

GOVERNMENT OF GHANA



MINISTRY OF FOOD AND AGRICULTURE



GHANA TREE CROP DIVERSIFICATION PROJECT (GTCDP) (P180060)

STAKEHOLDER ENGAGEMENT PLAN (SEP)

FINAL REPORT

APRIL 2023

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ACRONYMS AND ABBREVIATIONS

| | |
|----------------|------------------------------------------------------|
| APFOG | Apex Farmers Organization of Ghana |
| CAPEAG | Cashew Processors and Exporters Association of Ghana |
| CBO | Community Based Organisation |
| CGRC | Community Grievance Redress Committee |
| CIAG | Cashew Industry Association of Ghana |
| CMS | Cocoa Management System |
| COCOBOD | Ghana Cocoa Board |
| CoFAG | Coconut Farmers Association of Ghana |
| COPEAG | Coconut Producers and Exporters Association of Ghana |
| COVID | Corona Virus Disease |
| CRI | Crop Research Institute |
| CRIG | Cocoa Research Institute of Ghana |
| CSIR | Council for Scientific and Industrial Research |
| CSO | Civil Society Organisation |
| CSSVD | Cocoa Swollen Shoot Virus Disease |
| DCS | Directorate of Crop Services |
| EPA | Environmental Protection Agency |
| ESCP | Environmental and Social Commitment Plan |
| ESF | Environment and Social Framework |
| ESIA | Environmental and Social Impact Assessment |
| ESMF | Environmental and Social Management Framework |
| ESMP | Environmental and Social Management Plan |
| ESS | Environmental and Social Standard |
| FBO | Farmer Based Organisation |
| FDA | Food and Drugs Authority |
| FONG | Farmer Organisation Network in Ghana |
| FORIG | Forestry Research Institute of Ghana |
| GAPs | Good Agricultural Practices |
| GBV | Gender Based Violence |
| GCLMS | Ghana Child Labour Management System |
| GDP | Gross Domestic Product |
| GFAP | Ghana Federation of Agricultural Producers |
| GIZ | German Agency for International Cooperation |
| GM | Grievance Mechanism |
| GNCOFA | Ghana National Cocoa Farmers Association |
| GoG | Government of Ghana |
| GIP | Good International Practice |
| GRM | Grievance Redress Mechanism |
| GS | Ghana Standard |
| GSA | Ghana Standard Authority |
| GTCDP | Ghana Tree Crop Diversification Project |
| IDA | International Development Association |
| IPF | Investment Project Financing |

| | |
|----------------|--------------------------------------------------------------------|
| IPMP | Integrated Pest Management Plan |
| ISO | International Organization for Standardization |
| KPI | Key Performance Indicators |
| LBC | Licensed Buying Company |
| LMP | Labour Management Procedures |
| MDAs | Ministries, Department and Agencies |
| MEDA | Mennonite Economic Development Associates |
| MELR | Ministry of Employment and Labour Relations |
| METASIP | Medium-Term Agricultural Sector Investment Plan |
| MGCSP | Ministry of Gender, Children & Social Protection |
| MLHR | Ministry of Lands and Natural Resources |
| MMDA | Metropolitan, Municipal and District Assemblies |
| MOFA | Ministry of Food and Agriculture |
| MoTI | Ministry of Trade and Industry |
| MOVE | Market Oriented Value Chains for Jobs and Growth for ECOWAS Region |
| NADMO | National Disaster Management Organisation |
| NGO | Non-Governmental Organisation |
| PAI | Project Area of Influence |
| PAP | People Affected by the Project |
| PBA | Performance Based Allocation |
| PCU | Project Coordination Unit |
| PDO | GTCDP Development Objective |
| PFAG | Peasant Farmers Association of Ghana |
| PGEI | Plant Genetics Research Institute |
| PIU | Project Implementation Unit |
| PID | Project Information Document |
| PPRSD | Plant Protection and Regulatory Services Directorate |
| RAP | Resettlement Action Plan |
| ROAA | Rubber Outgrowers and Agents Association |
| SARI | Savanna Agricultural Research Institute |
| SEA | Sexual Exploitation and Abuse |
| SEP | Stakeholder Engagement Plan |
| SH | Sexual Harassment |
| SME | Small and Medium scale Enterprise |
| SML | Shorter Maturity Loans |
| SMS | Short Message Service |
| SUW | Scale-Up Window |
| SWCDD | Social Welfare and Community Development Department |
| SWIMS | Social Welfare Information Management System |
| TCDA | Tree Crops Development Authority |
| TCDC | Tree Crops Development Centres |
| TCSC | Tree Crops Service Centres |
| USDA | United States Department of Agriculture |
| VC | Value Chain |
| WB | World Bank |
| WRC | Water Resources Commission |

EXECUTIVE SUMMARY

This Stakeholder Engagement Plan (SEP) is designed to provide an effective framework for interaction with potentially affected parties and persons with interest including vulnerable and beneficiary groups in the design, implementation and outcomes of the Ghana Tree Crop Diversification Project (GTCDP). The SEP outlines the strategies and approaches the Project Coordinating Unit (PCU) at TCDA and the Project Implementing Unit (PIU) at COCOBOD will adopt in engaging with all the identified stakeholder groups for timely, relevant and effective stakeholder engagement throughout the project life cycle. The SEP is also prepared in compliance with the application of the World Bank Environmental and Social Standard 10 (ESS10) on stakeholder engagement and information disclosure and the Environmental Assessment (EA) Regulations of Ghana. These frameworks recognize the importance of open and transparent engagement with project stakeholders as essential element of good practice.

The GTCDP, amongst others, aims to support the existing capacity of the Ghana Cocoa Board (COCOBOD), and strengthen the nascent organisational capacity of the Tree Crop Development (TCDA), and provides the optimal enabling environment for legalization and implementation of tree crop regulations and agribusiness policies and strategies. This in turn will ensure that local farmers, traders, and processors are adequately supported and able to generate jobs and profits from the production, processing and marketing of cocoa, cashew, coconut and rubber tree crops. More importantly, and at the most fundamental level, farmers will be provided with the required support to increase productivity. This includes the knowledge and financing to adopt new climate smart technologies to boost yields, reduce pest and disease, rehabilitate, and sustainably intensify production. The project's geographical scope is delimited to five (5) main regions of Ghana including Savanna, Bono, Bono East, Eastern and Western North and will concentrate on eleven (11) districts including Bole, Sawla-Tuna-Kalba, Wenchi, Tain, Techiman Municipal, Techiman North, West Akim, Upper West Akim, Suhum.

The GTCDP has four (4) components comprising:

Component 1. Institutional Strengthening and Value Chain Governance: The objective of this component is to strengthen the institutional capacity of TCDA and COCOBOD and improve sector governance for competitive and sustainable development of tree crops.

Component 2. *Improving Tree Crops Productivity and Climate Resilience:* This component seeks to support the productivity, profitability, and climate resilience of cocoa, cashew, coconut and rubber tree crop farms.

Component 3. *Support for Post-Harvest Management, Processing, Value Addition and Market Access:* This component will support private investments in secondary value addition of SMEs in cocoa, cashew, coconut and rubber value chains and in cashew and coconut processing units.

Component 4. Project Coordination, Management, Monitoring and Evaluation: This component will focus on the establishment of a project coordination unit (PCU) at TCDA and project implementation unit (PIU) at COCOBOD for effective coordination, management, and project monitoring and evaluation.

Considering the scope of the project to be undertaken, the GTCDP stakeholders can be categorized as follows:

- **Project Affected-Parties.** These are individuals/groups/local communities, and other stakeholders who have been identified as most susceptible to changes associated with the GTCDP activities, and who need to be closely engaged in identifying impacts and their significance, as well as in decision-

making on mitigation and management measures. The following individuals and groups fall within this category:

- a) Cocoa, coconut, cashew and rubber farmers and their associations;
- b) Seed gardeners
- c) Aggregators /Buyers
- d) Processors (e.g., artisanal chocolatiers, and SMEs involved in using processed cocoa and cashew apple for other products such as drinks
- e) Small and medium scale businesses
- f) Traditional Authorities, chiefs, and landowners
- g) Input suppliers
- h) Traders and exporters
- i) Transporters of cash crops
- j) Retailers and consumers of cocoa, cashew and coconut produce/products
- k) Public and private nursery centres/operators
- l) Research institutions (CRIG, CSIR-OPRI)
- m) Traders and Exporters Association of Ghana

The Project Affected Parties also include vulnerable groups such are persons who may be disproportionately impacted or further disadvantaged by the GTCDP activities as compared with any other groups due to their vulnerable status and may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the GTCDP interventions. Such groups may include:

- a) Children
- b) People living with disability (PWDs)
- c) Women
- d) Aged/elderly
- e) Youth
- f) Extremely Poor households
- g) Widows
- h) People living in remote areas/less accessible
- i) Settlers, Tenant farmers and migrants

• **Other Interested-Parties**

These are individuals/groups/entities/institutions that may not experience direct impacts from the GTCDP activities/interventions but who consider or perceive their interests as being affected by the GTCDP activities and/or who could influence the process of its implementation in some way. These stakeholders who also belong to the second and third categories of stakeholders are identified by their interest in or influence on project interventions and outcomes and include the following:

- a) Tree Crops Development Authority (TCDA)
- b) COCOBOD
- c) World Bank
- d) Metropolitan, Municipal and District Assemblies (MMDAs)
- e) Ministry of Food and Agriculture (Directorates, Projects, Stations etc.)
- f) Ministry of Lands and Natural Resources (MLNR)
- g) Ministry of Finance and Economic Planning (MOF)
- h) Ministry of Trade and Industry (MOTI)

- i) Ministry of Local Government Decentralization and Rural Development (MLGDRD)
- j) Ministry of Environment, Science, Technology and Innovation (MESTI)
- k) Ministry of Gender, Children and Social Protection (MGCSP)
- l) Ministry of Employment and Labour Relations (MELR)-Child Labour Unit (CLU)
- m) Office of the Head of Local Government Service (OHLGS)
- n) Ghana Export Promotion Authority
- o) Ghana Standard Authority (GSA)
- p) Food Drugs Authority (FDA)
- q) Research Institutions (CRIG, CSIR, OPRI, etc.)
- r) Ghana Export Promotion Authority (GEPA)
- s) Ghana Irrigation Development Authority (GIDA)
- t) Water Resources Commission (WRC)
- u) Land Commission (LC)
- v) Forestry Commission (FC)
- w) Environmental Protection Agency (EPA)
- x) Development Partners (e.g., GIZ-MOVE, USDA Procashew, MEDA, UNICEF, EU, FAO, ILO, JICA)
- y) Private Sector companies (e.g., Mars Krightley, Hershey, Cargill Ghana, Fairtrade, Berry Collebaut, Rainforest Alliance, Mastercard Foundation, World Cocoa Foundation (WCF))
- z) Non-Governmental Organizations/Community-Based & Civil Society Organizations (e.g., Action Against Child Exploitation (ACE), International Cocoa Initiative (ICI), SEND West Africa, Global March Against Child Labour and the General Agricultural Workers Union (GAWU), International justice mission, ECOM trading, Tropenbos Ghana, SEND Ghana, PUR Project, Agro Eco, Citizens Watch Ghana, Fanteakwa coop union, Conservation Alliance International, Cocoa Life Farmers, Right to Play)
- aa) Labour unions (Agricultural workers union)
- bb) Media
- cc) Disability Groups/Associations
- dd) Public and private financial institutions
- ee) Law enforcement officials (e.g., police)
- ff) Community Child Protection committees
- gg) School Management Committee (SMC)
- hh) Community level self-help groups
- ii) Community Beneficiaries Welfare Associations (BWA)
- jj) Traditional Authorities
- kk) Civil society organizations, and policy think tanks
- ll) Religious and faith-based organizations

The stakeholders were consulted using multiple methods and approaches to obtain their comments and concerns on the proposed project with respect to the potential environmental and socioeconomic impacts and risks as well as child labour issues that have to be addressed during the various stages of the project's life cycle. A summary of stakeholder concerns and responses have been presented in the table below:

Summary of stakeholder concerns and responses

| Category of Stakeholder | Key Concern/Comment | Responses |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government Ministries, Departments and Agencies. <ul style="list-style-type: none"> • Ministry of Food and Agriculture (MOFA) – Directorate of Crop Services (DCS), Plant Protection and Regulatory Services Directorate (PPRSD) etc. • Ghana Cocoa Board (COCOBOD) • Environmental Protection Agency (EPA) • Ghana Standard Authority (GSA) • Food and Drugs Authority (FDA) • Ministry of Finance (MoF) • Ministry of Local Government Decentralisation and Rural Development (MLGDRD) • Ministry of Gender, Child and Social Protection (MoGCSP) • Ministry of Employment and Labour Relations (MELR) – Child Labour Unit • Ghana Standard Authority (GSA) | Funding for farm inputs (seedlings, fertilizers, pesticides), including credit/loans and training for the tree crop value chain actors is a gap. | Project subcomponent 2.2 will support private sector to deliver seeds, saplings, other inputs, matching grants, subsidy, etc to farmers. The subcomponent 2.3 will build the capacity of FBOs to enhance their ability to implement and absorb the project's productivity investments. |
| | <i>Child Labour:</i> The use of child labour during the project implementation. | Under the project subcomponent 1.3, an integrated, area-based child labour prevention and response system will be established in 11 project districts to deal with the issue of child labour in collaboration with institutions such as the Child Labour Unit of the MELR. This concern has been extensively addressed in the Labour Management Procedures (LMP) developed for the project. |
| | Environmental risks exist-including fugitive emissions, waste generation and soil contamination from agro-chemical use, occupational and public health safety, etc. | An Environmental and Social Management Framework (ESMF) has been prepared for the project with a screening checklist to be used to identify environmental risks and impacts during subproject implementation as part of project impact assessment and mitigation. The ESMF has made provision for impact identification and enhancement. |
| | Certification of planting materials and products. Development of standards for materials and products under the project and methodology to ensure products are weighed accurately using appropriate weighing equipment. | The project will collaborate with relevant institutions such as MoFA-PPRSD, GRIG GSA on modalities for certification of planting materials and products. |
| | Products must meet standards and ensure compliance with the standards by actors. | The project will engage further with the Food and Drug Authority (FDA), GSA to ensure product compliance with market standards. |
| | Project objectives must be stated clearly to indicate project viability. | A comprehensive project appraisal document has been prepared for project implementation in addition to other management plans. |

| Category of Stakeholder | Key Concern/Comment | Responses |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Research Institutions <ul style="list-style-type: none"> • Oil Palm Research Institute (OPRI) of CSIR • Cocoa Research Institute of Ghana (CRIG) • Crop Research Institute (CRI) of Council for Scientific and Industrial Research (CSIR) | Conduct sustainable and demand driven research aimed at providing scientific and technological support for the development of the cocoa, cashew, coconut and rubber industries. | The project's subcomponent 2.1 will finance OPRI, CRIG and CRI to integrate cutting edge technology into research programs relating to cocoa, cashew, coconut and rubber in respect of laboratories, capacity building and training of researchers, developing high-yielding, pest and diseases-resistant, stress-tolerant coconut varieties. |
| Farmers' Association | (i) Climate change poses the greatest threat to the Cashew sector since production is seasonal. The GTCDP should devote more resources to shade tree planting. (ii) Drying of water bodies due to climate change and indiscriminate cutting of trees (iii) Administration of Association-Lack of qualified staff/personnel to manage farmers' offices is another challenge. There must be strategies to build capacity in this area. | Subcomponent 2.2 supports on-farm productivity enhancement and climate resilience of tree crop farms. The project financing for TCDA under this subcomponent for the cashew sector will include provision of matching grants, inputs, subsidy, etc., to farmers, private sector nurseries and delivery of CSA through e-extension and training. The subcomponent 2.3 will build the capacity of FBOs to enhance their ability to implement and absorb the project's productivity investments. |
| Processors Association | One of the major challenges is waste management from the Shells which contain the Cashew Nut Shell Liquid (CNSL) that has high acid content. Manual picking and peeling of cashew apples are labour intensive activities that may pose health and safety challenges to workers. | The ESMF has made provision for waste management and will consider various technologies to deal with waste generated from cashew processing. Alternative use for these wastes should be explored such as for fueling boilers of processing factories. LMP has been developed for the project that will further engage the relevant stakeholder to mitigate this occupational health and safety challenge. |
| Traders/Exporters Association | Local participation in the sector is very low, the traders are made of about 98 % Ghanaians while the exporters form about 98 % foreigners. Few women are involved in the Cashew Trading and | Subcomponent 1.3 makes provision for various government ministries and agencies such as MoGCSP, MLGDRD, MELR, OHLGS, development partners such as ICI, UNICEF and private sector actors and civil society to ensure active participation of women and other vulnerable groups. |

| Category of Stakeholder | Key Concern/Comment | Responses |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Private sector and civil society</p> <ul style="list-style-type: none"> • Cargill Ghana, • MasterCard Foundations, • SEND West Africa, • SEND Ghana, Cocoa Life Ghana, etc. | <p>Regular, accurate, and reliable data on child labour is limited.</p> <p>The risks associated with pesticide use are not limited to the children who may be working, but also to other children who may be at home when spraying occurs.</p> | <p>Subcomponent 1.3-Preventing and Responding to Child Labour among others will ensure implementation of nationally representative child labor surveys for cocoa, cashew, coconut and rubber tree crops.</p> <p>The project will collaborate with institutions such as MELR, MoGCSP to implement this subcomponent.</p> <p>LMP developed for the implementation of the project has provided measures for mitigating potential risks to children.</p> <p>An Integrated Pest and Disease Management Plan (IPMP) developed for the project has made provision to mitigate the risk of pesticide use.</p> |
| <p>Department of Agriculture in the project municipalities and districts</p> | <p>Climate change presents a threat to the sector.</p> <p>Pest/Disease Prevalence ranges from moderate to high on farms in the districts.</p> <p>The misuse of pesticides by farmers is a key environmental issue that needs to be addressed because it poses a risk to any nearby water body.</p> <p>Land Tenure System-land is acquired through multiple modes in accordance with traditions, norms and customs of specific district.</p> | <p>Subcomponent 2.2 supports on-farm productivity enhancement and climate resilience of tree crop farms. The project under the subcomponent will finance the delivery of CSA through e-extension and training.</p> <p>The project will finance COCOBOD's rehabilitation of CSSVD-infested farms under subcomponent 2.2.</p> <p>Pesticide use is a major impact and has further been addressed in the Integrated Pest and Disease Management Plan (IPMP) for the project.</p> <p>Farmers will be regularly educated on timely application of agro chemicals as well as application of appropriate dosage. The project will liaise with Regional PPRSD and EPA offices to carry out spot checks at the agro input shops.</p> <p>A Resettlement Policy Framework (RPF) Has been developed for the project which outlines the legal and institutional frameworks that pertain to land acquisition for project implementation.</p> |

A wide range of communication tools will be used to disseminate information to the different stakeholders given the observed differences in power, literacy, abilities and level of appreciation and understanding of the project. The tools include:

- **Printed Communications:** - e.g., Project manual, Project reports
- **Electronic Communications, Online and Social Media Platforms:** - e.g., Website, Social media platforms, Email updates:
- **Events:** - including meetings and workshops
- **Traditional Media:** - including documentaries, news, press releases, commentaries, media interviews or background briefings (television, radio, newspapers, magazines etc.), Community billboards and posters.

A detailed description of the methods of engagement with the various vulnerable groups is provided in this report.

Grievance Redress Mechanism

Any grievance received from the public shall be treated confidentially and resolved in a transparent and fair manner. The Grievance Redress Mechanism (GRM) will consist of a five-tier resolution arrangement system including the following:

- Farmer (Project Site) level;
- Complaint lodged at TCDA/COCOBOD District Office;
- Project-level (Zonal Office) grievance resolution;
- TCDA/COCOBOD National Office; and
- National legal level.

For grievance cases related to child labour, violations of child rights or child protection concerns, the project Grievance Redress Mechanism (GRM) will establish collaboration and referral procedures that respect the mandates established in the Children's Act 1998 (Act 560). This Act articulates the special procedures for child protection which are mandated to specialized officers with training to deal with the inherent vulnerability of children that is due to their young age. Grievances on Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) will only be recorded after securing full consent of the complainant in line with survival centred approach. The PCU /PIU will report activities and outcomes of SEA/SH surveillance and management to the World Bank on a regular basis. The procedure for SEA/SH mechanism will include:

- Reporting of SEA/SH;
- Investigation and referral of complaint to national authority; and
- Disciplinary measures.

The SEP includes monitoring, evaluation and reporting mechanism that will track and keep records on key performance indicators to assess the extent to which the SEP has been implemented. The successful implementation of the SEP will depend on the commitment of TCDA/COCOBOD and various stakeholder including MMDAs, the EPA play their expected roles.

The implementation of the Stakeholder Engagement Plan is estimated to cost a total amount of **Two Hundred and Sixty-One Thousand Five Hundred United States Dollars only (USD261,500.00)**.

1.0 INTRODUCTION

This Stakeholder Engagement Plan (SEP) is designed to provide an effective framework for interaction with potentially affected parties and persons with interest including vulnerable and beneficiary groups in the design, implementation and outcomes of the Ghana Tree Crop Diversification Project (GTCDP). Stakeholder engagement is the basis for building strong, constructive and responsive relationships that are essential for the successful management of a project's environmental and social impacts. This document outlines past stakeholder engagement efforts carried out before and during its preparation. The SEP outlines the strategies and approaches the Project Coordinating Unit at the Tree Crops Development Authority (PCU-TCDA) and the Project Implementing Unit at Ghana Cocoa Board (PIU-COCOBOD) will adopt in engaging with all the identified stakeholder groups for timely, relevant and effective stakeholder engagement throughout the project life cycle. The SEP is also prepared in compliance with the application of the World Bank Environmental and Social Standard 10 (ESS10) on stakeholder engagement and information disclosure and the Environmental Assessment (EA) Regulations of Ghana (LI 1652).

TCDA and COCOBOD recognize the importance of open and transparent engagement with project stakeholders as an essential element of Environmental and Social Assessment good practice. The SEP identifies what information will be in the public domain, in what languages and where it will be located. It explains the opportunities for public consultation, provides a deadline for comments and explains how people will be notified of new information or opportunities for comment. It also explains how comments will be assessed and taken into account and describes the project's grievance redress mechanism and how to access this mechanism. The SEP commits to releasing routine information on the project's environmental and social performance, including opportunities for consultation and how grievances will be managed.

1.1 Purpose and Scope of the Stakeholder Engagement Plan

The purpose of this SEP is to define a program for stakeholder engagement, including public information disclosure and consultation under the GTCDP. The SEP clearly and concisely describes the procedures and steps by which the project team will communicate with stakeholders and includes a mechanism by which people can raise concerns and provide feedback about activities related to the project. Sufficient involvement of all stakeholder groups including the local population is key to the success of the project to ensure a smooth collaboration between project staff, communities and all other actors.

The ESS10 of the World Bank's Environmental and Social Framework (ESF) and the EA Regulations 1999 (L.I. 1652) of Ghana provide the general framework and procedures for planning and conducting stakeholder engagement activities for any proposed project; and recognize the importance of open and transparent engagement with project stakeholders as an essential element of EA good practice. It is key to identify what information will be in the public domain, in what languages, and where it will be located. It should explain the opportunities for public consultation, provide a deadline for comments, and explain how people will be notified of new information or opportunities for comment. It should explain how comments will be assessed and taken into account. It should also describe the project's grievance mechanism and how to access this mechanism. The SEP should also commit to releasing routine information on the project's environmental and social performance, including opportunities for consultation and how grievances will be managed.

Above all, the stakeholder engagement should be an inclusive process expected to be conducted in the project phases. This must be properly designed and implemented at the early stages of the project development to support the development of strong, constructive and responsive relationships, important for the successful identification and management of the environmental and social risks and impacts of the project, as well as the enhancement or optimisation of project benefits. The SEP identifies 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.

1.2 Objectives of the SEP

This SEP is prepared for the GTCDP under the World Bank's ESS10 which advocates for effective stakeholder engagement, information dissemination and disclosure at all stages and with all stakeholders as a way to improve the environmental and social sustainability of projects, enhance project acceptance, and make significant contribution to successful project design and implementation.

The specific objectives of the SEP are to:

- Provide ongoing information on the project to various stakeholders.
- Encourage equal participation of all affected groups in the consultation process.
- Disclose, if any, environmental and social risks and impacts for timely mitigation measures to be taken.
- Obtain stakeholder input on project management and mitigation measures.
- Facilitate open and continuous communication and consultation between various stakeholders and communities.
- Provide feedback and address any concerns through Grievance Mechanism (GM).

This SEP will facilitate the establishment of general principles and procedures to guide the identification of relevant stakeholders and to plan for engagement once specific project sites are identified.

2.0 Overview of The Ghana Tree Crop Diversification Project (GTCDP)

The tree crop sector in Ghana has contributed to agricultural exports and economic growth. Tree crops generate income for subsistence households as well as for commercial producers. While production constitutes just 24 percent of the land area cultivated, and 9 percent of the total volume of crops produced, they account for roughly 85 percent of Ghana's total agricultural exports, 70 percent of which is cocoa. Globally, Ghana is the second largest producer of cocoa after Cote d'Ivoire, having generated 17 percent of the global supply from 2019 - 2022. In 2022, Ghana produced about 800,000 tons of cocoa, worth roughly US\$2 billion - accounting for 9 percent of Ghana's GDP and 20–25 percent of its foreign exchange earnings. Ghana is also a more minor supplier of half a dozen other tree crops including cashews (2% of global supply in 2020), coconuts, oil palm fruit, natural rubber (each <1% but among the top-20) and mangos (<1%, ranked 36th). (FAO 2022, and Comtrade 2022).

The tree crop sector can contribute substantially more to Ghana's economy and society than it currently does, including in terms of job creation, poverty reduction, and upholding the socio-economic fabric of some of the country's poorest people. Cocoa, coconut, rubber, and cashew segments employ some 728,000, 423,000, 39,815 and 5,200, farmers respectively. On-farm employment in producing these crops accounts for nearly 9 percent of Ghana's total labour force. However, low farm-level earnings typically undermine the sector as a source of sustainable livelihoods for most growers. In cocoa for example, a study in 2021 found that up to 60 percent of producers remain below the international poverty line and that between 75 and 90 percent earn less than \$5.81 (2018 PPP) per person per day. Less information is available on poverty in other tree crop segments of Ghana, but most producers are predominantly rural smallholders, and most likely poor.

Additionally, persistent challenges limit the development of the tree crop sector. Low and stagnant productivity is the most pressing of these, with low yields despite increases in output in recent decades. Low yields are followed by weak coordination and management which limit farmers' access to inputs, technical capacity, and negotiating power. Producers also remain largely unaware of the practical implications of climate smart agriculture (CSA) and related practices, and of the risks that climate change and biodiversity loss represent for their production. This is highly significant at the macro level as well given the sector's role as a primary driver of deforestation as well as its considerable potential contributions to reforestation, restoration of degraded lands, and carbon sequestration and storage. Tree crops can be used as a centerpiece of agroforestry. Tree crops are vulnerable to shifts in agroecological zones resulting from climate change. They are also significantly more vulnerable to pests and diseases, and because they take several years to generate yields, tree stocks require proactive rejuvenation efforts, including incentives and financing, to prevent productivity decline. Child labour is highly prevalent in the sector and well documented particularly in cocoa. Farmers lack connectivity with upstream service providers for inputs such as saplings and fertilizer, and downstream value addition including processing. The capacity to process and add secondary value is limiting the country's optimization of revenue from tree crops. The situation varies by tree crop, cocoa being particularly distinct.

The sector's challenges, including low productivity, low product quality, weak supply chains that make it difficult to track products, low processing and value-added capacity, weak value chain governance, poor infrastructure, a weak product tracking system and a lack of financial services for value chain actors as well as the involvement of multiple stakeholders make it important for consultation and engagement to maximize the value of the crops.

To support the competitiveness and sustainable development of the tree crop subsector, the Government of Ghana has requested the assistance of the World Bank Group for designing and financing a six-year Ghana Tree Crop Diversification Project (TCDP) to be implemented by COCOBOD and the Tree Crops Development Authority (TCDA) under the supervision of the Ministry of Food and Agriculture (MoFA). The project will focus on four value chains: cocoa, cashew, coconut and rubber.

The Project Development Objective (PDO) is to improve productivity, increase value added, and promote climate resilience for selected tree crop segments in project areas. The GTCDP aims, among other things, to support the existing capacity of COCOBOD, to strengthen the nascent organizational capacity of the TCDA, and to provide an optimal enabling environment by legalizing tree crop regulation and implementing tree crop regulations and agribusiness policies. In turn, this will ensure that local cocoa, cashew, coconut, and rubber tree farmers, traders, processors, and exporters are well supported and able to generate jobs and profits. Moreover, and at the most fundamental level, farmers will receive the necessary assistance to increase productivity. This includes the knowledge and funding necessary to adopt new climate-smart technologies in order to increase yields, reduce pests and diseases, rehabilitate, and intensify production sustainably. In this instance, preventing deforestation, mitigating the effects of climate change, and contributing to social sustainability are the objectives. In addition to inputs, extension (technical assistance), organization, and digitization will be provided to farmers. It is more difficult to ensure that farmers receive fair prices and premiums for engaging in responsible—no child labour, no deforestation—climate-friendly production systems without traceable digital systems that uniquely identify farmers. Supporting farmers necessitates the development and implementation of cutting-edge tree crop research.

2.1 The Tree Crop System Components

The project's design takes into account the need to invest in each of these tree crop system components and will facilitate their growth. The four project components, each with subcomponents, are as follows:

Component 1. Institutional Strengthening and Value Chain Governance

The objective of this component is to strengthen the institutional capacity of TCDA and COCOBOD and improve sector governance for competitive and sustainable development of tree crops. This will be achieved by: (i) supporting organizational capacity development of both institutions; (ii) operationalizing policies and regulations meant to improve the enabling environment; (iii) investing in digitizing the value chains for traceability including environmental and social sustainability, and (iv) building the national capacity to monitor and prevent child labour in the tree crop sector.

Subcomponent 1.1. Institutional capacity, policies, and regulations; The project will support COCOBOD in implementing its Medium-Term Capacity Building strategy. Implementation includes strengthening the operational capacity of its technical departments like the research, monitoring and evaluation department (RM&E), the Cocoa Health and Extension Department (CHED), Quality Control and Cocoa Marketing, as well as the auxiliary departments including human resource, finance, internal audit, and information system departments. The project will also finance the following activities (i) COCOBOD Information Technology (IT) agility and paperless transformation of internal operations, as well as interoperability of administrative processes with the Cocoa Management System (software, IT equipment and training of staff; (ii) technical assistance (TA) to develop a methodology for measuring and monitoring carbon sequestration under cocoa farms, for accessing climate financing; (iii) TA to finalize and implement the

policy and standards for cocoa agroforestry. These standards will guide on-farm productivity investments with environmental benefits (including Climate Co-Benefits); and (iv) a study to evaluate and propose modifications to expand cost-effective access to semi-finished cocoa products (liquor, butter, and powder) from free zones companies through regulatory or policy instrument changes. The COCOBOD Project Implementation Unit (PIU) will be responsible for implementing activities under this subcomponent.

For TCDA, the project will finance the Agency to build its organizational capacity to deliver efficient agri-value-chain oriented services. This includes the following activities: (i) conducting a needs assessment, developing a capacity building plan, and implementing this plan for organizational development; (ii) financing the development of administrative policies and manuals for TCDA internal operations; (iii) strengthening the governance of the cashew, coconut and rubber value chain associations and their respective umbrella organizations. Support will be provided to the Federation of Associations of Ghanaian Exporters (FAGE), Cashew Council Coconut Federation – TCDA’s service delivery value chain interlocutors; and (iv) financing the operationalization of the tree crops regulation passed by parliament in early 2023, that would improve the enabling environment, via zonal offices, district assemblies and other entities. TCDA will also carry out consultations and analysis to better understand the impacts of its levies, farmgate access policies, and subsidies on farmers, processors, enterprise owners, and other value chain actors’ revenues and performance. TCDA’s Project Coordination Unit (PCU) will be responsible for the implementation of the set of activities.

Subcomponent 1.2. Value chain digitization for traceability. Under this subcomponent, the project will finance COCOBOD’s “last mile” roll-out of the Cocoa Management System (CMS) in project areas and train staff in the use of the system. The specific activities to finance under CMS include (i) functional operation for traceability (digital grading and sealing); (ii) making digital payments, input distribution, and other farm management services operational; (iii) training of COCOBOD and Licensed Buying Company (LBC) staff linked to quality control company (QCC), Cocoa Marketing Company (CMC), CHED, RM&E on how to use relevant applications of the CMS system; (iv) financing logistics for operationalization i.e. computers, tablets, basic connectivity, and vehicles; (v) capacity building, knowledge exchange, and study tours. The subcomponent will also finance the development and implementation of e-extension modules for CHED, leveraging CMS to offer extension. The financing will support farm-level tree tagging and remote sensing, the subcomponent will also monitor land use changes, study climate change patterns and their impacts, and estimate on-farm biomass and carbon storage that could benefit from climate financing. COCOBOD’s PIU with CMS department will be responsible for implementing these activities.

TCDA will be financed to implement an existing blueprint for digitizing the value chains it oversees. Support will be provided for: (i) a web-based platform and apps for licensing and regulating the operations of tree crop value chain actors (including farmers and their FBOs); (ii) the mapping of value chain actors, including the mapping of farm parcels, and other data collection; (iii) the training of value chain associations (the Cashew Council and Coconut Federation) and TCDA staff in the use of the platform; and (iv) the upgrading and maintenance of a database of certified and traceable tree crop value chain actors (on the platform). TCDA’s PCU will be responsible for implementing these activities.

Both systems at TCDA and COCOBOD will be designed to be interoperable with other databases to ensure that the digitized systems respond to international and regional quality standards around child labour, forest degradation, and deforestation.

Subcomponent 1.3. Preventing and responding to child labour: Under the subcomponent, an integrated, area-based child labor prevention, identification, and remediation strategy will be applied in the 11 project districts. The project will collaborate with the Ghana Productive Safety Net Project-2 (GPSNP-2; P175588) to leverage social protection support to project communities and will, in addition, finance the following specific activities under the subcomponent (i) alternative livelihood support, consisting of a mix of empowerment interventions, including financial empowerment and expansion of income generating opportunities, to vulnerable households that are not eligible under Livelihood Empowerment Against Poverty (LEAP) support; (ii) implementation of nationally representative child labor surveys for project tree crops and assessment of prior inter-ministerial interventions in child labor; (iii) set up of a national child labor implementation review committee for harmonizing ministerial interventions; (iv) set up of child labor desk or unit at COCOBOD and TCDA; (v) scaling up of Ministry of Gender, Children and Social Protection's Social Welfare Information Management System (MOGCSP SWIMS) and Ministry of Employment and Labour Relations' Ghana Child Labour Management System (MELR's GCLMS) in the project districts currently not implementing these child labor monitoring systems; (vi) development of an interface between GCLMS and COCOBOD's CMS and TCDA's digital platform; (vii) increasing awareness, case management and remediation of child labor. This subcomponent will be implemented by COCOBOD's PIU and TCDA's PCU in collaboration with the GPSNP, Ministry of Local Government and Rural Development (MLGDRD), Office of the Head of Local Government Service (OHLGS), MOGCSP, MELR, and Ghana Statistical Services (GSS).

Component 2. Improving Tree Crops Productivity and Climate Resilience

This component supports the productivity, profitability, and climate resilience of tree crop farms and these objectives will be achieved by: (i) strengthening research capacity for tree crops and ensuring collaboration with value chain actors to promote demand driven research; (ii) rehabilitating farms affected by cocoa trees disease through the use of a compensation mechanism and adoption of improved cutting, spraying, and other farming practices; (iii) supporting cashew, coconut and rubber nurseries engaged in climate-smart tree multiplication and input delivery centers; (iv) linking private sector service delivery to farmers via the coconut federation, cashew council and FBOs; and (v) strengthening delivery of climate-smart extension and other relevant services. The component promotes reforestation, restoration of degraded lands, and carbon sequestration to maximize climate co-benefits (CCBs).

Subcomponent 2.1. Demand driven research: The project will finance COCOBOD and the Cocoa Research Institute of Ghana (CRIG) to integrate cutting edge technology into research programs relating to cocoa. Specific activities to be financed are (i) expanding and refurbishing laboratory space and upgrading equipment; (ii) capacity building and formal training of researchers; (iii) documentation of existing knowledge and gaps in current recommendations for CSSVD control; (iv) identification of all major CSSVD strains, early detection for CSSVD and ancillary research; (v) research in priority topics for cocoa farmers. These activities will be implemented by the Cocoa Research Institute of Ghana (CRIG) under COCOBOD PIU's supervision.

In cashew, coconut, and rubber research, activities to be financed are (i) establishing and upgrading in-vitro laboratories for cashew and coconut respectively, to develop high-yielding, pest- and disease-resistant, and climate-resilient tree crop varieties; (ii) capacity building and formal training of researchers; (iii) developing and disseminating appropriately stress-tolerant tree crop varieties for different geographical regions including, highly disease prone ones (iii) research in other priority areas. These

activities will be implemented by CRIG, Oil Palm Research Institute (CSIR-OPRI), and the CSIR Crop Research Institute (CSIR-CRI) under the TCDA PCU's supervision.

Under this subcomponent, for three years the project will finance TCDA to establish and institutionalize a market-led tree crops research agenda platform. The platform will be a collaboration with research institutions, value chain actors, farmers and development partners and is expected to be sustainable after the third year.

Subcomponent 2.2 On-farm productivity enhancement and resilience: Under this subcomponent the project will finance COCOBOD's rehabilitation of CSSVD-infested farms. The specific activities to be financed are: (i) core rehabilitation by competitively selected private sector firms -slashing, cutting of diseased and contact trees, application of arboricide, reinspection or retreatment, production and supply of plantain seedlings, production and supply of permanent shade trees, and cocoa saplings; (ii) standard payment to farmers and landlords to compensate for a loss of income from cutting of cocoa trees; (iii) individual contracts with farmers for maintenance - weeding, refilling of cocoa and economic shade trees, pesticide, and fertilizer application; (iv) support for rolling out e-extension on CSA practices in agriculture; (v) certification of all rehabilitated farms.

The project investment for cocoa rehabilitation will be roughly US\$ 64.49 million to rehabilitate 25,000 hectares, the bulk share of COCOBOD's project budget. COCOBOD would provide counterpart financing of around US\$ 27.5 million.

The project financing for TCDA under this subcomponent in cashew, coconut, and rubber, will support private sector to deliver seeds, saplings, other inputs, and CSA practices to farmers. The activities to be financed include (i) matching grants for private sector nurseries to be able to access loans to scale up multiplication services; (ii) matching grants to input suppliers for certification and to be able to access loans for scale up; (iii) provision of inputs to farmers via private sector; and (iv) delivery of CSA via e-extension and training. Targeting of farmers for access to quality planting materials and inputs will involve the bulk share of spending of TCDA under component 2.2. Farmers will receive a subsidy for these inputs. TCDA's PCU will be responsible for implementing the above activities with support from MOFA departments.

Subcomponent 2.3 Strengthening of FBOs: The subcomponent will also build the capacity of FBOs to enhance their ability to implement and absorb the project's productivity investments. For this, the project will (i) offer training on group dynamics, management, good governance, business development, M&E, and financial literacy; (ii) support the registration of cocoa cooperatives and the development of organizational by-laws if needed, in order to facilitate FBOs' access to rural finance and the establishment of contracts with buyers; (iii) help FBOs develop a strategy to communicate outreach efforts, and (iv) provide technical assistance, including help with logistics and short-term access to expertise and equipment (IT, audio, logistics).

Component 3. Support for Post-Harvest Management, Value Addition, and Market Access.

This component will support private investments in secondary value addition of SMEs in cocoa, cashew, and coconut value chains and in cashew and coconut processing units.

The component will involve these activities: (a) the promotion, mobilization and pre-screening of investments proposals via an independent selection committee; (b) the establishment of a matching grant window within TCDA to partially finance the cost of eligible investments; (c) the technical assistance provided to investors for the detailed preparation of business plans to be presented to financial institutions; (d) technical assistance to investors for the start-up phase of their investments; and (e) support for export fairs in country to link local businesses to buyers.

The project's investment support mechanism will be designed in a way that ensures long-term sustainability. In particular, the following principles will be applied: (i) selection criteria of eligible investments will include indicators to assess the mitigation and adaptation benefits of the investments (with the objective that at least 75 percent of supported subprojects are expected to have CCBs); (ii) investment proposals will include environmental and social assessments in line with World Bank policies and environmental and social standards; and (iii) technical assistance will be provided during the start-up period (a critical phase) to improve sustainability and reduce the risk perceived by participating financial institutions (PFIs).

Component 4. Project Coordination, Management, Monitoring and Evaluation

This component will focus on the establishment of project coordination unit (PCU) at TCDA and project implementation unit (PIU) at COCOBOD for effective coordination, management, and project monitoring and evaluation (M&E). Key activities will include: (i) establishing and maintaining financial management and procurement systems; (ii) reporting on program activities; (iii) ensuring the full implementation of environmental and social safeguards; (iv) maintaining and ensuring the performance of the monitoring and evaluation system; and (v) developing and implementing a knowledge management and communication for development strategy. This component will also be leveraged for designing and monitoring gender, child labour and other inclusion issues that will be internalized to the project. The component will finance the needed recruitments of project personnel and the operating costs of the project. Through component 4, the implementation of a project baseline and impact evaluation with quasi-randomized control trial (including surveys as baseline, midterm and endline) will be financed through an independent firm/s to be hired with the relevant expertise.

2.2 Project Location and Beneficiaries

Location

The project's geographical scope is delimited to five (5) main regions of Ghana comprising Savanna, Bono, Bono East, Eastern and Western North and will concentrate on eleven (11) districts with one or at most two districts in each region with substantial cocoa, cashew, coconut and rubber tree crops coverage (See **Attachment 1** for the map of the project regions). **Table 1** shows the commodity, selection criteria, total land area (Ha), land area being targeted (Ha), socio-economic characteristics and commodity farmer population by beneficiary region and districts.

Project Beneficiaries

Direct beneficiaries of the project are cocoa, cashew, coconut, and rubber farmers, nurseries and input suppliers, SMEs in cocoa, cashew, and coconut value addition, cashew, coconut and rubber associations, FAGE, FBOs and public institutions (including research-CRIG, CSIR-CRI, CSIR-OPRI, etc., COCOBOD, TCDA).

Project interventions in on-farm productivity will benefit 50,964 farmers and their households to improve productivity and incomes. Nearly 40 percent of on farm beneficiaries will be women. The project will support 10 nurseries and input suppliers. Roughly 212 SMEs in cocoa, cashew, and coconut value addition will be supported in the areas of project matching grants, technical assistance and access to markets and services. Of these, at least 60 percent will be female owned SMEs. Investments in the private sector through component 3 are expected to leverage significant additional private sector resources and provide jobs for roughly 21,000 beneficiaries. Cashew, coconut and rubber associations, FAGE, FBOs and public institutions (e.g., CRIG, CSIR-CRI, CSIR-OPRI¹, COCOBOD, TCDA, etc.) will be supported to expand their capacity through training, facilities, and other support financed by the project.

Indirect beneficiaries of the project are local communities, cooperatives and buyers that would benefit from improved institutional capacity of the parent organizations with impacts from levies collection through the digital system. Buyers of certified tree crops will benefit from improved contractual agreements with project communities. Similarly, local, and foreign buyers will receive increased access to SMEs for purchase of tree crop by products.

The project has transformational capacity due to the numbers of jobs that will be created linking downstream and upstream value chain actors in the cocoa, cashew, coconut, and rubber value chains. The support to nurseries and input suppliers will automatically create employment benefits among these private service providers and leverage private sector resources. The project investment should leverage at least 3 times the amount of resources from these businesses. More so, cashew and coconut processing have the capacity to create several thousand jobs. The project's support to private sector agribusiness is expected to create around 21,000 jobs at roughly an investment of US\$ 3,200 per job including a high proportion for women (60 %) and directly mobilizing youth.

¹ Core mandate of CSIR-OPRI in the tree crops sector is to conduct sustainable and demand driven research aimed at providing scientific and technological support for the development of the oil palm and coconut industries. OPRI's Past Research Activities in the Coconut Sub-sector included-Evaluation of coconut germplasm for their tolerance to the Cape St. Paul wilt disease (CSPWD), Investigations into the epidemiology of CSPWD and development of disease management strategies, Development of integrated pest management strategies for major pests of coconut in Ghana and Development of integrated soil fertility management strategies for coconut cultivation.

Table 1: Target regions and districts for the Tree Crops Diversification Project (GTCDP)

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|---------|----------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| Cashew | Savanna | Bole | High cashew production. High levels of poverty. Decline in quality and productivity levels due to inappropriate management practices | 963,100 | 96,310 | Population: 115,800 (M=59,903; F=55,897) | The geographic conditions (drought-prone plains) of Savannah put them at a disadvantage. This contributes to the high rate of poverty in the district. According to the Ghana Growth and Poverty Reduction Strategy (GPRS) 2006-2009 report, low productivity and poorly functioning markets for agricultural outputs are among the main causes of rural poverty, particularly in the district. Savannah has a high child labour prevalence with 49.4 % of children under 18 engaging in child labor. This is significantly higher than the national average (which is 28%) The proportion of school-age children who are out of school is also high, with 19.9 % of school age children being out of school. 28.8 % of children are stunted, which is an indicator of chronic malnutrition. | 21,509 | 5,377 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|--------|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | | | | | Birth registration, which is important to access services and support later in life, is however higher than national average with 95.5 % of children being registered at birth. | | |
| | | Sawla-Tuna-Kalba | High Level of production Potential for expansion. High levels of poverty. Decline in quality and productivity levels due to inappropriate management practices | 460,100 | 46,010 | Population: 112,664 (M=53,004; F=59,660) | The poverty rate in the district is high due to low productivity and poorly functioning markets for agricultural outputs are among the main causes of rural poverty, particularly in the district. This district faces the same level of social vulnerability as Bole (indicators presented above are for the regional level) | 26,889 | 6,722 |
| | Bono | Wenchi | Major cashew production. Processing area. Research Station. Decline in quality and productivity levels due to inappropriate management practices. | 493,900 | 49,390 | Population: 124,758 (M=60,960; F=63,798) | The poverty rate in the municipality is high due to inadequate industrial establishment in the municipality. About 57.6 % of the people in the municipality are farmers. Out of this, about one-third of the farmers produce perishable produce and due lack of storage facilities during | 63,840 | 15,960 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|--------|----------|--------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | | | | | bumper harvest there is a low price for farm produce. This makes their life miserable and unable to care for their dependents. In the Bono region, 32.5 % children aged between 5 and 17 engage in child labour which is higher than national average, while other social vulnerability indicators are the same or slightly lower than national average: 6.2 % of children of school age are out of school. 92.1 % of children are registered at birth and 13.7 % of children are stunted. (MICS 2017/18) | | |
| | | Tain | High cashew production. High levels of poverty. Decline in quality and productivity levels due to inappropriate management practices | 195,300 | 19,530 | Population: 115,568; (M = 58,382; F=57,186) | The poverty rate in the district is high due to inadequate industrial establishment in the district and the lack of a ready market for their produce. See above, child labour prevalence and other social vulnerability indicators which are for the Bono region | 39,414 | 9,854 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|-----------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|-----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | Bono East | Techiman Municipal | Major production and trading hub of cashew in Ghana. Decline in quality and productivity levels due to inappropriate management practices | 111,900 | 11,190 | Population: 243,335; (M = 118,699; F=124,636) | Techiman is noted as the largest market in the sub-region. It hosts traders from Togo, Benin, Cote D'ivoire, Burkina Fasso, and Mal, therefore is an International Market. The poverty rates increased among households whose heads are self-employed in agriculture, employees in the private sector, and unemployed or inactive persons. However, even though households whose heads are engaged as employees in the private sector experienced higher poverty rates, it is far lower than those who are engaged in the agriculture sector and unemployed. See above, child labor prevalence and other social vulnerability indicators which are for the Bono/Bono East region. | 27,365 | 6,841 |
| | | Techiman North | Major production area, Decline in quality and productivity levels due to | 38,940 | 3,894 | Population: 102,529; (M = 50,248; F=52,281) | The poverty rates increased among households whose heads are self-employed in | 33,052 | 8,263 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|---------|------------------------|------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|--------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | inappropriate management practices | | | | agriculture, employees in the private sector, and unemployed or inactive persons. However, even though households whose heads are engaged as employees in the private sector experienced higher poverty rates, it is far lower than those who are engaged in the agriculture sector and unemployed. See above, child labor prevalence and other social vulnerability indicators which are for the Bono/Bono East region. | | |
| Rubber | Eastern | Upper West Akim-Adeiso | Predominant production area in Eastern region. Potential Expansion | | 8,580 | | Eastern Region, had poverty incidences lower than the national average of 23.4 % (GLSS7) and their poverty rates had declined, both the growth and redistribution effects contributed to the decline in poverty. Child labor prevalence in the Eastern Region is similar to the national average and stands at 27.7 %. The proportion | 2000 | 500 |
| Coconut | | Upper West Akim-Adeiso | Predominant production area in Eastern region. Potential Expansion due to proximity to urban market. | | 1,000 | | | 1500 | 375 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|--------|----------------------|----------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | | 34,320 | | Population: 93,391; (M = 45,548; F=47,843) | of children out of school is lower than the national average, at a level of 3.7 %. Birth registration rate is also better than national average, and 16.2 % children are stunted (chronic malnutrition) (MICS 2017/18) | | |
| | | Suhum | Emerging production area in Eastern region. Potential Expansion due to proximity to urban market. | 101,800 | 1,000 | Population: 126,403; (M = 61,226; F=65,177) | Both growth and redistribution impacts contributed to the fall in poverty in the Eastern Area, where poverty incidences were lower than the national average of 23.4 % (GLSS7). See above, child labor prevalence and other social vulnerability indicators which are for the Eastern Region. | 500 | 125 |
| Cocoa | | West Akim-Asamankese | High prevalence of CSSVD in the Eastern Region and this District. The area is predominantly cocoa farmer population. | 19,744.53 | 5,000 | Population 120,145; M= 58,268; F= 61,877 | Eastern Region, had poverty incidences lower than the national average of 23.4 % (GLSS7) and their poverty rates had declined, both the growth and redistribution effects contributed to the decline in poverty. See above, child labor prevalence and other social | 13,500 | 3,000 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|---------------|----------|----------------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | | | | | vulnerability indicators which are for the Eastern Region. | | |
| | Western North | Bia East | High prevalence of CSSVD in the Western North Region and this District. The area is predominantly cocoa farmer population. | 23,426.45 | 10,000 | Population 53,073; M= 28,154; F= 24,919 | Agriculture activity, crop farming represents the main type of agricultural activity practiced in the district. However, the unfair distribution of value and power in the cocoa value chain is one of the root causes of the extreme poverty of farmers. Child labor prevalence in the Western North Region is similar to the national average and stands at 27.4 %. The proportion of children out of school is lower than the national average, at a level of 3.4 %. Birth registration rate is also better than national average, at 91.7 %, and 16.3% children are stunted (chronic malnutrition) (MICS 2017/18) | 8,500 | 5,500 |
| | | Bia West | High prevalence of CSSVD in the Western North Region and this District. The area is | 26,785.49 | 10,000 | Population 115,881; M= 59,955; F= 55,926 | The most common type of agricultural activity carried out in the district is crop cultivation. But, the deep poverty of farmers is a result of an uneven | 8,400 | 5,500 |

| Commodities | Region | District | Selection Criteria | Total Land Area (Ha) | Land area being targeted (Ha) | Socio-economic Characteristics | Socio-economic vulnerability and Poverty Issues | Commodity Farmer population | Target farmers |
|-------------|--------|----------|----------------------------------------|----------------------|-------------------------------|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------|
| | | | predominantly cocoa farmer population. | | | | distribution of power and value along the value chain. See above, child labor prevalence and other social vulnerability indicators which are for the Western North Region | | |

Source: Population and Housing Census 2021; Ghana Agriculture Census 2017/2018; Ghana Multiple Indicator Cluster Survey (GMICS) 2017/18).

3.0 LEGAL AND INSTITUTIONAL FRAMEWORKS FOR STAKEHOLDERS ENGAGEMENT

The relevant World Bank Environmental and Social Standards (ESSs) and the national policies and legal frameworks applicable to the preparation and implementation of the SEP are described below to guide implementation of GTCDP.

3.1 Relevant National Legal Frameworks

The legal frameworks in Ghana related to citizen engagement, participation, information acquisition and dissemination on public undertakings such as GTCDP are described below:

The 1992 Constitution of Ghana

The 1992 Constitution of Ghana acknowledges the right to information under Article 21(1) (f) as a fundamental human right of all citizens. This right will be properly enjoyed where the public is efficiently engaged in the processes and procedures of public institutions. Article 17 (1) and (2) guarantees gender equality and freedom of women and men, girls and from discrimination on the basis of social or economic status among others.

The Environmental Assessment Regulations, 1999 (LI 1652)

The Environmental Assessment Regulations 1999, (LI 1652) provides the regulatory framework for the administration of Environmental Assessment (EA) in Ghana. The regulation provides for the participation of stakeholders at all levels of the Environmental Impact Assessment (EIA) process in order to ensure that their concerns and inputs are considered as part of the design, planning, project implementation and decommissioning. Section 16 (1) (3) makes provision for the general public to make comments and provide suggestions on any project; Section 17 (1) makes provisions for public hearing; and Section 27 (1) provides the platform for complaints by aggrieved persons. Further, the 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.

The Right to Information Act, 2019 (Act 989)

The Right to Information Act, 2019, (Act 989) provides for the implementation of the constitutional right to information held by a public institution and relevant private institutions that receive public resources or perform public functions, subject to the exemptions that are necessary and consistent with the protection of the public interest in a democratic society, to foster a culture of transparency and accountability in public affairs and to provide for related matters. The Act mandates state institutions to uphold the right of a person to access information subject to the provisions of the Act.

Data Protection Act, 2012 (Act 843)

The Data Protection Act, 2012 (Act 843) sets out the rules and principles governing the collection, use, disclosure and care for personal data or information by a data controller or processor. This Act's main goal is to protect the privacy of the individual and personal data by regulating the processing of personal information. Therefore, the right of individuals' information will be respected and their information will not be disclosed without their consent. The collection of personal information will adhere to the data protection principles set out in the Act, Section 17–23. The Right to Information Act, 2019 (Act 989) also requires the right to access to information. It is meant to ensure Ghanaians have access to governance

or official information from public offices on request and without request. Stakeholders have the right to ask for information on the project and will be briefed accordingly at the start of the engagement and throughout.

Land Use and Spatial Planning Act, 2016 (Act 925)

The Act provides with respect of spatial and land use planning at the national, regional and district levels in Ghana and establishes the Land Use and Spatial Planning Authority. The objects of the Authority includes providing for sustainable development of land and human settlements through decentralised planning system and enhancing the attainment of Ghana's decentralisation programme by creating the enabling environment for District Assemblies to better perform the spatial planning and human settlements management functions. The Authority is also to ensure the establishment of an inter-sectoral approach to decision making and provide technical guidance for both public and private institutions and individuals in respect of land use and spatial planning.

Local Governance Act, 2016 (Act 936)

The Assembly is mandated to initiate programmes for the development of basic infrastructure plan projects for the social development and provide municipal works and services as well as be responsible for the development, improvement and management of human settlements and the environment in the district. The law establishes right to information, participation, and the inclusion of marginalized groups. Articles 40 to 48 of the Act mandate local authorities to create opportunities for residents and other stakeholders to access information and to participate in decision making.

3.2 Relevant National Policy Frameworks

The policy frameworks in Ghana related to citizen engagement, participation, information acquisition and dissemination on public undertakings such as GTCDP are described below:

National Environmental Policy, 2012

The objective of this policy is to promote healthy lifestyles and reduce risk factors that arise from environmental, economic, social and behavioural causes thereby promoting healthy lifestyles in a healthy environment. The Strategic goal 4 of the National Environmental Policy focuses on participation and coordination in environmental governance, and charges the lead institutions in environmental governance to ensure active participation in all environmental matters.

The Social Protection Policy (2015)

The Social Protection Policy (2015) also makes a case for the importance of citizen engagement stating that citizens' participation in social protection processes is critical. Their feedback on the implementation process, experiences with services and perspectives would facilitate ownership. To facilitate sequencing and progression of social protection efforts (such as the intended up-scaling, introduction of new interventions and linkage to existing programs), the policy requires better activation of engagement of beneficiaries and key stakeholders.

The National Gender Policy (2015)

The National Gender Policy overarching goal is to mainstream gender equality concerns into the national development processes by improving the social, legal, civic, political, economic and socio-cultural conditions of Ghanaians, particularly women, girls, children, the vulnerable and others with special needs,

persons with disability and the marginalized. In this regard, GTCDP will make provisions to ensure that project interventions are focused and provide equal opportunity for all in line with section 4.2 of the policy.

3.3 World Bank Environmental and Social Framework

The World Bank Environmental and Social Framework (ESF) addresses the requirements for stakeholder consultation as part of the EA process. Stakeholder Engagement and Information Disclosure (ESS10) recognise the importance of open and transparent engagement between the project proponent and project stakeholders as an essential element of good international practice (GIP). 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. Stakeholder engagement is an inclusive process conducted throughout the project life cycle. Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks.

Eight (8) of the ESSs were preliminary assessed to be relevant to GTCDP comprising the following:

- ESS1: Assessment and Management of Environmental and Social Risks and Impacts;
- ESS2: Labour and Working Conditions;
- ESS3: Resource Efficiency and Pollution Prevention and Management,
- ESS4: Community Health and Safety;
- ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;
- ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;
- ESS8: Cultural Heritage; and
- ESS10: Stakeholder Engagement and Information Disclosure.

The SEP is developed based on the objectives, scope and requirement of ESS10. The objectives of the ESS10 are to:

- Establish a systematic approach to stakeholder engagement that helps Governments identify stakeholders and maintain a constructive relationship with them;
- Assess stakeholder interest and support for the project and enable stakeholders' views to be taken into account in project design;
- Promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life-cycle; and
- Ensure that appropriate project information is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner

To achieve the stated objectives, the ESS10 requires the Borrower to:

- Undertake stakeholder engagement throughout the project life-cycle, and preparation and implementation of a Stakeholder Engagement Plan (SEP);
- Embark on early identification of stakeholders, both project-affected parties and other interested parties, and clarification on how effective engagement will take place;
- Ensure stakeholder engagement to be conducted in a manner proportionate to the nature, scale, risks and impacts of the project, and appropriate to stakeholders' interests;
- Specify what is required for information disclosure and to achieve meaningful consultation; and
- develop an inclusive and responsive grievance mechanism, accessible to all project-affected parties, and proportionate to project risks and impacts

The key principles underpinning the ESS10 are that:

- Open and transparent engagement between the Borrower and project Stakeholders is 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.
- Stakeholder engagement is an inclusive process conducted throughout the project life cycle.
- Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks.

3.4 Ghana Environmental and Social Regulations versus World Bank Requirements

The fundamental legislations governing public participation in environmental assessment in Ghana is the Environmental Assessment Regulations, 1999 (LI 1652), as amended (2002). Regulation 12 of LI 1652 enjoins the project proponent to consult with members of the public likely to be affected by the operations of the project. This Regulation requires that stakeholder engagement commences at the conceptual stage of the project and continued throughout the project life-cycle. Under this Regulation, the extent and detail of public participation depend on the type of project, scale, location, area of influence and the types of impacts anticipated.

For any social matters or matters concerning community development, mandates for social assessments and planning in Ghana are decentralized as per the Local Governance Act, 2016 (936) and require stakeholder consultation. Metropolitan Municipal District Assemblies (MMDAs) shall have District Departments for Social Welfare/Protection and Community Development, District and an Agriculture Department (amongst other departments) and District Assemblies shall facilitate the establishment of a structure for stakeholder participation and enable the residents and other stakeholders in the district to participate effectively in the activities of the District Assembly, including the social matters that are within the mandate of the Assemblies. The District Assemblies are furthermore responsible for intersectoral coordination within its departments, which include, inter. alia agriculture (department) and natural resources conservation (department) to enable management of social risks within decentralized sectors.

The World Bank's ESS10 emphasizes stakeholder engagement throughout the project life-cycle, and requires a Stakeholder Engagement Plan (SEP). It encourages early identification of stakeholders, both project-affected parties and other interested parties. Under ESS10, engagement must be proportionate to the nature, scale, risks and impacts of the project, and appropriate to stakeholders' interests. ESS10 specifies process and criteria for information disclosure and meaningful consultation. It also requires an accessible and inclusive grievance mechanism, proportionate to risks and impacts.

Ghana's Environmental Assessment Regulation requires that owners/occupiers of affected land for development to be formally notified at least a week in advance of the intent to enter and be given at least 24 hours' notice before actual entry, whereas the World Bank's ESS10 provides for project-affected persons, host communities, etc. to be consulted and be given the opportunities to participate in the planning, implementation, and monitoring of projects, including determining eligibility for compensation and for establishing appropriate and accessible grievance mechanisms.

The Local Governance Act, 2016 (936) requires District Assemblies to establish a Public Relations and Complaints Committee for grievances on the Assembly performance on matters that are within their mandate. According to this law, complaints may also be submitted to the Commission on Human Rights and Administrative Justice.

The WB ESS10 also recognises the importance of open and transparent engagement between a proponent embarking on a project and the project stakeholders as an essential element of good international practice. The Environmental Assessment Regulations, 1999 (LI 1652), Sections 15 and 17 require a proponent to initiate a public information and consultation program for the area likely to be affected by the proposed project. The Local Governance Act, 2016 (936) requires Assemblies to share information through various channels, to enable stakeholder participation in the activities led by the District Assembly (Sections 40-42), including for what concerns social, agriculture matters. The obligation to ensure inclusion of marginalized groups and minorities is established in section 48.

4.0 STAKEHOLDER IDENTIFICATION AND ANALYSIS

The main objective of stakeholder engagement is to discuss the proposed project's environmental and social implications and to identify alternatives for consideration as well as ways for managing the identified implications. Project stakeholders are individuals, groups, or other entities that can influence the project, could be affected by the project, or are interested in the project. Stakeholders have been mapped, categorized, and analysed according to key stakeholder groups and organisations and the nature of their influence and interest in the GTCDP. It was based on a review of relevant legislation and institutional frameworks, consultations carried out during the preliminary phases of the project, Strategic and Implementation Plans of TCDA/COCOBOD, stakeholder mapping report, and correspondences between TCDA, Ghana Cocoa Board, and other stakeholders.

Stakeholders were selected based on their interest and influence over one or more project components. They are expected to provide useful information and suggestions regarding the project's design and execution. Government agencies and research institutions with regulatory and oversight responsibilities or development promotion responsibilities were identified as significant stakeholder groups. Other stakeholder groups included Board members of TCDA and COCOBOD, actors in the value chain, and individuals or groups with interest in or potential impact on the development of the project's components. For child labour (subcomponent 1.3), the Ministry of Gender Children and Social Protection, Ministry of Labour and Employment Relations, especially the Child Labour Unit, Office of the Local Government Service, Ministry of Local Government Decentralization and Rural Development other development partners, private sector, and civil society were identified and consulted in the development of the subcomponent.

Cooperation and negotiation with the stakeholders throughout the life cycle of a project necessitate the identification of legitimate representatives of each stakeholder group, i.e., individuals entrusted by their fellow group members with advocating the group's interests in the process of engagement with the Project. Community representatives may offer valuable insight into the local context and serve as the primary conduits for disseminating project-related information, as well as the primary communication and liaison link between the project and the targeted communities and their established networks. Community representatives, cultural leaders, and women leaders may also serve as effective intermediaries for the dissemination of information in a culturally sensitive manner, thereby fostering confidence in government programs.

Verification of stakeholder representatives (i.e., the process of confirming that they are legitimate and genuine representatives of the community they represent) remains an essential step in establishing contact with the community stakeholders. Stakeholder groups were identified through documents review, initial stakeholder mapping and consultations with project proponents (i.e., TCDA and COCOBOD). Representatives were recognized either by their past involvement in value chain activities, position they hold or their knowledge of the sector. Engagement was done on both individual basis or groups through key informant interviews, questionnaire administration and focus group discussions.

4.1 Methodology and Stakeholder Categorization

The consultant adopted the following principles for stakeholder engagement:

- **Openness and life-cycle approach:** This means that public consultations for the project will be organised during the whole project life cycle, carried out in an open manner, free of external manipulation, interference, coercion or intimidation;
- **Informed participation and feedback:** This will mean that: (i) information will be provided to and widely distributed among all stakeholders in an appropriate format; (ii) opportunities are provided for communicating stakeholders' feedback, for analysing and addressing concerns; (iii) information will be provided to women and other vulnerable groups like old age persons, disabled, children etc. in a manner accessible to them to ensure their effective participation and feedback. Information on the approach to deal with child labour will be shared among all stakeholders.
- **Inclusiveness and sensitivity:** Stakeholder identification will be undertaken to support better communications and to build effective relationships. The participation process for the project is inclusive. All stakeholders will always be encouraged to be involved in the consultation process. Equal access to information will consciously be provided to all stakeholders. Sensitivity to stakeholders' needs, recognizing and respecting cultural sensitivities of diverse ethnic groups will be the key principle underlying the selection of engagement methods. Special attention will be given to vulnerable groups, such as women, youth, aged- persons, persons with disabilities, street children, persons living in flood prone areas.
- **Flexibility:** if social distancing inhibits traditional forms of engagement, the methodology should adapt to other forms of engagement, including various forms of internet communication.

4.2 Category of GTCDP Stakeholders

Considering the scope of the project to be undertaken, the following major categories of stakeholders can be identified:

- Project Affected Parties
- Other interested parties

4.2.1 Project-Affected Parties

These are individuals/groups/local communities, and other stakeholders who have been identified as most susceptible to changes associated with the GTCDP activities, and who need to be closely engaged in identifying impacts and their significance, as well as in decision-making on mitigation and management measures. For GTCDP activities, these may include farmers, processors, traders and exporters, person or persons, households, businesses or other private or public institutions who, on account of the project, would be impacted either positively or negatively. Specifically, the following individuals and groups fall within this category:

- a) Cocoa, coconut, cashew and rubber farmers and their associations;
- b) Seed gardeners
- c) Aggregators /Buyers
- d) Processors (e.g., artisanal chocolatiers, and SMEs involved in using processed cocoa and cashew apple for other products such as drinks
- e) Small and medium scale businesses
- f) Traditional Authorities, chiefs, and landowners

- g) Input suppliers
- h) Traders and exporters
- i) Transporters of cash crops
- j) Retailers and consumers of cocoa, cashew and coconut produce/products
- k) Public and private nursery centres/operators
- l) Research institutions (CRIG, CSIR-OPRI)
- m) Traders and Exporters Association of Ghana

The Project Affected Parties also include vulnerable groups such are persons who may be disproportionately impacted or further disadvantaged by the GTCDP activities as compared with any other groups due to their vulnerable status and may require special engagement efforts to ensure their equal representation in the consultation and decision-making process associated with the GTCDP interventions. Such groups may include:

- a) Children
- b) People living with disability (PWDs)
- c) Women
- d) Aged/elderly
- e) Youth
- f) Extremely Poor households
- g) Widows
- h) People living in remote areas/less accessible
- i) Settlers, Tenant farmers and migrants

Vulnerable groups within the communities affected by the GTCDP activities will be further confirmed and consulted through dedicated means, as appropriate. Description of the methods of engagement with the various vulnerable groups that will be undertaken by the implementing agencies is provided in **Table 2** whereas that for all other stakeholder groups identified after analysis and in respect of the potential project risks and impacts has been presented in **Table 6**.

Table 2: Engagement with Vulnerable Persons

| Vulnerable Stakeholder group | Key Characteristics | Language needs | Preferred notification | Specific needs |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| People Living with Disability | <ul style="list-style-type: none"> Hearing impairment (Hearing loss); Visual impairment (Low vision or blindness); Physical impairment (Mobility Disabilities). | Braille, audio, sign language/ other opportunities for expression as a form of motivation to speak | Verbal, community announcement/audio | Accessible venues for stakeholder consultations, sign language interpreters, large prints/braille formats, etc., as may be appropriate |
| Women | Limited access to arable land, least able to access traditional and formal justice mechanisms for any form of redress. Limited voice, low representation and lack of access to information. More vulnerable to human rights abuses (e.g., gender-based violence, sexual exploitation and abuse, sex harassment). | Local language as appropriate | Verbal, community announcements, focused group meetings, etc. | Meetings in close-by locations within project communities; Use of gender-sensitive/appropriate language; Meetings held in the local language; specific meetings held for women alone, etc.; Meetings held at appropriate time |
| Youth | Limited voice and low representation | Local language and English as appropriate | Focus group meetings etc. | Meeting held in the local and English languages. |
| Widows | Least able to access traditional and formal justice mechanisms for any form of redress. Limited voice, low representation and lack of access to information. More vulnerable to human rights abuses. | Opportunities for expression as a form of motivation to speak | Verbal, community announcements, focus group meetings, etc. | Meeting held in the local language; Specific meetings held for widows alone, etc. Accessible Grievance Redress Mechanism |
| Aged/Elderly | Physically weak and less mobile Visually disadvantaged (low vision) | Appropriate local language; More explanations and examples; Slower presentations at meetings | Verbal, community announcements, focus group meetings etc | Accessible venues |
| Settlers, Tenant farmers and migrants | Non-integrated within the community and may be settled separately from main settlement area of community | Their native language as appropriate | Verbal announcements through their recognized leaders | Inviting them to join community meetings as well as focused group meetings as appropriate. |

| Vulnerable Stakeholder group | Key Characteristics | Language needs | Preferred notification | Specific needs |
|------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Children | These are dependent on adults for their wellbeing. | Local language and English as appropriate | Focus group meetings etc | Child labour and children involvement in farm activities. |
| Extremely poor households | Limited access to arable land, least able to access traditional and formal justice mechanisms for any form of redress. Limited voice, low representation and lack of access to information. More vulnerable to human rights abuses. They depend on other adults for their wellbeing. | Local language as appropriate. More explanations and examples; Slower presentations at meetings | Verbal, community announcements, focused group meetings, etc. | Accessible venues |
| People living in remote areas/less accessible | Limited access to information and improved facilities such as roads, water, etc. | Appropriate local language; More explanations and examples; Slower presentations at meetings | Verbal, community announcements, focused group meetings, etc. | Accessible venues. Inviting them to join community meetings as well as focused group meetings as appropriate. |

4.2.2 *Other Interested Parties*

These are individuals/groups/entities/institutions that may not experience direct impacts from the GTCDP activities/interventions but who consider or perceive their interests as being affected by the GTCDP activities and/or who could influence the process of its implementation in some way. These stakeholders who also belong to the second and third categories of stakeholders are identified by their interest in or influence on project interventions and outcomes and include the following:

- a) Tree Crops Development Authority (TCDA)
- b) COCOBOD
- c) World Bank
- d) Metropolitan, Municipal and District Assemblies (MMDAs)
- e) Ministry of Food and Agriculture (Directorates, Projects, Stations etc.)
- f) Ministry of Lands and Natural Resources (MLNR)
- g) Ministry of Finance and Economic Planning (MOF)
- h) Ministry of Trade and Industry (MOTI)
- i) Ministry of Local Government Decentralization and Rural Development (MLGDRD)
- j) Ministry of Environment, Science, Technology and Innovation (MESTI)
- k) Ministry of Gender, Children and Social Protection (MGCSP)
- l) Ministry of Employment and Labour Relations (MELR)-Child Labour Unit (CLU)
- m) Office of the Head of Local Government Service (OHLGS)
- n) Ghana Export Promotion Authority
- o) Ghana Standard Authority (GSA)
- p) Food Drugs Authority (FDA)
- q) Research Institutions (CRIG, CSIR, OPRI, etc.)
- r) Ghana Export Promotion Authority (GEPA)
- s) Ghana Irrigation Development Authority (GIDA)
- t) Water Resources Commission (WRC)
- u) Land Commission (LC)
- v) Forestry Commission (FC)
- w) Environmental Protection Agency (EPA)
- x) Development Partners (e.g., GIZ-MOVE, USDA Procashew, MEDA, UNICEF, EU, FAO, ILO, JICA)
- y) Private Sector companies (e.g., Mars Krightley, Hershey, Cargill Ghana, Fairtrade, Berry Collebaut, Rainforest Alliance, Mastercard Foundation, World Cocoa Foundation (WCF))
- z) Non-Governmental Organizations/Community-Based & Civil Society Organizations (e.g., Action Against Child Exploitation (ACE), International Cocoa Initiative (ICI), SEND West Africa, Global March Against Child Labour and the General Agricultural Workers Union (GAWU), International justice mission, ECOM trading, Tropenbos Ghana, SEND Ghana, PUR Project, Agro Eco, Citizens Watch Ghana, Fanteakwa coop union, Conservation Alliance International, Cocoa Life Farmers, Right to Play)
- aa) Labour unions (Agricultural workers union)
- bb) Media
- cc) Disability Groups/Associations
- dd) Public and private financial institutions
- ee) Law enforcement officials (e.g., police)

- ff) Community Child Protection committees
- gg) School Management Committee (SMC)
- hh) Community level self-help groups
- ii) Community Beneficiaries Welfare Associations (BWA)
- jj) Traditional Authorities
- kk) Civil society organizations, and policy think tanks
- ll) Religious and faith-based organizations

4.3 Stakeholder Prioritization and Analysis

It is important to recognize the roles that each of these stakeholder groups and individuals will play, their interest and influence, the extent to which they could be affected both directly or indirectly and the fact that the success and sustainability of the project depends on their support, collaboration and buy-in. Therefore, the TCDA and COCOBOD will prioritize these groups and adopt appropriate and acceptable strategies to engage them throughout the various stages of the project. The level of engagement with the stakeholders will vary depending on their level of influence, interest and extent to which they will be impacted.

In prioritizing, TCDA/COCOBOD will consider the following best practice guideline questions as per the ESS:

- What type of stakeholder engagement is mandated by law or other requirements?
- Who will be adversely affected by potential environmental and social impacts in the project's area of influence?
- Who are the most vulnerable among the potentially impacted and are special engagement efforts necessary?
- At which stage of project development will stakeholders be most affected (e.g., procurement, construction, operations, decommissioning)?
- What are the various interests of project stakeholders and what influence might this have on the project?
- Which stakeholders might help to enhance the project design or reduce project costs?
- Which stakeholders can best assist with the early scoping of issues and impacts?
- Who strongly supports or opposes the changes that the project will bring and why?

The stakeholder categorization and prioritization led to the identification and formation of stakeholder groups presented in **Table 3** below.

Table 3: Stakeholder Groupings

| Stakeholder Group | Institution/Individual/Association |
|---------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government Ministries | <ul style="list-style-type: none"> • Ministry of Food and Agriculture (MoFA) <ul style="list-style-type: none"> ○ Statistics, Research and Information Directorate ○ Women in Agricultural Development ○ Directorate of Crop Services (DCS) - Tree & Industrial Crops Unit ○ Plant Protection & Regulatory Services Directorate (PPRSD) <ul style="list-style-type: none"> ▪ Crop Pests and Disease Management ▪ Seed Inspection and Certification ▪ Pesticides and Fertilizer Regulatory • Ministry of Trade and Industry (MoTI) • Ministry of Gender, Children & Social Protection (MGCSP) • Ministry of Environment, Science, Technology and Innovation (MESTI) • Ministry of Local Government, Decentralization and Rural Development • Office of the Head of Local Government Service (OHLGS) • Ministry of Employment and Labour Relations (MELR) <ul style="list-style-type: none"> ○ Child Labour Unit • Ministry of Health (MoH) / Ghana Health Service (GHS) • Ministry of Lands and Natural Resources (MLNR) |
| Regulatory Institutions, Enforcement and Protection Agencies | <ul style="list-style-type: none"> • Environmental Protection Agency (EPA) • Ghana Cocoa Board (COCOBOD) • Tree Crop Development Authority (TCDA) • Ghana Standard Authority (GSA) • Food and Drugs Authority (FDA) • Ghana Export Promotion Authority (GEPA) • Water Resources Commission (WRC) • Land commission (LC) • Forestry Commission (FC) • Ghana Police Service (GPS) • Ghana National Fire Service (GNFS) |
| Research Institutions | <ul style="list-style-type: none"> • Cocoa Research Institute of Ghana (CRIG) • Council for Scientific and Industrial Research (CSIR) <ul style="list-style-type: none"> ○ Crop Research Institute (CRI) ○ Oil Palm Research Institute (OPRI) ○ Forestry Research Institute of Ghana (FORIG) ○ Plant Genetics Research Institute (PGEI) |
| Regional/Local Government Departments | |
| Municipalities/Districts- Departments of Agric./SWCD | <ul style="list-style-type: none"> • Regional Coordinating Councils (RCCs) • Bole District Assembly (BDA), Bole • Sawla-Tuna-Kalba District Assembly (STKDA), Sawla • Wenchi Municipal Assembly (WMA), Wenchi • Tain District Assembly (TDA), Tain • Techiman North District Assembly (TNDA), Tuobodom • Techiman Municipal Assembly (TMA), Techiman • Bia East District Assembly (BEDA), Adabokrom |

| Stakeholder Group | Institution/Individual/Association |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <ul style="list-style-type: none"> • Bia West District Assembly (BWDA), Essam • West Akim Municipal Assembly (WAMA), Asamankese • Upper West Akim District Assembly (UWADA), Adeiso • Suhum Municipal Assembly (SMA), Suhum • Social Services Sub-committees of these District Assemblies (SSSC) • District Planning Coordinating Units (DPCU) • District Departments for Social Welfare and Community Development (DDSWCD) • District office of the Commission for Human Rights and Administrative Justice (CHRAJ) • Police Domestic Violence and Victim Support Unit (DOVVSU) |
| Non-Governmental Organisations (NGOs)/Associations/Farmer Based Organizations (FBOs)/Civil Society Organizations (CSOs) | <ul style="list-style-type: none"> • Rubber Outgrowers and Agents Association (ROAA) • Ghana National Cocoa Farmers Association (GNCOFA) • Coconut Farmers Association of Ghana (CoFAG) • Coconut Producers and Exporters Association of Ghana (COPEAG) • Cashew Industry Association of Ghana (CIAG) • Ghana Federation of Agricultural Producers (GFAP) <ul style="list-style-type: none"> ○ Farmer Organisation Network in Ghana (FONG) ○ Apex Farmers Organization of Ghana (APFOG) ○ Peasant Farmers Association of Ghana (PFAG) • Cashew Processors and Exporters Association of Ghana (CAPEAG) • Action Against Child Exploitation (ACE) • International Cocoa Initiative (ICI) • SEND West Africa • Global March Against Child Labour (GMACL) and the General Agricultural Workers Union (GAWU) • International justice mission • ECOM trading • Tropenbos Ghana • SEND Ghana • PUR Project • Agro Eco • Citizens Watch Ghana • Fanteakwa coop union • Conservation Alliance International (CAI) • Cocoa Life Farmers • Right to Play |
| Other bodies/groups of Interest/Development promoters | <ul style="list-style-type: none"> • Development partners <ul style="list-style-type: none"> ○ World Bank ○ UNICEF ○ Japanese Development Agency (JICA) ○ ILO ○ FAO ○ EU • Private sector <ul style="list-style-type: none"> ○ Mars Krightley ○ Hershey |

| Stakeholder Group | Institution/Individual/Association |
|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <ul style="list-style-type: none"> ○ Cargill Ghana ○ Fairtrade ○ Berry Collebaut ○ Rainforest Alliance ○ Mastercard Foundation ○ World Cocoa Foundation (WCF) ● Environmental watchdogs ● Think tanks. ● Media |
| Traditional Authorities/Communities Opinion Leaders/Public | <ul style="list-style-type: none"> ● Traditional authorities (Chiefs) ● Land owners (private/public) ● Communities ● School Management Committees ● Community Child Protection Committees |
| Value Chain Actors | <ul style="list-style-type: none"> ● Farmers ● Nursery operators ● Aggregators ● Traders (marketing) ● Processors ● Transporters |

Table 4: Potential Risks and Stakeholder Identification Matrix

| No. | Stakeholder Category Potential Risks & Impacts | Government Ministries/Agencies | Research Institutes | Regional/Local Government | Regulatory Institutions, Enforcement and Protection Agencies | Non-Governmental Organisations (NGOs) / Unions/CSOs/Other Bodies | Private Sector Actors | Value Chain Actors |
|-----|-------------------------------------------------------|--------------------------------|-------------------------------|--------------------------------|--------------------------------------------------------------|------------------------------------------------------------------|---------------------------------------------------|---------------------------------------|
| 1. | Forest degradation | MOFA/LC/MLNR | CRI) and FRNR/DOA-KNUST/FORID | RCCs/MDAs-Agric. Dept/SWCD/PUs | FC, EPA/TCDA/C OCOBOD | CAI/GAWU/WCF/P APs | Rainforest Alliance | Farmers/Nursery operators |
| 2. | Loss of biodiversity and habitats | MLNR/MESTI | CRIG/CSIR/FO RIG | RCCs/MDAs | FC, EPA/ TCDA/COCO BOD | ROAA/GNCOFA/Co FAG CIAG/CAI/GAWU/P APs | Rainforest Alliance | Farmers/Nursery operators |
| 3. | Erosion | MLNR/MESTI/ML GDRD | | RCCs/MDAs | EPA/ TCDA/COCO BOD | CAI/Citizens Watch Ghana | | |
| 4. | Water and Ecological contamination from pesticides | MOFA/MLNR/ME STI | CRIG/CSIR, | MDAs-Agric. Dept | EPA/FDA/GS A/WRC | ROAA/GNCOFA/Co FAG/CIAG | | Farmers/Nursery operators/Aggregators |
| 5. | Emissions of dust/fumes | MESTI/MLGDRD | | RCCs/EPA/MDAs-DPCU | EPA/ TCDA/COCO BOD | CSOs | | Farmers/Aggregators/ Transporters |
| 6. | Noise generation & Vibration | MESTI/MLGDRD | | EPA/RCCs/MDAs-DPCUs | EPA/GSA/ TCDA/COCO BOD | CSOs | | Farmers/Processors/Tra nsporters |
| 7. | Bush fires | MLNR/MLGDRD | | RCCs/MDAs-DPCUs | EPA/FC/GNF S/GPS/ TCDA/COCO BOD | PAPs/GAWU/CAI/ WCF/Cocoa Life Farmers | Rainforest Alliance | Farmers/Nursery operators |
| 8. | Climate change/GHG emissions | MESTI | FRNR-KNUST | RCCs/MDAs-DPCUs | EPA/FC/GSA/ TCDA/COCO BOD | World Bank/FAO/EU/JICA/ CAI/ | /Rainforest Alliance/Masterca rd Foundation/World | Farmers/Nursery operators |

| No. | Stakeholder Category | Government Ministries/Agencies | Research Institutes | Regional/Local Government | Regulatory Institutions, Enforcement and Protection Agencies | Non-Governmental Organisations (NGOs) / Unions/CSOs/Other Bodies | Private Sector | Value Chain Actors |
|-----|-------------------------------------------------------------------------------------------------|--------------------------------|---------------------|----------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| | Potential Risks & Impacts | | | | | | Cocoa Foundation (WCF) | |
| 9. | Waste generation including Hazardous waste | MLGDRD/MESTI | | RCCs/MDAs-DPCUs | EPA/GSA/TCDA/COCO BOD | ROAA/GNCOFA/CoFAG/CIAG/GFAP/FONG/PFAG/CAPEA G | | Farmers/Traders (marketing)/Processors/Transporters |
| 10. | Occupational Health and Safety | MOFA/MOH/MLGDRD | | RCCs/MDAs-DPCU/SWCD/SSSCs | EPA/GHS | ROAA/GNCOFA/CoFAG/CIAG | | Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors Transporters |
| 11. | Gender & Child Labour/Forced labour/Trafficking Persons (TIPs) in | MLGDRD/MELR, MGCSP/OHLGS | | MDAs-SWCD/DPCUs/SSSCs | GPS/DOVVSU/TCDA/COCO BOD | GMACL/ROAA/GNCOFA/CoFAG/CIAG/ACE/Citizens Watch Ghana/GAWU/International Justice Mission/SEND Ghana. | Mars Krightley/Hershey/Cargill Ghana/Fairtrade/Berry Collebaut/Rainforest Alliance/Mastercard Foundation/World Cocoa Foundation (WCF) | Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors Transporters |
| 12. | Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms | MOF/MELR/MGCSP/OHLSG | | RCCs/MDA-DPCU/SWCD/SSSCs | TCDA/COCO BOD | World Bank/ILO/FAO/EU/International Justice Mission | | Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors Transporters |
| 13. | Complicated land tenure system with regards to | MLGDRD/MOFA/LC | | RCCs/MDAs-DPCUs/SWCD/SSSCs | TCDA/COCO BOD | ILO/FAO/UNICEF | | Farmers/Nursery operators |

| No. | Stakeholder Category Potential Risks & Impacts | Government Ministries/Agencies | Research Institutes | Regional/Local Government | Regulatory Institutions, Enforcement and Protection Agencies | Non-Governmental Organisations (NGOs) / Unions/CSOs/Other Bodies | Private Sector Actors | Value Chain Actors |
|-----|-----------------------------------------------------------------------------------------------|--------------------------------|---------------------|----------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| | tree crop plantations and nurseries | | | | | | | |
| 14. | Community health and safety issues as a result of use of chemicals/pesticides on the farms | MOFA/MOH | | RCCs/MDA, GHS | EPA, FDA, GSA/PPRSD | ILO/FAO/World Bank/EU/ROAA/GN COFA/CoFAG/CIA G/GFAP/FONG/PF AG/CAPEAG | Cargill Ghana/Fairtrade/Berry Collebaut/Rainforest Alliance/Mastercard Foundation/World Cocoa Foundation (WCF) | Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors/Transporters |
| 15. | Potential for weak stakeholder engagement giving the multiplicity of stakeholders anticipated | MOFA/MLGDRD | | RCCs/MDA-MPCUs/SWCD/SSSCs | TCDA/COCO BOD | TCDA/COCOBOD/Consultants, | | |
| 16. | Widening gender inequality due to cultural norms and practices | MLGDRD/OHLGS /MELR/MGCSP | | RCCs/MDAs-MPCUs/SWCD/SSSCs | TCDA/COCO BOD | ILO/FAO/World Bank/EU/ROAA/GN COFA/CoFAG/CIA G/GFAP/FONG/PF AG/CAPEAG | Mars Krightley/Hershey/Cargill Ghana/Fairtrade/Berry Collebaut/Rainforest Alliance/Mastercard Foundation/World Cocoa Foundation (WCF) | Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors Transporters |

| No. | Stakeholder Category Potential Risks & Impacts | Government Ministries/Agencies | Research Institutes | Regional/Local Government | Regulatory Institutions, Enforcement and Protection Agencies | Non-Governmental Organisations (NGOs) / Unions/CSOs/Other Bodies | Private Sector Actors | Value Chain Actors |
|-----|-------------------------------------------------------------------------------------------|--------------------------------|---------------------|----------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 17. | Risk of conflict and lack of or inadequate grievance mechanism | MLGDRD/MOFA | | RCCs/MDAs-MPCUs/SWCD/SSSCs | TCDA/COCO BOD | ILO/FAO/World Bank/EU/ROAA/GN COFA/CoFAG/CIA G/GFAP/FONG/PF AG/CAPEAG | Cargill Ghana//Mastercard Foundation/World Cocoa Foundation (WCF) | |
| 18. | Capacity challenge in managing social risks especially as it relates to child labour risk | MLGDRD/OHLGS /MELR/MGCSP | | RCCs/MDA-SSSCs/SWCD | TCDA/COCO BOD | ILO/FAO/World Bank/EU/ROAA/GN COFA/CoFAG/CIA G/GFAP/FONG/PF AG/CAPEAG | Mars Krightley/Hershey/Cargill Ghana/Fairtrade/Berry Collebaut/Rainforest Alliance/Mastercard Foundation/World Cocoa Foundation (WCF) | |

4.3.1 Analysis of Influence-Interest Relations of Stakeholders

To effectively engage all relevant stakeholders, **FOUR** main categories will be prioritized based on the influence and interest of a stakeholder group or individual in the project's design and implementation. This analysis aids in identifying the specific influence of each stakeholder on the proposed project intervention and how these stakeholders must be managed. For the purposes of this analysis, "influence" refers to a stakeholder's control over the design and implementation processes. It is the extent to which individuals, groups, or organisations can convince or coerce others to make decisions. "Interest", on the other hand, indicates the extent to which project design and implementation will influence stakeholders' needs. The influence and interest can have either a high or low correlation. The "influence-interest" relationship generates the four (4) stakeholder categories described below and depicted in **Table 5**.

Category 1: These include direct Project Affected Persons that are subject to project outcomes. These are stakeholders who have **high influence** and **high interest** in the project. These also include other individuals or groups who may be affected socially, environmentally, or financially by the GTCDP. Groups benefiting directly/indirectly from positive impacts of GTCDP interventions are also captured within this category. Stakeholders of these category are provided in **Table 5**. For these categories of stakeholders, PCU-TCDA and PIU-COCOBOD will **engage** at all stages of the project cycle.

Category 2: These include state institutions, agencies and companies who may have **low interest** in GTCDP but may have **high influence** on the outcome of GTCDP interventions (**Table 5**). For these categories of stakeholders, PCU-TCDA and PIU-COCOBOD will **collaborate** with and engage at times at all stages of the project cycle.

Category 3: These are categories of stakeholders who may have **high interest** in GTCDP outcomes but may have **low influence** (**Table 5**): For these categories of stakeholders, PCU-TCDA and PIU-COCOBOD will **consult** and **collaborate** with at times at all stages of the project cycle.

Category 4: These are categories of stakeholders who may have **low interest** in project outcomes and have **low influence** (**Table 5**). PCU-TCDA and PIU-COCOBOD will **keep informed** these stakeholders at all stages of project implementation phase.

Table 5: Stakeholder “Influence-Interest” Matrix

| | | INTEREST | |
|-----------|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | High | Low |
| INFLUENCE | High | <p>CATEGORY 1: PAPs Planning Authority Regulatory Institutions Government Ministries, Regional/Local Government Authorities-MDAs & Relevant Sub- committees/Traditional Authorities. World Bank</p> | <p>CATEGORY 2: Development Promotion Agencies; e.g., Directorate of Crop Services (DCS), Directorate of Agricultural Extension Services (DAES) (MDA Dept. of Agric), Private Sector Companies.</p> |
| | Low | <p>CATEGORY 3: Research Institute Project Community Vulnerable Groups/NGOs/Civil Societies/Development Partners (e.g., EU, , etc.)</p> | <p>CATEGORY 4: Think Tanks/Other Groups</p> |

Table 6 below is a matrix that maps potential environmental and social risks/impacts to individual stakeholders/groups who would potentially deal with these impacts during project implementation. The specific methods and channel of information sharing/training and the specific information to be shared have also been mapped to both the risks/impacts and stakeholders/groups.

Table 6: Engagement Strategy with Identified Stakeholders on Project Risks/Impacts

| Stakeholder Groups | Project Risks and Impacts | Method and channel of sharing Information | Information to be shared |
|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government Ministries/Agencies:- MOFA/DCS/PPRSD LC MLNR MESTI FC | <ul style="list-style-type: none"> • Forest degradation • Loss of biodiversity and habitats • Complicated land tenure system with regards to tree crop plantations and nurseries • Erosion • Water and Ecological contamination from pesticides • Emissions of dust/fumes • Noise generation & Vibration • Bush fires • Climate change/GHG emissions • Complicated land tenure system with regards to tree crop plantations and nurseries • Waste generation including Hazardous waste | <ul style="list-style-type: none"> • Meetings and workshops to share and exchange information, opinions, and concerns. • Newspaper publication • Field visitation | <ul style="list-style-type: none"> • Project documents including but not limited to PESAs, ESIA, ESMS, TOR, RAP, and other project reports |
| MGCSP,MLGDRD, OHLGS, MELR, | <ul style="list-style-type: none"> • Gender & Child Labour/Forced labour/Trafficking in Persons (TIPs) • Widening gender inequality due to cultural norms and practices • Risk of conflict and lack of or inadequate grievance mechanism • Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms | <ul style="list-style-type: none"> • Focus group meetings • Workshops, seminars and conferences at a location agreed to by all parties. • Community notifications through radio/public address systems. | <ul style="list-style-type: none"> • Questionnaires, posters, project implementation schedule, leaflets/flyers and brochures. |
| MOH/GHS | <ul style="list-style-type: none"> • Occupational Health and Safety • Community health and safety issues as a result of use of chemicals/pesticides on the farms | <ul style="list-style-type: none"> • Workshops and seminars at a location agreed to by all parties. • Training • Newspaper publication | <ul style="list-style-type: none"> • Leaflets/flyers and brochures. • Field reports |

| Stakeholder Groups | Project Risks and Impacts | Method and channel of sharing Information | Information to be shared |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> • Field visitation | |
| Research Institutes: CRIG, CRI, OPRI, FRNR- KNUST, FORIG., PGRI | <ul style="list-style-type: none"> • Forest degradation • Loss of biodiversity and habitats • Climate change/GHG emissions | <ul style="list-style-type: none"> • Sharing and review of relevant reports • Training workshop • Newspaper Publication | <ul style="list-style-type: none"> • Technical and other reports • Scientific journals |
| Regional/Local Government Authority: RCCs, MDAs, Agric. Dept, SWCD, DPCUs, DOVVSU, CHRAJ, DDSWCD, DPCU, SSSC | <ul style="list-style-type: none"> • Gender & Child Labour/Forced labour/Trafficking in Persons (TIPs) • Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms • Potential for weak stakeholder engagement giving the multiplicity of stakeholders anticipated • Widening gender inequality due to cultural norms and practices • Risk of conflict and lack of or inadequate grievance mechanism • Complicated land tenure system with regards to tree crop plantations and nurseries • Capacity challenge in managing social risks especially as it relates to child labour risk | <ul style="list-style-type: none"> • Meetings and workshops to brief, share information on the projects, activities and plans as well as receive inputs about the knowledge of the project area and for resettlement planning and implementation. | <ul style="list-style-type: none"> • Non-technical executive summary of project documents and reports, newsletters and flyers |
| Regulatory Institutions, Enforcement and Protection Agencies: FC, EPA, FDA, GSA, TCDA, COCOBOD, GNFS | <ul style="list-style-type: none"> • Noise generation & Vibration • Bush fires • Climate change/GHG emissions • Waste generation including Hazardous waste • Occupational Health and Safety • Community health and safety issues as a result of use of chemicals/pesticides on the farms • Erosion • Emissions of dust/fumes • Waste generation including Hazardous waste | <ul style="list-style-type: none"> • Workshops, seminars and conferences at a location agreed to by all parties. • Sharing and review of relevant reports | <ul style="list-style-type: none"> • Technical and other reports/Project documents including but not limited to PESAs, ESIA, ESMS, TOR, RAP, and other project reports |
| Non-Governmental Organisations (NGOs) / | <ul style="list-style-type: none"> • Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms | <ul style="list-style-type: none"> • Town halls, questionnaires, public forums, press conferences and meetings. | <ul style="list-style-type: none"> • Project Manuals |

| Stakeholder Groups | Project Risks and Impacts | Method and channel of sharing Information | Information to be shared |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| Unions/CSOs/Other Bodies (CAI/GAWU/WCF/PAPs/media, ROAA, GNCOFA, CoFAG, COPEAG, CIAG, GFAP, FONG, ACE, ICI), SEND Ghana, CAI), World Bank, UNICEF, Japanese Development Agency (JICA), ILO, FAO, EU, etc. | <ul style="list-style-type: none"> • Gender & Child Labour/Forced labour/Trafficking in Persons (TIPs) • Widening gender inequality due to cultural norms and practices • Risk of conflict and lack of or inadequate grievance mechanism | <ul style="list-style-type: none"> • Community notifications through radio/public address systems. • Training workshop • General meeting | <ul style="list-style-type: none"> • Non-technical executive summary of project documents and reports, newsletters and flyers. |
| Private Sector Actors (Rainforest Alliance), APFOG, PFAG, CAPEAG, Mars Krightley, Hershey, Cargill Ghana, Fairtrade, Berry Collebaut, Rainforest Alliance, Mastercard Foundation, World Cocoa Foundation (WCF) | <ul style="list-style-type: none"> • Water and Ecological contamination from pesticides • Emissions of dust/fumes • Noise generation & Vibration • Bush fires • Climate change/GHG emissions • Waste generation including Hazardous waste • Occupational Health and Safety • Gender & Child Labour/Forced labour/Trafficking in Persons (TIPs) • Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms • Complicated land tenure system with regards to tree crop plantations and nurseries • Community health and safety issues as a result of use of chemicals/pesticides on the farms • Widening gender inequality due to cultural norms and practices | <ul style="list-style-type: none"> • Newspaper publication • General stakeholder meeting for consultants and contractors • Community notification. • Training workshop • General meeting | Project manuals, Questionnaires, posters, project implementation schedule, leaflets/flyers and brochures. |

| Stakeholder Groups | Project Risks and Impacts | Method and channel of sharing Information | Information to be shared |
|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| Value Chain Actors (Farmers/Nursery operators/Aggregators/Traders (marketing)/Processors Transporters | <ul style="list-style-type: none"> • Bush fires • Climate change/GHG emissions • Waste generation including Hazardous waste • Occupational Health and Safety • Temporary economic and livelihood displacement as a result of the rehabilitation of cocoa farms • Complicated land tenure system with regards to tree crop plantations and nurseries • Community health and safety issues as a result of use of chemicals/pesticides on the farms • Risk of conflict and lack of or inadequate grievance mechanism • Capacity challenge in managing social risks especially as it relates to child labour risk | <ul style="list-style-type: none"> • Open forums, town halls, press conferences and media and public briefings. • TV and radio advertisement, publication of implementation schedule in local newspapers. • Community engagement • Training workshop • General meeting • Community billboards | <ul style="list-style-type: none"> • Questionnaires, posters, project implementation schedule, leaflets/flyers and brochures. |

5.0 SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

5.1 Stakeholder Consultations

Stakeholder Notification

The stakeholder mapping exercise identified key stakeholders that should be notified to participate in the engagement program and the methodology for engagement. A formal introduction letter was issued by the PCU/PIU to introduce the SEP consultant to all stakeholders for the proposed project requesting their involvement in the consultative engagement process.

The contact details of key contact persons (**See Attachment 2**) for consultation were obtained to enable follow up and confirmation of the suitability of the proposed meeting dates and times. This enabled the preparation of the final engagement plan for execution.

5.2 Key Issues from Consultations

Meetings were held (through face-to-face and by phone) with key officials and actors in the tree crops sector using carefully designed interview guides/questionnaires (**See Attachment 3**) to gauge level of awareness and involvement with the GTCDP, concerns about project implementation, and to obtain relevant documents or baseline Information. The consultations also served to gather information on the mandates and permitting requirements to inform the development of the project.

The formulation of the proposed GTCDP was initiated through a Bank-funded pre-investment study that included series of consultations and meetings with stakeholder comprising management teams of the TCDA/COCOBOD, TCDA Board, private sector, value chain actors and District Departments of Agriculture, managers of the different municipalities of the tree crop production, technical departments of the district assemblies (e.g. environment and works), agricultural co-operatives, and tree crop agricultural producers.

The process included reviews of relevant documents including Project Information Documents (PID), Project Appraisal Document (PAD), IFC stakeholder map among others.

The participatory approach adopted during the consultations included representatives of key stakeholders such as the farmer groups and value chain actors to ensure that all interests were well considered in the project design. In addition, the Sub-component 1.3 on preventing and responding to child labour has benefited from consultations with and inputs from the following key stakeholder groups: Government agencies (e.g., Ministry of Local Government Decentralization and Rural Development, Office of the Local Government Service, Child Labour Unit, Multiple departments of the Ministry of Gender, children Social Protection), Development partners (e.g., UNICEF, Japanese Development Agency (JICA), ILO, FAO), Private sector (e.g., Mars Krightley, Hershey, Cargill Ghana, Fairtrade, Berry Collebaut, Rainforest Alliance, Mastercard Foundation, World Cocoa Foundation (WCF) and Civil society (e.g., Action Against Child Exploitation (ACE), International Cocoa Initiative (ICI), SEND West Africa, Global March Against Child Labour and the General Agricultural Workers Union (GAWU), International justice mission, ECOM trading, Tropenbos Ghana, SEND Ghana, PUR Project, Agro Eco, Citizens Watch Ghana, Fanteakwa coop union, Conservation Alliance International, Cocoa Life Farmers, Right to Play) In order to have a wider consultation during the preparation of final documents for the site-specific projects, general stakeholder workshops should be held in all the selected tree crops production Zones

and Districts. During these workshops, the general outline of the proposed project should be presented and deliberated upon. The general workshop should further incorporate both plenary and working group sessions that are designed along thematic areas critical for the successful and logical implementation of each sub-project or intervention. Working group sessions should be made up of stakeholder groups with interest in similar sub-components of the project and thematic areas but may come from either government stakeholders and agencies, development partners, private sector or civil society. It is important to make this working groups as open as possible and on the basis of influence and interest. Comments and suggestions should be incorporated in the final documents by the consultants. For example, subcomponent 1.3 (Preventing and responding to child labour), there may be at least three types of consultations:

1. First layer of consultations with the regional (RCCs) and district level stakeholders of MDAs that will be involved in implementing the sub-component: This is social service sub-committees, District planning Coordinating unit, District department of Social Welfare, labour Officers;
2. Other district stakeholders that will be involved in implementation mainly as beneficiaries: police, prosecutors, judges, representatives of CHRAJ; and
3. Private Sector and Civil Society involved in implementation of child labour activities in the project districts.

The workshops must establish the desirability for interventions using mixed methods and approaches for specific project subcomponents including the value chain approach and area-based approach (in the case of subcomponent 1.3).

More so, the preparation of the site-specific ESIA/RAPs/ESMPs will ensure that all stakeholders at the project sites are consulted with respect to improved benefits, suitability of the infrastructure and timing of construction or implementation.

To ensure full participation and meaningful consultations with different stakeholders during project implementation, it is important that the project considers the needs, preferences and circumstances of different stakeholders to inform the choice of approach, method and channel of engagement. For example, the project could utilize community meetings, focus group discussions, one-on-one meetings, etc. to effectively engage project communities, farmer-based organisations, traditional authorities, vulnerable people and farmers including those who may want to opt in or out of the proposed cocoa farm rehabilitation program. A summary of stakeholder consultations, comments and concerns has been presented in **Table 7** while the detailed stakeholder consultation outcomes and evidence (photos) of consultations have been provided in **Attachment 2**. This will inform the environmental and social assessment on a project-by-project level.

Table 7: Summary of stakeholder concerns and comments

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|--------------------------------------------------|-----------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government Ministries, Departments and Agencies. | Directorate of Crop Services (DCS)-MOFA | Mr. Jerry Anim Mrs. Dyllis Sowah Mad. Susie Yohuno | There is the need to provide funding for farm inputs (seedlings, fertilizers, pesticides), including credit/loans and training for the tree crop value chain actors as is done for other sectors. It is important to regulate the pricing of products to prevent traders in the value chain from determining the prices. It is also important to develop standards for the products in the sector. | Then capacity of both TCDA and COCOBOD will be strengthened to provide the needed support to the value chain actors through improve sector governance. The project will finance the Agency to build its TCDA's capacity to deliver efficient agri-value-chain oriented services. Project subcomponent 2.2 will support private sector to deliver seeds, saplings, other inputs (including matching grants, subsidy, etc.), and CSA practices to farmers. |
| | TCDA-PCU | Dr. Forster Boateng Kingsley Kwasi Agyemang | The key objectives of the TCDA's five-year strategy are to: Support adaptive research, including conducting, assisting, and encouraging scientific, technological, and socioeconomic tree crop research through public agricultural research institutions; Facilitate production and value chain support in Ghana, including promoting and optimizing land use in the six tree crops (oil palm, rubber, mango, coconut, shea, and cashew) and enhancing the quality and efficiency of upstream production; Capacity support for actors in the value chain, including production quality assurance; and Establish and mobilize a Tree Crop Development Fund to provide long-term funding for the industry. | All project components and subcomponents have made provision for support (e.g., building organizational capacity, financing, etc.) to TCDA to carry out their key objectives. |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|-------------------------|---------------------------------------|-------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | COCOBOD | Mr. Wahab Suleman | The main project Activities: these include, Climate financing and carbon credit; Organizational capacity development; Support to CMS; Rehabilitation of cocoa farms; Support for FBOs; Certification activities; demand driven research; and Value addition and market access. <u>Child Labour</u> : The issue of child labour will not even arise during the project implementation. The reasons are that none of the project activities described above will permit the use or involvement of a child. | Under the project subcomponent 1.3, an integrated, area-based child labour prevention and response system will be established in 11 project districts to deal with the issue of Child labour. This has also been addressed in Labour Management Plan (LMP) for the project. |
| | Environmental Protection Agency (EPA) | Mrs. Andriana N.K. Nelson Mrs. Doris Dushie Mr. John Doghle Mr. Anthony Appianti | There is risk of fugitive emissions involving processing facilities, motorized cutting machines for cocoa rehabilitation, waste generation and soil contamination form agro-chemical use exist. Occupational and public health safety is critical. The required environmental assessment for sub-projects must be carried out and the appropriate fees and charges paid. | An Environmental and Social Management Framework (ESMF) has been prepared for the project with a screening checklist to be used to identify environmental risks and impacts during subproject implementation as part of project impact assessment and mitigation. The ESMF has made provision for impact identification and enhancement. |
| | Ghana Standard Authority (GSA) | Mr. Clifford Frimpong Mr. Meinster Kodjo Eduafo | It is important to development standards for materials and products under the project. Other key concerns for the GSA will be Testing and Certification of materials and products and Meterology to ensure products are weighed accurately using appropriate weighing equipment. | The project will engage further with the Ghana Standard Authority (GSA) on modalities for testing and certification of products. |
| | Food and Drugs Authority (FDA) | Mr. Roderick Daddey-Adjei | FDA is interested in the agricultural practices of farmers; this is to ensure that products meet standards and enforces the standards to ensure compliance with the standards by actors. | The project will engage further with the FDA to ensure product compliance with market standards. |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|-------------------------|-----------------------------------------------|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | Ministry of Finance (MoF). World Bank Unit | Mrs. Selorm Zagbadeh Mr. Francis Avavi | During this project preparatory stage, it is important that project objectives are stated clearly to indicate project viability. TCDA/COOCBOD must ensure that all structures are in place to implement the project. Ensure to follow strictly the World Bank's guidelines for the project's design/planning and implementation | A comprehensive project appraisal document has been prepared for project implementation in addition to other management plans. |
| Research Institutions | Oil Palm Research Institute (OPRI) of CSIR | Dr. Egya N Yankey Mr. Emmanuel Andoh-Mensa | Conduct sustainable and demand driven research aimed at providing scientific and technological support for the development of the oil palm and coconut industries. | The project's subcomponent 2.1 will finance OPRI to integrate cutting edge technology into research programs relating to coconut in respect of laboratories, capacity building and training of researchers, developing high-yielding, pest and diseases-resistant, stress-tolerant coconut varieties. |
| | Cocoa Research Institute of Ghana (CRIG) | Dr. Francis Kwame Padi | CRIG has the mandate to undertake research to improve the value chains of Cocoa, Cashew, Coffee, Shea and Kola. | The project's subcomponent 2.1 will finance CRIG to integrate cutting edge technology into research programs relating to cocoa in respect of refurbishing laboratories, capacity building and training of researchers, documentation of existing knowledge and gaps in current recommendations for CSSVD, developing high-yielding, pest and diseases-resistant, stress-tolerant coconut varieties. |
| | Crop Research Institute (CRI) of CSIR | Dr. Stephen Yeboah Dr. Erasmus Narteh Tetteh | Our core mandate includes: Planting Materials Development – Rubber nurseries, tissue culture materials and Budwood establishment; rubber clones development for sustainable rubber production, | The project's subcomponent 2.1 will finance CRI to integrate cutting edge technology into research programs relating to coconut in respect of |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|-------------------------|-------------------------------|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | development of soil fertility improvement technologies for enhanced rubber production; post-harvest management of rubber. | laboratories, capacity building and training of researchers, developing high-yielding, pest and diseases-resistant, stress-tolerant coconut varieties. |
| Cashew Value Chain | Cashew Farmers' Association | Chief Adam Tampuri | <p>Representatives of the association were involved in virtual meetings with the World Bank to come out with the GTCDP. The world Bank has been interested in the development of Cashew sector resulting in the "Cashew Development Project". Support from the grassroot members is required to successfully implement the project.</p> <p>(i) Climate change poses the greatest threat to the Cashew sector since production is seasonal. The GTCDP should devote more resources to shade tree planting. (ii) Drying of water bodies due to climate change and indiscriminate cutting of trees (iii) Administration of Association-Lack of qualified staff/personnel to manage farmers' offices is another challenge. There must be strategies to build capacity in this area.</p> | Subcomponent 2.2 supports on-farm productivity enhancement and climate resilience of tree crop farms. The project financing for TCDA under this subcomponent for the cashew sector will include provision of matching grants, inputs, subsidy, etc., to farmers, private sector nurseries and delivery of CSA through e-extension and training. |
| | Cashew Processors Association | Ed Marvin Nii Ayibontey Smith | <p>Our main activities include Cashew fruits (apple juice) processing, processing of raw nuts into white kernel and Roasting. One of the major challenges is waste management from the Shells which contain the Cashew Nut Shell Liquid (CNSL) that has high acid content. Picking of cashew apples is labour intensive that may pose health and safety challenges to workers. Manual</p> | The ESMF has made provision for waste management and will consider various technologies to deal with waste generated from cashew processing. Alternative use for these wastes should be explored such as for fueling boilers of processing factories. |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | | peeling involves workers sitting for long hours which create health and safety issues. | A LMP has been developed for the project that will further engage the relevant stakeholder to mitigate this occupational health and safety challenge. |
| | Cashew Traders Association | Alhaji Justice | <p>Cashew Traders are intermediate between producers and processors. The National Traders Association is made up of traders and exporters. The Traders are made of about 98 % Ghanaians while the exporters form about 98 % foreigners. The association is made up of either groups or individuals located in the districts, zones and national.</p> <p>Few women are involved in the Cashew Trading and Exporting sector and there are almost no persons with disabilities (PWDs) and no children engaged in the sector due to the nature of the work.</p> | Subcomponent 1.3 makes provision for various government ministries and agencies such as MOGCSP, MLGDRD, MELR, OHLGS, development partners such as ICI, UNICEF and private sector actors and civil society to ensure active participation of women and other vulnerable groups. |
| Other Government Agencies, development partners, private sector and civil society. | MLGDRD, MGCSP, MELR (ChildLabour Unit), UNICEF, JICA, ILO, FAO, Cargill Ghana, MasterCard Foundations, ICI, SEND West Africa, SEND Ghana, Cocoa Life Ghana, etc. | Vera Bediako (Deputy Director), Lydia Osei | Regular, accurate, and reliable data on child labour is limited. There is a need to strengthen regular monitoring systems, as well as stakeholders with mandates in identification and remediation. The risks associated with pesticide use are not limited to the children who may be working, but also to other children who may be at home when spraying occurs. The highly regulated use of pesticides in the cocoa sector, the use of agronomic extension services in the cocoa sector, monitoring and awareness raising of farmers have improved the situation of child labour in the cocoa sub-sector significantly. | Subcomponent 1.3-Preventing and Responding to Child Labour has been developed for the project to deal with this concern. A LMP has been developed for the implementation of the project. An Integrated Pest and Disease Management Plan (IPDMP) developed for the project has made provision to mitigate the risk of pesticide use. |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|-------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Local Government Agencies/Municipal/District Assembly | Department of Agric Directors of Project Districts. | Mr. Emmanuel Afful-Wenchi Mr. Alfred Anaman-Tain Mr. James Adu-Techiman Municipal Mr. Mathew Opoku-Techiman North Mr. Samuel K. Dzisah-Suhum Municipal Mr. Ibrahim Sumatra Alidu-Upper West Akim-Adeiso Mr. Sualey Abukari- Bole District Mr. Richard Nyantakyi- Bia East-Adabokrom District | <p>The role of the department of Agric include to provide extension services on agronomic practices, CSA for cashew farmers, build the capacities of farmers and processors (Transfer of technologies to farmers and processors), provide training on new farm establishment, Harvest & Post Harvest, Disease & pest control, pruning and proper handling of agro-chemical, facilitate the activities of FBOs, provide training on the use of high yielding seeds, etc., build capacity of Agric. Extension Agents and Agric Officers on CSA Technologies and support the distribution of improved cashew seedlings and provision of Extension Services to farmers.</p> <p>Pest/Disease Prevalence ranges from moderate to high on farms in the districts.</p> <p>The misuse of pesticides by farmers is a key environmental issue that needs to be addressed because it poses a risk to any nearby water body.</p> <p>Land Tenure System-land is acquired through multiple modes in accordance with traditions, norms and customs of specific district. These systems include free</p> | <p>Subcomponent 2.2 supports on-farm productivity enhancement and climate resilience of tree crop farms. The project financing for TCDA under this subcomponent for the cashew sector will include provision of matching grants, inputs, subsidy, etc., to farmers, private sector nurseries and delivery of CSA through e-extension and training.</p> <p>Pesticide use is a major impact and has further been addressed in the Integrated Pest and Disease Management Plan (IPMDP) for the programme. Farmers will be regularly educated on timely application of agro chemicals as well as application of appropriate dosage. The project will liaise with Regional PPRSD staff to carry out spot checks at the agro input shops.</p> <p>A Resettlement Policy Framework (RPF) as been developed for the project which outlines the legal and institutional</p> |

| Category of Stakeholder | Stakeholders | Contact Person (s) | Key Concern/Comment | Responses |
|-------------------------|--------------|--------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| | | | hold (family lands), outright purchase by individuals and lease hold and sharecropping among other arrangements. | frameworks that pertain to land acquisition for project implementation. |

6.0 STAKEHOLDER ENGAGEMENT PROGRAM

This section outlines the broader strategic approach TCDA/COCOBOD will employ to constructively engage with all identified stakeholder groups, persons or individuals throughout the project life-cycle. The PIU/PCU shall fully adopt the concept of meaningful consultations as spelt out in the World Bank's Environmental and Social Standard 10. The overall objective is to ensure that stakeholders are given adequate opportunity to express their opinions on all aspects of the project – benefits, risks, impacts, and mitigation measures for consideration by the PCU/PIU.

Stakeholder engagement is a continuous process and will:

- provide some information about the proposed project;
- provide opportunities for stakeholders to discuss their concerns and offer recommendations;
- gain insight on the role of each stakeholder in the implementation of the environmental and social safeguards as well as structures in place for the management of the proposed facilities;
- provide and discuss with stakeholders the alternatives considered to reduce anticipated impacts;
- identify and verify significance of environmental, social and health risks and impacts; and
- inform the process of developing appropriate mitigation and management options.

Stakeholder consultation is a process and would continue during the implementation of the Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF) and the conduct of other environmental and social assessment types such as Initial Assessments (EPA screening and registration), Preliminary Environmental and Social Assessment (PESA), ESIA's and ESMPs for site-specific project implementation. The proposed strategy for effective interactions and engagement with the potentially affected parties and others with influence and interest in the implementation outcome of the GTCDP has been outlined below.

6.1 Proposed Strategy for incorporating the views of Stakeholders

During the preparation and implementation of the project phases, TCDA/COCOBOD will engage the various identified stakeholders through various means suitable to their needs and at agreed times. The Environmental and Social Safeguards team/ personnel of the TCDA-PCU and COCOBOD-PIU would be responsible for carrying out the engagement but would collaborate with other Environmental and Social Safeguards consultants during the planning, pre-implementation and implementation phases. The proposed methods and channels of sharing information and information to be shared on potential environmental and social risks and impacts with the various stakeholder groups have been presented in **Table 6**. The frequency of engagement will be continuous and ongoing within the life cycle of the project.

It is envisaged that stakeholder engagement will be undertaken at all phases of the project: Preparation and Design Phase, Implementation Phase, Monitoring Phase, Completion and Evaluation Phase. At the evaluation phase, the objective for engaging stakeholders would be to document experiences and lessons learnt. The level of engagement with each identified stakeholder may vary, depending on the prevailing project cycle and the issues at stake. The strategies that the GTCDP will adopt to engage different categories of stakeholders have been discussed below.

Engaging Project Partners

Project partners such, as the MOFA will be directly involved in the design and implementation of this Stakeholder Engagement Plan. At the design stage, the MOFA, TCDA/COCOBOD will be directly involved in the implementation of the project and will report directly to the WB. After the coming on-board of the PCU-PIU, the TCDA/COCOBOD will serve as the reporting conduit for the WB. Thus, all engagements with these project partners are considered part of the consultation process.

Engaging Regulators

The PCU-PIU will hold one-on-one (in-person) meetings with relevant government ministries and regulatory agencies such as the Ministry of Employment and Labour Relations, Ministry of Gender, Children and Social Protection, Ministry of Local Government Decentralization and Rural Development and the Office of the Head of Local Government Service, Environmental Protection Agency to discuss ways of ensuring compliance with national and project specific requirements as well as ensuring harmony between the WB ESF and the national systems. Where required, the PCU-PIU will engage specific regulatory agencies to organize tailor-made orientation for implementing partners to foster understanding, coordination and effective and efficient.

Engaging Implementing Partners – RCC, MDAs

Given that actual project implementation will take place within the administrative jurisdictions of Regional Coordinating Councils and Municipal and District Assemblies (MDA), the PCU-PIU will ensure continuous and routine engagement, consultation and communication with beneficiary RCCs and DAs. In addition, the PCU-PIU will ensure representation of the MDAs and RCCs at workshops organized on specific themes, especially on environmental and social issues, to facilitate their appreciation of the issues and enhance their monitoring of implementation.

Engaging Project communities

Regular interaction between the project implementers and the community leaders/members will be required to ensure that the desired project outcomes are met while ensuring community health, safety and participation. The project grievance redress system will be highly publicised to ensure that community members always have access to duty bearers. In addition, fora will be organised in project communities during which all relevant actors will be present to discuss and respond to issues and concerns of project communities.

6.2 Proposed Strategy for Information Disclosure

The World Bank's Environmental and Social Framework (ESF)'s Environmental and Social Standard (ESS) 10-Stakeholder Engagement and Information Disclosure and the Ghana EPA Regulations recognize the importance of open and transparent engagement with project stakeholders as an essential element of good practice. The ESS10 advocates effective stakeholder engagement to improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

Stakeholder engagement is described by the ESS10 as an inclusive process conducted throughout the project life cycle. When properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks. Stakeholder engagement must be initiated at an early stage of the project

development process to be effective as an integral part of project decisions on risks and impacts and planning.

In accordance with the ESS10, the borrower (TCDA/COCOBOD) will provide stakeholders with access to the following information as early as possible:

- a. The purpose, nature, and scale of the project;
- b. The duration of proposed project activities;
- c. Potential risks and impacts of the project on local communities and the proposals for mitigating these, highlighting potential risks and impacts that might disproportionately affect vulnerable and disadvantaged groups, and describing the differentiated measures taken to avoid and minimize these;
- d. The proposed stakeholder engagement process highlighting the ways in which stakeholders can participate;
- e. The time and venue of any proposed public consultation meetings, and the process by which meetings will be notified, summarized, and reported; and
- f. The process and means by which grievances can be raised and will be addressed.

Information dissemination and disclosure actions are required at all stages of projects financed by the World Bank. It is to promote effective engagement of all stakeholders including project implementers, regulatory agencies, bureaucrats, project affected persons and project beneficiaries. Effective consultation and information disclosure promote community ownership and participation and help to:

- Establish a systematic approach to identifying and engaging stakeholders to help build and maintain constructive relationships, particularly with project-affected parties;
- Assess the level of stakeholder interests and support to enable their views taken into account in project design and social performance;
- Promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle;
- Ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely and appropriate manner and format; and
- Provide project-affected parties with accessible and inclusive means to raise issues and grievances, which will be appropriately responded to and grievances managed.

The requirements for the engagement with workers in ESS2 and the special provisions on emergency preparedness and response are covered in ESS2 and ESS4 and must be adhered to at all times. The requirements set out in ESS5, ESS7 and ESS8, which requires the application of special disclosure and consultation, for projects involving involuntary resettlement or cultural heritage must be followed. Consultation is critical in the preparation, implementation and monitoring of social safeguards to ensure that:

- Project Affected Parties provide their inputs and concerns about the project;
- Participate fully in the execution of the project; and
- Promote stakeholders support and sustainability of the project.

Local processes should be employed to ensure that project information is disseminated using the local language (s), ensuring that the community is fully aware of developments. During all consultations, the existence and conditions of access to a register will be widely disseminated within the community. The PCU/PIU would make available to the public, the existing GRM, its procedures, the levels, and officers

responsible for different types of grievances. It is essential that information on the GRM should be disseminated to all relevant persons including the vulnerable and marginalized groups (such as women and persons with disability). This could be done through announcements via community information points/systems, radio, mobile van announcements, fliers, local newspapers, etc.

Information should also be disseminated through the project website, EPA website, notices on MDA Notice Boards and in communities, posters, and outreach campaigns by PCU/PIU staff and facilitators. Relevant posters and video clips should be designed by the Communications Specialist within the first six months of project effectiveness.

Draft Environmental and Social Assessment Reports will be reviewed by EPA, with the opportunity for input from the public. A 21-day public notice will be served through newspaper advertisement, indicating where copies of the report could be accessed and reviewed for EPA's attention. TCDA/COCOBOD in collaboration with the line agencies and EPA will make available copies of the ESMF/SEP/RPF and other relevant plans in selected public places as required by law for information and comments. Upon approval by EPA, copies of the final report will be circulated to the respective RCCs, MDAs and EPA library at the Head Office (Accra) for public access and information. The document will also be disclosed electronically on EPA's website. The exact date and duration of the public notice must be stated (i.e., "Public Disclosure Notice would be served in the media from **DD-to-DD Month, Year**"). A copy of the Public Disclosure Notice is presented in **Attachment 4**.

The notification provides the following:

- a brief description of the Project with respect to the GTCDP objectives;
- a list of venues where the publication and the ESMF/SEP/RPF reports is on display and available for viewing; and
- contact information as e-mails for comments from stakeholders and the public.

TCDA/COCOBOD would ensure that the disclosure notice is displayed at all the venues identified and the duration of the display period will be for twenty-one (21) days.

Potential future restrictions on physical meeting as a result of COVID-19 could prevent the use of some of the outlined information disclosure methods. In such cases, the most suitable method for engagement would be relied upon, based on the identified option during the initial engagement at the sub-project level.

6.3 Stakeholder Communication Strategy

To enhance stakeholder's input and project outcomes, effective communication with stakeholders is very vital. The PCU-PIU will adopt a multiple communication approach including the following:

- Deliver relevant tailor-made project information to the different stakeholder groups in an appropriate, gender sensitive and timely manner and foster a regular flow of information with the potential to trigger feedback and responses to the feedback.
- Adopt an open-door policy to all stakeholders to engender and deepen involvement and ownership for project functionality and sustainability.
- Where necessary and feasible, engage trusted third-party (NGO/CSO/FBO or Private Sector) to undertake regular engagements, create awareness and understanding, build trust, and galvanize support for the project.

The communication strategy of the project is based on the following principles:

- **Simple:** the project aims to keep clear, consistent, and comprehensible messages to its different audiences.
- **Cooperative:** to make best use of the available resources, the PCU-PIU will involve the different partners as well as beneficiaries in the communication strategy as much as possible.
- **Interactive:** the PCU-PIU will listen to and incorporate feedback from its stakeholders to increase interest in its activities and achievements and fine-tune its messages.
- **Accountable:** the communication strategy will be monitored and evaluated according to the project activities plan and specifically the relation between communication goal, target group/beneficiary, message, and communication timing. Furthermore, the focus of the communication strategy will change depending on the stage in the project implementation, reflecting the priorities relevant to that stage.

6.3.1 Communication Tools

A wide range of communication tools will be used to disseminate information to the different stakeholders given the observed differences in power, literacy, abilities and level of appreciation and understanding of the project. The tools are presented as follows:

Printed Communications

a. Project manual

As with all Bank funded projects of this nature, a project implementation manual (PIM) will be developed to guide the implementation of the project. This document will contain relevant information of the project and will be accessible to the relevant stakeholders. The PIM will be available on the website of TCDA and COCOBOB for interested stakeholders.

b. Project reports

Reports such as quarterly, half-yearly and annual reports prepared by the PCU-PIU are valuable tools for reference by project implementing partners and stakeholders interested in the project. These reports will be available to inform stakeholders such as the MoFA, MoF, RCCs, MMDAs, WB, etc. about project milestones, issues, resolutions, costs, risks, and next steps. These reports will cover all areas of the project implementation—procurement, financial management, E&S, monitoring and evaluation, among others and constitute a rich source of project information.

Electronic Communications, Online and Social Media Platforms

Online communication will be a critical channel for communicating with wide audiences because it offers the opportunity to reach the widest audience. Currently, access to internet and electronic media is great in some of the selected project districts but problematic in some districts. It is therefore important to complement electronic communication with other methods such as community meetings, use of mobile vans, community bulletins, radios etc. in such places. The following opportunities will be exploited to engage a wide range of stakeholders timeously.

a. Website:

TCDP and COCOBOD websites will be used to communicate to stakeholders. The PCU-PIU will host or create a link specifically for the project that will provide information on the project. It will also host publicly disclosed project documents such as the SEP, PAD, ESMF, and PIM. Data and information on the website will be frequently updated to ensure that stakeholders are abreast with the status of the project at all times.

b. Social media platforms:

Social media has become an acceptable form of reaching out to the public, especially the youth. Platforms such as Facebook, YouTube, LinkedIn and Twitter, Instagram among others; may be leveraged upon to enhance project visibility. Brochures and other project news bulletins will be widely distributed on these social media platforms.

c. Email updates:

The project will use email updates for distributing important messages/or announcements to identified stakeholders.

Events

The PCU-PIU will organise events, including meetings, focus group discussion, one-on-one meetings and workshops on and as-needed basis aimed at seeking inputs from a broad variety of stakeholders. Due to the Covid-19, however, such events will be guided by the national Covid-19 protocol on hygiene and social distancing as well as the World Bank's Guidance Note on Covid-19. PCU-PIU will minimise such meetings and limit the number of participants at events.

Traditional Media

The PCU-PIU will rely on all the available array of traditional media channels that have broad reach including documentaries, news, press releases, commentaries, media interviews or background briefings (television, radio, newspapers, magazines etc.) to share project information with its stakeholders. Community billboards, and posters, will be used where appropriate.

7.0 RESOURCES AND RESPONSIBILITIES FOR IMPLEMENTING PLANNED ACTIVITIES

This section provides estimates of resources required for implementation of the SEP and responsible agencies for activities.

The successful implementation of the SEP will depend on the commitment of TCDA/COCOBOD and various stakeholder including MMDAs, the EPA playing their expected roles. The implementation of the SEP will be integrated into the implementation of the different components of the project to ensure that stakeholders are engaged in all phases of the project.

Personnel of both TCDA and COCOBOD must play their roles and responsibilities effectively to ensure successful Implementation of the GTCDP. The Chief Executive Officers have the ultimate responsibility and authority for ensuring good implementation of the TCDA/COCOBOD SEP. Chief Operating Officer, PCU/PIU leads the Project Delivery Team to ensure project specific SEPs are developed and implemented, provide lead role in negotiating Implementing Entity Agreements (IEA) with stakeholders. The Chief Financial Officers of TCDA/COCOBOD reviews and approves budget and resources for SEP implementation and collaborates with Environmental and Social Specialists and fiscal agent to ensure payments for compensations are timely, The Procurement Specialists must collaborate with E&S Specialists and infrastructure team to incorporate prequalification appraisal criteria and related questionnaires that assess the capability of the main contract bidders to meet minimum standards for stakeholder engagement and social performance to help in the selection process.

Other regulatory and protection agencies such as MMDAs and EPA will play the following roles:

- Collaborate with TCDA/COCOBOD in developing IEA, negotiating to agree on roles and responsibilities for effective implementation;
- Provide timely review and approval of Environmental and Social Impact Assessment documents including;
- Collaborate with TCDA/COCOBOD in organizing public participation events at part of the ESIA process; and
- Collaborate with TCDA/COCOBOD in monitoring activities of works contractors, input providers, nursery operators, warehouse operators, etc. ensuring mitigation measures are adequate and effectively being implemented.

The implementation of the Stakeholder Engagement Plan is estimated to cost a total amount of **Two Hundred and Sixty-One Thousand Five Hundred United States Dollars only (USD261,500.00)**. The breakdown of the estimated budget is presented in **Table 8** below.

Table 8: SEP Implementation Budget

| Proposed Activity | Estimated Cost (USD) Years 1 – 2 | Estimated Cost (USD) Years 3 – 4 | Estimated Cost (USD) Years 5-6 | Total Cost (USD) |
|--------------------------------|----------------------------------|----------------------------------|--------------------------------|------------------|
| Website | 3,000 | 1,000 | 1,000 | 5,000 |
| Media announcements /radio/ tv | 7,000 | 5,000 | 2,000 | 14,000 |
| Social Media | 3,000 | 500 | 2,000 | 5,000 |

| Proposed Activity | Estimated Cost (USD) Years 1 – 2 | Estimated Cost (USD) Years 3 – 4 | Estimated Cost (USD) Years 5-6 | Total Cost (USD) |
|----------------------------------------------------------------------------------|----------------------------------|----------------------------------|--------------------------------|------------------|
| Information Boards | 2,000 | 1,000 | 500 | 3,500 |
| Correspondence by phone/ email/written letters | 6,000 | 4,000 | 2,000 | 12,000 |
| Project information leaflets/manual/reports, brochures, fact sheets, newsletters | 16,000 | 10,000 | 6,000 | 32,000 |
| Feedback and Suggestion Box | 1,000 | - | - | 1,000 |
| Surveys, interviews and independent evaluations | 6,000 | 6,000 | 6,000 | 18,000 |
| Dedicated hotline and short code | 3,000 | 3,000 | 500 | 6,500 |
| Community / public meetings | 18,000 | 6,000 | 2,000 | 26,000 |
| Workshops | 14,000 | 12,000 | 7,000 | 33,000 |
| Focus group meetings | 4,000 | 3,000 | 2,000 | 9,000 |
| Grievance Redress | 20,000 | 20,000 | 15,000 | 55,000 |
| Monitoring | 15,000 | 15,000 | 10,000 | 40,000 |
| Miscellaneous | 1,000 | - | - | 1,000 |
| Grand Total | 119,000 | 86,500 | 56,000 | 261,500 |

8.0 GRIEVANCE REDRESS MECHANISM

The overall objective of the Grievance Redress Mechanism (GRM) is to provide an effective, transparent and timely system that would give aggrieved persons redress and avoid litigation, minimize bad publicity, avoid/minimizes delays in project implementation, ensure public health and safety, and sustainability of the GTCDP interventions. Specifically, the GRM:

- Provides affected people with avenues for making a complaint or resolving any dispute that may arise during the implementation of projects;
- Ensures that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants through Alternative Dispute Resolution (ADR) strategies; and
- Avoids the need to resort to the Court of Law (but this does not replace people's right to utilize the court system, if they so wish).

8.1 Grievance Process

The grievance management guide to be followed by TCDA/COCOBOD is provided in **Table 9** below.

Table 9: Grievance redress mechanism

| Step | Process | Description | Time frame | Other information |
|------|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Identification of grievance | Face to face; phone; letter, e-mail; recorded during public/community interaction; others | 1 Day | Email address; hotline number |
| 2 | Grievance assessed and logged | <ul style="list-style-type: none"> • Significance assessed and grievance recorded or logged (i.e., in a log book) | 4-7 Days | Significance criteria Level 1: one off event; Level 2: complaint is widespread or repeated; Level 3: any complaint (one off or repeated) that indicates breach of law or policy or this SEP/ESMF/RPF provisions. |
| 3 | Grievance is acknowledged | <ul style="list-style-type: none"> • Acknowledgement of grievance through appropriate medium | 7-14 Days | |
| 4 | Development of response | <ul style="list-style-type: none"> • Grievance assigned to appropriate party for resolution; • Response development with input from management/ relevant stakeholders | 4-7 Days 10-14 Days | |
| 5 | Response signed off | <ul style="list-style-type: none"> • Redress action approved at appropriate levels | 4-7 Days | TCDA/COCOBOD should sign off |
| 6 | Implementation and communication of response | <ul style="list-style-type: none"> • Redress action implemented and update of progress on resolution communicated to complainant | 10-14 Days | |
| 7 | Complainant's (s) Response | <ul style="list-style-type: none"> • Redress action recorded in grievance log book • Confirm with complainant that grievance can be closed or determine what follow up is necessary | 4-7 Days | |

| Step | Process | Description | Time frame | Other information |
|--------------------------------------------------------------------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|---------------------------------------|
| 8 | Close grievance | <ul style="list-style-type: none"> Record final sign off of grievance If grievance cannot be closed, return to step 2 or refer to sector minister or recommend third-party arbitration or resort to court of law | 4-7 Days | Chief Executive Officer, TCDA/COCOBOD |
| Total Estimated Cost USD (20,000 for years 1-2, 20,000 for years 3-4 and 15,000 for years 5-6) | | | | 55,000.00 |

Note: The budget is cost for communication, transportation, stationery and GRC meetings for the GTCDP across all Locations for the project life cycle.

Any grievance received from the public shall be treated confidentially and resolved in a transparent and fair manner. The GRM will consist of a five-tier resolution arrangement system including the following:

- Farmer (Project Site) level;
- Complaint lodged at TCDA/COCOBOD District Office;
- Project-level (Zonal Office) grievance resolution;
- TCDA/COCOBOD National Office; and
- National legal level (complainant has right to utilize the court system without necessarily following the above prescribed GRM process).

The general process is that a project affected person and/or other stakeholders should first raise a grievance at the project location/office and the farmer level. If unresolved, it is referred to the TCDA/COCOBOD District Office. Beyond this level, the issue will be referred to the Grievance Redress Committee (GRC) at the TCDA/COCOBOD Zonal Office, and subsequently to the TCDA/COCOBOD national level if still unresolved. If the TCDA/COCOBOD level proves unsuccessful in resolving the grievance, the complainant may seek legal redress at the law court to resolve the issue. The farmer (project site) level team will include the relevant sub-committees of the the various MDAs. The process of resolving grievances is summarized in **Figure 1**.

Settlement of Disputes

A number of methods are available to the PAPs for use in resolving disputes and complaints. These include the following:

- Settlement by negotiation;
- Settlement by mediation;
- Settlement by arbitration;
- Court of Law; and
- International experts.

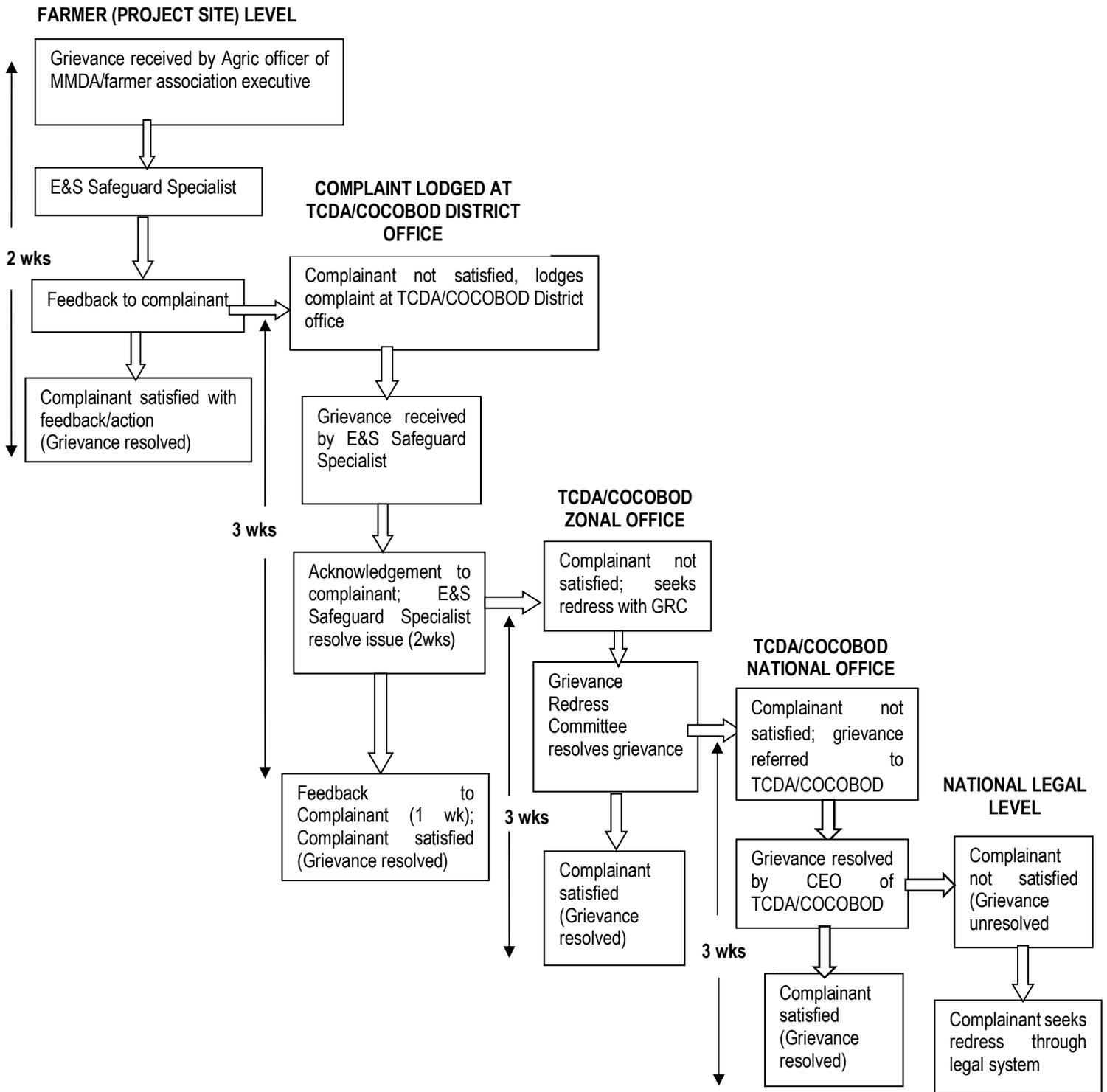


Figure 1: Grievance Redress Mechanism for the GTCDP

8.2 Grievance cases related to child labour or child rights / child protection concerns

Grievance cases that involve children under 18 are to be given special considerations. For grievance cases related to cases of child labour, violations of child rights or child protection concerns, the project GRM will establish collaboration and referral procedures that respect the mandates established in the Child Act (1998). This Act articulates the special procedures for child protection which are mandated to specialized officers with training to deal with the inherent vulnerability of children that is due to their young age.

If the grievance cases concern the functioning of activities, performance of professionals, programmes implemented in an area to reduce and respond to child labour, the project GRM will establish collaboration and referral procedures that respect the mandates established for social risk management and complaints in accordance with the Local Governance Act (2016).

Referral procedures and stakeholders involved for each of these categories of grievances are explained below.

Individual cases

If the grievance case is about an individual cases that need to be remediated, the following pathway for referrals of grievance cases will be used:

1. **Preliminary assessment of a case:** If a case involving a child is reported to the project grievance mechanism, a preliminary assessment of the situation shall be made to determine the next steps and any eventual need for a referral. The assessment will include:
 - the capacity and willingness of the employer to gather information on the concern and defining the type of child labour or abuse that has occurred.
 - Sensitivity of the case (criminal / non-criminal) and the level of vulnerability of the child.
2. **Classification of cases depending on type of case:** the preliminary assessment will classify the cases into the following types:
 - **Non-criminal, low-risk case:** E.g., case of child labour where child still goes to school or is above 15 and is not socio-economically vulnerable. The case is not a suspected case of child trafficking or forced child labour.
 - **Non-criminal, high-risk case:** E.g., case of child labour where the child has a high level of socio-economic vulnerability; and/or child is below the age of 15 and out of school.
 - **Criminal, high-risk case:** Child is suspected to be victim of forced labour or child trafficking.
3. **Responses and referrals:** Depending on the case, referrals may be needed as per **Figure 2** below. This referral will be in addition to addressing any specific concerns on the worksite (e.g., removing the child from dangerous tasks if it's a case of hazardous labour for a child). Continued collaboration with the District Social Welfare Officer in some cases so this officer can do a deeper assessment of the child's case. Support for the remediation plan which is defined in the case management plan of the DSWO will be provided in case of need.

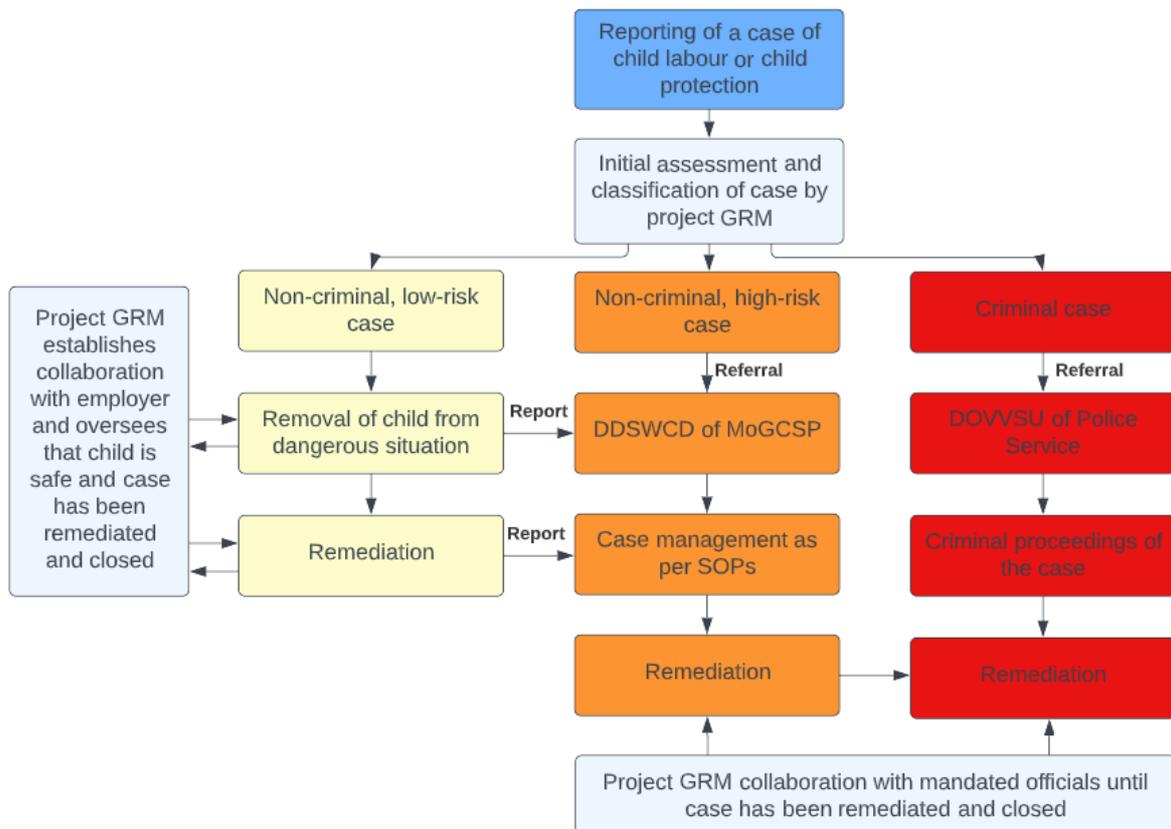


Figure 2: Proposed Procedure for Child Labour Redress Mechanism

The procedure for Child Labour Redress Mechanism will include:

- Receive and acknowledge grievance claim;
- Investigation (and if high risk, referral of case to formal child protection system);
- Develop timebound action plan;
- Implementation and communication of plan; and
- Monitor and report progress.

8.3 Grievances concerning the functioning of activities, performance of professionals and programs

If the grievance concerns the functioning of activities, performance of professionals, programmes that are put in place by the project in project districts to reduce the child labour risks in collaboration with MMDAs, the mandates established by the Local Governance Act, 2016 (936) will be used and complaints will be referred to the District Public Relations and Complaints Committee that has a mandate to respond to grievances on the Assembly performance on matters that are within their mandate. According to this law, complaints may also be referred to the Commission on Human Rights and Administrative Justice (district, regional or national offices).

8.4 Sexual Exploitation and Abuse and Sexual Harassment

If the GRM receives a case on sexual exploitation and abuse related to the project, complaint will only be recorded after securing full consent of the complainant in line with survival centred approach. The GRM administrator will then refer the complainant to the appropriate SEA/SH service provider or relevant government authorities in line with the SEA/SH Risk Mitigation and Response Action Plan. Referral to service providers will not be contingent upon whether the complainant wants the case recorded or not. The PIU will report activities and outcomes of SEA surveillance and management to the World Bank on a regular basis. The procedure for SEA/SH mechanism will include:

- Reporting of SEA/SH;
- Investigation and referral of complaint to national authority; and
- Disciplinary measures.

8.5 Grievance Uptake Form

The complainant's name, date and nature of complaint, follow-up actions and their dates will all be logged for referencing and tracing. Once grievances are resolved, the Chairman of the committee will complete the Grievance Uptake Form (**see Attachment 5**) detailing and confirming the resolution. The form will be signed by the complainant, and other parties. A complaint logbook will be opened for all complaints at the project level. All GRC minutes will be recorded and made available for review upon request.

9.0 MONITORING AND REPORTING

9.1 Objective of Monitoring and Evaluation

Stakeholder engagement activity must be monitored and evaluated at all levels to ensure these are carried out in accordance with the relevant requirements of the SEP, and for follow up remedial actions, where necessary. The provisions for monitoring and evaluation (M&E) will ensure the proposed actions are implemented as intended and within the project stages established, and also that, the expected results are achieved. Where shortcomings or problems are found, M&E can initiate appropriate corrective action.

The monitoring of project activities related to stakeholder engagement must fit into the overall project M&E framework. The objective of the monitoring plan will be to ensure that all stakeholders are provided with timely and updated information with regards to the implementation of all sub projects.

The focus of the M&E will include an assessment of the following:

- SEP implementation is in accordance with the national and international regulations;
- Whether SEP implementation has to be adjusted due to changes that have occurred;
- Whether complaints and grievances are being properly and effectively addressed; and
- Inform decisions to resolve problems encountered during SEP implementation.

Actions will be monitored and evaluated internally by a Monitoring and Evaluation Team (MET) to be constituted by the PIU/PCU.

9.2 Stakeholder Involvement in Project Monitoring

The purpose of the internal M&E will be to verify that:

- Actions and commitments described in this SEP are implemented;
- Eligible people to be affected by the works receive their full compensation; and
- Complaints and grievances lodged by PAPs are followed-up and resolved.

Evaluation and monitoring are key components of the SEP. They have the following general objectives:

- Monitoring of specific situations or difficulties arising from the implementation, and of the compliance of the implementation with objectives and methods as set out in this SEP; and
- Evaluation of the mid- and long-term impacts of any project activity on affected households' livelihood, environment, local capacities, on economic development and settlement.

Monitoring aims to correct implementation methods during the course of a project, as required. Evaluation is intended at checking whether policies have been complied with and providing lessons learnt for amending strategies and implementation in a longer-term perspective. Monitoring will be internal and evaluation external.

Participatory Monitoring and Evaluation Plan Indicators

The Monitoring and Evaluation Team (MET) will be expected to develop and implement a Monitoring and Evaluation Plan (MEP). The main indicators the MEP will measure include:

- Impacts on affected individuals, households, and communities to be maintained at their pre-project standard of living, or better;
- Improvement of communities affected by the project;
- Timeliness and adequacy of information delivery;
- Involvement of vulnerable groups and
- Management of disputes or conflicts.

The PIU/PCU Coordination Office will undertake routine internal M&E of the implementation of the SEP so as to ensure that all the responsible units follow the schedule and comply with the principles of the SEP. The monitoring program will provide continuous feedback on the implementation of the SEP. Monitoring teams will be constituted and will report regularly to the coordinating office. The team will include EPA, and appropriate departments under MOFA. Through the M&E, PIU/PCU will establish a reporting system for the project SEP that will:

- Provide timely information to the project about all stakeholder engagement activity and issues arising;
- Identify any grievance, especially those that have not yet been resolved at the local level and which may require resolution at higher levels;
- Document completion of project resettlement and compensation that are still pending, including for all permanent and temporary losses; and
- Evaluate whether all PAPs have been compensated in accordance with the requirements of the RAP and that PAPs have better living conditions and livelihoods.

Instrument of monitoring will include the following:

- Questionnaires with data stored in a database for comparative analysis (before-after and with-without); and
- Documentation and recording of PAPs situation, including subsequent uses of assets and any improvements

9.3 Reporting to Stakeholders

TCDA's/COCOBOD's principal objective of reporting to stakeholders is to inform the various groupings as to how their suggestions have been taken on board, what risk or impact mitigation measures will be put in place to address their concerns, and how project impacts are being monitored. It is also aimed at improving transparency in TCDA's/COCOBOD's operations and sub-projects with its stakeholders, promote trust, and strengthen engagement with stakeholders within the life of the GTCDP.

In reporting to stakeholders on project planning and implementation, especially with respect to how issues of concern to them have been taken on board, TCDA/COCOBOD will consider the following internationally accepted good practice:

- Determine what information needs to be reported to which stakeholders, by what method and frequency of reporting;
- Disclose progress to affected, interested parties and vulnerable groups. In particular, publicize any material changes to commitments and/or implementation actions that vary from publicly disclosed documents;
- Make monitoring results publicly available, at least quarterly, especially reports of any external monitors;

- Regularly report on the process of stakeholder engagement as a whole, both to those stakeholders who are directly engaged, and to other interested parties; and
- Translate information reported to stakeholders into local languages and easily understandable formats.

The monitoring unit will submit periodic (preferably bimonthly) reports to the PIU/PCU and copied to MOFA. The report will cover activities regarding stakeholder engagement, the methods used, the issues raised, how those issues have been resolved and provision made for future engagement. This report will form part of the PIU's/PCU's regular and agreed report to the World Bank.

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ATTACHMENTS

Attachment 1: PROJECT LOCATION MAP

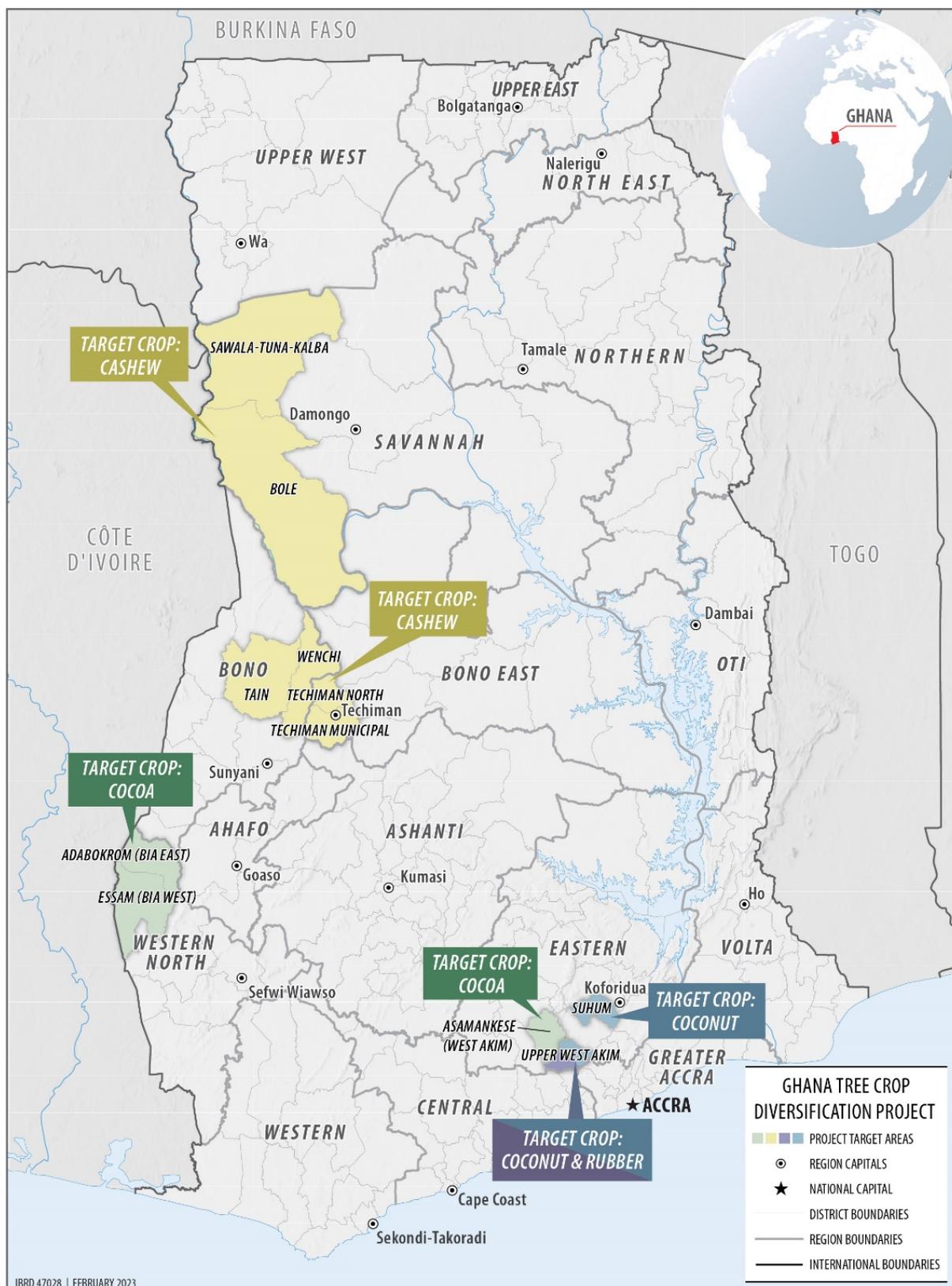


Figure A map of Ghana showing proposed GTCDP regions and districts

Attachment 2: LIST AND CONTACTS OF STAKEHOLDERS CONSULTED

Table: Key Contact Persons for Various Stakeholders

| Stakeholder group | Name | Title/Organization | Phone Number |
|--------------------|----------------------------------|----------------------------------------|--------------|
| TCDA | 1) Mr. William Agyapong Quaitto | Ag. Chief Executive Officer, TCDA | 0246228279 |
| | 2) Mr. Yaw Oteng | Ag. Deputy CEO, TCDA | 0544335757 |
| | 3) Mr. Forster Boateng | Ag. Deputy CEO, Operations | 0540116738 |
| COCOBOD | 1) Rev. Edwin Afari | Executive Director, CHED | 0243262827 |
| | 2) Dr. Francis Padi | Executive Director, CRIG | 0243 711858 |
| | 3) Dr. Francis Baah | Director, RM&E | 0249615541 |
| | 4) Mr. Wahab Abdul Suleman | Project Coordinator | 0246963201 |
| | 5) Mr. Isaac Adu | Regional Manager, Western North (CHED) | 0244938722 |
| | 6) Mr. Abdul Majid Mumuni | Regional Manager, Eastern (CHED) | 0244885598 |
| | 7) Mr. Evans Agyekum | District Officer, Adabokrom (CHED) | 0246112706 |
| | 8) Mr. Abubakar Sadiq | District Officer, Asamankese (CHED) | 0242508445 |
| | 9) Mr. Christopher Adu-Gyamfi | District Officer, Essam (CHED) | 0241551188 |
| PCU | 1) Forster Boateng | Project Coordinator | 0540116738 |
| | 2) Kingsley Agyeman | E&S Specialist | 0505122083 |
| | 3) Patrick Ofori | M&E | 0246447916 |
| | 4) Kwadwo Gyamera-Antwi | Procurement | 0209990166 |
| | 5) Kenneth Boateng | Finance | 0244675464 |
| PIU/ COCOBOD | 1) Mr. Wahab Abdul Suleman | Project Coordinator | 0246963201 |
| MOFA | 1) Patrick Robert Ankobia | Chief Director | 0208150191 |
| | 2) Paulina Addy | Director WIAD, | 0244422712 |
| | 3) Josephine Quagraine | Ag. Director, PPMED | 0243068617 |
| | 4) Dr. Solomon Gyan Ansah | Ag. Director, DCS | 0208133029 |
| | 5) Kwasi Wih | PPRSD | 0241030815 |
| | 6) Jerry Anim | Cashew Value Chain Specialist | 0243757949 |
| | 7) Susie Yohuno | Rubber Value Chain Specialist | 0243961931 |
| | 8) Dyllis Sowah | Coconut Value Chain Specialist | 0248169381 |
| | 9) Decleq | Station Manager, Wenchi Agric. Station | 0242540357 |
| Cashew Value Chain | 1) Mr. Alexander Joseph Bonsu | Producer/TCDA Board | |
| | 2) Mr. Alex Owusu Agyei | Exporter/TCDA Board | |
| | 3) Henry Osabutey | Nursery Operators Association | 0242667056 |
| | 4) Ed Marvin Nii Ayibontey Smith | Cashew Processors Association | 0242667056 |
| | 5) Adams Tampuri | Cashew Farmers Association | 0248695907 |
| | 6) Alhaji Justice | Cashew Traders Association | 0243927966 |
| | 1) Mr. Simon Tetteh | Processor/TCDA Board | |

| Stakeholder group | Name | Title/Organization | Phone Number |
|----------------------------------------------------|--------------------------------|--------------------------------------------------------------------|---------------------------------------------|
| Rubber Value Chain | 2) Mr. James Owusu-Koranteng | TCDA Board | |
| | 3) Dr Erasmus Tetteh | Scientist, Crop Research Institute | |
| | 4) Prof Adjei Nsiah | Director, Forest and Horticultural Crops Research Centre (FOHCREC) | |
| | 5) Dr. Moses Brandford Mochia | CSIR-Crop Research Institute | 0243263385 |
| | 6) Dr. Erasmus Narteh Tetteh | CSIR-Crop Research Institute | 0244826485 |
| | 1) Mr. Theophilus Asare | Head of coconut Unit | |
| | 2) Mr. Emmanuel Andoh-Mensa | Director, Oil Palm Research Institute (OPRI) | 0244056473 |
| Cocoa Value Chain | 1)Mr. Kennedy Ntoso | Olam Ghana | 0244327746 |
| | 2)Mr. Roger | Input and Certification Manager, PBC | 0244572261 |
| | 3)Mr. Lloyd | Plant Manager, NICHE | 0244547023 |
| | 4)Mr. Gregory Ampofi | Chemico Ltd. | 0243306695 |
| Ministry of Employment and Labour Relation | 1) Antwi Peter | Deputy Director, PPMED | 0243731157 |
| Domestic Violence and Victim Support Unit (DOVVSU) | Lydia Osei | | 0244615110 |
| Ghana Export Promotion Authority (GEPA) | Fred Asante Omane | | 0244268010 fred.asante-omane@gepa.gov.gh |
| Ministry of Gender, Children and Social Protection | Vera Bediako (Deputy Director) | | 0244978527 |
| Ghana Journalists Association | Kofi (Secretary) | | 0244275167 |
| Wenchi Municipal | Mr. Emmanuel Afful | Municipal Agric Director | 0508397797 0553412050 |
| Tain District | Mr. Alfred Anaman | District Agric Director | 0243074717 |
| Techiman Municipal | Mr. James Adu | Municipal Agric Director | 0208638588 0208409904 |
| Techiman North | Mr. Mathew Opoku | District Agric Director | 0243244140 |
| Suhum Municipal | Mr. Samuel K. Dzisah | Municipal Agric Director | 0243767380 |
| West Akim Municipal-Asamankese | Mr. Daniel Oduro | Municipal Agric Director | 0244774929 |
| Upper West Akim-Adeiso | Mr. Ibrahim Sumatra Alidu | District Agric Director | 0244035453 |
| Bole District | Mr. Sualey Abukari | District Agric Director | 0243786337 |

| Stakeholder group | Name | Title/Organization | Phone Number |
|---------------------------|------------------------------|---------------------------|---------------------|
| Sawla-Tuna-Kalba | Mr. Alhassan Mohammed Shiraz | District Agric Director | 0242179839 |
| Bia East-Adabokrom | Mr. Richard Nyantakyi | District Agric Director | 0242187613 |
| Bia West-Essam | Mr. Paul Ayivi | District Agric Director | 0271780886 |

Summary of Stakeholder Consultations and Concerns

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|--------------------------------|-------------|
| MOFA/TCDA-DCS | Mr. Jerry Anim | Cashew Value Chain Specialist | 0243757949 |
| | Mrs. Dyllis Sowah | Coconut Value Chain Specialist | 0248169381 |
| | Mad. Susie Yohuno | Rubber Value Chain Specialist | 0243961931 |
| <p><u>Key Concerns/Comments</u></p> <p><i>The objective of the project is to develop tree crops value chain (VC). The various stages of value chain include:</i></p> <ol style="list-style-type: none"> i. Research: -This involves the establishment of feed and post-harvest management. ii. Production (inputs): - nurseries to raise seedlings, agronomic practices such as line and pegging, fertilizer and pesticide applications, etc. iii. Processing: - this involves value addition to raw nuts and fruits (apples) mainly using manual procedures. In cashew sub-sector, less than 10 % of the total production is processed locally with an installed capacity of 45,000 metric tons (capacity of all existing processing plants/factories). The total utilization is about 18,000 MT. iv. Marketing-most products are sold on the domestic market. <p><i>Key actors in the Cashew Value Chain are:</i></p> <ol style="list-style-type: none"> a. Farmers; b. Input providers/Agents; c. Aggregators; d. Processors; and e. Traders/Exporters <p>There are about 470 traders and exporters in the Cashew Value Chain (VC) of which most are foreigners (a challenge for the GTCDP to deal with). Another challenge is the very low-capacity utilization of installed capacity. Besides, trading is not regulated. In response to this challenge, TCDA in collaboration with various stakeholders has developed a policy regulatory framework that is in Parliament for consideration. In the regulations, for instance, aggregation will be a reserve of only Ghanaians and it will require that all actors are registered with TCDA.</p> <p>Eleven (11) out the 16 regions of Ghana grow coconut. However, the major coconut regions are Western, Western North and Central. Averagely, 160 coconut trees can be planted per one hectare. The Coconut VC includes both local and foreign participants. The Coconut Federation of Ghana (COFEG) is one association that currently controls activities of actors (farmers, aggregators, processors, traders, etc.) in the Coconut Value Chain. Actors in the VC with high influence and interest are the traders who even pre-finance the production of coconut and hence determine the price for the farmers. The challenge for farmers is that traders and agents dictate the prices of the crop. Currently, the role of the Directorate of Crop Services of MOFA is limited to production activities, hence, the need for the regulations to mandate TCDA to regulate the entire value chain activities.</p> <p><i>Expectation of the coconut sector from the GTCDP:</i></p> <ol style="list-style-type: none"> i. Regulate the pricing to prevent traders from determining the price; ii. Monitor and supervise the entire value chain from production to marketing as against the current situation where DCS only oversees production; iii. Provide funding for inputs (seedlings, fertilizers, pesticides), including credit/loans and training for farmers as is done for other sectors; iv. Support farmers with other food crop seedlings to intercrop their coconut farms to raise money to support themselves as additional livelihood activities; v. Support the expansion of the raw materials; and | | | |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------|
| | vi. Develop standards for coconut products. | | |
| | In the rubber sub-sector, there are two main farming systems; smallholder farmers and estate farmers. | | |
| TCDA-PCU | Dr. Forster Boateng Kingsley Agyeman | Project Coordinator, DTCDP, Deputy CEO, Operations, TCDA E&S Specialist, TCDA | 0540116738 0505122083 |
| | <p>Key Concerns/Comments</p> <p><u>Key objectives of TCDA's five-year strategy (2022-2027):</u></p> <ol style="list-style-type: none"> Support adaptive research, including conducting, assisting, and encouraging scientific, technological, and socioeconomic tree crop research through public agricultural research institutions. Facilitate production and value chain support in Ghana, including promoting and optimizing land use in the six tree crops (oil palm, rubber, mango, coconut, shea, and cashew) and enhancing the quality and efficiency of upstream production. Capacity support for actors in the value chain, including production quality assurance. Establish and mobilize a Tree Crop Development Fund to provide long-term funding for the industry. <p><u>TCDA's needs:</u> A thorough organizational needs assessment has yet to be conducted. Nonetheless, the following needs were identified during the preparation of the TCDA's five-year strategy:</p> <ol style="list-style-type: none"> Functional zonal offices (six in number). Advancement of a competitive tree crop subsector through market-led, demand-driven research. Sustainable funding mechanism to assist the TCDA in fulfilling its mission. <p>For the GTCDP, TCDA will support the sustainable commercial development of four (4) crops (Cocoa, cashew, coconut and rubber) through:</p> <ul style="list-style-type: none"> • Research; • Service provision (production and value chain services); • Capacity building; and • Licensing and regulation; <p>TCDA aims to double the output of the tree crops sector and better respond to market opportunities. TCDA has therefore developed a set of tree crops regulation for the sector.</p> <p>As much as possible the GTCDP will utilize existing structures and facilities at the project locations/districts to implement project activities. The project will not be involved in land acquisition but will rely on private nursery operators to raise seedlings for individual farmers.</p> <p><u>Steps to establish and operationalize the Tree Crops Zonal and Districts Offices:</u></p> <ol style="list-style-type: none"> Prepare the job description for the zonal staff for TCDA Board approval. Obtain approval from the Ministry of Finance in order for TCDA to hire the necessary personnel for zonal officers. Commence recruitment. Team orientation for the zonal office. | | |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
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| | | <p><u>TCDA's strategy to build capacity:</u></p> <ol style="list-style-type: none"> i. Conduct a needs assessment of the organization to identify the existing gaps. ii. Facilitate subject-specific trainings and experiential learning via study tours for the TCDA Board and Management. iii. Facilitate competency-based trainings for the TCDA's technical personnel. iv. Develop the necessary framework and tools to assist TCDA in carrying out its mission. These include regulations, a strategic plan, a digitalization framework, technical operations manuals on best management practices for production of the six tree crops, a communication strategy, knowledge and learning management tools, and a policy and procedure manual for human resource management. v. Provision of the necessary apparatus. <p>TCDA has baseline data for cashew, coconut, and rubber but none for cocoa. This was compiled by the Directorate of Crop Services of the Ministry of Food and Agriculture (MOFA) and includes demographics, the number of farmers, and the total cultivated area of the selected tree crops in the specified districts.</p> <p><u>TCDA's strategy to secure markets for Value Chain Actors:</u> To facilitate market access, TCDA will:</p> <ol style="list-style-type: none"> i. Work through existing structures such as GEPA and the various value chain associations, including their umbrella association, FAGE. ii. Establish and enforce quality standards via a traceable supply chain. <p><u>Research on Cocoa, Cashew, Coconut and Rubber:</u></p> <ol style="list-style-type: none"> i. CRIG is working on clonal gardens, better clones of planting materials, and pest and disease control for the Cashew Research Initiative. ii. CSIR-OPRI is developing seed gardens to produce superior seed nuts for quality seedling production, as well as pest and disease management for coconut. iii. Rubber research: The CSIR-CRI and the Faculty of Forestry Research and Natural Resources at KNUST are conducting rubber research, including the establishment of a budwood garden to produce better planting materials. <p><u>TCDS's capacity in terms of personnel and logistics/infrastructure (technical know-how, laboratories, equipment, etc.) to implement the GTCDP:</u> Even though the TCDA lacks sufficient personnel at present, it is implementing the GTCDP with the assistance of the technical expertise of the Directorate of Crop Services within the MOFA.</p> <p>Regarding infrastructure (laboratories, equipment, etc.) for quality assurance and standards, TCDA will collaborate with the appropriate public research institutions and other relevant and important organizations like GSA, FDBA, etc. The TCDA's ability to implement the GTCDP is aided by its collaboration with the aforementioned institutions.</p> <p><u>TCDA's Research Agenda:</u> TCDA desires to enhance the capacity of public research institutions to uphold their mandates in the areas of developing superior varieties, integrated soil fertility management, integrated pest and disease control and management, and postharvest management technologies.</p> <p>Additionally, TCDA intends to facilitate a research agenda platform that will promote market-driven research.</p> | |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
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| | <p><u>Key aspects of TCDA's sustainability plan:</u> TCDA will:</p> <ol style="list-style-type: none"> i. Promote and increase private sector involvement in tree crop value chains. ii. Create an environment conducive to business in order to attract private sector investment in the sector. iii. Establish a sustainable financing mechanism to aid in the expansion of the tree crop industry. iv. Implement and enforce environmental and social safeguards across the value chains of the selected tree crops. <p><u>Strategy for research on climate smart agriculture, adaptation and mitigation:</u></p> <ol style="list-style-type: none"> i. Integrating the efforts of public research institutions to develop drought-resistant, climate-smart, high-yielding, early-maturing varieties. ii. Promoting agricultural systems that contribute to forest and landscape restoration. <p><u>Strategy/Policy on gender, child, persons with disability (PWDs), SEA/SH during implementation of GTCDP:</u> TCDA will:</p> <ol style="list-style-type: none"> i. Create and implement the appropriate strategic framework and action plans (for instance, the "Child Labour Control and Mitigation Strategic Framework, Action Plan, and Creating Awareness" framework). ii. Incorporate mechanisms for monitoring, reporting, and mediation into all TCDA intervention areas. iii. Create awareness among beneficiaries and relevant parties. <p><u>Support for the private sector in multiplication and distribution of selected Saplings:</u> TCDA will: Profile both existing and new private commercial nursery operators, link them to public research institutions for the offtake of breeder materials, and provide them with technical and matching grants so they can produce and distribute high-quality seedlings to farmers.</p> <p><u>Strategy to implement the digital register of all value chain actors:</u> TCDA will establish an intelligent data-driven digital solution that will capture, organize, and dashboard key information and activities of all stakeholders and actors in the value chains of the selected tree crops.</p> <p>In the approved five-year plan of the TCDA, there is a budget for developing and implementing a digital framework for transparently managing the supply chains of the selected tree crops. Consequently, the authority has identified resource mobilization partners. Among these partners are the World Bank, the Alliance for a Green Revolution in Africa (AGRA), and the International Finance Corporation.</p> <p><u>GTCDP component 2: Improving productivity and climate resilience is most important component to TCDA:</u> This is because: According to our Authority's mandate, enhancing productivity and climate resilience is central to our mission. Our mission is to promote the development and well-being of selected tree crop industries through research, capacity building, and outstanding services, with the goal of achieving long-term commercial productivity and sustainability and a greater contribution to the Ghanaian economy.</p> | | |
| COCOBOD | Mr. Wahab Suleman | Project Coordinator, PIU | 0246963201 |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
| | <p>Key Concerns/Comments</p> <p><i>Project definition:</i> COCOBOD will use existing institutional structures to implement the GTCDP in collaboration with relevant institutions, particularly the Forestry Commission (FC) and Private entities. COCOBOD is yet to enter into any formal agreement with the FC. Private consultants will be engaged to work on the carbon sequestration and financing aspects of the project.</p> <p><i>Project Activities: these include:</i></p> <ul style="list-style-type: none"> • Climate financing and carbon credit; • Organizational capacity development; • Support to CMS; • Rehabilitation of cocoa farms; • Support for FBOs; • Certification activities; demand driven research; and • Value addition and market access. <p><i>Capacity Building:</i> COCOBOD aims to implement IT and paperless systems in the delivery of services and will train the relevant staff and provide the required IT infrastructure. Training will be provided on the existing Cocoa Management Systems (CMS).</p> <p><i>IT Logistics:</i> COCOBOD is desirous to adding logistic to the existing CMS as part of the project's digitization for traceability sub-component. Currently the CMS does not capture the biometric data of farmers. The project will also sanction an independent audit of the CMS.</p> <p><i>Rehabilitation of farms:</i> farmers must be willing to give up their farms for the rehabilitation activities. To ensure they give up their farms, there will be one-off payment as compensation to farmers and landowners. This is because some landowners reclaim their lands once the trees are cut. The diseased cocoa trees will be cut and immediately plant food crops such as plantain, cocoyam on the land. The process is to cut, plant, treat and care (maintain) for the tree crop for two years. The rehabilitation will be implemented through private sector participation/providers</p> <p><i>Land Tenure System:</i> land acquisition by farmers is by land owned by the farmer (Landlord), rented by the farmer (tenant) and Share cropping (where the farmer shares produce in equal proportions).</p> <p><i>E-extension:</i> the project will provide extension services on particularly climate smart agricultural (CSA) practices as well as good agricultural practices (GAP) to farmers in a timely manner through smart devices. These practices will include planting shade trees, simple irrigation methods to improve soil moisture and composting.</p> <p><i>Cocoa Processing by SMEs:</i> The objective is to support SMEs in cocoa processing by first characterizing the nature of SMEs, their challenges and implement interventions including financial support -matching grants, de-risking to reduce interest rates. SMEs will be supported in value adding/processing of cocoa locally.</p> <p><i>Research and Development (R&D):</i> Presently technical personnel is adequate but logistics and infrastructure is inadequate and the project seeks to intervene. The objective is to establish a baseline knowledge of research on CSSVD, pest control, soil quality, vectors for CSSVD, etc.</p> | | |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|------------------------------------------------------|
| | <p><u>Certification</u>: Cooperatives and Licensed Buying Companies (LBCs) will be certified by third party entities.</p> <p><u>Training</u>: Training will be provided for relevant staff and farmers on use and disposal of fertilizers and chemicals applied on cocoa farms and on the use of approved protocols.</p> <p><u>Child Labour</u>: The issue of child labour will not even arise during the project implementation. The reasons are that none of the project activities described above will permit the use or involvement of a child.</p> | | |
| EPA | Mrs. Andriana N.K. Nelson Mrs. Doris Dushie Mr. John Doghle Mr. Anthony Appianti | Ag. Director, EAA Deputy Director, EAA Deputy Director, EAA Principal Programme Officer | 0244250575 0241316162 0243134046 0207870262 |
| | <p>Key Concerns/Comments</p> <p><u>Feasibility Studies</u>: Ensure comprehensive feasibility studies are carried out on existing farms, processing plants, nurseries, etc.</p> <p><u>Emissions</u>: The risk of air emission from processing facilities, and motorized cutting machines for cocoa rehabilitation, ensure the appropriate mitigation and enhancement measures are put in place before commencing operations. Do not burn cut down trees instead give them to household for use as source of energy for cooking.</p> <p><u>Waste generation and Soil contamination</u>: Solid wastes will be generated from various activities of the project including rehabilitation, processing (shells from coconut, cashew, etc.), etc. ensure that these are disposed of appropriately. Fuel from cutting machines must be handled according to approved protocols to avoid soil contamination.</p> <p><u>Fees and Charges</u>: is the project paying for environmental permits for each farmer where an environmental assessment is triggered? This must be taken into consideration in project cost budgeting. The TCDA/COCOBOD should secure permits for smallholder farmers.</p> <p><u>Worker and Public Health & Safety</u>: Appropriate materials must be used in building warehouses and good care be taken in keeping and handling chemicals. Produce and chemicals should not be stored together in warehouses.</p> <p><u>Importation of chemicals/fertilizers</u>: importation of fertilizers/chemical must meet the requirement of EPA guidelines and CCMC certification.</p> | | |
| Ghana Standard Authority (GSA) | Mr. Clifford Frimpong Mr. Meinster Kodjo Eduafo | Ag Director General Head of Laboratory Equipment Services | 0244548076 0244855742 |
| | <p>Key Concerns/Comments</p> <p><u>Standard Development for materials and products</u>: Agrochemicals to be used under the project must meet the set standards either locally by GSA or adopted international standards.</p> <p><u>Testing</u>: GSA conducts testing of materials and products to ensure that set standards are met. There are standards for each crop and there are existing standards for Cashew.</p> | | |

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| | <p><u>Certification</u>: Farms and products must be certified by the GSA to ensure compliance. Value chain actors such as Exporters must be certified.</p> <p><u>Metrology</u>: GSA ensures products are weighed accurately using various weighing equipment. Currently, individual traders/aggregators/agents own and use weighing instrument that are not calibrated. GSA has the capacity to calibrate all weighing instruments to be used for value chain activities. TCDACOCOBOD must calibrate these weighing instruments to ensure fairness to the farmers.</p> | | |
| Food and Drugs Authority (FDA) | Mr. Roderick Daddey-Adjei | Deputy CEO, Food Division | 0208125860 |
| | <p>Key Concerns/Comments</p> <p><u>Food products</u>: All food products are governed by the Public Health Act, 2012 (Act 851), section 97 and must meet the set standards to prevent disease, promote, safeguard, maintain and protect the health of humans and animals.</p> <p><u>Good Agricultural Practices (GPA)</u>: FDA is interested in the agricultural practices of farmers; this is to ensure that products meet standards.</p> <p><u>Pre-Market Authorization/registration</u>: For all products, before they are introduced into the market, ought to be registered with the FDA and given pre-market authorization. FDA inspects production processes to check good manufacturing procedures and conduct tests to safeguard public health.</p> <p><u>Enforcement</u>: FDA enforces the standards and ensure compliance with the standards by actors.</p> <p><u>Certificate of free sale</u>: FDA issues certificates of free sales to actors in the industry. This is a condition for all exporters.</p> | | |
| MoF | Mrs. Selorm Zagbadeh Mr. Francis Avavi | World Bank Unit | 0244987475 0243842306 |
| | <p>Key Concerns/Comments</p> <p><u>The role of the World Bank Unit of the MoF</u>: The Ministry of Finance is the Borrower and interface between the World Bank and the Implementing Agency (TCDA/COCOBOD). The World Bank Unite of the MoF deals with all projects that are funded by the World Bank and GoG and participates in all the technical discussions and field activities concerning the GTCDP. MoF holds a high stake in the GTCDP and will ensure that funds are used for the intended purposes. The MoF will check yearly plans of the implementing agencies during the project's life cycle. The understanding is that TCDA are off takers of Cashew, Mango, Shea nut and Coconut and COCOBOD for Cocoa. For the carbon markets, the project should engage with the relevant institutions such as the FC, EPA, etc. for assistance.</p> <p><u>Setting the Structures for GTCDP</u>: During this project preparatory stage, it is important that project objectives are stated clearly to indicate project viability. TCDA/COOCBOD must ensure that all structures are in place to implement the project. Ensure to follow strictly the World Bank's guidelines for the project's design/planning and implementation.</p> <p><u>Conflict of Interest</u>: The MoF will monitor to ensure that there are no issues of conflict of interest.</p> <p><u>MoF Expectations of the GTCDP</u>: The expectations are that the project:</p> <ul style="list-style-type: none"> generates the required revenue. | | |

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| | <ul style="list-style-type: none"> • Provides employment for the youth. • Improves the wealth of farmers. • Supports the institutional structuring of TCDA. • Strengthens the capacity of research institutions such as CRIG, CSIR-CRI, CSIR-OPRI, etc. to improve the tree crop sector. • Tackles the issues of pests and diseases in the sector. • Improves crop yield and the quality of crop produce, especially, cocoa beans. • Does more sensitization to deal with child issues of labour in the sector. • Aligns with EPA guidelines to ensure sustainability. • Ensures health and safety measures are put in place. • Ensures that documentations are appropriate to enable prompt payments. • Ensures the requisite number of staff PCU/PIU are in place before project implementation. • Ensures all administrative resources/logistics are in place for smooth implementation of the project. | | |
| Research Institutions | Dr. Stephen Yeboah Dr. Erasmus Narteh Tetteh | Senior Research Scientist-CSIR-Crop Research Institute (CRI)- Research Scientist-Tree Crops Agronomist-CSIR-Crop Research Institute (CRI) | 0243263385 0244826485 |
| | <p>Key Concerns/Comments</p> <p>The rubber team from CSIR-CRI and Agroforestry Department of KNUST met on the 29th of September, 2022 at the World Bank building in Accra to participate in the Project Preparation Mission Agenda of the GTCDP and prioritization of the research in the selected commodities.</p> <p><u>CRI's Mandate in the Tree Crop Sector:</u></p> <p>Our core mandate includes: Planting Materials Development – Rubber nurseries, tissue culture materials and Budwood establishment; rubber clones development for sustainable rubber production, development of soil fertility improvement technologies for enhanced rubber production; Post-harvest management of rubber.</p> <ul style="list-style-type: none"> • CSIR-CRI has a mission of developing and disseminating demand-driven technologies and build capacity for sustainable food and industrial crops productivity to enhance livelihoods. • KNUST Agroforestry Department has a mandate which essentially is to provide higher education, undertake research, disseminate knowledge and foster relationship with the outside persons and bodies. • In respect of the tree crops sector, there is a mandate to undertake research and development in rubber in relation to climate change resilience of clones and best practices for production as well as capacity building. <p><u>Past research activities in the rubber sub-sector:</u></p> <p>Supply rubber seedlings (planting materials) to the beneficiary communities. Several researches have been done on rubber with some publications, Example:</p> <ol style="list-style-type: none"> 1. Kwadwo Boakyee Boadu, Rogerson Anokye, Kojo Agyapong Afrifah, Erasmus Narteh Tetteh, Osei Felix Anning, Boateng Kelvin Osei (2022): Characterization of the fibre morphology and chemical composition of aged PB 260 and IRCA 41 clones of rubber (<i>Hevea brasiliensis</i>) wood for pulp and paper making. 2. Tetteh E. N., Nsiah K., Barnes R. V., Abunyewa A. A. (2022). Guide to rubber nursery establishment in Ghana. | | |

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| | 3. Tetteh E. N, Nunoo I., Fromm I, Abunyewa A. A., Tuffuor H., Twum-Ampofo K., Berchie V. R. (2022). Economic Analysis of Rubber Agroforestry Systems in Ghana. 1096 Vol. 10 (2), pp. 001-010. | J. N Logah V., Yeboah S., Melenya C., Partey S. T., and Barnes | International Journal of Agroforestry and Silviculture ISSN: 2375- |
| | <p><u>The current research is on:</u></p> <ol style="list-style-type: none"> 1. "Effect of Organic Farming Aid on the growth of rubber seedlings." 2. "The impact of rubber expansion on food self-sufficiency in the Ellembelle district of the Western Region of Ghana." <p><u>Existing infrastructure/structure/equipment at CRI:</u></p> <p>The Institute has experienced crop, soil and environmental scientists supported by a team of experienced laboratory and field technicians. The Institute has well-equipped laboratories and workstations to implement project activities. CSIR-Crops Research Institute and KNUST Agroforestry Department have rich experience in rubber research and development. The institution has well-equipped Biotechnology and tissue culture laboratory which serves the sub-region. The Institute has land and irrigation infrastructure as well as human resource to undertake the project.</p> <ul style="list-style-type: none"> • CSIR-CRI has an outstation at Aiyinasi in the Ellembelle district sitting on 892 acres of land with offices, bungalows and artisan quarters which is dedicated to rubber research. • CSIR-CRI has been coordinating rubber research and training of Ghana Rubber Estates Limited (GREL) farmers. • CSIR-CRI has block planting of Rubber plantation with five clones for research purposes. • CSIR-CRI has a soil lab at Aiyinasi but not functioning fully due to inadequate equipment. • CSIR-CRI has rubber budwood garden and rubber nurseries for the development of rubber clones for budding of rubber seedlings. • CRI has a training centre at Aiyinasi for training of rubber farmers and other relevant stakeholders in the rubber industry. • Kwame Nkrumah University of Science and Technology (KNUST) Department of Agroforestry has plant and soil lab for research activities. • KNUST Department of Agroforestry has state-of-the-art research establishments with modern scientific equipment for determination of climate change resilience of cocoa varieties in Offinso Municipality and Adansi North districts. This technology being used on cocoa can also be used to determine climate change resilient of rubber clones. • There is a solid pool of technical, and financial management expertise and effective administrative structures at CSIR-CRI and KNUST, Agroforestry Department for implementation of scientific research and development. <p><u>CRI's needs (technical, personnel, logistics, etc.) to implement the GTCDP:</u></p> <ol style="list-style-type: none"> 1. Technical Experts and other Relevant Personnel are available in both institutions but will need refresher programmes on future international best practices and networking through participation in international conferences and workshops. 2. In terms of logistics, there is the need for current scientific, field and laboratory equipment as well as transport facilities for quality research on best practices on in production, biodiversity conservation and climate change resilience of rubber. 3. Facilities for upgrading of CSIR-CRI (Aiyinasi rubber station) to a Center of excellence in rubber research and development in Ghana. 4. Expansion of Rubber budwood garden and rubber nurseries for research on quality rubber clones. 5. Among the equipment and materials that are needed are: <ol style="list-style-type: none"> a. Upgrading the cold room for storing breeder and foundation seed. b. Upgrading the irrigation infrastructure of the institute | | |

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| | | <p>6. Postgraduate training for staff of the institute</p> <p><u>CRI's plans for demand driven research on development of resistant plant varieties and for processing and end products:</u> We explored participatory variety development approaches in developing, releasing, and registration. Using the participatory approach allow us to tailor our breeding objective to the needs of end-users. The two institutions have plans to conduct user focused 6-year research to provide resilient rubber clones for planting on farmer farms in order to enhance climate change resilience in rubber plantation landscape in Ghana. There are also plans to research on innovative strategies for quality Planting Materials for Rubber and plantain.</p> <p><u>Research agenda of your outfit for the GTCDP:</u> Our research agenda for the GTCDP includes; Climate smart rubber clones for sustainable rubber production, Climate-smart soil fertility improvement technologies, Carbon footprint in rubber production, Rubber Agroforestry research – Agrisilvicultural, Silvopastoral. The agenda is to support GTCDP to ensure high, climate resilient and sustainable rubber productivity, sustainable food security and environmentally sound agronomic practices for the rubber industry in Ghana.</p> <p><u>Research agenda of the TCDA/COCOBOD and CRI's strategic plans:</u></p> <ul style="list-style-type: none"> • The strategic plans of CSIR-Crops Research Institute and Faculty of Renewable and Natural Resources (FRNR) Agroforestry Department, KNUST have thematic areas that fit into the agenda of TCDA. • Under CSIR-CRI Strategic plan (2023-2027), the critical priority focus areas among others seek the following: • Develop appropriate climate-smart management technologies for food and industrial crops. • Enhance the uptake of technologies developed by CSIR-CRI by stakeholders along the value chain. • Under Agroforestry Department of FRNR, the thematic area 2 of the strategic plan (2016-2025) states among others: • Conduct relevant and innovative research in the environment to help resolve challenges in the industry to enhance productivity of the relevant sectors of the economy. • Develop and disseminate innovative approaches for use by stakeholders of the sectors. <p>The proposal builds on CRI's tradition of developing and implementing multi-disciplinary and multi-institutional research projects that we consider to have the greatest potential for sustainable rubber development. The CSIR-CRI has a mission to develop and disseminate demand-driven technologies and built capacity for sustainable food and industrial crops productivity to improve livelihoods</p> <p><u>CRI's capability for research on transfer of genetic and plant varieties:</u> CSIR-Crops Research Institute has ISO-accredited biotechnology and tissue culture laboratories to undertake research around gene transfer and plant variety development. The institute will utilize this existing facility for the project. The refurbished laboratories will assist the project to identify the genetic constitution (DNA finger- printing) of candidate rubber clones for testing of the climate-smartness of the candidate rubber clones in the field. This will lead to determination of the climate change resilient clones for rubber plantation for sustainable rubber production in Ghana.</p> <p><u>CRI's sustainability plan:</u> The sustainability plans for the two institutions are to:</p> <p>1. Upgrade CSIR-CRI (Aiyinasi rubber station) to a Center of Excellence to lead and coordinate rubber research and development in Ghana.</p> | |

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| | <ol style="list-style-type: none"> 2. Develop effective and efficient rubber agroforestry systems for farmer food security. 3. Establish innovative strategies for production of quality planting materials for rubber and plantain. 4. Ensure high and climate resilient sustainable rubber productivity and sustainable food security and environmentally sound agronomic practices in the rubber production. 5. Ensure mobilization of funds for sustainable rubber research in Ghana through commercialization of research products such as rubber budwood and plantain sales. 6. Ensure payment for knowledge transfer through monitoring and training of trainers for private sector actors who will benefit from the research outputs and the training. <p>Our participatory approaches involving key stakeholders, including the private sector enables sustainability and commercialization of our knowledge products and high uptake of our innovations.</p> <p><u>Current challenges in discharging your mandate towards tree crops research:</u> The major challenge is the limited funding opportunities in the tree crop sub-sector of agriculture. Funding for rubber research has not been frequent. The institute has limited agro-foresters trained at a postgraduate level to undertake high-level research around rubber.</p> <p><u>CRI's Recommendations for GTCDP:</u></p> <ul style="list-style-type: none"> • Establish a funding mechanism for the execution of tree crop research in Ghana. • Provision of equipment, logistics, and funding for research and development activities. • Provide funding support to upgrade the CSIR-CRI (Aiyinasi Rubber Station) to a Center of Excellence to lead and coordinate in rubber research and development in Ghana. • Provide funding support for rubber agroforestry and rubber agroforestry expert training for sustainability of rubber agroforestry research in Ghana. • Timely release of funds for research and development activities. | | |
| | Dr. Egya Ndede Yankey Mr. Emmanuel Andoh-Mensa | Officer-In-Charge, Coconut Program, CSIR-OPRI Director, Oil Palm Research Institute (OPRI) | 0543551750 0244056473 |
| | <p>Key Concerns/Comments</p> <p>TCDA is the body (established by an Act of Parliament) to regulate the production, processing, and trading of six tree crop: cashew, coconut, mango, rubber, oil palm and shea in the country. GTCDP is a project for which TCDA and COCOBOD are seeking funding support from the World Bank to improve the production, marketing, climate resilience and value addition of four tree crops: cocoa, coconut, rubber, and cashew.</p> <p><u>Core mandates of CSIR-OPRI in the tree crops sector:</u> To conduct sustainable and demand driven research aimed at providing scientific and technological support for the development of the oil palm and coconut industries.</p> <p><u>OPRI's Past Research Activities in the Coconut Sub-sector:</u> These included:</p> <ol style="list-style-type: none"> 1. Evaluation of coconut germplasm for their tolerance to the Cape St. Paul Wilt Disease (CSPWD). 2. Investigations into the epidemiology of CSPWD and development of disease management strategies | | |

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| | | <ol style="list-style-type: none"> 3. Development of integrated pest management strategies for major pests of coconut in Ghana. 4. Development of integrated soil fertility management strategies for coconut cultivation. 5. Development of appropriate coconut-based farming systems for enhanced incomes by farmers. 6. Development of in-field DNA diagnostics for CSPWD based on LAMP. 7. Coconut value addition (virgin coconut oil) and product diversification for enhanced incomes by farmers. <p><u>Current research is being done on Coconut by OPRI:</u></p> <ol style="list-style-type: none"> 1. Co-composting cocopeat with poultry manure as an organic source of fertilizer for coconut nursery. 2. DNA metabarcoding of honey from coconut fields. 3. Evaluation of the efficacy of pheromones and old nylon fishing nets in controlling <i>Oryctes monoceros</i> in coconut plantations in Ghana. 4. Genetic characterization of four promising coconut varieties. 5. Comparative genomics approach to identify virulence determinants and antimicrobial resistance among species in the genus <i>Erwinia</i> causing bacterial bud rot disease of coconut. 6. Genome-wide identification of histone deacetylase gene family and their expression response to biotic stress in coconut (<i>Cocos nucifera</i>) 7. Oxidative stability mechanism of coconut oil as substitute to cocoa butter in chocolate bar <p><u>Capacity Needs, institutional, technical and logistics (e.g., Laboratories, equipment, etc.) to implement the GTCDP:</u></p> <p>The Institute (OPRI) has the scientists to implement the project. However, the laboratories and equipment will need to be upgraded. The Institute has a molecular biology lab, a value addition centre, seed gardens, seed nurseries and research trial fields.</p> <p><u>OPRI current needs include:</u></p> <ol style="list-style-type: none"> 1. The Institute will need several technicians (about 4) to support project implementation. 2. The labs and value addition centre will need to be upgraded and equipped. 3. The Institute will need vehicles and upgrading of office equipment for project implementation. 4. The Institute will require upgrading of field equipment for project implementation. <p><u>OPRI's plans for demand driven research on development of resistant plant varieties and for processing and end products:</u></p> <ol style="list-style-type: none"> 1. The Institute has plans to undertake multi locational trials of its promising varieties across the coconut growing belt. 2. The Institute is in the process of profiling all coconut varieties in the country to assess their suitability for specific industrial uses. 3. The Institute will develop new hybrids for field evaluation. 4. The Institute will import new varieties from the international coconut gene bank for field evaluation. <p><u>OPRI's Research Agenda:</u></p> <ol style="list-style-type: none"> 1. CSIR-OPRI aims to assist the GTCDP to expand access to quality high-yielding and disease tolerant coconut varieties. 2. The Institute will assist GTCDP to help farmers improve farm productivity through the adoption and use of improved technologies developed by the Institute. 3. The Institute aims to assist in coconut product diversification through value addition. <p><u>OPRI Research Agenda and GTCDP Demand Driven Research Agenda:</u></p> | |

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| | <ol style="list-style-type: none"> 1. The research agenda of TCDA/COCOBOD will enhance the visibility of CSIR-OPRI as a leader in Coconut Research in the country. 2. It will enable CSIR-OPRI to collaborate with industry to generate technologies and innovations that meet the needs of industry. 3. It will enhance the quality of research of the Institute through capacity enhancement of the Institute's labs and equipment. 4. CSIR-OPRI has got scientists with the background and expertise to manage such facilities and provide solutions to address the critical issues facing farmers. Where some skills are lacking, the Institute will recommend short term competency-based training for its scientists and technicians. <p><u>The Sustainability Plan of CSIR-OPRI:</u> The Institute has embarked on a commercialization drive to generate income from its research outputs and products. Thus, project outputs will be commercialized to ensure sustainability of activities beyond the project.</p> <p><u>Challenges:</u></p> <ol style="list-style-type: none"> 1. Inadequate funding 2. Logistical constraints (equipment, vehicles etc.). <p><u>CSI-OPRI recommendations for GTCDP:</u></p> <ol style="list-style-type: none"> 1. The project should bring on board as many stakeholders as possible even if all of them are not directly involved in project implementation. 2. The project should have a good communication and dissemination plan to share project outcomes. 3. The project can have its own website to disseminate project information. | | |
| | Dr. Francis Padi | Executive Director, CRIG | 0243711858 |
| | <p>Key Concerns/Comments</p> <p>CRIG was established some 85 years ago and was purposed to deal with the cocoa virus (CSSVD). It has been the biggest cost centre for the country with regards to how much it costs to control the disease. The institute operates six (6) research thrusts: (1) Disease control: -that primarily conducts research into disease control (i.e., taking care of the virus research), (2) Soil science-nutrients, (3) Genetics, (4) Environmental factors, (5) Agro-forestry, and (6) Entomology.</p> <p>Active research on cashew started 25 years ago. It was discovered that the cashew varieties in the country could not provide adequate resource to meet the yield demands of the crop. The crop takes large amounts of land area when planted. The institute identified some of the biggest producers of cashew in the world such as Brazil, Tanzania, Nigeria and obtained germplasm from these countries. The institute then established two centres in the country in Bole (Savannah region) and Wenchi (Bono region). The institute with collaboration with MOFA and Private entities conduct on-farm evaluations and establish scion banks for cashew.</p> <p><u>Cashew Processing:</u></p> <ul style="list-style-type: none"> • Industrial alcohol production • Apple fruit drinks (fruits) <p><u>Critical needs of CRIG:</u></p> <ul style="list-style-type: none"> • Personnel-in this area, can be said to be adequate, since 2019c the Institute has done recruitment to augment the staff strength. • Laboratory infrastructure-we need to improve infrastructure in this area. Most of the equipment are obsolete since they have been in use for several years. | | |

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| | <ul style="list-style-type: none"> • Land resources-cashew behaves differently in even very related soil types and so the institute requires land for research. There is the need for CRIG to invest in land resources. • Pests and disease control - if CRIG can deal with pests and diseases of the cashew crop, yield will improve. We hope that by tackling the most critical challenge-pests and diseases. <p><u>Challenges:</u></p> <ul style="list-style-type: none"> • Rapid change in climate; • Emerging pests (insect pests) and diseases-the greatest threat is that the vectors (causative agents) are unknown. • Less than 1 % of the cashew apple is used. • Wilting of cashew trees is so prevalent on farms. • Poor soil quality-the soil is weak and needs nutrient enrichment. For cashew, a slight change in soil acidity impacts the crop adversely. <p><u>Risks/Impacts:</u></p> <ul style="list-style-type: none"> • Excessive use of synthetic chemicals by farmers may cause accumulation of toxic substances in the cashew apple. • Excessive waste generation from cashew processing. <p><u>Mitigation:</u></p> <ul style="list-style-type: none"> • We need to ensure that farmers do not use a lot of synthetic chemicals. • CRIG has a strong disease team (entomologist & pathologist) that works to deal with pests/diseases on farms. • Wastes (usually the shells) from cashew which contain high acid liquids can be processed into other useful products (e.g., use as briquets to fuel boilers of processing factories), for instance, the shells by-products (waste) from cashew are used to control termites on cocoa farms (termite control is a big issue in the cocoa sector). <p><u>Recommendation:</u></p> <ul style="list-style-type: none"> • It is important to go to the farmer through MOFA because they are everywhere and deal with the farmer on extension services. • Ensure that funding is holistic. • The project must address the entire value chain constraints such as infrastructure, agronomic control (reduce pesticides, processing and marketing. CRIG has end product unit that can support the project. • The project must support the development of products that are demanded. | | |
| Cashew Value Chain | Chief Adam Tampuri | TCDA Board member/Cashew Farmers' Association/Ag President | 0246207207 |
| <p><u>Key Concerns/Comments</u></p> <p><u>Establishment of TCDA:</u> The Cashew industry in Ghana is one of the groups that initiated the establishment of the TCDA. They started to engage governments since the 90s due to unfriendly environments in which the cashew crop sector operated. This eventually led to the establishment of Cashew Board of Ghana at the MOFA. The Cashew Farmers Association is happy that there is a body to regulate the activities of the tree crops sector and to address their challenges therein.</p> | | | |

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| <p><u>Interest of the Value Chain Actors:</u> Individual value chain actors in the tree crop sector have different interests which may affect the project implementation and the operation of the TCDA. All actors have different challenges that TCDA is expected to address.</p> <p><u>Involvement of Value Chain Actors:</u> Representatives of the association were involved in virtual meetings with the World Bank to come out with the GTCDP. The world Bank has been interested in the development of Cashew sector resulting in the “Cashew Development Project”. Support from the grassroot members is required to successfully implement the project.</p> <p><u>Land Tenure System:</u> Land acquisition by farmers for cashew farming is based on three main land tenure systems:</p> <ul style="list-style-type: none"> • Legal acquisition of land through registration with the land commission; • Family land-forming about 90% of landownership; and • Share cropping system-whereby settler farmers obtain land from chiefs and landowners and share the farm produce at the end of the farming season. <p>It is recommended that the GTCDP will assist Cashew farmers to deal challenges with land acquisition by farmers.</p> <p><u>Challenges:</u> (i) Climate change poses the greatest threat to the Cashew sector since production is seasonal. The GTCDP should devote more resources to shade tree planting. (ii) Drying of water bodies due to climate change and indiscriminate cutting of trees (iii) Administration of Association-Lack of qualified staff/personnel to manage farmers’ offices is another challenge. There must be strategies to build capacity in this area.</p> | | | |
| Ed Marvin Nii Ayibontey Smith | | Cashew Processors Association | 0242667056 |
| <p>Key Concerns/Comments</p> <p>The association’s office is located in East Legon. Currently, members are in the Volta, Bono, Bono East, Northern and Ashanti Regions. The Cashew Processors Association was inaugurated in 2017. Members are registered companies and not individuals.</p> <p><u>Processing Facilities:</u> Processing facilities evolved from manual (about 65 %) to semi-automated machines and fully-automated machines (35 %). Mechanization is currently not encouraging. Processors often buy RCN from farm gates but occasionally, from aggregators.</p> <p><u>Main activities of the Processing Value Chain:</u></p> <ol style="list-style-type: none"> 1. Cashew fruits (apple juice) processing; 2. Primary processors- process raw nuts into white kernel; 3. Roasting- 4. Cashew nutshell liquid (CNSL)- extraction of the liquid in the shell by some factories. The association’s desire is to have a bigger plant to extract the CNSL to reduce the difficulty in disposing the by-products. <p><u>Market Access:</u> The white kernel is exported while all other products are sold on the domestic market.</p> <p><u>Risks/Impacts:</u></p> <ol style="list-style-type: none"> 1. Inadequate capital to process or convert materials to products. Cashew is a seasonal produce but members are unable to buy due to lack of capital. 2. <u>Waste generation/management:</u> The waste predominantly comes from the primary processing aspect where the shells form about 70 % of the nut. This form huge waste and costs a lot of money to dispose of. It is also an environmental risk due to high acid content of the CNSL. | | | |

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| | 3. Picking of cashew apples is labour intensive that may pose health and safety challenges to workers. 4. White kernel processing -workers must handle the shells safely to prevent their palms from coming into contact with the CNSL. 5. Manual peeling -workers sit for long hours which create health and safety issues. | | |
| | Alhaji Justice | Cashew Traders Association/National Executive Secretary | 0243927966 |
| | <p>Key Concerns/Comments</p> <p>Cashew traders are intermediate between producers and processors. The National Traders Association is made up of traders and exporters. The Traders are made of about 98 % Ghanaians while the exporters form about 98 % foreigners. The association is made up of either groups or individuals located in the districts, zones and national.</p> <p><u>Importance of TCDA to the Association:</u> Regulation of the cashew trading and export sector will create a good business environment and eliminate intruders. Regulating the sector will help control the influx of foreign entities in cashew trading sector. This will create job opportunities for Ghanaians. TCDA's involvement will ensure there are guidelines/criteria to qualify one to be licensed to trade in cashew. Currently, there is no licensing regime and so over 80 companies are cashew trading business. Leaders of the association can now liaise with the TCDA to manage the sector.</p> <p>Other countries such as Burkina Faso, Benin and Ivory Coast have had regulations in the sector and have been able to manage the sector very well.</p> <p><u>Warehousing:</u> The regulation will ensure that agents who are licensed to operate have warehouses for storing cashew produce. That is to get an agent permit, one must have a certified warehouse, drying yard and an office. Currently, there are large warehouses in Sampa (a town in the Bono Region of Ghana, on the border with Côte d'Ivoire).</p> <p><u>Quality of Cashew:</u> Ghana's standards have been the best in the sub-region but are now falling due to indiscriminate application of agro-chemicals.</p> <p><u>Standardization:</u> The Association wrote to GSA to visit the cashew district to calibrate Weighing Scales for purchasing agents. In a given district, there are about 500 different weighing Scales in farming communities even though, district capitals have weighing bridges that weigh the cashew transporting trucks. GSA needs to help the farmers calibrate the Scales and check companies who are using moisturizing balances/machines that calibrate the moisture content. Most these machines are not meant for weighing cashew. The Cashew Value Chain Actors including the Traders Association require the support of GSA in respect of weighing.</p> <p><u>Risk/Impacts/Safety:</u> In most cases members provide funds to farmers before production and are not able to get back all their investments (Financial Risk is high). Bad roads lead to the breakdown of Cashew trucks and road accidents that result in the loss of products. The bad nature of the roads in cashew farm communities causes financial loss to members through loss of cargo.</p> <p><u>Vulnerable Groups:</u> Few women are involved in the Cashew Trading and Exporting sector and there are almost no persons with disabilities (PWDs) and no children engaged in the sector due to the nature of the work.</p> | | |

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| | <p><u>Challenges:</u></p> <ul style="list-style-type: none"> • Lack of financial support/loan for members as the business is capital intensive; • Bad nature of roads-no access roads to farm gates; • There is no specific sack meant for cashew packaging -members are forced to use used cocoa sack, it is also illegal to use cocoa sacks for cashew. In other cases, members use nylon sacks which are not suitable for bagging cashew. The TCDA/GTCDP should support the design of suitable sacks for the cashew sector. <p>TCDA should sensitize all value chain actors on the GTCDP and ensure to set up district and zonal offices.</p> | | |
| Department of Agric-Municipal/District Assembly | Mr. Emmanuel Afful | Wenchi Municipal Agric Director | 0508397797/0553412050 |
| <p>Key Concerns/Comments</p> <p>The arable land in the municipality is about 409,109 ha with about 107,880 ha under tree crop cultivation. Tree crops are cultivated in all the 93 communities in the Municipal Assembly.</p> <p>The proportions of value chain actors in the tree crop sector are Producers/Farmers (63 %), Processors of cashew apple and mango (2 %), Traders (30 %) and Others (5 %).</p> <p><u>Land Tenure System:</u> The nature of the land holding is family inheritance, share cropping and lease and land acquisition for cashew production in the municipality is by:</p> <ul style="list-style-type: none"> • Share cropping-where the land owner gives the land to the farmers and the proceeds are shared equally (50:50) at the end of the season between them. • Caretaker system-where the tenant farmer intercroops the cashew farm with crops such as maize and yam while taking care of the cashew farm for the landowner. • Legal acquisition of land-where the farmer purchases the land outrightly and register with the land commission for cashew production. <p>In most cases there is no written agreement between landowners and tenant farmers.</p> <p><u>Pesticides/fertilizers use:</u> Both systemic and contact pesticide as well as compound and single fertilizers are used for tree crop cultivation.</p> <p><u>Risks/Impacts:</u> Misuse of agro- chemical and pest becoming resistance to chemical as well as environmental pollution</p> <p><u>Role of the Department of Agric:</u></p> <ul style="list-style-type: none"> • Provide extension services on agronomic practices, CSA for cashew farmers; • Capacity building of farmers and processors (Transfer of technologies to farmers and processors); • Provide training on new farm establishment, harvest & post-harvest, disease & pest control, pruning and proper handling of agro-chemical • Facilitate the activities of FBOs; • Provide training on the use of high yielding seeds, etc. • Building Capacity of Agric. Extension Agent and Agric Officers on CSA Technologies. • Support the distribution of improved cashew seedlings and provision of Extension Services to farmers. | | | |

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| | <p><u>Irrigation</u>: no irrigation is done by farmers; cashew production is seasonal only and does not require irrigation as far as the district is concerned. The major season is end of March to June and the Minor season August to October.</p> <p><u>Challenges</u>:</p> <ul style="list-style-type: none"> • Market (Unstable price). • Gradual reduction of nut quality. • High cost of weedicides. • Pest/disease infestation is on the rise especially mango farms and a few on cashew farms. • Delay in the release of funds for the Department's activities, reluctance to invest in agriculture and political interference. <p><u>Comments</u>: To ensure the objective set in the PDO of the GTCDP are achieved, involving all staff in the project and provision of requisite resources. Management should ensure timely release of resources and target should be set for each participating district.</p> | | |
| | Mr. Alfred Anaman | Tain District Agric Director | 0243074717 |
| | <p><u>Key Concerns/Comments</u></p> <p><i>TCDA is established not only to regulate the tree crops sector but also improve productivity.</i></p> <p>There are about 412,500 ha of arable land in the district and 246.8 ha of which are under tree crops cultivation. Specific areas in the district under tree crop production per land size are Degedege (19.28 ha), hani (10.12 ha), Nsuhunu (18.96 ha), mengi (21.36 ha), kwametintin (20.52 ha), Namasa (22.2 ha), Adamu (15.24 ha), Seikwa (16.68 ha), Brodi (20.16 ha), Badu (21.76 ha), Yabraso (16.72 ha), Badu-tainso (15.44 ha), Nsawkaw (28.32 ha)</p> <p><u>Land Tenure System</u>. However, Land holding is by communal, family, individual and lease. The nature of agreement between land owners and tenant farmers is outright purchase and share cropping. Hence, there are two main land acquisition practices in the district</p> <ul style="list-style-type: none"> • Legal acquisition where individuals buy land from chiefs and landowners for cashew farming. • Share cropping where farmers and landowners share proceeds from production at the end of the season. • Sometimes, landowners sell both the crop farm and the land to farmers. <p><u>Cashew Village</u>: the Tain District Assembly is in the process to establish a Cashew Village in the district.</p> <p><u>Role of the Department to the Cashew Sector</u>:</p> <ul style="list-style-type: none"> • The office facilitates receiving and distribution of seedlings to tree crops farmers and conduct capacity building to the farmers, collection of data and mapping of cashew farms • Provide free extension services to farmers, e.g., train them on planting techniques, thinning old plantation, pruning. • Pest and disease control. • Train cashew farmers on agronomic practices and ensure the GAP. • Are involved in data collection on farmers. The digitization for traceability component of the GTCDP will therefore be a boost for the department. • Link farmers to other value chain actors such as traders, aggregators and agents. • Facilitate the formation of FBOs. | | |

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| | <p><u>Functions of FBOs:</u> are involved in</p> <ul style="list-style-type: none"> • Farm maintenance; • Ensuring fair pricing of cashew produce • Spraying activities for farmer groups. <p><u>Cashew Value Chain:</u> The value chain in the district includes Farmers----nursery operators-----buyers-----aggregators-----warehouse operators-----processors (the existing factory has been shut down). The proportions of value chain actors in the tree crop sector are Producers/Farmers (90 %), processor of cashew fruits (0.1 %), traders (3.7 %) and others (6.2 %).</p> <p><u>Expectations of the Department of Agric from GTCDP:</u></p> <ul style="list-style-type: none"> • Support the supply of inputs and chemicals to farmers. • Support training of farmers and staff in data collection as well as provide logistics for data capture and storage. <p><u>Tree Crops Versus Other Food Crops:</u> Growing of tree crops in the district does not compete with the production of other food crops for arable lands. This is because of the ability to intercrop Cashew farms with food crops such as maize and yam.</p> <p><u>Challenges:</u> The department/sector faces some challenges that include:</p> <ul style="list-style-type: none"> • High cost of inputs; • Pest and disease effects and control; • High cost of maintenance and thinning of old cashew plantation; and • Poor road network. • Inadequate and late release of funds, • Lack of GPS to measure farmers field and tablet to keep farmers data. • Staff mobility challenges <p><u>Pest/Disease Prevalence:</u> This is an emerging issue in the district since pests and disease on cashew farms used not to be a concern. Because farms have not been sprayed over the period there is now pest and disease prevalence in the district affecting cashew farms.</p> <p><u>Fertilizer/Chemical Application:</u> There is no specific inorganic fertilizers for cashew. The district assembly regulates agro-chemical use to ensure that the right ones are applied on farms. The department has introduced organic farming in the cashew sector. Farmers use poultry manure on their farms largely due to the lack of fertilizers for cashew.</p> <p><u>Risks/Impacts:</u> Excessive use of agro-chemicals may cause resistance to weeds pests and diseases and increase the acidity of the soil. This is mitigated through training on the best practice and conducting demonstration and community sensitization.</p> | | |
| | Mr. James Adu | Techiman Municipal Agric Director | 0208638588/0208409904 |

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| | <p>Key Concerns/Comments</p> <p>The size of arable lands within your district is estimated at 44,600 hectares of which 32,000 ha is under tree crop cultivation and 12,300 ha is used for other crops. The proportions of value chain actors in the tree crop sector are Producers/Farmers (90 %), processor of Cashew apple juice and roasted nuts (1 %), traders (5 %) and others (4 %).</p> <p>Land Tenure: Lands in the municipality are stool lands and the right to farmland is either by outright purchase or share cropping (“Abunu”).</p> <p><u>Role of the Department of Agric of the Municipal Assembly (MA):</u></p> <ul style="list-style-type: none"> • Good agronomic practices on tree crop production including nursery establishment including other value chain actors are also trained. • Train farmers on good agronomic practices • Train them on value addition • Train them on market linkages • Train them on alternative livelihood by putting bee hives under their plantation for honey <p><u>Pests and disease prevalence:</u></p> <ul style="list-style-type: none"> • There is prevalence of the Bacterial Black Spot (BBS) in mango. • <i>Rhizonous Battles</i> attack on coconut trees at younger stages • <i>Dieback</i> in Cashew <p><u>Pesticides/fertilizer supply in the MA:</u> Because Techiman is noted for market, almost all the pesticides/fertilizers certified by PPRSD can be found on the market.</p> <p><u>Risks/Impacts:</u></p> <ul style="list-style-type: none"> • Misuse of agro chemicals. • Sale of sub-standard agro-chemicals. • Sale of banned agro chemicals <p><u>Mitigation of Risks/Impacts:</u> Liaise with Regional PPRSD staff to carry out spot checks at the agro input shops.</p> <p><u>Challenges:</u></p> <ul style="list-style-type: none"> • Pest and diseases control especially BBS in mango. • Poor agronomic practices by farmers. • lack of certified seeds and certified nurseries • Difficulty of farmers to change their attitudes • Partisan politics | | |
| | Mr. Mathew Opoku | Techiman North District Agric Director | 0243244140 |
| | Key Concerns/Comments | | |

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| | <p>The size of arable lands within your district is estimated at 21,526.40 hectares of which 78.57 % is under tree crop cultivation and 21.43 % is used for other crops. About 16,913.6 hectares are used for tree crops production in the municipality. The communities known for tree crops production are Asueyi (3,800.3 ha), Aworowa (4,829.9 ha), Offuman (4,021 ha) and Tuobodom (4,262.4 ha).</p> <p>The proportions of value chain actors in the tree crop sector are Producers/Farmers (89 %), processor of Cashew fruit juice (1 %), traders (7 %) and others (3 %).</p> <p><u>Land Tenure system:</u> Landownership systems in the municipality are:</p> <ul style="list-style-type: none"> • Family Land • Crop Sharing • Purchasing/ Individual Lands <p>The nature of agreement (MoU) signed between landowners and tenant farmers include -Formal Agreement (Court of Law) and Non-Formal Agreement.</p> <p><u>Role of the department of Agric of the MA:</u></p> <ul style="list-style-type: none"> • Extension delivery related to use of early and healthy varieties, No or control of burning, intercropping tree crop farms with legumes. • Distribution of cashew seedlings / seeds. • Linking of producers/farmers/FBOs to buyers/companies <p><u>Training provided by Department of Agric:</u></p> <ul style="list-style-type: none"> • Practical demonstration on Good Agricultural Practices (GAP) on tree crop and other crops • On the use of agro-chemicals. <p><u>Pests and disease prevalence:</u> - prevalence is moderate</p> <p><u>Pesticides/fertilizer supply in the MA:</u> Pesticides: - Contact and Systemic Fertilizer: -Organic and inorganic</p> <p><u>Risks/Impacts:</u></p> <ul style="list-style-type: none"> • Health Risk (respiratory diseases) • Soil Health <p><u>Mitigation of Risks/Impacts:</u> Farmers are trained on the use of agro-chemicals.</p> <p><u>Challenges:</u></p> <ul style="list-style-type: none"> • Unregistered buyers in the communities • Unavailability of good data from buyers | | |
| | Mr. Samuel K. Dzisah | Suhum Municipal Agric Director | 0243767380 |

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| | <p>Key Concerns/Comments</p> <p>The size of arable lands within the district is 220 km² (22, 000 ha) and about 40 % (8,800 ha) is used for crop production. The proportions of value chain actors in the tree crop sector are Producers/Farmers (60 %), Processor of palm fruits into palm oil and copra into coconut oil (10 %), Traders (20 %) and Others (10 %).</p> <p><u>Land Tenure System:</u> Land is acquired by three ways in the district:</p> <ul style="list-style-type: none"> • Mostly owned by families as free hold; • Outright purchase by individuals; and • Lease hold and sharecropping arrangement. <p>Under share cropping, the proceeds are shared into three parts where the land owner takes one and the farmer takes two parts. Where the individual buys the land outright, purchase documents are signed to that effect.</p> <p><u>Role of the Department of Agric:</u></p> <ul style="list-style-type: none"> • Provision of extension services: farmer trainings on Good agronomic practices; undergrowth management, pests and disease control, nutrient management, weed management variety selection, marketing, etc. • Formation of FBOs, • Monitoring and evaluation of activities, • Distribution of seedlings, provision of general extension services, monitoring and evaluation • Conduct of home and farm visits <p><u>Risks/Impacts:</u> High residue percentage in the fruit if pos-harvest interval and other requirements are not met. Additionally, when wrong agro-chemicals are used .</p> <p><u>Mitigation of Risks/Impacts:</u> Regular farmer and agro-chemical dealers training sessions on safe and effective use of agro-chemicals. Through farmer training and sensitization sessions, establishment of demonstration fields, monitoring of field activities.</p> <p><u>Challenges:</u> Inadequate processing machinery, poor road network, high labour cost, high input cost. Inadequate seedlings for farmers, inadequate funds for providing extension services as well as monitoring.</p> <p><u>Comments:</u> The availability of highly qualified and enthusiastic Agricultural Extension Officers to provide ready extension services to farmers in addition to the geographic location of the municipality coupled with vast fertile arable land with good weather as well as able bodied youth in the agricultural space places the Suhum as a strategic location for the production of tree crops on commercial bases.</p> | | |
| | Mr. Ibrahim Sumatra Alidu | Upper West Akim-Adeiso District Agric Director | 0244035453 |
| | <p>Key Concerns/Comments</p> <p>The size of arable lands within the district is 34,230 Ha. About 80 % or 27,384 Ha is used for crop production. Tree crops are established in all communities of the district. The proportions of value chain actors in the tree crop sector are Producers/Farmers (70 %), processor of palm fruits, coconut fruits and rubber latex (10 %), traders (40 %) and others (5 %). The predominant land tenure system is Leasehold.</p> | | |

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| | <p><u>Role of Department of Agric:</u> Raising and distribution of seedlings, monitoring of existing plantations, trainings on good agronomic practices. Technical facilitation of farmers to enhance tree crops productivity and livelihoods. Train farmers on appropriate planting holes and distance, orchard maintenance (thinning, pruning, disease and pest control, rehabilitation and renovation of old tree crops fields), harvest and post-harvest trainings. Facilitate farmers access to buyers and processors.</p> <p><u>Pests/Disease Prevalence:</u> There are minimal incidences of pests (rhinoceros beetles) but are under control.</p> <p><u>Risks/Impacts:</u> Farmers nonuse of PPEs expose them to health risks, improper use of chemicals leads to loss of biodiversity, and unintended destruction of crops by farmers.</p> <p><u>Mitigation of Risks/Impacts:</u> Farmers are regularly educated on proper use and timely application of agro chemicals as well as application of appropriate dosages.</p> <p><u>Challenges:</u> Sand wining, pests/disease infestations, lack of funds to implement activities.</p> <p><u>Comments:</u> The District looks forward to meeting the Project Team to streamline the stakeholder engagements to commence project implementation to engage farmers, women, and the youth in producing and adding value to exportable tree crops for improved local economic development.</p> | | |
| | Mr. Sualey Abukari | Bole District Agric Director | 0243786337 |
| | <p>Key Concerns/Comments</p> <p>Arable land within the Bole districts is estimated at about 163,100 ha and 47,120 ha of this is used for tree crop production. Tree crops (mainly cashew) are established in all communities of the district. The main form of land tenure is leasehold and most of the agreements are usually verbal with a few written ones. The proportions of value chain actors in the tree crop sector are Producers/Farmers (70 %), processor of shea nuts, cashew fruits and cashew nuts (5 %), traders (20 %) and others (5 %).</p> <p><u>Role of the Department of Agric:</u></p> <ul style="list-style-type: none"> • Raising and distribution of cashew seedlings, monitoring of existing plantations, trainings on good agronomic practices. • Provide training on appropriate planting holes and distance, orchard maintenance (thinning, pruning, disease and pest control, rehabilitation and renovation of old cashew fields), harvest and post-harvest trainings. • Link farmers to buyers and processors <p><u>Challenges:</u> The main challenge of the tree crop production is Pests and disease infestations. Another challenge is lack of funds to implement activities.</p> <p><u>Potential risks and Mitigation:</u></p> <ul style="list-style-type: none"> • There are incidences of pests and diseases. • Indiscriminate and untimely application of chemicals by farmers. <p>Farmers are regularly educated on timely application of agro chemicals as well as application of appropriate dosages. The department provides trainings and regular farmer engagements.</p> | | |
| | Mr. Alhassan Mohammed Shiraz | Sawla-Tuna-Kalba District Agric Director | 0242179839 |
| | Key Concerns/Comments | | |

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| | Mr. Richard Nyantakyi | Bia East-Adabokrom District Agric Director | 0242187613 |
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| Key Concerns/Comments | | | |
| <p>The size of arable lands within the district is about 417,300 ha of which about 92.7 % are under crop production. Cashew and mango cover about 30,395 ha. Tree crops are established in all communities of the district. The proportions of value chain actors in the tree crop sector are Producers/Farmers (89 %), processor of shea nuts, cashew fruits and cashew nuts (3 %), traders (6 %) and others (2 %).</p> <p><i>Land Tenure System:</i> The main practice is leasehold with most of the agreements are usually verbal with a few written ones.</p> <p><i>Role of the Department of Agric:</i></p> <ul style="list-style-type: none"> • Raising and distribution of cashew seedlings, monitoring of existing plantations, provision of trainings on good agronomic practices. • Train farmers on appropriate planting holes and distance, orchard maintenance (thinning, pruning, disease and pest control, rehabilitation and renovation of old cashew fields), harvest and post-harvest trainings. <p><i>Challenges:</i> the main difficulty in the sector is pests and disease infestations.</p> | | | |
| <p>The size of arable lands within district is about 45,011 ha. About 62 % is used for tree crop production where as 38 % is used for the cultivation of other crops. Tree crops are established in 15 communities within the district. These are: Kaase, Adabokrom, Fosukrom, Asemnyinakrom, Achiase, Camp junction, Ahimakrom, Massakrom, Kwasare, Chiefkrom, Manhyia, Bekyeneboa, Taylorkrom, Kaase nkwanta and Sebebia.</p> <p>The proportions of value chain actors in the tree crop sector are Producers/Farmers (60 %), there are no processors for the coconut fruit (0 %), Traders form about 30 %, who are trading coconut fruit and transpoters form about (2 %).</p> <p><i>Role of the Agric department of the DA:</i></p> <ul style="list-style-type: none"> • Distribution of coconut seedlings, • Monitoring of existing farm, • Trainings on good agronomic practices such as appropriate planting distance, hole digging coconut maintenance pruning, disease and pest control, harvest and post-harvest trainings. <p><i>Challenges in the tree crop sector:</i> There are incidents of pests and disease infestations' Untimely application and misuse of chemicals by farmers</p> <p><i>Types and supply of pesticides/fertilizers in the Assembly (DA)</i></p> <p>a. "Akate star" (bifenthrin) / "super care" (Beta-cyfluthrine) are recommended to farmer to control pest and disease b. Ammonia / Urea / NPK, are also recommended to farmer to applied for nutrient uptake of the crop</p> <p><i>Mitigation for Risks/Impacts:</i></p> | | | |

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| | Farmers are regularly educated on timely application of agro chemicals as well as application of appropriate dosage | | |
| Stakeholder groups for subcomponent 1.3 Preventing and Responding to Child Labour | Government Agencies, development partners, private sector and civil society. | MLGDRD, MGCSP, UNICEF, JICA, ILO, FAO, Cargil Ghana, MasterCard Foundations, ICI, SEND West Africa, SEND Ghana, Cocoa Life Ghana, etc.- Vera Bediako (Deputy Director), Lydia Osei | |
| | <p>Key messages</p> <p>In the tree crop sector, COCOBOD is considered the most progressive actor in addressing many of the immediate causes of child labour within the sub-sector. Most child labour in the cocoa sector today is thought to occur among seasonally hired farm workers. Work-related hazards associated with pesticide use are greater among workers in areas where production increases because knowledge on how to mix pesticides is less widespread</p> <p>The risks associated with pesticide use are not limited to the children who may be working, but also to other children who may be at home when spraying occurs. The highly regulated use of pesticides in the cocoa sector, the use of agronomic extension services in the cocoa sector, monitoring and awareness raising of farmers have improved the situation of child labour in the cocoa sub-sector significantly.</p> <p>Several stakeholders referred to the “cocoa-model” as a model that could be used by other tree-crops too. However, farmers in cocoa-growing areas also grow other crops and engage in mining and other economic activities. Often children are involved in all the different economic activities that happen in and around the farm, so addressing child labour only within one supply chain has proven insufficient.</p> <p>Key concerns</p> <p>Regular, accurate, and reliable data on child labour is limited. There is a need to strengthen regular monitoring systems, as well as stakeholders with mandates in identification and remediation.</p> <p>Definition of child labour. There is a need to be clear about the fact that children's work is an important component of socialization that helps children transition into the labour market. Further sensitization is needed on the fact that the project's sub-component on the prevention and response to child labour is about preventing work of children that is exploitative and harmful to their health and development due to work hazards and tasks, and due to too long working hours or other breaches of the national laws regulating children's work. It is not about preventing children's work that is permitted by law.</p> <p>Recommendations for the project</p> <ol style="list-style-type: none"> 1. Concerted efforts are needed to address child labour through an area-based approach. 2. To avoid the risk of “child labour displacement” (to other sectors) or within project areas, it would be helpful that the project helps to address the causes at multiple levels, including the root causes of the socioeconomic vulnerability of families and children. 3. While poverty reduction and access to and quality of education are cited as the most important strategies to prevent child labour, the Government of Ghana has several ongoing initiatives that address the interacting factors that contribute to child labour. | | |
| District Cocoa Staff, West Akim, Asamankese | Mr. Abubakar Sadik Ibrahim Mr. David Okyere Awuku Mr. Romeo Ahorbor Mr. Ebenezer Arthur Mr. Dan Nimako | District Cocoa Officer (DCO) District Extension Coordinator (Dec) District Cartography Officer District Cocoa Rehabilitation Coordinator Pollination Coordinator /Irrigation & CMS Coordinator | 0242508445 0242480469 0246643090 0244534810 0240971398 |

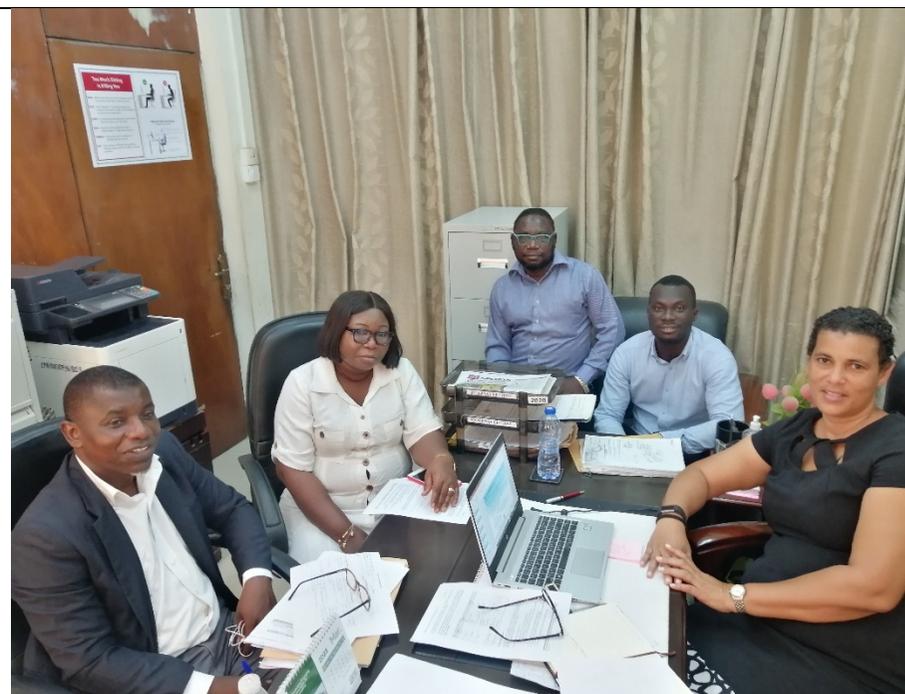
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| | Mr. Sulley Gyimah Mr. Jesse Emmanuel Sarbeng Mr. Shine Kubuafor Enyonam | Pruning Coordinator CODAPEC/HiTECH Coordinator Gender, Child Labour & Environmental Issues Coordinator | 0246555219 0245288208 0246505344 |
| | <p>Key Concerns/Comments</p> <p><u>Extension Services:</u> The GTCDP must provide training of additional/alternative livelihood activities for farmers. Community Extension Agents (CEAs) train farmers on seed management (pruning), fertilizer application and storage of chemicals, their diets, etc. the CEAs. They visit farms and inspect storage of chemicals. The Seed Production Division (SPD) provides training and information on the use of hybrid seeds.</p> <p><u>Farm Inputs:</u> Lack of farm inputs such as fertilizers and pesticides pose a huge challenge for farmers in the district. The project must support farmers to acquire the needed farm inputs.</p> <p><u>Institutional arrangement at the Municipal Cocoa Office:</u> There is a competent team already in place led by the Municipal Cocoa Officer to support the implementation of the GTCDP. The team will require further training and logistics to carry out their work effectively.</p> <p><u>FBOs:</u> There are many Farmers Based Organizations in the sector at the project area, these FBOs are now being grouped into cooperatives in order that their activities will be regulated by the existing guidelines of Cooperatives. The guideline is that FBOs should be made up of at most 20 farmers and if more they form cooperatives (90 farmers).</p> <p><u>Cocoa Management System (CMS):</u> The existing CMS captures farmer information except their biometric features. The GTCDP' digitization for traceability should support COCOBOD to update the CMS.</p> <p><u>Demand driven Research:</u> CRIG already provides training for District Cocoa Team, FBO and farmers on processes such as harvesting, breaking, drying, bagging, etc. in order to produce quality beans.</p> <p><u>Child Labour:</u> A child is not involved in hazardous works such as farm rehabilitation, spraying. The only way a child may be involved is to fetch water (outside school hours) for parents to mix agro-chemicals but must not be around during spraying.</p> <p><u>Gender:</u> In the municipality, the ratio of women to men involved in Cocoa production is small. Women do not have easy access to land for farming.</p> <p><u>Climate Change/Environmental Issues:</u> There current issues faced in the municipality include but not limited to:</p> <ul style="list-style-type: none"> • Deforestation; • Bush burning; • Indiscriminate application of weedicides; and • Hunting <p><u>Challenges:</u> The consultation process needs to adopt a bottom-up approach during project design and implementation. A need assessment of farmers must be carried out to identify workable systems. Farmers need standard pruners and not the current motorized pruners being used. Apart from the emissions and oil spillage from the fuel and lubricants, the purchase of fuel/lubricants add to the cost of doing work by the farmer. Lack of logistics such as motorbikes for CEAs is impeding effective service delivery.</p> | | |
| | Mr. Evans Agyekum | District Technical Officer | 0246112706 |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| District Cocoa Staff, Bia East, Adabokrom | Mr. Derek Fitzgerald Goku Mr. Timothy Achengo Amantoge Mr. Haruna Abu Mr. Opoku Nicholas Mr. Elliot Nana Agyarko Mr. Kwakyewaa Nuako | District Extension Coordinator Cocoa Rehabilitation Coordinator Pollination Coordinator Pruning, Irrigation & CMS Coordinator CODAPEC/HiTECH Coordinator Gender, Child Labour & Environmental Issues Coordinator | 0242725912 0246710365 0248135201 0547497332 0267757275/0209139908 0546841807 |
| <p>Key Concerns/Comments</p> <p><u>Rehabilitation of cocoa farms:</u> Some farms in the district are already under rehabilitation. COCOBOD has reserved other farms to be rehabilitated under the GTCDP. Farmers and landowners are currently paid a one-off compensation of GHc1,000.00 per hectare. Farmers are also trained on rehabilitation practices/activities to ensure GPA and their safety. The farmers maintain their own farms under the management of a private company, KUMAD.</p> <p><u>Land Tenure System:</u> land originally belongs to the chiefs of the area but land is easily transferable to potential buyers. The two main systems are (i) legal acquisition through purchase and registration with the Land Commission and (ii) share cropping, which is the most common.</p> <p><u>Farmer Welfare:</u> farmers face a number of issues including lack of labour for farm maintenance, lack of farm inputs, PPEs, especially for those involved in chemical/pesticide application. Farmers need additional/alternative livelihoods to supplement cocoa farming. As a means to address this challenge, the same farmers are engaged as rehabilitation assistants to raise additional income. They are also provided with plantain suckers and other economic shade trees for planting on their farms.</p> <p><u>Gender/Child Labour:</u> Child labour is nonexistence in the district. Women own most of the farms and make about 50 % of the farmer population. Most women hold about 3 or more farms in their names. Women are doing better in terms of production because they adapt easily to new ways of production.</p> <p><u>CMS:</u> About 14, 767 farmers are captured on the CMS in the district and about 7, 000 of them have received their identify cards. A mop up exercise to capture and distribute cards to the rest is being undertaken.</p> <p><u>Challenges:</u> There are some difficulties faced by both farmers and district cocoa staff, which include but not limited to the following:</p> <ul style="list-style-type: none"> • Lack of means of transport for field officers/agents; <ul style="list-style-type: none"> • Lack of logistics such as computers/laptops/printers; • Inadequate in-service training for staff; and • Lack of access to the internet which has led to staff using internet cafes for official work. | | | |
| District Cocoa Staff, Bia West, Essam | Mr. Christopher Adu Gyamfi Mr. Fabian Ebuley Forbah Mr. Christian Bosompim Mr. Ernest Sonful Mr. Micah Asante-Kwarteng Mr. Samuel Anim Mr. Sule Mohammed | District Cocoa Officer (DCO) District Extension Coordinator (DEC) District Cartography Officer Cocoa Rehabilitation Coordinator Pollination Coordinator Pruning, Irrigation & CMS Coordinator CODAPEC/HiTECH Coordinator | 0241551188 0243744762 0243485552 0546313333 0247943549 0242237708 0248859842 |

| Stakeholder | Name of Contact person (s) | Designation | Contact No. |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-------------|
| | Mr. Fredrick Dare Bapuo | Gender, Child Labour & Environmental Issues Coordinator | 0555869829 |
| | <p><u>Key Concerns/Comments</u> Rehabilitation of cocoa farms: currently rehabilitation has been outsourced to a private company, who hire people to do the maintenance of the farms.</p> <p><i>Child Labour:</i> The district team continuous to sensitize farmers and their household on zero tolerance for use of children on cocoa farms.</p> <p><i>Climate Change:</i> Economic shade trees are planted on farms before cocoa seedlings are planted to avoid deforestation.</p> <p><i>Challenges and recommendation:</i> The team needs technical support in the areas of software and training on additional livelihoods for farmers. The project should provide logistics such as computers/laptops and support to provide means of transport for the technical and field assistants. The only official vehicle is broken down and there are no motorbikes for field work.</p> | | |



CONSULTATION WITH KEY STAFF OF TCDA-PCU



CONSULTATION WITH EPA, GHANA



CONSULTATION WITH THE WORLD BANK UNIT OF THE MoF



CONSULTATION WITH COCOBOD-PIU



CONSULTATION WITH GHANA STANDARDS AUTHORITY (GSA)



CONSULTATION WITH THE COCONUT SPECIALIST AT MOFA-DCS

Plate Photos showing consultation with some stakeholders

Attachment 3: SEP CONSULTATION INTERVIEW GUIDES/QUESTIONNAIRE

Dear Sir/Madam, kindly take some few minutes of your time to complete the questionnaire below in respect of the Ghana Tree Crops Diversification Project (GTCDP).

TCDA-PCU

| Question Item | RESPONSE |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Name of respondent | |
| Designation | |
| Gender | |
| Contact number(s) | |
| Email address | |
| 1. What are the key objectives of TCDA's -year strategy (2022-2027)? | |
| 2. What are TCDA's needs based on your organizational needs assessment? | |
| 3. What steps are you considering to establish and operationalize the Tree Crops Zonal and Districts Offices across the project areas of influence? | |
| 4. How do you intend to build capacity of the TCDA? | |
| 5. What baseline data do you have from selected areas already existing Cocoa, Cashew, Coconut and rubber? | |
| 6. How do you intend to secure new markets for all value chain actors? | |
| 7. What is the extent of research in respect of Cocoa, Cashew, Coconut and Rubber? | |
| 8. Currently, does your outfit has the capacity in terms of personnel and logistics/infrastructure (technical know-how, laboratories, equipment, etc.) to implement the GTCDP? | |
| 9. What is the research agenda of your outfit? | |
| 10. What are the key aspects of your sustainability plan? | |
| 11. Have you received any training or interacted with the tree crops expert from the World Agroforestry (ICRAF)? | |
| 12. What is your strategy for research on climate smart agriculture, adaptation and mitigation? | |
| 13. What is your strategy for gender, child, persons with disability (PWDs), SEA/SH? | |
| 14. How do you intend to assist the private sector in multiplication and distribution of selected Saplings? | |
| 15. How do you intend to implement the digital register of all value chain actors? | |
| 16. Do you have budgetary allocation and approval for the implementation of the farmer database and geo-spatial mapping of farm parcels in the selected tree crop? | |
| 17. Why do you think improving productivity and climate resilience is most important component of the GTCDP? | |
| 18. What steps will your outfit take to prevent and respond to Child Labour in the Tree Crop Sector? | |

COCOBOD-PIU

| Question Item | RESPONSE |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Name of respondent | |
| Designation | |
| Gender | |
| Contact number(s) | |
| 1. From your organizational needs assessment conducted, what are COCOBOD's needs in respect of GTCDP? | |
| 2. What activities are you considering to help build your institutional capacity, policies and regulations as part of the GTCDP? | |
| 3. What steps will you take to build capacity to access Carbon Financing/Credit for farmers? | |
| 4. How do you intend to establish a methodology for measuring tons of carbon sequestered/what will be your methodology for measuring tons of carbon sequestered? | |
| 5. What baseline data does your outfit have from selected areas already existing cocoa agroforestry plantations? /How do you intend to establish baseline data from selected areas already existing cocoa agroforestry plantations? | |
| 6. How do you intend to secure markets for carbon sequestered? | |
| 7. What is your plan to ensure effective collaboration with the Forestry Commission (FC) and other relevant entities? / How do you intend to collaborate with the FC and other relevant entities to design, plan and implement the GCTDP? | |
| 8. Have you signed an MoU with the FC on Carbon sequestration and other related research under the GTCDP? | |
| 9. What is the extent of research on cocoa and cashew? | |
| 10. What is the research agenda of COCOBOD regarding the implementation of the GTCDP? | |
| 11. Have you received any training or had interaction with the Tree Crops Expert from the World Agroforestry (ICRAF)? If yes, do you intend to secure more support from ICRAF and in which area? | |
| 12. What is your strategy for research on climate smart agriculture, adaptation and mitigation? | |
| 13. What is your strategy for gender, child, persons with disability (PWDs), SEA/SH? | |
| 14. How do you intend to assist the private sector in multiplication and distribution of selected Saplings? | |
| 15. What do you intend to achieve with the independent Audit (IA) of the CMS? | |
| 16. Have you developed Terms of Reference (TOR) for the intended Independent Audit? | |
| 17. Why do you think improving productivity and climate resilience is the most important component of the GTCDP? | |
| 18. Are you going to finance existing private sector entities? | |
| 19. What will be the standards/certification required for participation of private sector entities? | |
| 20. What will be the contractual arrangement to ensure performance by these entities? | |
| 21. What will be the selection mechanism for private sector entities? | |
| 22. What kind of support do you think these private sector operators will need? | |
| 23. What is the project's strategy to ensure delivery through the value chain to farmers and will this delivery be free? | |
| 24. What is the mechanism for delivery? | |
| 25. What are the benefits of the GTCDP to farmers? | |
| 26. What specific interventions is the GTCDP delivering to beneficiaries (e.g., farmers, value chain actors)? | |

| Question Item | RESPONSE |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 27. What specific relevant technologies is the GTCDP delivering to beneficiaries (e.g., farmers, value chain actors)? | |
| 28. How do you intend to provide technical assistance to support climate smart agriculture (CSA)? | |
| 29. What are the procedures involved in the competitive blind selection of private sector entities? | |
| 30. What are the possible modalities for certification of private entities to be engaged? | |
| 31. What specific activities could be carried out for component 3 of the GTCDP under the following: <ul style="list-style-type: none"> a. Value chain connection b. Value chain additions c. Post-harvest investment | |
| 32. What are the financing models to provide finance to SMEs? | |
| 33. How will you ensure to incorporate Environmental and Social Sustainability criteria in the CMS to enhance monitoring and quality assurance? | |
| 34. What is the input of research in tree crop farming? | |
| 35. What is the production cycle of the proposed tree crops, Cocoa and Cashew? | |
| 36. How many years does it take to fruit and cycle after that? | |
| 37. Will the cycle of the tree crops include nursery, production, processing/storage, transportation and marketing? | |
| 38. Are farmers willing to adopt climate smart agriculture (CSA) practices? | |
| 39. Are farmers willing to allow their farms to undergo rehabilitation? | |
| 40. What measures are you putting in place to reduce farmer agitations over farm rehabilitation? | |
| 41. What alternative livelihood activities are available for farmers while their farms are undergoing rehabilitation? | |
| 42. What steps has your outfit taken to prevent and respond to Child Labour in the Tree Crop Sector? | |

Research Institutions

- Council for Scientific and Industrial Research (CSIR)
 - **Crop Research Institute (CRI)**

| Item | Response |
|------------------------------------------------------------------------------------------------------------------------|----------|
| Name of respondent | |
| Designation | |
| Gender | |
| Contact number(s) | |
| Email address | |
| 1. What do you know about the Tree Crop Development Authority (TCDA) and the Ghana Tree Crops Diversification Project? | |
| 2. What are the core mandates of your outfit in respect of the tree crops sector? | |
| 3. Has your outfit (CRI) been involved in research activities in the tree crop sector? | |

| Item | Response |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 4. What past research activities in the rubber sub-sector has your outfit been involved in? | |
| 5. What current research is being done on rubber by your outfit? | |
| 6. Does your outfit have the capacity in terms of institutional, technical and logistics (e.g., Laboratories, equipment, etc.) to implement the GTCDP? | |
| 7. What existing infrastructure/structure/equipment are in place at your outfit to enable you support/implement the GTCDP? | |
| 8. What are the needs in terms of technical, personnel, logistics, etc. of your outfit to be able to implement the GTCDP to ensure sustainable development in the sector? | |
| 9. The GTCDP is to support uptake of practical, cutting-edge research on tree crops, what will your outfit require to be able to implement this target? | |
| 10. What are your plans for demand driven research on development of resistant plant varieties and for processing and end products? | |
| 11. What is the research agenda of your outfit for the GTCDP? | |
| 12. How does the research agenda of the TCDA/COCOBOD fit into your own strategic plans? | |
| 13. The GTCDP aims to establish laboratories that enable the transfer of genetic and plant varieties addressing the most critical issues faced on farms. How are you able to take up this responsibility? | |
| 14. What is your sustainability plan? | |
| 15. What are your current challenges in discharging your mandate towards tree crops research? | |
| 16. What are your recommendations for GTCDP? | |

Value Chain Actors

- Coconut Processors

| INTERVIEW GUIDE FOR Value Chain ACTORS-Processors | Response |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Demography and socio-economic profile | |
| Region | |
| District | |
| Name of community | |
| Name of respondent | |
| Gender | |
| Contact number(s) | |
| Email address | |
| 1. What do know about TCDA and GTCDP? | |
| 2. In how many regions and districts can your members be located? | |
| 3. Do you have only one Coconut Processor association in Ghana? | |
| 4. Please, where is your office situated | |
| 5. Do you have a constitution as an association? | |
| 6. What are your main activities as Coconut Processors? | |
| 7. What challenges do you face as you perform your roles? | |
| 8. What are the needs of members in their work activities? /Challenges for Processor? | |
| 9. What can be done to improve on your activities? / What Specific support do you require from the proposed project besides the planned activities? | |
| 10. What other basic data do you collect on your members? | |
| 11. What risks/impacts do your members face in the line of their activities? | |
| 12. What type of vulnerable group (s) are among your association? | |
| 13. What arrangement do you have for vulnerable group (s) like women who are members of your association? | |
| 14. How do you ensure your members do not use child labour in their activities? | |
| 15. Which NGOs are involved in Cashew production? | |
| Any other Concern: | |

Local Government -Department of Agric-MAs/DAs

| Agric Director/Extension Officer | RESPONSE |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Age: | |
| Sex: | |
| Highest Level of Education: | |
| Marital Status: | |
| 1. What do you know about TCDA? | |
| 2. What is the size of arable lands within your district? | |
| 3. What percentage is used for tree crops and other crops, respectively? | |
| 4. What is the current status of tree crops in your region/district in terms of: <ol style="list-style-type: none"> Hectares under production? Where are these established in the MA? What are the hectares per location as stated in 4b? | |

| Agric Director/Extension Officer | RESPONSE |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 5. What is the nature of the land tenure system in your Assembly (MA)? | |
| 6. What is the nature of agreement (MoU) signed between landowners and tenant farmers? | |
| 7. Which Actors exist in the tree crop value chain? a. Producers/Farmers, what percentage b. Processors, what percentage? c. what do product do they process? d. Traders? wholesale or retailers e. Transporter? f. Any other? | |
| 8. What are some of the challenges in the sector? | |
| 1. What role (s) does your office play in Cashew Production? | |
| 2. What role (s) would your office play in the GTCDP? | |
| 3. Do you provide training for Tree Crops Farmers in your Assembly (MA)? | |
| 4. What kind of training do you provide to the farmers? | |
| 5. Does growing of tree crops compete with other food crops for land in your Assembly (MA)? | |
| 6. What is the state of pests/diseases in the tree crop sector in the assembly (MA)? | |
| 7. What are the types and supply of pesticides/fertilizers in the Assembly (MA)? | |
| 8. Are agro-chemicals use regulated by your outfit? | |
| 9. Are farmers able to meet their fertilizer needs in the Assembly (MA)? | |
| 10. What are some potential risks and impacts associated with agro-chemical use by farmers? | |
| 11. What mitigation measures are in place for risk associated with agro-chemical use? | |
| 12. Do farmers use CSA practices in tree crop production? | |
| 13. How do you intend to provide technical assistance to support climate smart agriculture (CSA)? | |
| 14. What is your role your role in the Tree Crops (Cocoa, Cashew, Coconut Rubber) Value Chain activities in the district? | |
| 15. How long have you been involved in the implementation? | |
| 16. What challenges do you face as you perform your roles in the MA? | |
| 17. How will you work to ensure the objective set in the PDO of the GTCDP are achieved? | |
| Your comments: | |

Attachment 4: PUBLIC DISCLOSURE NOTICE

**PUBLIC DISCLOSURE NOTICE
MINISTRY OF FOOD AND AGRICULTURE (MoFA)/TCDP/COCOBOD
GHANA TREE CROPS DIVERSIFICATION PROJECT
(GTCDP)-(P180060)**

DISCLOSURE OF STAKEHOLDER ENGAGEMENT PLAN (SEP)/ ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

The Government of Ghana (GoG) through the Tree Crops Development Authority (TCDA) and Ghana Cocoa Board (COCOBOD) under the Ministry of Food and Agriculture is collaborating with the World Bank to implement the Ghana Tree Crop Diversification Project (GTCDP). The GTCDP among others aims at supporting the existing capacity of COCOBOD and strengthening the nascent organizational capacity of the TCDA and providing the optimal enabling environment through the legalization and operationalization of tree crop regulations and agribusiness policies. This in turn, will ensure that local farmers, traders, processors and exporters are well supported and able to generate jobs and profits from production of cocoa, cashew, coconut and rubber tree crops. More importantly, and at the most fundamental level, farmers will be provided with the required support to increase productivity. This includes the knowledge and financing to adopt new climate smart technologies to boost yields, reduce pest and disease, rehabilitate, and sustainably intensify production.

In this case, avoiding deforestation, mitigating the impacts of climate change and contributing to social sustainability. Farmers will also be provided with inputs, extension (technical assistance), organization and digitization. Without traceable digital systems in which farmers are uniquely identified, it is more difficult to ensure that farmers receive fair prices and premiums for engaging in responsible – child labour free, deforestation free –, climate friendly production systems. Supporting farmers implies supporting the development and take up of practical, cutting-edge research on tree crops. This includes setting up laboratories that enable the transfer of genetic and plant varieties addressing the most critical issues faced on farm. The project design recognizes the need to invest in all these areas in the different segments of the tree crop systems and will support their development.

The project's geographical scope is delimited to five (5) main regions of Ghana including Savanna, Bono, Bono East, Eastern and Western North and will concentrate on eleven (11) districts with one or at most two districts in each region with substantial cocoa, cashew, coconut and rubber tree crops coverage

The Ghana Tree Crop Diversification Project (GTCDP) Development Objective (PDO) is to improve productivity, added value, market access and climate resilience for selected tree crops in Ghana.

The ESMF/SEP has been prepared for the proposed project comprising the following components: (i) Institutional strengthening and value chain governance; (ii) Improving productivity and climate resilience; (ii) Support for Post-Harvest Management, Processing, Value Addition and Market Access; and (iii) Project Coordination, Management, Monitoring and Evaluation, and also in accordance with the Ghana Environmental Protection Agency Act, Act 490, 1994 and its Environmental Assessment Regulations 1999 (LI 1652) amongst others, and the World Bank's Environment and Social Framework (ESF) and as per the Environmental and Social Standard ESS 10: Stakeholder Engagement and Information Disclosure

The ESMF/SEP outlines the applicable Acts, Regulations, Policies, Instruments, Baseline environmental conditions, the environmental and social impacts, measures to avoid, minimize, mitigate and monitor the impacts, including measures for developing site specific Environmental and Social Management Plans (ESMP) for the sub-projects during implementation; stakeholder consultations and information disclosure, grievance mechanism and mainstreaming of gender and vulnerable groups.

Further details relating to the environmental and social assessment process and information can be found in the above mentioned document which are now available at the Ministry of Food and Agriculture (Head Office) and all five (5) regional

offices), Tree Crops Development Authority-TCDA (Head Office, Kumasi and Accra), Head Office, Ghana Cocoa Board (COCOBOD), Accra, Ministry of Finance and Economic Planning (Accra), Regional Coordinating Councils for all the five (5) participating regions, Environmental Protection Agency (Head office, Accra and all five (5) regional offices); all project District Assemblies in the five (5) participating regions.

For further enquiries on this disclosure, the following e-mail address can be used: **XXXXXXXXXXXXXXXXXX**

**ISSUED BY:
MINISTRY OF FOOD AND AGRICULTURE
PMB
ACCRA**

Attachment 5: GRIEVANCE REDRESS FORM

GRIEVANCE REGISTRATION FORM (FORM A) – For Complainant

Name (Complainant):

ID Number (PAPs ID number):

Contact Information (house number/ mobile phone)

Nature of Grievance or Complaint:

Details of Grievance

.....

.....

.....

.....

Name (Receiver): Signature Date.....

Name (Filer): Signature..... Date.....

Relationship to Complainant (if different from Complainant):

.....

GRIEVANCE AND RESOLUTION FORM (FORM B) – For GTCDP

Name (Complainant):

ID Number (PAPs ID number):

Contact Information (house number/ mobile phone)

Nature of Grievance or Complaint:

Details of Grievance:

.....

.....

.....

.....

.....

.....

.....

Name (Receiver): Signature..... Date:.....

Name (Filer): Signature..... Date:.....

Relationship to Complainant (if different from Complainant):

.....

| Review/Resolution | Level 1 (District) | Level 2 (Zonal) | Level 3 (National) |
|--------------------------|---------------------------|------------------------|---------------------------|
|--------------------------|---------------------------|------------------------|---------------------------|

Date of Conciliation Session:

| | | |
|--------------------------------|-----|----|
| Was Filer/Complainant Present? | Yes | No |
|--------------------------------|-----|----|

| | | |
|------------------------------------------------|-----|----|
| Was field verification of complaint conducted? | Yes | No |
|------------------------------------------------|-----|----|

Findings of field investigation.....

Summary of Conciliation Session Discussion.....

Issues.....

Was agreement reached on the issues? Yes No

If agreement was reached, detail the agreement.....

If agreement was not reached, specify the points of disagreement:.....

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) | (Conciliator) |

If not satisfied, recommendation/way forward:.....

(Signature & date of Filer/Complainant)

(Signature & date of Conciliator)