institutional frameworks are subsequently described below:

The National Labour Act, 2003 (Act 651)

An Act that amends and consolidates the laws relating to labour, employers, trade unions and industrial relations; to establish a National Labour Commission and to provide for matters related to these.

The Right to Information Act, 2019 (Act 989)

The Right to Information Act 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.

Local Governance Act, 2016 (Act 936)

This Act repeals the Local Government Act 1993, (Act 462) and re-establishes and regulates the local government system and gives authority to the Regional Coordinating Council (RCC) and the District Assembly to exercise political and administrative power in the Regions and District, provide guidance, give direction to, and supervise all other administrative authorities in the regions and district respectively. The Assembly is mandated to initiate programmes for the development of basic infrastructure and provide municipal works and services as well as being responsible for the development, improvement and management of human settlements and the environment in the district. The project cannot lose fact of this and must collaborate with the respective assemblies in the project landscape.

Sections 40 to 48 of the Local Governance Act, 2016 (Act 936), mandates local authorities to create opportunities for residents and other stakeholders to access information and to participate in decision making.

Environmental Protection Agency Act, 1994 (Act 490)

The Environmental Protection Agency Act, 1994 (Act 490) gave mandate to the Agency to ensure compliance of all investments and undertakings with laid down Environmental Assessment (EA) procedures in the planning and execution of development projects, including compliance in respect of existing ones.

Environmental Assessment Regulations, 1999 (LI 1652)

The Environmental Assessment Regulations, LI 1652, was promulgated in 1999 to give comprehensive legal cover to the Ghana Environmental Impact Assessment procedures. These Regulations require that all developmental activities likely to impact adversely on the environment must be subject to Environmental Assessment. The objective of the LI is to ensure that such development activities are carried out in an environmentally sound and sustainable manner. The requirements of the LI, however, place enormous responsibilities on all stakeholders involved in development in Ghana. The nature of the responsibilities varies for different stakeholders, depending on their statutory functions, areas of jurisdiction and interests such as policy makers, implementing or regulatory agencies, planning authorities, financial intermediaries or institutions providing training or consultants providing services in EIA.

Stakeholder engagement is an integral part of the Environmental Impact Assessment process. 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.

Ghana Disability Act, 2006 (Act 715)

To ensure inclusivity in the development aspirations of all citizens of Ghana, the rights of disabled persons is protected in accordance with article 29 of the Constitution. This enjoins the authorities to establish a National Council on Disabled Persons to attend to the interests of disabled persons and to provide for related matters. Example,

No person shall in any manner

- (a) exploit a disabled person
- (b) discriminate against a disabled person or
- (c) subject a disabled person to an abusive or degrading treatment.

NO person shall subject a disabled person to a differential treatment in respect of his residence other than that required by his conditions or by the improvement which he may derive from the treatment.

No person shall prevent a disabled person from participating in any social, creative, or recreational activity unless such participation will be detrimental to the health of the disabled person etc.

World Bank' Environmental and Social Standard Ten (ESS 10) – Stakeholder Engagement and Information Disclosure

This ESS recognizes the importance of open and transparent engagement between the implementing team and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

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 to 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.

For the implementation of the EnABLE project, the SWA is mandated to develop and regularly update a Stakeholder Engagement and Information Disclosure (ESS 10).

2.3. Institutional Framework

The Ministry with responsibilities for forest and its related activities is the Ministries of Lands and Natural Resources which has devolved responsibilities for forest protection to the Forestry Commission and to the local level assemblies. Again, regulations on environmental assessments and permitting have been devolved to the environmental protection agency.

Forestry Commission

The Forestry Commission Act, 1999 (Act 571) establishes a Forestry Commission to bring under the Commission the main public bodies and agencies implementing the functions of protection, development, management, and regulation of forests and wildlife resources and to provide for related matters.

Amongst others, the Forestry Commission (FC):

- regulates the utilization of forest and timber resources.

- manages forest reserves and protected areas.
- assists the private sector to implement the Forest and Wildlife Policy
- undertake the development of plantations.

The commission can appoint committees to which it can delegate some of its functions. Administratively, the FC may establish such divisions as it considers necessary, as well as additional units to its secretariat. The National REDD+ Secretariat (NRS) is such a body by the FC that oversees the implementation of REDD+ interventions including Cocoa Forest REDD+ Programme (GCFRP).

Environmental Protection Agency

The Environmental Protection Agency is the body responsible for regulating the environment and ensuring the implementation of government policies on the environment. The functions of the Agency include:

- Ensuring compliance with any laid down environmental impact assessment procedures in the planning and execution of development projects, including compliance in the respect of existing projects
- Promoting effective planning in the management of the environment
- Imposing and collecting environmental protection levies in accordance with the Environmental Assessment Regulations 1999 (LI 1652) and in liaison and co-operation with government agencies, District Assemblies and other bodies and institutions to control pollution and generally protect the environment.

3. Stakeholder identification and analysis

This section identifies key stakeholders who have either been engaged or consulted about the project, including individuals, groups, or communities. It also identifies and assesses the relations and needs of vulnerable individuals or groups, who may have limitations in participating 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 categorized as

- (i) Affected parties: Affected Parties: persons, groups, and other entities within the Project Area of Influence (PAI) that are directly influenced (actually or potentially) by the project and/or have been identified as most susceptible to change associated with the project, and who need to be closely engaged in identifying

impacts and their significance, as well as in decision-making on mitigation and management measures.

- (ii) Other interested parties: Other Interested Parties: – individuals/groups/entities that may not experience direct impacts from the Project but who consider or perceive their interests as being affected by the project and/or who could affect the project and the process of its implementation in some way; and
- (iii) Vulnerable individuals or groups: persons who may be disproportionately impacted or further disadvantaged by the project(s) as compared with any other groups due to their vulnerable status, and that may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the project. It is particularly important to understand whether project impacts may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or understand the impacts of a project and to ensure that awareness raising and stakeholder engagement with disadvantaged or vulnerable individuals or groups on infectious diseases and medical treatments in particular, be adapted to take into account such groups or individuals particular sensitivities, concerns and cultural sensitivities and to ensure a full understanding of project activities and benefits. The vulnerability may stem from a person's origin, gender, age, health condition, economic deficiency and financial insecurity, disadvantaged status in the community (e.g., minorities or fringe groups), dependence on other individuals or natural resources, etc. Engagement with the vulnerable groups and individuals often requires the application of specific measures and assistance aimed at the facilitation of their participation in the project-related decision making so that their awareness of and input to the overall process are commensurate to those of the other stakeholders. The Stakeholder list is a “living document” which will be updated regularly throughout the Project life as appropriate.

3.1. Methodology

In order to meet best practice approaches, the project will apply the following principles for stakeholder engagement:

- **Openness and life-cycle approach:** Public consultations for the Project will be undertaken during the whole life cycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation.
- **Informed participation and feedback:** Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analyzing and addressing comments and concerns.
- **Inclusiveness and sensitivity:** Stakeholder identification will be undertaken to support better communications and build effective relationships. The participation process will be inclusive. All stakeholders at all times will be encouraged to be involved in the consultation process. Equal access to information will be provided to all stakeholders. Sensitivity to stakeholders' needs will be the key principle underlying the selection of engagement methods. Special attention will be given to vulnerable groups that may be

at risk of being left out of project benefits, particularly women, the elderly, persons with disabilities, displaced persons, migrant workers and communities, and the cultural sensitivities of diverse ethnic groups.

- **Flexibility:** If social distancing, cultural context (for example, particular gender dynamics), or governance factors (for example, high risk of retaliation) inhibit traditional forms of face-to-face engagement, the choice of methodology should be adaptable to other conditions of employment, including various forms of internet- or phone-based communication.

3.2 Stakeholder Analysis

This section provides the possible relationship between stakeholders and the project; and also helps to identify the appropriate consultation methods for each stakeholder group during the life of EnABLE. The stakeholders are grouped according to their characteristics and the degree of impact of the project, as well as to the extent to which they will affect 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 *High*, *Medium* or *Low* as defined below:

Degree of Impact on stakeholder

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. Table 1 shows the potential adverse impacts of EnABLE on affected persons/ communities.

Medium: The project will have measurable positive or negative impacts on the stakeholder/ institution.

High: The project will have significant positive or negative impacts on the stakeholder/institution

For stakeholder institutions, positive impacts may include the institutional knowledge and experience to be gained from the implementation of the program, and negative impacts may include possible losses and damage from the failure of the project.

3.3. Stakeholder Groups

For the EnABLE project, the stakeholders are classified as Affected parties, other interested parties and vulnerable.

Affected parties include local communities, community members, and other parties that may be subject to direct impacts from the Project. Specifically, the following individuals and groups fall within this category:

Table 1: Stakeholder groups and degree of impact

Type of Stakeholder / Level of Impact	High Impact	Medium Impact	Low Impact
Affected parties	Community Resource Management Areas (CREMAs)	Traditional Authorities (TAs)	Ministry of Food and Agriculture

			(MoFA)
	Inhabitants of cocoa growing towns and villages	Queen Mothers	Ghana Cocoa Board (COCOBOD)
	Cocoa farmers	Tree Crops Development Authority (TCDA)	Forestry Commission (FC)
	Vulnerable Groups (e.g. persons with disabilities, women, youth, landless and very poor, orphans, widows, displaced persons, etc.)	HIA Management Board	Ministry of Lands and Natural Resources (MLNR)
	Implementing Agencies (IAs)	National REDD+ Secretariat (NRS)	Other Donor Agencies (GIZ, KfW)
Other interested parties	Municipal and District Assemblies	Local-level CSO/NGO	
	Regional Administrations of the participating regions	National Level CSO/NGO	
	Community Based Organizations (CBOs)	Licensed Cocoa Buying Companies (LBCs)	
	Cocoa and Forest Initiative (CFI)		
Vulnerable	Women farmers Youth farmers including girls Migrant farmers Persons with disabilities Elderly (above 70 years)		

The projects' stakeholders also include parties other than the directly affected communities, including NGOs or civil society groups at the local and national levels, business owners and providers of services within the project area, and other government officials.

Disadvantaged and vulnerable individuals and groups are those who may be more severely at risk or impacted due to the implementation of the project activities but may not have a voice to express their concerns or understand the impacts of the project. Vulnerable persons need to be identified during engagements in all phases of the project and have their views and suggestions so that they can be well integrated into project activities and schedules. The SEP and other major safeguard instruments to be prepared for the implementation of the project will capture issues relating to vulnerable groups.

4. Stakeholder Engagement Program

4.1. Summary of stakeholder engagement done during project preparation.

The Ghana EnABLE project aims to complement the ERP and provide direct support to groups that are excluded or likely to be excluded from the distribution of carbon benefits. EnABLE funding has already supported important consultations between government stakeholders, HIA governance boards and other national and local-level CSOs.

Several stakeholder consultations have been conducted with the relevant government agencies (FC/NRS, COCOBOD, Tree Crop Development Authority of the Ministry of Food and Agriculture), Development partners, private sector, CSOs/NGOs, and local communities including women farmers to inform the design of the EnABLE project. Table 2 below provides summary of stakeholder engagements.

In addition, cooperates including GIZ and KFW offices in Accra were engaged about the Project, its objectives, and activities to be funded. This is to build synergies and alignment of EnABLE activities in their portfolio in Ghana in particular climate change. The SWA will continue to coordinate with relevant government Ministries, Departments and Agencies, local communities, CSOs, the private sector and other stakeholders to sustain engagement in the project.

The Project will continue to collaborate with stakeholders including women, youth, migrants, and persons with disabilities to ensure marginalized communities and people participate in the delivery of the program. It will also collaborate with REDD+ CSO platforms at the local, regional and national levels. Mapping of CSOs operating in the landscape was conducted to understand ongoing support to communities and to inform the design of the project.

Table 2: Stakeholder Engagement

Stakeholder Group	Institution	Date of consultation	Mode of engagement	venue	Type of information disclosed	Interests or issues raised/discussed	No. of participants
National REDD+ working group REDD+ technical sub-work (Safeguards, Gender, MRV, Policy & M&E) Private sector, CSOs and NGOs.	Forestry Commission- National REDD+ Secretariat	02-03/11/2022	Sensitization workshop	FCTC-Auditorium, Kumasi	To sensitize and update key stakeholders on the benefit sharing arrangements for the Ghana Cocoa Forest REDD+ Programme and discuss implementation plans for the GCFRP.	<ol style="list-style-type: none"> 1. To sensitize stakeholders on the agreed percentage and commensurate benefits due them according to the BSP; 2. To explain the modalities of receiving payments; Upfront and Actual. 3. To update stakeholders on the rationale for the UAP and the utilization thereof. 4. Discuss the GCFRP implementation planning and progress in context of meeting first monitoring report requirements 	63
Juabeso-Bia HIA Sefwi-Wiawso / Bibiani HIA Kakum HIA Private sector, Landscape Governance Management Board (HIA & LMB), MMDAs, MTS group, youth	Forestry Commission- National REDD+ Secretariat	12-20/11/2020	Sensitization Workshop	Sefwi-Wiawso Assin-Fosu Juabeso	Finalized BSP for the Ghana Cocoa Forest REDD+ Programme and updated on the work plan for Upfront Advance Payment (UAP).	<ol style="list-style-type: none"> 1. To sensitize stakeholders on the agreed percentage and commensurate benefits due them according to the BSP; 2. To explain the modalities of receiving payments, Upfront and Actual; 3. To update stakeholders on the rationale for the UAP and the utilization thereof. 4. Discuss the GCFRP implementation planning and progress in context of meeting first monitoring report requirements 	86

Stakeholder Group	Institution	Date of consultation	Mode of engagement	venue	Type of information disclosed	Interests or issues raised/discussed	No. of participants
groups, FC, COCOBOD, CSOs and NGOs							
		13/06/2023	Stakeholders engagement workshop	Golden Bean Hotel-Kumasi	Disbursement of carbon payment under the Ghana Cocoa Forest REDD+ Programme	Discussion on the roles and responsibilities of MMDAs Modalities for disbursing the Carbon Payments to the MMDAs	

4.2. Summary of project stakeholder needs and methods, tools, and techniques for stakeholder engagement.

The EnABLE project will support target beneficiaries to amplify their voices, direct support to marginalized groups to contribute to climate-smart production, improve livelihoods and promote greater equity and social inclusion in access to carbon benefits.

Different engagement methods are proposed and cover different stakeholder needs as stated below:

- structured agendas
- focus group meetings/discussions
- community consultations
- formal meetings
- one-on-one interviews
- Workshops
- site visits
- Brochures/flyers, etc.

The SEP is designed to establish an effective platform for productive interaction with the potentially affected parties and others with an interest in the implementation outcome of the EnABLE Project. Meaningful stakeholder engagement throughout the project cycle is an essential aspect of good project management and provides opportunities for EnABLE 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 consultation and collaboration;
- Disseminate project information/ materials; and
- Address project-related grievances.

Table 4: Summary of project stakeholder needs and methods, tools, and techniques for stakeholder engagement.

Engagement Technique	Description and use	Audience
Focus group meetings	Facilitate discussion on programs specific issues (e.g., BSP, FFM, climate change, grievances etc.), that merit collective examination with various groups of stakeholders using Focus Group Meetings.	Vulnerable groups and the migrants in project communities
Workshops	<ul style="list-style-type: none"> ● Present project information to a group of stakeholders; ● Allow the group of stakeholders to provide their views and opinions; ● Use participatory exercises to facilitate group discussions, brainstorm issues, analyze information, and develop recommendations and strategies. ● Recording of responses. ● Stock-taking, review, and forward-planning ● Brainstorm issues, analyze information, and develop recommendations and strategies 	Government, NGOs, CSOs, FBOs, Social Investors, Service Providers
Community durbars/public meetings	Plan community activities, facilitate participatory discussions on sub-project activities as planned, 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 and communities

One-on-one interviews	Solicit views and opinions on project impacts and solutions	Project beneficiaries, Traditional authorities, Vulnerable individuals, CSO/NGOs/CBOs, etc.
Written/visual communication		
Reports	Present a summary of findings on project progress; concerns/issues resolved; engagement activities undertaken, and planned activities going forward.	NRS, NGOs, CSOs, CBOs, Development Partners, social investors, service providers, private sector players, project beneficiaries and other interest groups including PWDs
Surveys	Facilitate discussion on project specific issues (e.g., BSP, FFM, climate change, grievances etc.), that merit collective examination with various groups of stakeholders using Focus Group Meetings.	Project beneficiaries
Correspondence by phone /email/text and WhatsApp messages/ written letters	Distribute or share project information. 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
Printed media advertisement	To disseminate and disclose project documents intended for general readers and audiences (e.g. ESMF, SEP, etc.) Advertise project procurement documents	General public
Distribution of printed public materials: project information	To convey general information on the project and to provide regular updates on progress and challenges	Local, regional, and national stakeholders. General public and Farmers

leaflets, brochures, fact sheets, briefs etc.		
Information Centre and Information Boards	Announcements of major project activities including Grievance Redress Mechanism,	Local communities within the project areas
Social media (Facebook, Twitter, YouTube, Instagram)	Online media will be used to monitor media coverage about EnABLE project activities. This medium can also be used to push positive messages out or to proactively address underlying issues identified through media monitoring.	General public
Others		
Project Coordinating Unit	Project's designated venue for depositing project-related information also offers an avenue for the stakeholders and other members of the public to request information.	All project-affected parties, interested parties other potential stakeholders

4.3. Proposed Strategy for Considering the Views of Vulnerable Groups

For the inclusion of vulnerable groups in the project implementation process, the services of nongovernmental organizations (NGOs) that are very active in defending the interests of these groups and disadvantaged people and that operate in the districts/ communities targeted by the project. These NGOs will help identify vulnerable groups and organize information and awareness sessions on aspects of the project deemed relevant.

In addition, the information that will be obtained from the consultations with the beneficiary populations and especially the project affected persons (PAPs) will help in identifying the vulnerable groups. The solutions to the identified problems will be communicated through the same channel. The actions of the project will be implemented taking into account the expectations and concerns expressed by the beneficiary populations.

4.4. Stakeholder engagement plan

During implementation, the project will engage the participation of key stakeholders to produce concrete, practical opportunities for dialogue. Some dialogue and consultation mechanisms exist already under GCFRP that allow selected stakeholders to participate in the implementation and monitoring of project progress.

Table 5: Stakeholder Plan

Project Stage	Estimated Date/ Time Period	Topic of Consultation / Message	Method Used	Target Stakeholders	Responsibilities
Inception		Project implementation strategy	Formal Meetings	Consortium, NRS, World Bank, MLNR	WB
Implementation		Enhancing inclusion of beneficiary communities and disadvantaged groups in ER-programs and BSPs	Community consultations, Focus group meetings/discussions, notification to TA,	TAs, Queen Mothers, Women farmers, Youth farmers, Community members,	SWA
Implementation		Mechanism to effectively address concerns in a transparent manner that is culturally appropriate and readily accessible to all project-affected parties	Community consultations, Focus group meetings/discussions, notification to TA,	TA, Queen Mothers, Women farmers, Youth farmers, Community members,	SWA

The project will use existing platforms where they exist (e.g., HIAs, FBOs, CBOs, etc.) to engage with stakeholders, and it is proposed that the implementing agencies will initiate and lead all processes to consult with stakeholders.

It is envisaged that the rollout of stakeholder engagement will align to the project cycle i.e., preparation and design phase, implementation phase, monitoring phase, completion and evaluation phase.

EnABLE will provide information in a language that different groups of stakeholders can easily understand. The consultations will be meaningful such that they 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.

The Grant Operational Manual will include detailed project-specific protocols for stakeholder engagement, this will be updated from time to time given that the various phases of project implementation do not necessarily occur in a linear way. Stakeholders engagement on EnABLE 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 6 below.

Table 6: EnABLE Strategy for Information Disclosure

Project stage	List of information to be disclosed	Methods proposed	Target Stakeholders	Topic of consultation	Responsibility
Preparation or appraisal stage Consultations with stakeholders i.e. potential project Beneficiaries, farmers, traditional authorities, communities, National and local level CSO etc. Consultations with implementing agencies, NRS, MLNR and WB safeguards team.	Project Appraisal Document (PAD) Grant Operational Manual (GOM) Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP)	Workshops, SWA websites, World Bank external websites	National stakeholders	Project concepts, benefits, and impacts Project implementation schedule and timelines. Determine the required processes and way forward	NRS and WB team
		Community durbars and consultation with HMBs	HIAs, Community level stakeholders	Project concept, beneficiary communities, benefits, impacts grievance redress mechanism	NRS / WB
	Social inclusion baseline	Workshops, community meetings with stakeholders	National, Regional and district stakeholders	promotive or transformative goals to achieving inclusivity	CIFOR-ICRAF, WB
Implementation and supervision stage	Notification to stakeholders about the commencement of project activities Training programmes Project monitoring Safeguard compliance report	PCU Official websites Community Information Centres HMBs FSD offices	National, Regional and District Stakeholders Community level focal members, Field officers,	Program communities Implementation activities training/capacity building GCFRP implementation Subprojects,	E&S inclusion and Knowledge Management and communications specialists of PCU. SWA implementing staff on the ground.

		<p>Meetings and Workshops</p> <p>Telephone conferencing</p>	<p>Representatives of beneficial communities</p>	<p>Sustainable production Integrated resource management, forest landscape management and restoration programmes, feedback on consultant/contractor reports, safety impacts, environmental concerns,</p> <p>Grievance redress mechanism types of GRMs available; purposes for which the different GRMs can be accessed, types of grievances outside the scope of the GRMs; who can access the GRMs; how complaints can be reported through those GRMs and to whom, information that should be included in a complaint, procedures and time frames for initiating and concluding the</p>	
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				grievance redress process. boundaries and limits of GRMs in handling grievances; and roles of different agencies Monitoring schedules and indicators, Monitoring results – achievements, gaps, and way forward	
	Quarterly and Annual project performance reports Environmental and Social Risk management performance reports Updates on project activities	NRS HMBs Regional and District level offices of FSD	National, Regional, District and community-level stakeholders	Regular updates to stakeholders on progress through project performance reports, addressing of grievances and stakeholder comments, project status, monitoring and tracking of capacity building and subprojects	SWA-PCU
Completion Phase	Project Completion Report	SWA project completion reports	All Stakeholders	Project results	SWA-PCU

4.5. Reporting back to stakeholders

The consultation activities will be based on the principle of inclusiveness, to engage all segments of the local people in the project communities and districts, including disabled persons and other vulnerable individuals. Stakeholders will be kept informed as the project develops, including reporting on project environmental and social performance and implementation of the stakeholder engagement plan and Grievance Mechanism, and on the project's overall implementation progress. If necessary, logistical assistance would be provided to enable representatives from remote areas, people with limited physical abilities, and those with insufficient financial and transportation means to attend public meetings scheduled by EnABLE.

In cases where vulnerable status may lead to people's inability or physical incapacity to participate in community-wide engagements, EnABLE will hold separate small group discussions with such persons at an easily accessible venue as a way for the Project to reach out to the groups who, under standard circumstances, may be scarcely 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 communication (e.g. Community information centers, dedicated phone lines etc.) to reach vulnerable groups.
- 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

5. Resources and Responsibilities for implementing stakeholder engagement activities

The Solidaridad West Africa (SWA) will oversee stakeholder engagement activities.

The budget for the SEP is 352,000 USD and is included in component 3 of the project.

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 SWA-PCU will keep track of all stakeholder engagements and ensure that planned budgets are released for implementation

Table 7: Budget for SEP implementation

Budget Category	Quantity	Unit Costs	Years/Months/Days	Total Costs (USD)	Remarks
1. Estimated staff salaries* and related expenses					
1a. Environmental and Social Inclusion Specialist	1	3,800	28		Covered under component 3
1b. Environmental and Social Risk Management focal person	1	1,650	28		Covered under component 3
1c. Field expense	2	2,250	28		Covered under component 3
2. Events					
2a. Workshops	10	3,500	10	15,000	
3. Communication campaigns					
3a. Developing and recording Local Radio drama content	5	80	5		Covered under component 1
3b. Designing and printing of Illustrations, posters, banners, FAQs infographics		5	1		Covered under component 1
4. Training					
4a. Training on social/environmental issues for PIU and contractor staff	2	3100	1	6,200	
5. Beneficiary surveys					
5a. Mid-project perception survey	1	30,000	1	30,000	

5b. End-of-project perception survey	1	40,000	1		Covered under component 3
6. Grievance Mechanism					
6a. Training of GM committees	15	1800	2	27,000	
6b. GRM log system and reporting	100	20	1	2,000	
6c. GM communication materials	200	5	1	1,000	
TOTAL STAKEHOLDER ENGAGEMENT BUDGET:				81,200	

Note: *Salary costs can be indicative.

5.1. Management functions and responsibilities

The implementation of the SEP will be mainstreamed into the established implementation arrangement of the EnABLE. The consortium will manage the implementation of the SEP at the national, regional, district and community levels.

Table 8: Management functions and responsibilities

<p>Project Coordinating Unit-Solidaridad West Africa</p>	<ul style="list-style-type: none"> • Oversight of implementation of the SEP • Support and complement stakeholder engagements and consultation activities • Plan, develop and implement stakeholder engagement plans in landscape-related activities • Develop and implement communication strategies and activities across the project • Organise and lead/support engagement processes and consultations across the project • Ensure stakeholder buy-in of GCFRP activities • Monitor and coordinate stakeholder engagement and consultations among the relevant stakeholders • Project management and communication. • Ensure the project complies with social risk management requirements from the World Bank
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6. Grievance Mechanism

An updated Strategic Environmental and Social Assessment (SESA) report was developed in 2016 to better understand the environmental and social concerns of the Ghana Cocoa Forest REDD+ Programme (GCFRP), and to define the necessary mitigation mechanisms and safeguards compliance issues associated with the seven GCFRP strategy options:

- I. Improving the quality of multi-stakeholder dialogue and decision-making
- II. Clarifying rights regime
- III. Addressing unsustainable timber harvesting
- IV. Mitigating effects of agricultural expansion (particularly cocoa in the HFZ)
- V. Strengthening local decentralised management of natural resources
- VI. Expansion of high biomass agroforestry /tree crops systems
- VII. Improving regulation of mining activities to reduce forest degradation

Feedback and Grievance Redress Mechanism (FGRM) has been established for receiving, evaluating, and addressing program-related grievances from affected communities or stakeholders at the community or program level, region, or country.

The Ghana EnABLE project GRM implementation is designed based on the REDD+ Feedback and Grievance Redress Mechanism (FGRM). Parties seeking to have any REDD+ dispute resolved will file their complaint at the District FGRM office or Community Focal person within the ER programme area where it will be received and processed. The implementation of the GRM therefore will assist in resolving complaints and grievances in a timely, effective, and efficient manner that satisfies all parties involved.

6.1. Description of Grievance Mechanism

Table 9: Functional Grievance Redress Mechanism

Step	Description of Process	Time Frame	Responsibility
GM implementation structure	1. First-tier of Redressal; Complaints are to be received at the community level by the field trainers/Focal persons	Upon receipt of the complaint	Focal Person (Register of Grievances)
	2. The Second-tier of Redressal formed at every HIA level would be the one which would address the grievance at the next level if the issue or the problem is not solved at the first tier	Within 2 days of receipt	Grievance Redress Committee (GRC)
	3. The third tier of Redressal will be constituted from the SWA, NRS and MLNR to be the final stage of redress.	Within 2 days of receipt	Central Grievance Redress Committee (CGRC)
Grievance uptake	Grievances can be submitted via the following channels: <ul style="list-style-type: none"> ● Toll-free telephone hotline/Short Message Service (SMS) line ● District offices of FSD 		

Step	Description of Process	Time Frame	Responsibility
	<ul style="list-style-type: none"> ● E-mail to the SWA ● Letter to Grievance focal points at local communities ● Complaint form to be lodged via any of the above channels. ● Walk-ins may register a complaint in a grievance logbook at the community 		
Sorting, processing	<p>Any complaint received is forwarded to the focal person, logged in grievance register, and categorized according to the following complaint types:</p> <ol style="list-style-type: none"> 1. Request for information not directly related to Project 2. Questions/Doubts relating to project 3. Requests/Petitions relating to project 4. Complaints on project implementation 	Upon receipt of complaint	Local grievance focal points
Acknowledgment and follow-up	Receipt of the grievance is acknowledged to the complainant by Local grievance focal points	Within 2 days of receipt	Local grievance focal points
Verification, investigation, action	Investigation of the complaint is led by the focal person (Tier 1, 2 &3) A proposed resolution is formulated by focal person, GRC, CGRC and communicated to the complainant by focal person	Within 10 working days	<ol style="list-style-type: none"> 1. Tier 1: Local safeguards Focal person (Register of grievances) 2. Grievance Redress Committee (GRC) <ul style="list-style-type: none"> ● 1 Chairperson – HMB representative ● 2 Members – CEC/ZEC (male/female) ● Project Officer (SWA) ● 1 Representative of the NGO/CBO working in the area ● 1 Member of the clergy ● 1 Regional Coordinator of the SWA ● 2 Representatives from community Focal Persons (male/female) ● 2 representatives from Traditional Authorities (Queen Mothers)

Step	Description of Process	Time Frame	Responsibility
			3. Central Grievance Redress Committee (GRC) <ul style="list-style-type: none"> • Program Coordinator - SWA • Legal Officer FC • Coordinator GCFRP • Snr Officer NRS
Monitoring and evaluation	Data on complaints are collected in a logbook and reported to the safeguard specialist every month		SWA – M&E
Provision of feedback	Feedback from complainants regarding their satisfaction with complaint resolution is collected using grievance resolution form		SWA – M&E
Training	Training needs for staff/consultants in the PIU, Contractors, and Supervision Consultants are as follows: <ul style="list-style-type: none"> •Awareness Creation on GRM Structure •Reporting •Periodic review by the CGRC •GRM Domain/ Control •Training in Alternative Dispute Resolution (ADR) Training on handling GBV/SEA/SH complaints		SWA - Safeguards specialist

The GM will provide an appeals process if the complainant is not satisfied with the proposed resolution of the complaint. Once all possible means to resolve the complaint have been proposed and if the complainant is still not satisfied, then they should be advised of their right to legal recourse.

The project will have other measures in place to handle sensitive and confidential complaints, including those related to Sexual Exploitation and Abuse/Harassment (SEA/SH) in line with the World Bank ESF Good Practice Note on SEA/SH. The staff of SWA and workers to be contracted during the project implementation will have access to the organization's internal processes to log complaints. The World Bank and the Recipient do not tolerate reprisals and retaliation against project stakeholders who share their views about Bank-financed projects.

7.0 Management of SEP implementation

Solidaridad West Africa will periodically revise and update the SEP during the project implementation. This is to ensure that the information presented herein is consistent and it reflects the pertaining issues of the identified stakeholders. Again, this is to ensure the methods of engagement remain appropriate and effective in relation to the project context and specific stages of the project implementation. Any major changes to the project design, and related activities and its schedule will be duly reflected in the SEP. Any updates of the SEP would be cleared by the World Bank.

SWA will have oversight of the SEP implementation. The Environmental, Social and Inclusion team, as part of the project management, will monitor the Stakeholder Engagement Plan (SEP) both at the National and Community levels. This will be done 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 activity or subproject 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.

7. 1 Monitoring and Reporting

7.1.1 Summary of how SEP implementation will be monitored and reported.

The SEP will be revised and updated should there be any major changes to the project, during implementation to ensure that the information presented herein is consistent and the identified stakeholders and methods of engagement remain appropriate and effective in relation to the project context and specific stages of the implementation.

A few Key Performance Indicators (KPIs) will also be monitored by the PCU on a regular basis in relation to the engagement measures proposed in this SEP, including the following indicative parameters:

- Number of public fora, consultation meetings and other public discussions/forums conducted within a reporting period (e.g., monthly, quarterly, or annually)
- Frequency of public engagement activities.
- Number of external public grievances received within a reporting period (e.g., monthly, quarterly, or annually) and number of those resolved within the prescribed timeline; the various categories of grievances received, etc.
- Type of public grievances received, including those submitted by representatives of the project communities or directly relating to their traditional activities and lands used by the local population.
- Number of press materials published/broadcasted in the local, regional, and national media; and
- Cost of stakeholder engagement activities as percentage of overall project cost

7.1.2. Reporting back to stakeholder groups

The SEP will be periodically revised and updated as necessary during project implementation. Quarterly summaries and internal reports on public grievances, enquiries, and related incidents, together with the status of implementation of associated corrective/preventive actions, will be collated by responsible staff and referred to the senior management of the project. The quarterly summaries will provide a mechanism for assessing both the number and nature of complaints and requests for information, along with the Project's ability to address those in a timely and effective manner. Information on public engagement activities undertaken by the project during the year may be conveyed to the stakeholders in various ways including community durbars, HIA Management Board (HMB) meetings and quarterly reports.

Solidaridad West Africa will maintain a database and activity file detailing all public consultation, disclosure information and grievances collected throughout the project implementation. This will be available for public review on request. Stakeholder engagements would be evaluated by NRS and the WB during missions. The following indicators will be used for evaluation:

1. Awareness and level of understanding of the project stakeholders;
2. Quarterly grievances received and redressed; and
3. Level of involvement of affected people in committees and joint activities and in the project itself.

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

Annexes

Annex 1. Template to Capture Grievance

GRIEVANCE REGISTER						
COMMUNITY GRIEVANCE REDRESS COMMITTEE						
<u>Grievance Registration</u>, Resolution and Referral Form						
NO.	DATE	NAME OF COMPLAINANT	CONTACT	SUMMARY OF COMPLAINT	LEVEL: (1, 2, 3)	REMARKS (resolved/referred)