



WWF GEF Agency



STAKEHOLDER ENGAGEMENT PLAN

**GEF-7 Project - Enduring Earth:
Accelerating Sustainable Finance Solutions to Achieve Durable Conservation (Gabon)**

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1. Introduction

Gabon is in the western region of the Congo Basin and is known for its high forest cover and low rates of deforestation. Gabon has around 88.97% of its territory covered by tropical rainforest with low human density (estimated human population at 2.3 million people) and low agriculture pressure. Gabon’s rich tropical forests harbor half of the world’s remaining forest elephant population and 80% of the western lowland gorillas, among others. Marine and terrestrial protected areas represent 25.1% of the total national area, with marine areas representing 28.8% of the total area and terrestrial areas, 22.4%. Forests in Gabon comprise an estimated 8000 plant species with a 20% endemism rate.

To protect this rich biodiversity and high ecosystems diversity, a network of 13 National Parks was created in 2002 (Figure 1). In 2017, 20 Marine Protected Areas were also created to protect 26% of Gabon’s territorial waters.



Figure 1: Representation of the 13 Gabon’s National Parks

The Enduring Earth Partnership (“EE”) is an ambitious collaboration to support governments and communities to conserve the resources that sustain life by accelerating inclusive area-based conservation measures in furtherance of 30x30 and other development goals through the Project Finance for Permanence (“PFP”) approach. Under a PFP approach, target countries define a unique set of commitments from multiple stakeholders in a single closing to ensure that, over the long term, large-scale systems of conservation areas are well-managed, sustainably financed, and benefit the communities who depend on them.

This Project, GEF-7 Project - Enduring Earth (Accelerating Sustainable Finance Solutions to Achieve Durable Conservation in Gabon), is developed under the Enduring Earth Partnership¹, which is an

¹See <https://enduringearth.org>. The NGO and philanthropic partners are The Nature Conservancy, The Pew Charitable Trusts, World Wildlife Fund, and ZOMALAB, the family office of Ben and Lucy Ana Walton.

ambitious collaboration to support governments and communities to conserve the natural resources that sustain life by accelerating inclusive area-based conservation measures in furtherance of 30x30 and other development goals through the Project Finance for Permanence (“PFP”) approach.

This project has three components:

- (i) Component 1: Deploying Project Finance for Permanence (PFP) for priority conservation areas in Gabon;
- (ii) Component 2: Global support to scale out PFP;
- (iii) Component 3: Monitoring and evaluation (M&E) and knowledge management (KM).

As part of project preparation, field visits and community consultations were undertaken, between April 5 – 27, 2023, in four targeted landscapes (highlighted in red in Figure 1), namely (i) Mayumba (in the province of Nyanga), (ii) Loango (in the province of Ogooué Maritime), (iii) Minkébé (in the province of Woleu-Ntem) and (iv) Monts de Cristal (in the Estuary province). The consultation team met with Local Communities, Indigenous Peoples (at Minkebe National Parks), Local Authorities, Government Officials, private Sector Organizations, and NGOs.

2. Regulations and Requirements

Government of Gabon Policies and Regulations

In Gabon, national regulations on Indigenous People and Local Communities (IPLCs) status are based on international treaties ratified by the country, which have resulted in feedback and engagement with local populations and public authorities. Subject to the provisions of its national legislation, Gabon respects, preserves and maintains the knowledge, innovations and practices of local communities embodying traditional lifestyles relevant to the conservation and sustainable use of biological diversity, and promotes their wider application (with the agreement and participation of the custodians of such knowledge) and encourages the equitable sharing of benefits arising from its use (see Article 8 of the Convention on Biological Diversity, ratified by Gabon on 11 March 1997, in accordance with Decree No. 00278 / PR / MAEC, after adoption of Law No. 29/96 of 28 January 1996, authorizing the ratification of the CBD Convention (MPERNFM, 2014)).

The Gabonese State has adopted and ratified several measures, in terms of commitments and requirements on Local Communities, and some of these commitments have taken effect since the ratification of certain international agreements by Gabon since the United Nations Conference on Environment and Development, held in Rio De Janeiro on 12 June 1992. In addition, these commitments are mainly for the benefit of local and indigenous populations. It is necessary to highlight, as a prelude, the *African Charter on Human and Peoples' Rights*, in particular Article 13 which stipulates that all citizens have the right to participate freely in the management of the public affairs of their country, either directly or through freely chosen representatives, according to the rules established by law (ACHPR / IWGIA, 2007).

It should also be noted that the right of citizens to participate in public affairs is tempered by the fact that the exercise of this right must be undertaken in accordance with the domestic legislative rules of each country and that, in the case of Gabon, all citizens are considered equal under the principle of equality provided for in the Gabonese Constitution. The national constitution explicitly and fully recognizes the right of peoples to self-determination and free disposal of natural wealth and resources; as stated in the preamble to the Gabonese Constitution (MPERNFM, 2014).

Although Gabon is a forest country, it is also a party to the International Convention to Combat Desertification in Those Countries Experiencing Serious Drought and/or Desertification, particularly

in Africa. One of the principles of this Convention, ratified by Gabon in 1996, is to raise awareness among local populations, especially women and young people, and to facilitate their participation, with the support of non-governmental organizations, in actions to combat desertification and mitigate the effects of drought.

In relation to forest management, Article 8.3 of Annex I to that Convention also specifies that national action programmes must include measures for the conservation of natural resources with a view to ensuring integrated management and sustainable development and conservation of forests and the local habitats residing therein.

With regard to the United Nations Declaration on the Rights of Local Peoples (UNDRIP) adopted in 2007, its article 27 reads as follows: *States shall establish and implement, in consultation with the local populations concerned, a fair, independent, impartial, open and transparent mechanism, taking due account of local laws, traditions, customs and land tenure systems, in order to recognise and decide on the rights of local people to their lands, territories and resources, including those traditionally owned, occupied or used. Local governments will have the right to participate in this process.*

In addition, the principle of *Free, Prior and Informed Consent* (FPIC) is a collective right, which therefore belongs to a community as a whole. Under this right, a community can give or refuse consent to any proposed project that could affect lands and natural resources that it traditionally owns, occupies or uses (Clientearth, 2014). Article 32.2 also stipulates that States shall consult *and cooperate with the local authorities concerned in good faith through their own representative institutions, with a view to obtaining their free and informed consent prior to approval. any project having an impact on their lands or territories and other resources, regarding the development, use or exploitation of mineral, water or other resources.*

It is also necessary to highlight the subregional guidelines on the participation of local populations and NGOs in the sustainable management of Central African forests, under the supervision of COMIFAC, in particular those concerning the participatory development of land-use plans, the classification and declassification of forests, and participatory forest management (COMIFAC, 2015-2025). The State shall develop, adopt and implement, in a participatory manner, a national land allocation plan based on control of public and customary lands while ensuring and securing the current and future land needs of the State and local populations. The classification and development of protected areas and forest concessions are therefore also subject to such legal and regulatory frameworks and should (or even must) be carried out with the effective participation of local populations (Comifac, 2015-2025).

WWF Standard on Stakeholder Engagement

The WWF GEF Agency requires all GEF projects comply with GEF and WWF standards on Stakeholder Engagement, specifically the [WWF Standard on Stakeholder Engagement and the associated Procedures for Implementation of the Standard on Stakeholder Engagement](#). Stakeholder engagement is an overarching term that encompasses a range of activities and interactions with stakeholders throughout the project cycle and is an essential aspect of good project management.

The WWF Standard on Stakeholder Engagement requires the Executing Agency to engage stakeholders throughout the life of the project; communicate significant changes to project stakeholders and consult on potential risks and impacts; establish a grievance redress mechanism and register and respond to grievances throughout project execution, and; disseminate information in a way that is relevant, transparent, objective, meaningful, easily accessible. The Standard on Stakeholder Engagement promotes an inclusive process to support the development of strong, constructive and responsive relationships that help to identify and manage risks, and which encourage positive outcomes for stakeholders and project activities.

GEF requirements on Stakeholder Engagement

The GEF has in place two instruments on stakeholder engagement: Policy on Stakeholder Engagement (2017), and Guidelines on Implementation of the Policy on Stakeholder Engagement (2018),² which further defines the policy and resources necessary for implementation. These instruments have in place mandatory requirements and procedures for GEF Partner Agencies and recipient government agencies to ensure transparency, inclusion, accountability, integrity, and effective participation of stakeholders and public for all projects financed by the GEF.

As spelled out in the policy, the intention of these instruments is two-fold: to strengthen the design and implementation of GEF-Financed activities through effective stakeholder engagement thereby reducing risks and addressing the social and economic needs of affected parties; and to ensure country ownership of the project and developing stronger partnerships with civil society, local communities, private sector through harnessing their knowledge, experience and capabilities of affected and interested individuals and groups throughout the project cycle.

The policy outlines six requirements for governments and other executing partners implementing GEF financed activities, which are:

- Stakeholders are identified early in project and engaged throughout the project cycle
- The engagement of stakeholders should include mechanisms that allow stakeholders to express their views and receive feedback on project plans, benefits, risks, impacts, and mitigation measures that may affect them.
- The engagement of stakeholders be gender responsive; free of manipulation, interference, coercion, discrimination and intimidation; and responsive to the needs and interests of disadvantaged and vulnerable groups.
- Throughout the project cycle, a public register of stakeholder engagement is developed, maintained and disclosed. In cases where confidentiality is necessary to protect stakeholders from harm, statistical information is recorded and made publicly available.
- Stakeholders to the project are given access to timely, relevant and understandable information about activities implemented, and there are clear procedures in place to request information.
- Where GEF-financing supports an activity implemented by the Agency, such support is clearly identified and related non-confidential information is made publicly available and easily accessible.

The GEF recognizes that effective Stakeholder Engagement and meaningful consultation enhance the transparency, accountability, integrity, effectiveness and sustainability of GEF governance and operations by, inter alia, strengthening the design and implementation of GEF-Financed Activities, reducing risks and addressing the social and economic needs of affected parties. In addition, effective Stakeholder Engagement and meaningful consultation promote country ownership by forging stronger partnerships, particularly with civil society, Indigenous Peoples, communities and the private sector, and by harnessing the knowledge, experience and capabilities of affected and interested individuals and groups.

There are several key elements to “meaningful consultation”. It is a two-way process that:

- Begins early in the project identification and planning process to gather initial views.
- Encourages stakeholder feedback and engagement in the project development and design process.
- Continues during the development and implementation of a project GEF Stakeholder Engagement Guidelines (SD/GN/01)

- Is based on the prior disclosure and dissemination of relevant, transparent, objective, meaningful and easily accessible information in a timely manner and culturally appropriate format.
- Considers and responds to feedback.
- Supports active and inclusive engagement with project affected parties.
- Is free of external manipulation, interference, coercion, discrimination, and intimidation; and
- Is documented and disclosed.

3. Project Stakeholders

The stakeholders identified for this project, as detailed in Appendix 2, are clustered into the following groups:

- *Government*: This includes Ministries, Regulatory Authorities and Agencies, Local Government Authorities at Province and Prefecture level with either jurisdictional oversight over the identified project landscape. This also Government Agencies/Departments with interest in the Project.
- *Local Communities*: This is where the engagement plan mostly focus given that the project will affect either directly or indirectly all members of the communities. The local communities cited here are the populations currently residing near the targeted parks.
- *Indigenous Peoples*: This includes the indigenous people living in or near the targeted parks.
- *Non-Governmental Organizations (NGOs) or Civil Society Organizations (CSOs)*: This constitutes non-state actors both locally and internationally working in project areas or on interventions related to the project objectives. Similar to the government in terms of potential role, the majority of CSOs will be partners to the project for implementation and thus directly engaging with the local communities in the project sites.
- *Private Sector Companies*: This includes companies and firms with interest in engaging in businesses and financial investments aspects related to the project objectives.

These stakeholders will be informed about and engaged in the project as per the plan described further in this document. The process to identify and reflect on roles and responsibilities of stakeholders is a continuous process. The list provided here will be treated as a living document for the purpose of selecting changing social, economic and political environments throughout the project cycle.

3.1. Government

Key government stakeholders identified are listed below:

Direction Générale de l'Environnement et pour la Protection de la Nature (DGEPN)

Under the Ministère des Eaux, des Forêts (MEF), de la Mer, de l'Environnement, charge du Plan Climat et du Plan d'Affectation des Terres. DGEPN is an entity of the Ministry of the Protection of the Environment and Natural Resources, Forestry and the Sea (MPERNFM) in charge of the implementation of the Gabonese government's policy on the environment and protection of nature.

DGEPN is mainly responsible for (i) coordination and control of the activities of its different units; (ii) the execution of plans and programs according to a fixed schedule; (iii) all studies relating to the projects to be implemented; (iv) the centralization of all the data necessary for the definition of the means and the evaluation of the results; (v) the application and enforcement of the texts relating to the environment and the protection of nature.

The provincial services are made up of so-called provincial brigades grouped together according to the following zonal division:

- North zone (Estuary, Ogooué-Ivindo and Woleu-Ntem);
- South zone (Moyen-Ogooué, Ngounié, Nyanga and Ogooué-Maritime);
- East zone (Haut-Ogooué and Ogooué-Lolo).

Agence Nationale des Parcs Nationaux (ANPN)

Under DGEPN's leadership, ANPN is the agency that provides execution support for Gabon's National Parks and other Protected Areas (PAs) such as nature reserves and Ramsar sites. The agency also engages with IPLCs primarily through "community co-management" in the peripheral areas of its national parks, supported by CGLs (Comités Consultatifs de Gestion Locale/Local Management Advisory Committees).

By extension, decree n° 00111 / PR / MEFPEPGE of 04 April 2017 creates a National Agency for the Preservation of Nature (ANPN) whose mission is the execution of the Government's policy in terms of knowledge, protection, management and promotion of national biodiversity.

As such, ANPN is responsible for:

- carrying out or contributing to inventories of genetic diversity, species and ecosystems;
- building and updating a database of genetic diversity, species and ecosystems;
- carrying out analyses of trends and the state of biodiversity;
- contributing to scientific research and development;

in terms of biodiversity protection:

- proposing strategies for the conservation and protection of biodiversity in situ and ex situ;
- carrying out or contributing to specific anti-poaching actions and the illegal exploitation of biodiversity;
- proposing measures for the prevention and management of human-wildlife conflicts;

in terms of biodiversity management:

- proposing measures for the management of natural resources; participating in the validation and implementation of national management strategies and plans; managing protected areas;

in terms of enhancing biodiversity:

- proposing strategies for enhancing the natural and cultural heritage, taking into account the balance and stability of ecosystems and monitoring their implementation; promoting and regulating ecotourism activities; proposing, in collaboration with other competent administrations, quotas for the exploitation of renewable natural resources subject to exploitation permits.

ANPN may receive any other mission related to its area of competence from the public authorities. ANPN comprises a Board of Directors; a General Direction; an Accounting Position; a Scientific Committee; and an Advisory Committees (Comités consultatifs). Regulatory texts determine, as necessary, the provisions of any kind necessary for the application of this decree. This decree repeals all previous contrary provisions.

Direction Générale de la Faune et des Aires Protégées (DGFAP)

Under the Ministère des Eaux, des Forêts (MEF), de la Mer, de l'Environnement, charge du Plan Climat et du Plan d'Affectation des Terres, DGFAP has the task of implementing the Government's policy in the field of fauna and protected areas. As such, it is responsible for:

- developing, revising, and enforcing legal instruments (regulations, policies, laws) on the management and exploitation of fauna and the development of protected areas.
- ensuring the knowledge, availability, enhancement, protection and restoration of wildlife resources and protected areas;
- proposing and following the general directives concerning the management of wildlife resources and protected areas;
- promoting protected areas developed with a view to securing short, medium and long-term funding for activities;
- developing and updating the directives on the fight against poaching;
- developing and revising technical standards for inventorying wildlife and managing protected areas;
- developing and updating models of specifications for the exploitation of protected areas by private operators;
- setting up and updating a database on the state of the resource and the development of protected areas;
- developing and implementing the national plan for wildlife management and the development of protected areas with the collaboration of the General Directorate of Forests and the General Directorate of Aquatic Ecosystems;
- developing strategies for a better valuation of fauna, hunting products and protected areas;
- negotiating international conventions and agreements on wildlife management and the development of protected areas;
- proposing a distribution grid for income from the exploitation of protected areas;
- initiating and monitoring partnerships with national and international NGOs, economic operators and other organizations;
- capitalizing on the results of applied research in the field of conservation and management of wildlife carried out by organizations or research institutes;
- initiating any measure necessary for the protection of endangered species and / or the promotion of little or unknown wildlife species;
- certifying the origin of wildlife products intended for export;
- coordinating the harmonious participation of all the other private, public and semi-public actors involved in the implementation, monitoring and evaluation of public policy on wildlife and protected areas;
- ensuring capacity building and modernization of the wildlife and protected areas sectors; - to ensure the technical supervision of personalized public services of the State in the wildlife and protected areas sectors and to ensure compliance with regulations by all the players in these sectors;
- ensuring the supervision and coordination of the activities of all the services placed under its authority;
- proposing all measures relating to the general or local organization of its services, in particular with regard to the commitments, assignments, transfers and advancements of staff;
- studying and developing, in collaboration with the Central Directorate of Human Resources, reform projects and to propose any appropriate measure to improve the working environment and life of the staff; managing all the equipment, material and real estate assets of the central services;
- centralizing, stopping and defending the budget projects drawn up by the technical services of the general directorate for wildlife and protected areas;
- developing the annual work program of the General Management, in collaboration with the directions; preparing the annual budget, in collaboration with the directorates and ensure the proper management of the credits allocated to his directorates;

- writing periodic reports on all the activities carried out by the General Management.

Direction Générale des Écosystèmes Aquatiques (DGEA)

Under the Ministère des Eaux, des Forêts (MEF), de la Mer, de l'Environnement, charge du Plan Climat et du Plan d'Affectation des Terres, DGEA leads in the development of policy and regulatory frameworks. The mission of the “DGEA is to implement the Government's policy in the field of water asset management. As such, it is notably responsible for:

- ensuring knowledge, protection and restoration of aquatic ecosystems;
- collaborating with the other competent administrations in the development of the water resource;
- preparing orientation and programming laws for the protection and restoration of aquatic ecosystems;
- ensuring compliance with the legislation in its area of competence;
- ensuring the application of international conventions and treaties signed and ratified by Gabon, in collaboration with the other competent administrations;
- initiating cooperation actions in this area;
- ensuring, on the one hand, the collaboration of other administrations concerned with water protection, and on the other hand, the participation of the public and foreign partners in the preparation and implementation, monitoring and evaluation of public policy on water protection;
- ensuring capacity building and modernization of the water protection sector;
- developing the basis of fines for the restoration of degraded aquatic ecosystems, in collaboration with the other competent administrations;
- developing the annual work program of the General Management, in collaboration with the directions;
- preparing the annual budget, in collaboration with the directorates and ensure the proper management of the credits allocated to his directorates;
- writing periodic reports on all the activities carried out by the General Management.

Direction Générale des Forêts (DGF)

Under the Ministère des Eaux, des Forêts (MEF), de la Mer, de l'Environnement, charge du Plan Climat et du Plan d'Affectation des Terres, DGF, is responsible for implementing Government policy in the forestry sector. As such, DGF :

- prepares the orientation and programming laws for the forestry sector as well as their implementing texts;
- ensures the knowledge, provision, enhancement, protection and restoration of the forest heritage;
- proposes and follows general directives concerning the management of forest resources;
- develops, updates and implements a forest product traceability system;
- develops and implements the national forest plan, in collaboration with the other competent services;
- develops and implements the standards relating to the activity of the forestry sector, in collaboration with the other competent services;
- initiates any measure necessary for the protection of forest species; promotes forest species that are little or not well known;
- ensures the implementation of international conventions, agreements and treaties signed and ratified by Gabon in the field of forests;

- initiates, monitors and coordinates the execution of aid and international cooperation programs in the forestry sector;
- provides the necessary support and participate in the development of applied research programs in the forestry sector;
- capitalizes on the results of applied research in the protection, management and exploitation of forests, carried out by research bodies or institutes;
- coordinates the harmonious participation of all the other private, public and semi-public actors involved in the implementation, monitoring and evaluation of public policy in the field of forests;
- ensures capacity building and modernization of the forestry sector;
- ensures the supervision and coordination of the activities of all the services placed under its authority;
- proposes any measure relating to the general or local organization of its services, in particular with regard to the hiring, assignments, transfers and advancements of staff;
- studies and develops, in collaboration with the Central Directorate of Human Resources, reform projects and propose any appropriate measure to improve the working environment and life of the staff;
- manages all the equipment, materials and real estate assets of its departments;
- centralizes, stops and defends the budget projects drawn up by the technical services of the General Directorate of Forests;
- draws up the annual work program;
- prepares the annual budget, in collaboration with the directorates and ensure the proper management of credits;
- writes the annual report of all the activities carried out by the General Directorate of Forests.

Direction des Industries du Commerce du Bois et de la Valorisation des Produits Forestiers (DGI)

Under the Ministère des Eaux, des Forêts (MEF), de la Mer, de l'Environnement, chargé du Plan Climat et du Plan d'Affectation des Terres, DGI is responsible for implementing the Government's policy in the field of industrialization of the wood sector, exploitation, processing and the marketing of forest products other than timber.

DGI it is in particular responsible for:

- preparing and revising the texts on industrialization, marketing of wood and forest products other than timber;
- identifying incentive mechanisms for the recovery of wood waste and the promotion of bioenergy;
- suggesting avenues for industrial recovery of wood rejects and their commercial stores;
- partnering players in the industrial timber sector and forest operators, in collaboration with other competent services;
- revising technical standards for wood processing;
- using of technical guides to the operator of economic operators engaged in the processing of timber and the exploitation, processing and marketing of forest products other than timber;
- developing the manual of procedures for timber processing as well as the exploitation, processing and marketing of forest products other than timber;
- designing databases on timber processing industries as well as the exploitation, processing and marketing of forest products other than timber;
- proposing an analysis grid of the industrialization programs presented by the economic operators of the wood sector;

- proposing and update the guidelines for the control of timber processing industries as well as the exploitation, processing and marketing of forest products other than timber;
- harmonizing national guidelines with international guidelines on the marketing of timber and forest products other than timber;
- drawing up the master plan for the development of lumber industries and forest products other than timber and monitor its implementation;
- examining applications for professional accreditation in matters of processing and marketing of wood, as well as in matters of exploitation, processing and marketing of forest products other than timber;
- capitalizing on the results of applied research in the field of timber processing, as well as the exploitation and processing of forest products other than timber;
- studying and developing, in collaboration with the Central Directorate of Human Resources, reform projects and propose any appropriate measure to improve the working environment and life of the staff;
- managing all the equipment, material and the real estate assets of its departments;
- centralizing, stopping and defending the budget projects drawn up by the technical services of the General Directorate; -
- drawing up the annual work program of the General Management;
- preparing the annual budget, in collaboration with the directorates and ensure the proper managing of the credits allocated to his directorates;
- writing periodic reports on all the activities carried out by the General Management.

Agence Gabonaise de Développement et de Promotion du Tourisme (AGATOURL)

AGATOURL assists the Government in the implementation of public policies in tourism development. As such, AGATOURL:

- Adapts the Gabonese offer to national and international tourist demand;
- supports public and private actors, with a view to increasing their economic competitiveness;
- assists the promoters of public and private projects within the framework of specific agreements: feasibility studies, positioning diagnosis, project planning, search for operating partners;
- produces tools for observing tourist activity, technical publications and generalized or thematic market studies;
- ensures that the supply of training in tourism professions is increased;
- develops the promotion of the Gabon destination by setting up an appropriate tourism strategy;
- promotes and monitors the activity of the hotel industry throughout the national territory;
- manages the State's holdings in hotel structures;
- manages the entire state hotel park.

Direction Générale du Tourisme (DGT)

Under the Ministry of Tourism's leadership, DGT leads in the development of policy and regulatory frameworks for tourism in Gabon. DGT's role is to implement the Government's tourism policy.

As such, the DGT

- participates in the definition of tourism policies;
- monitors the implementation of the policy of tourism development policy throughout the territory;
- contributes to the definition of tourism standards;
- proposes the regulations applicable to tourism and to ensure their application;

- analyses national and international tourism demand, establishes statistics and analyses Gabonese supply in this area;
- develops and monitors cooperation in the field of tourism;
- participates in the classification commission for public and private organizations and any tourist establishment;
- promotes consultation between the administrations and the public and private organizations involved in the tourism sector;
- examines, verifies and monitor public and private tourism projects;
- participate in the design of training programs linked to activities in the tourism sector;
- investigate license, homologation, accreditation and approval applications;

The DGT can receive public authorities, any other mission related to its field of activities.

3.2. Non-Governmental Organizations (NGOs) or Civil Society Organizations (CSOs):

Association Gabonaise des Femmes Indigènes (AGAFI)

Initially a specialized body of MINAPIGA NGOs, AGAFI aims to gradually strengthen their autonomy within the framework of REPALEG (Réseau des Populations Autochtones et Communautés Locales du Gabon)

Association pour le Développement de la Culture des Peuples Pygmées du Gabon (ADCPPG)

Created in 2003, aims to defend the rights of the Pygmies in the development process of the country. ADCPPG is the response to UNESCO's request to set up a network of indigenous associations in Gabon. It was created with the aim of reconciling traditional cultures with modernity.

Association Culture Nature EDZENGUI

EDZENGUI is an association of indigenous people. It was Created in June 2002, and officially recognized in 2003. The general aim of EDZENGUI association is to promote and encourage, in partnership with private or public bodies and national or international institutions, cultural, scientific and tourist activities in the north-east of Gabon.

Association IBONGA

This is an environmental NGO based in Gamba. Association Ibonga operates in the southern area of Loango Notional Park and Moukalaba-Doudou National Park. They are very renowned in the area and recognized by the local authorities. Activities of Association Ibonga involve conservation, environmental education, monitoring of sea turtles, stakeholder engagement.

Association KOUSSOU

This is an environmental NGO based in Gamba. Association Koussou operates in the southern area of Loango Notional Park and Moukalaba-Doudou National Park. Their activities involve conservation, environmental education, monitoring of sea turtles.

Association OBANGAME

This is an environmental NGO based in Minvoul. The NGO regularly acts as Representative of Indigenous Communities during negotiations with forestry companies in in the Woleu-Ntem region.

There might be other associations of equal importance based in other parts of the country, which will be determined during project implementation as the scope and nature of activities become more defined.

3.3. International NGOs

Wildlife Conservation Society (WCS)

The Gabon Program of the Wildlife Conservation Society (WCS) saves wildlife and wild places worldwide. It does so through science, global conservation, education and the management of the world's largest system of urban wildlife parks, led by the flagship Bronx Zoo. Together these activities change attitudes towards nature and help people imagine wildlife and humans living in harmony. WCS is committed to this mission because "it is essential to the integrity of life on Earth".

Brainforest

Brainforest association is an NGO (Non-Governmental Organization) which aims to promote both sustainable and equitable management of the natural resources present in Gabon. The NGO actively involves the Gabonese population in its projects, and thus sensitizes local populations to the sustainable management of the various resources of Gabon. For its part, the Gabonese population benefits from the positive economic benefits of this mode of management and feels more involved in the preservation of their country.

3.4. Local Communities:

Results of local stakeholder meetings showed that there are two main classifications of residents living in or near the targeted Protected Areas: The Indigenous Peoples (IPs) and the mainstream local communities (non-indigenous; LCs)

The Indigenous People comprise of numerous ethnic groups (Baka, Babongo, Bakoya, Baghame, Barimba, Akoula, etc.) with different languages, cultures and geographical locations. They live both in the towns and in the forest. Their livelihoods and their cultures are inextricably linked to the forest. According to official data stated during a conference in Libreville on 27 April 2017², there are now some 16,162 Indigenous People living across the national territory. The Baka live in Woleu-Ntem region, particularly in villages near Minvoul (North of Gabon). Other Baka have also been noted in Makokou, and upstream of Ivindo. There are also Bakoya living in Ivindo, in Djouah (north) and Loué (east) districts of Zadié department (Mékambo). They live across Ogooué-Ivindo region. The greatest concentration of Indigenous People is found among the Babongo (in Ogooué-Lolo, Haut-Ogooué, Ngounié and Nyanga regions).

The largest non-indigenous of which is the Fang (32% of the entire population of Gabon), a group that covers the northern part of Gabon and expands north into Equatorial Guinea and Cameroon. The other non-indigenous ethnic groups are the Mpongwè (15%), Mbédé (14%), Punu (12%), Baréké or Batéké, Bakota and Obamba.

The term Indigenous Peoples and Local Communities (IPLC) is used to refer to both indigenous and non-indigenous communities.

² International Working Group of Indigenous Affairs (2023), The Indigenous World 2023
URL: <https://www.iwgia.org/en/resources/indigenous-world.html>

4. Summary of any previous stakeholder engagement activities

A field visit and community consultation mission took place from 05 to 27 April 2023 in Gabon. The visit included meeting with communities living near and inside four National Parks (Mayumba, Loango, Minkebe and Monts de Cristal). Because the scope of this GEF-7 Enduring Earth: Gabon project encompasses the entire country, these sites were selected due to their representativity in terms of protected area type, presence of IPLCs, remoteness, economic activities, and transboundary aspects.

4.1. Mayumba National Park

The first communities visited were those living near the Mayumba National Park, which is essentially a marine park. It is located in the southwest of Gabon, in the province of Nyanga. The local populations living in the villages identified around this park have rural practices, mainly based on fishing and agriculture. The communities encountered lived in the following villages: Ndindi, Yoyo and Malembe (Figure 2).

There are no people living within the boundaries of the Mayumba National Park, but communities in the surrounding area have much to gain from park activities. Fishing is vital to the local economy and nutrition. Uncontrolled industrial fishing in and around the park threatens the long-term survival of these resources, and thus the future of everyone living in the area. The presence of the Park and the project's activities in the surrounding area will provide a buffer against unsustainable fishing practices and guarantee this protein source for the future.

In Ndindi, the meeting was held in the Mayor's Office with local authorities and representatives of Women and Youth Associations. In Malembe and Yoyo, community members gathered in a common area for the consultations. The consultations meetings were conducted for around one to two hours. The consultation meetings showed that artisanal fishing is the main source of income for the communities living along the Banio lagoon. The share of fish intended for sale is significantly higher than that intended for self-consumption. However, fish populations have decreased significantly due to overfishing and the use of illegal nets. Conflicts also exist at the level of continental fishing, which is reserved for nationals, but is also illegally practiced by foreigners. Agriculture is practiced as a second activity, to supplement income from fishing. However, the human/wildlife conflict disrupts this activity.

Gabon's coast has been recognized as a key nesting ground for leatherback turtles (*Dermochelys coriacea*) for many years, and the exposed beaches south of the town of Mayumba have received particular attention. Nesting densities calculated for the area place it as the number one or two leatherback turtle nesting sites in the world, highlighting their key role in the conservation of this threatened species. Mayumba National Park shelters 60 km of turtle nesting beach and coastal vegetation, and stretches for 15 km out to sea, protecting important marine habitat for dolphins, sharks, and migrating humpback whales.



Figure 2: Communities consulted near Mayumba National Park

4.2. Loango National Park

The second area visited was Loango National Park (Figure 3). Local communities practice agriculture but complain about damage caused regularly by elephants. This problem is particularly difficult to solve and is a source of conflict between the communities and the Conservation Officer of the ANPN (National Park Agency). In addition to elephants, villagers mention that buffalo, porcupines and monkeys also destroy plantations. In the area, there is an overlap between the park and several protected areas, which weighs heavily on the communities in terms of restrictions.

Loango is one of thirteen national parks created in Gabon in 2002. Loango National Park protects diverse coastal habitat, including part of the 220 km² Iguéla Lagoon. The area also remains a relatively pristine landscape where large mammals wander onto the beaches and even enter the Atlantic Ocean.

About 500 people live in the park's vicinity. Recently, loggers have opened roads close to the park which facilitates the transport of bushmeat, fish, and the other natural resources and poses a serious threat. Illegal offshore fishing and, at times, petroleum spills, threaten important marine fish stocks and rare marine life. In addition to fishing, women also practice crafts. They weave mats which they sell to visitors, but they are rare these days. Hunting is practiced in this area, mainly by men. ANPN officers often visit the villages to raise awareness (arms permit, species authorized for hunting and species not authorized). However, communities complain that the boundaries between authorized and unauthorized areas for hunting are unclear (not physically materialized).

Consultation meetings were held in the following locations:

- The town of Gamba: The local authorities, two NGOs and a private sector company were met.
- The village of Sounga: Sounga is located inside the Park (southern portion) and the consultations were conducted with the people living in the village.
- The village of Sette Cama: Also located in the south of the Park, Sette Cama is outside the Park. Community members were consulted (men and women separately).
- The village of Tchogorove: The village is located north of the Loango National Park. Community members were consulted (men and women separately).
- The town of Omboue: The local authorities were met.



Figure 3: Communities consulted near Loango National Park

4.3. Minkebe National Park

In the area of Minkebe National Park, the communities visited were in the following villages: Konossoville, Koumbabo, Doumassi (village of Indigenous People), Eseng (village of Indigenous People) and Mvadi (Figure 4). All the meetings took place in the local language (the Fang).

The local population, including the Baka (Indigenous Peoples), once inhabited the Minkébé area, but on becoming a protected area the park now has no permanent human population. The communities live and carry out their livelihood activities outside the protected area. Though, it is reported that some Baka cultural heritage sites are within the park.

Consultation meetings were held in the following locations:

- The town of Minvoul: Local authorities
- The town of Mvadi: Local authorities and a mix group of community members (including farmers, fishers and gold panners)
- The villages of Esseng and Doumassi: A meeting was held in each of these villages. The two villages are exclusively inhabited by Indigenous Peoples. Men and women were consulted separately.
- The villages of Konossoville, Koumbabo and Akoc Mbong Seme: A meeting was held in each of these villages. These villages are inhabited by non-indigenous peoples (LCs). Men and women were consulted separately in Konossoville.
- The villages of Minbang, Mintebe and Nkok Akom: The people from these three villages gathered in Mintebe for the consultation meeting. The attendees were a mix group of indigenous and non-indigenous peoples.

One of the main activities is agriculture, for women and men. To eat and meet their needs in the past, men grew coffee and cocoa, an activity that has been greatly reduced nowadays due to the fall in prices on the market. Women plant and harvest cassava, bananas, sugar cane, peanuts. However, elephants and hedgehogs destroy plantations. Despite complaints (formal and informal) from the community relating to those destructions, they remain largely unanswered. The other key activity is gold-panning (mainly near Mvadi).

The inhabitants of Konossoville mention that Minkebe Park is far away, and this therefore does not interfere with their agricultural activities. Young people seem to be less and less interested in traditional activities, and rather interested in tourism.

On the outskirts of Minkebe Park, the consultation team met with Indigenous Peoples. Their activities include farming, the harvesting of palm worms (November to December), fishing, etc. Women fish and collect palm worms and practice agriculture.



Figure 4: Communities consulted near Minkebe National Park

4.4. Monts de Cristal National Park

One of the stated objectives of the creation of the Monts de Cristal National Park (MCNP) was to protect the hydroelectric potential of the Mbé valley including the catchment of the existing Kinguele and Tchimbélé hydropower dams. The Kingulé Aval hydropower dam will be constructed in the buffer zone of the Monts de Cristal National Park, and the reservoir will cover about 2% of the national park's surface.

There are no population living inside the park. Local authorities and community members were consulted in Andock Foula (Figure 5). The traditional activities of the communities are agriculture and fishing. Agriculture is severely impacted by damages by elephants. Nowadays, lots of income come from employment of youth in projects, such as Kinguele Hydropower. In the area, communities note that there are lots of restriction around the park, and do not understand some of the restrictions. Communities note lack of proper channel of communication between ANPN agents and the communities.

activities and participate in related discussions when they can engage easily when communication is oral. The use of technological tools in participation may prevent these individuals from participating and sharing their knowledge. Generally, participation facilities for older people must be accessible through powerful visuals (images, TV) or audio (debates, radio).

Youth participation

Although local communities are the direct beneficiaries of the Project, children and youth are the long-term beneficiaries. In view of the impact that the Project's decisions have on the future of children and young people, opportunities to improve their ownership of concepts and encourage their participation in collaborative processes need to be examined and optimized.

Children and young people can also be involved in participation processes through:

- Youth organizations and local networks.
- Local sports and relaxation clubs.
- Student groups.

Participation of persons living with disabilities

In engaging people with disabilities, it is essential to ensure that facilities are accessible, comfortable and stimulate their ability to listen and concentrate. Participation facilities must be well designed and accessible. Improving accessibility can include the use of plain language, or interpretation services and graphics that simply explain complex concepts.

Providing opportunities for people with disabilities to take part in small meetings instead of large community gatherings can also improve their participation. It is also important to cooperate with networks that support people living with disabilities in order to collect their input into the process and to access their networks in order to promote public events and disseminate information.

Women's participation

There are several challenges related to women's participation, including:

- Traditional/cultural functions may limit or prevent women's access to public awareness activities.
- Women's marital and economic functions may limit their availability and willingness to participate.
- Women's participation may be limited or totally restricted in patriarchal societies, which do not allow them to have a say in the community or to make decisions. This can cause conflict within the community if its management is not appropriate.
- Women's participation in activities may be limited if the facilitators are men.
- Women may be reluctant to participate in consultations that also include men.

The means required to address these challenges include:

- Master the gender context to determine approaches to participation.
- Work with the community, particularly women, to determine the best strategies to communicate with them.
- Work with women through focus groups coordinated by them to gather their views and information.

- Use participatory techniques to compile gender-specific information (e.g. gender matrices, seasonal calendars, hiking).
- Identify and cooperate with women's cooperatives/groups. Where these funds do not exist, support their creation.

It is expected that community engagement will be primarily conducted by staff at the CTF. Capacity development training on gender-sensitive methods for consultation will be conducted by WWF-US before project implementation begins, to enable gender equitable engagement. This will ensure the use of methods that will allow for the views of women and vulnerable groups to be incorporated in the project design, planning and implementation of activities at community level.

5.2. Strategy to incorporate views of Indigenous Peoples

The WWF Network's policy on Indigenous Peoples and Conservation: WWF Statement of Principles is to ensure that indigenous rights are respected in WWF's work, that indigenous peoples do not suffer adverse impacts from projects, and that they receive culturally appropriate benefits from conservation. WWF must ensure that:

- Projects respect indigenous peoples' rights, including their rights to FPIC processes and to tenure over traditional territories;
- Culturally appropriate and equitable benefits (including from traditional ecological knowledge) are negotiated and agreed upon with the indigenous peoples' communities in question; and
- Potential adverse impacts are avoided or adequately addressed through a participatory and consultative approach.

Whenever IPs are engaged during project implementation, prior consultations and FPIC will be sought (please refer to the Indigenous Peoples Planning Framework on the ESMF, section 4.6)

5.3. Proposed methods to receive feedback and to ensure ongoing communications with stakeholders

The proposed methods are presented below:

- All stakeholders that have been consulted and identified will be kept in the register and updated regularly. These stakeholders will be kept abreast with information on project implementation reports and encouraged to provide feedback by individuals taking part in implementation of the project through various means including phone calls, emails, informal meetings among others. The fact that almost all stakeholders identified by the project have interest in the project areas will facilitate easy engagement and outreach throughout the project cycle.
- Government ministries and agencies that are primary partners to the project (e.g. DGEPN) will provide feedback on the project through meetings (or workshops), including the various technical and steering committees set up under the project, in designing and implementing activities throughout the project cycle.
- Notes will be taken during community meetings, interviews, or focus group discussions. These field notes will be used to write and analyse field reports and monitoring reviews to provide feedback to the project implementation.

- As it has been done during the design process of the project, all other stakeholders (e.g. NGOs, private sector, etc.) that have already been identified will be invited to workshops and meetings as per thematic topics and their interests to provide inputs and feedback during designing activities, implementation, monitoring and evaluation of the project. These stakeholders will be involved through individual consultation (phone calls, emails), sharing of reports (workshops, monitoring) where feedback can be provided to CTF.
- The national level government ministries, agencies and members of CTF will also represent the project in various local and international multi-stakeholder meetings, forums and workshops (where feedback can be provided). This engagement will allow for feedback from various invited stakeholders, forge new partnerships and identification of new stakeholders beyond that have been identified.

5.4. Other engagement activities for the plan

Other engagement activities for the plan will include the following:

- Training and capacity building across project partners, affected and interested stakeholders. The project will also build capacity on existing multi-stakeholder processes and established forums to provide room for partnerships and consultation with stakeholders beyond those directly affected by the project.
- Implementation of engagement approaches indicated in the engagement plan to ensure that all stakeholders and relevant groups can understand project technical information irrespective of their education level and background. In addition, the project will develop, manage and ensure quality assurance of communication and associated materials to be disclosed to stakeholders throughout the project cycle.
- In all meetings (individual, site visits, workshops, focus group discussions, key informants), records will be kept and documented for analysis and various reports will be prepared. The documentation will also be used to keep stakeholders informed at different levels on progress, challenges, risks, and emerging opportunities.
- The communities will take part in making decision and providing feedback throughout the project cycle. The communities are not only beneficiaries (or affected parties) but should be considered as partners to the project.
- The engagement of the project at community level will include assembly meetings (open meetings), meetings with village heads, focus group discussions. The communities will be notified and engaged through both traditional (local) and modern methods in light of the quality of phone networks, weather and road accessibility to ensure adequate outreach to all groups (including people with disability and who can't read).

Key stakeholders' categories and engagement methods are outlined in Table 1.

Table 1: Categories of stakeholders and proposed engagement methods

STAKEHOLDER ENGAGEMENT PLAN

GEF-7 Project - Enduring Earth (Accelerating Sustainable Finance Solutions to Achieve Durable Conservation in Gabon)

Stakeholder Type	Name	Frequency of Engagement/ Project Years	Engagement During Project Implementation
Government of Gabon	<ul style="list-style-type: none"> • Direction Générale de l'Environnement et pour la Protection de la Nature (DGEPN) • Agence Nationale des Parcs Nationaux (ANPN) • Direction Générale de la Faune et des Aires Protégées (DGFAP) • Direction Générale des Écosystèmes Aquatiques (DGEA) • Direction Générale des Forêts (DGF) • Direction des Industries du Commerce du Bois et de la Valorisation des Produits Forestiers (DGI) • Agence Gabonaise de Développement et de Promotion du Tourisme (AGATOUR) • Direction Générale du Tourisme (DGT) • Other Government Agencies • Authorities of the towns of Mayumba, Ndindi, Gamba, Oyem, Omboue, Minvoul • Other relevant local authorities 	<ul style="list-style-type: none"> • Continuous engagement 	<ul style="list-style-type: none"> • Engagement will be done through workshops, in person, email, phone calls, and meeting as part of the PFP Steering Committee. • Engagement will focus on topics such as: (i) project implementation (strategic direction, workplans, budgets, progress monitoring, issue resolution); (ii) Grievance redress mechanism; (iii) Alignment with Govt priorities, policies and strategies.

STAKEHOLDER ENGAGEMENT PLAN

GEF-7 Project - Enduring Earth (Accelerating Sustainable Finance Solutions to Achieve Durable Conservation in Gabon)

Stakeholder Type	Name	Frequency of Engagement/ Project Years	Engagement During Project Implementation
<p>Communities and Indigenous People</p>	<ul style="list-style-type: none"> • Village of Yoyo, • Village of Mallembe, • Village of Sounga • Village of Sété Cama • Village of Ntchogorové • Village of Nkoum-Mbabo • Village of Konossoville • Village of Mimbang • Village of Nkokakom, • Village of Eyanebot • Village of Mintebe • Village of Doumassi • Village of Esseng • Other villages and communities in the project landscapes as sites and activities become more defined (including villages of Indigenous People) 	<ul style="list-style-type: none"> • Every 6 months at a minimum, or ongoing if working directly within their territories/ lands they use or occupy. 	<ul style="list-style-type: none"> • Workshops and meetings in each National Park ensuring inclusion of vulnerable groups, Indigenous People, women. • The engagement will aim at ensuring access of the communities to information on the project, and the benefits. • Meetings could be organized and/or facilitated by NGOs, but relevant CTF staff (such as the safeguards specialist) should be present. • Data/information will be collected from the meetings and used to adjust the project when needed.
<p>Community Based Organizations</p>	<ul style="list-style-type: none"> • Association Hommes Battants (Tchongorove) • Other Community-Based Organizations organizations 	<ul style="list-style-type: none"> • Every 6 months . (This could be done in conjunction with the meetings listed above, unless a different engagement strategy (such as a stratified approach) is identified as more appropriate) 	<ul style="list-style-type: none"> • Workshops and meetings in each National Park ensuring inclusion of vulnerable groups, women and Indigenous People. • The engagement will aim at ensuring access of the communities to information on the project, and the benefits. • Meeting could be organized and/or facilitated by NGOs, , but relevant CTF staff (such as the safeguards specialist) should be present. • Data/information will be collected from the meetings and used to adjust the project when needed.

STAKEHOLDER ENGAGEMENT PLAN

GEF-7 Project - Enduring Earth (Accelerating Sustainable Finance Solutions to Achieve Durable Conservation in Gabon)

Stakeholder Type	Name	Frequency of Engagement/ Project Years	Engagement During Project Implementation
NGOs	<ul style="list-style-type: none"> • NGO Ibonga • NGO Koussou • NGO Obangame • ADCPPG • WCS • Brainforest • Other relevant local or international NGOs. 	<ul style="list-style-type: none"> • Every 6 months (at the same time as the meetings for Communities and Indigenous Peoples, if appropriate) • Ad hoc engagement as needed 	<ul style="list-style-type: none"> • Engagement will mainly be done through workshops • Engagement will focus on topics such as: (i) project implementation; (ii) opportunities to collaborate on the implementation of project activities;
Private Sector	<ul style="list-style-type: none"> • Transval (Transport and Logistics) • Forestry Companies (CBG, UFIGA, etc.) • Oil & Gas companies (Assala, Perenco, etc.) • Tourism companies operating in/near the Parks • Other relevant private sector companies 	<ul style="list-style-type: none"> • Every 6 months (at the same time as the meetings for Communities and Indigenous Peoples, if appropriate) • Ad hoc engagement as needed 	<ul style="list-style-type: none"> • Engagement will mainly be done through informal meetings • Engagement will focus on topics such as: (i) project implementation; (ii) opportunity for collaboration to achieve the objective of the project; (iii) opportunities for collaboration in community development and implementation of Corporate Social Responsibility (CSR) projects.

Table 2 below complements Table 1 and describes some communication tips depending on the stakeholder groups and the involvement technique being used.

Table 2. Stakeholder and communication

Involvement technique	Stakeholder groups	Communication
Information Centre and Information Commissions	<ul style="list-style-type: none"> • Indigenous People and Local Communities (IPLCs) • NGOs 	<ul style="list-style-type: none"> • The CTF should establish an information board in each selected community.
Correspondence (phone, emails, written messages)	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments 	<ul style="list-style-type: none"> • Share information with government officials in ministries and agencies, NGOs, and the private/professional sector, organizations. • Invite stakeholders to meetings and follow-up.

STAKEHOLDER ENGAGEMENT PLAN

GEF-7 Project - Enduring Earth (Accelerating Sustainable Finance Solutions to Achieve Durable Conservation in Gabon)

Involvement technique	Stakeholder groups	Communication
Print media and radio announcements	<ul style="list-style-type: none"> • Indigenous People and Local Communities (IPLCs) • NGOs 	<ul style="list-style-type: none"> • Disseminate project information to broad audiences, and to illiterate stakeholders. • Inform stakeholders about consultation meetings.
Individual interviews	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments 	<ul style="list-style-type: none"> • Solicit the views and opinions of stakeholders. • Allow stakeholders to express themselves freely and confidentially on contentious and sensitive issues. • Establish personal relationships with the stakeholder group. • Record interviews if consent is given by interviewee.
Official meetings	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments • Indigenous People and Local Communities (IPLCs) 	<ul style="list-style-type: none"> • Present project information to the stakeholder group • Allow the stakeholder group to give their perspectives and opinions • Establish impersonal relationships with high-level stakeholders • Share technical documents • Facilitate meetings using PowerPoint presentations • Take note of discussions, comments/questions raised and responses
Public meetings	<ul style="list-style-type: none"> • Local People and Communities (IPLCs) • NGOs and civil society organizations 	<ul style="list-style-type: none"> • Present project information to a broad group of stakeholders, especially communities • Allow group members to share their perspectives and opinions • Build relationships with communities, especially affected and vulnerable/disadvantaged communities. • Sharing non-technical information (and , if needed, technical information in an accessible way) • Facilitate meetings with presentations, PowerPoint, posters, etc. • Take note of discussions, comments, questions

Involvement technique	Stakeholder groups	Communication
Focus group meetings	<ul style="list-style-type: none"> • Local People and Communities (IPLCs) 	<ul style="list-style-type: none"> • Allow a smaller group of 8-15 people to contribute their perspectives and opinions on basic information • Building relationships with neighbouring communities • Use a focus group interview guideline to facilitate discussions • Save responses ensuring anonymity OR confidentiality depending on the consent given by participants.
Social Media	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments 	<ul style="list-style-type: none"> • Facebook page, WhatsApp groups, Twitter account, among others
Workshops	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments • Indigenous People and Local Communities (IPLCs) 	<ul style="list-style-type: none"> • Present project information to a group of stakeholders; • Allow the stakeholder group to give their perspectives and opinions • Use participatory exercises to facilitate group discussions, brainstorm issues, analyse information, and develop recommendations and strategies; • Save responses
Surveys	<ul style="list-style-type: none"> • NGOs • Private sector • Government departments • Indigenous People and Local Communities (IPLCs) 	<ul style="list-style-type: none"> • Gathering stakeholders' opinions and perspectives • Gather baseline data • Record data ensuring anonymity OR confidentiality • Develop a reference database to observe effects
Direct communication with owners of affected properties, land, crops/wealth	<ul style="list-style-type: none"> • Local People and Communities (IPLCs) 	<ul style="list-style-type: none"> • Aim for the participation of local people and communities (IPLCs) during socio-economic surveys

6. Timetable.

The frequency of various stakeholder engagement activities including consultation, is presented in Table 1. The dates by which such activities will be undertaken is not in specific terms as the engagement will be updated. As outlined before, the engagement of stakeholders began at very early stages of project. The stakeholders engagement will continue throughout the project cycle including

during identification of beneficiaries (including, Indigenous People, women and other relevant groups) and during periodic monitoring to allow for reflection of the progress, adjustment and corrections.

7. Resources and Responsibilities

The WWF GEF Project Agency is responsible for oversight. The Executing Agency for the Gabon component of the overall Enduring Earth PFP, namely a Conservation Trust Fund to be determined, is responsible for executing the Stakeholder Engagement Plan and overall compliance with the WWF Standard on Stakeholder Engagement.

The CTF will be responsible for ensuring the implementation of the SEP. At the country level, the Project will recruit at least one Safeguards Specialist, who will be a qualified facilitator in stakeholder participation to undertake/facilitate some or all of the activities related to stakeholder participation. The Safeguards Specialist could be assisted, if necessary, by community facilitators (ideally from the same ethnicity/culture as appropriate) or NGOs who are able to work using local languages. The Safeguards Specialist will also manage all gender-sensitive planning aspects.

8. Grievances Mechanism

Overall, under the Enduring Earth GEF-7 Project, there will be four Grievance Redress Mechanisms (GRM) available to those impacted by the project, which should be accessed in the following order depending on the type of grievance being raised: 1st country/project-level (Gabon PFP and Namibia PFP), 2nd project-wide (TNC PMU-level), 3rd WWF US, and 4th the GEF Secretariat mechanism.

These GRMs are designed to enable the receipt of complaints of affected women and men and public concerns regarding the environmental and social performance of the project. In short, their aim is to provide people fearing, or suffering, adverse impacts with the opportunity to be heard and assisted. As such, the mechanisms are designed to address the concerns of the community(ies) with a particular project, identify the root causes of the conflicts, and find options for the resolution of grievances. Therefore, they constitute an essential tool to foster good cooperation with project stakeholders and ensure adequate delivery of previously agreed-upon results.

The mechanisms are designed to:

- Address potential breaches of WWF's policies and procedures;
- Be independent, transparent, and effective;
- Be accessible to project-affected people;
- Keep complainants abreast of progress of cases brought forward; and
- Maintain records on all cases and issues brought forward for review.

The CTF will be responsible for informing project-affected parties about the grievance mechanisms. Contact information of the staff member responsible for the grievance mechanism in the CTF will be made publicly available.

8.1. Project-Level Grievance Mechanism

The project will have a direct and tangible effect on local communities and individuals residing within or in the vicinity of project sites. There is thus a need for an efficient and effective Grievance Redress Mechanism (GRM) that collects and responds to stakeholders' inquiries, suggestions, concerns, and

complaints. This section will describe the details of the GRM, including details on the process to submit a grievance, how long the CTF will have to respond, and who on the CTF will be responsible for its implementation and reporting.

The GRM will operate based on the following principles:

1. ***Fairness***: Grievances are assessed impartially, and handled transparently.
2. ***Objectiveness and independence***: The GRM operates independently of all interested parties in order to guarantee fair, objective, and impartial treatment to each case.
3. ***Simplicity and accessibility***: Procedures to file grievances and seek action are simple enough that project beneficiaries can easily understand them and in a language that is accessible to everyone within a given community, especially those who are most vulnerable.
4. ***Responsiveness and efficiency***: The GRM is designed to be responsive to the needs of all complainants. Accordingly, officials handling grievances must be trained to take effective action upon, and respond quickly to, grievances and suggestions.
5. ***Speed and proportionality***: All grievances, simple or complex, are addressed and resolved as quickly as possible. The action taken on the grievance or suggestion is swift, decisive, and constructive.
6. ***Participation and inclusiveness***: A wide range of affected people—communities and vulnerable groups—are encouraged to bring grievances and comments to the attention of the project implementers. Special attention is given to ensure that poor people and marginalized groups, including those with special needs, are able to access the GRM.
7. ***Accountability and closing the feedback loop***: All grievances are recorded and monitored, and no grievance remains unresolved. Complainants are always notified and get explanations regarding the results of their complaint. An appeal option shall always be available.

Complaints may include, but not be limited to, the following issues:

- (i) Allegations of fraud, malpractices or corruption by staff or other stakeholders as part of any project or activity financed or implemented by the project, including allegations of gender-based violence or sexual exploitation, abuse, or harassment;
- (ii) Environmental and/or social damages/harms caused by projects financed or implemented (including those in progress) by the project;
- (iii) Complaints and grievances by permanent or temporary workers engaged in project activities.

Complaints could relate to pollution prevention and resource efficiency; negative impacts on public health, environment or culture; destruction of natural habitats; disproportionate impact on marginalized and vulnerable groups; discrimination or physical or sexual harassment; violation of applicable laws and regulations; destruction of physical and cultural heritage; or any other issues which adversely impact communities or individuals in project areas. The grievance redress mechanism will be implemented in a culturally sensitive manner and facilitate access to vulnerable populations. Special training will be provided to the ESS Specialists within the first 6 months of project implementation, or before the GRM is finalized, whichever is sooner. This will help to ensure they have the capacity to address SEAH-related grievances in a culturally sensitive and victim-centered way.

- (1) **Disseminating information about the GRM**: All materials describing the GRM once approved by the CTF and cleared by TNC and WWF-US will be made publicly available

through posting them on the WWF/TNC websites and disseminated as part of the Project stakeholder engagement activities. The GRM will be communicated with all communities and stakeholders by the Safeguards Officer, who will also develop GRM materials (brochure, flyers, etc.). Materials will include basic information on GRM and contact information on all grievance uptake locations as follows:

1. Name of locations/channels to receive grievance.
2. Address of locations.
3. Responsible person.
4. Telephone(s).
5. Email.
6. Days and hours for receiving verbal grievances.

The materials will also include a summary of the process for registering, reviewing and responding to grievances including the estimated response time. The information about the GRM will also be presented as a chart to make it easy for people to view. The materials will be produced in English and French.

- (2) Submitting complaints:** Project affected people, workers, or interested stakeholders can submit grievances, complaints, questions, or suggestions to the CTF through a variety of communication channels, including phone, regular mail, email, text messaging/SMS, or in-person. The appropriate addresses and phone numbers will be identified after the CTF has been established (within the first 6 months of its operation).
- (3) Processing complaints:** All grievances submitted to the CTF shall be registered and considered. A tracking registration number should be provided to all complainants. To facilitate investigation, complaints will be categorized into four types: (a) comments, suggestions, or queries; (b) complaints relating to nonperformance of project obligations and safeguards-related complaints; (c) complaints referring to violations of law and/or corruption while implementing project activities; (d) complaints against authorities, officials or community members involved in the project management; and (e) any complaints/issues not falling in the above categories.
- (4) Acknowledging the receipt of complaints:** Once a grievance is submitted, the designated official or the Safeguards Specialist at the CTF shall acknowledge its receipt, brief the complainant on the grievance resolution process, provide the contact details of the person in charge of handling the grievance (which should be said Safeguards Specialist at the CTF), and provide a registration number that would enable the complainant to track the status of the complaint.
- (5) Investigating complaints:** The Safeguards Specialist at the CTF will gather all relevant information, conduct field visits as necessary, and communicate with all relevant stakeholders as part of the complaint investigation process. The CTF should ensure that the investigators are neutral and do not have any stake in the outcome of the investigation.
- (6) Responding to complainants:** A written response to all grievances will be provided to the complainant within 15 working days. If further investigation is required, the complainant will be informed accordingly and a final response will be provided after an additional period of 15 working days. Grievances that cannot be resolved by grievance receiving

authorities/office at their level should be referred to a higher level for verification and further investigation.

(7) Appeal: In the event that the parties are unsatisfied with the response provided by the GRM, they will be able to submit an appeal to CTF within 10 days from the date of decision. In the event that the parties are unsatisfied with the decision of the appeal committee, the parties can submit their grievances directly to TNC, the GEF Agency or the Court of Law for further adjudication.

(8) Monitoring and evaluation: The Safeguards Specialist at the CTF will compile a quarterly report with full information on the grievances they received. The report shall contain a description of the grievances and their investigation status. Summarized GRM reports shall constitute part of the regular project progress reporting, and shall be submitted to the global TNC PMU, the PSC and WWF GEF Agency.

The GRM seeks to complement, rather than substitute, the judicial system and other dispute resolution mechanisms. All complainants may therefore file their grievance in local courts or approach mediators or arbitrators, in accordance with the legislation of Gabon.

8.2. TNC PFP-wide Grievance Mechanism

After the project/country-level GRM, the next GRM available to complainants is the one established by TNC, as global PMU, which is applicable to all the PFP geographies under this project. It will operate as follows:

1. Disseminating information about the GRM: All materials describing the GRM, once approved by the PMU and cleared by WWF US, will be made publicly available through posting them on the WWF/TNC websites and disseminated as part of the Project stakeholder engagement activities. The GRM will be communicated with all communities and stakeholders by the Monitoring and Evaluation (M&E) Officer, whose responsibilities include safeguards duties, and who will also develop GRM materials (brochure, flyers, etc.). Materials will include basic information on GRM and contact information on all grievance uptake locations, including:

1. Name of location/channel to receive grievance.
2. Address of location.
3. Responsible person.
4. Telephone(s).
5. Email.
6. Days and hours for receiving verbal grievances.

The materials will also include a summary of the process for registering, reviewing and responding to grievances including the estimated response time. The information about the GRM will also be presented as a chart to make it easy for people to view. The materials will be produced in the following languages:

PFP	Languages
Gabon	English, French

Namibia	English
Eastern Tropical Pacific PFP	English, Spanish

2. **Submitting complaints:** Project affected people, workers, or interested stakeholders can submit grievances, complaints, questions, or suggestions to the TNC PMU through a variety of communication channels, including phone, regular mail, email, text messaging/SMS, or in-person.
3. **Processing complaints:** All grievances submitted to the TNC PMU shall be registered and considered. A tracking registration number should be provided to all complainants. To facilitate investigation, complaints will be categorized into four types: (a) comments, suggestions, or queries; (b) complaints relating to nonperformance of project obligations and safeguards-related complaints; (c) complaints referring to violations of law and/or corruption while implementing project activities; (d) complaints against authorities, officials or community members involved in the project management; and (e) any complaints/issues not falling in the above categories.
4. **Acknowledging the receipt of complaints:** Once a grievance is submitted, the M&E Officer at the TNC PMU shall acknowledge its receipt, brief the complainant on the grievance resolution process, provide the contact details of the person in charge of handling the grievance (which should be said M&E officer), and provide a registration number that would enable the complainant to track the status of the complaint. Please note that, although the personal identifiable information of the grievant should remain confidential to the M&E Officer in all cases, this anonymity should be furthered maintained by the M&E Officer if the complainant does not want to file a grievance with their identifying information.
5. **Investigating complaints:** The M&E Officer at the PMU will gather all relevant information, conduct field visits as necessary, and communicate with all relevant stakeholders as part of the complaint investigation process. The PMU should ensure that the investigators are neutral and do not have any stake in the outcome of the investigation.
6. **Responding to complainants:** A written response to all grievances will be provided to the complainant within 15 working days. If further investigation is required, the complainant will be informed accordingly and a final response will be provided after an additional period of 15 working days. Grievances that cannot be resolved by grievance receiving authorities/office at their level should be referred to a higher level for verification and further investigation
7. **Appeal:** In the event that the parties are unsatisfied with the response provided by the GRM, they will be able to submit an appeal to TNC within 10 days from the date of decision. In the event that the parties are unsatisfied with the decision of the appeal committee, the parties can submit their grievances directly to the GEF Agency or the Court of Law for further adjudication.
8. **Monitoring and evaluation:** The M&E Officer at the PMU will compile a quarterly report with full information on the grievances they received across all PFPs. The report shall contain a description of the grievances and their investigation status. Summarized GRM reports shall constitute part of the regular project progress reporting, and shall be submitted to the PSC and WWF GEF Agency. These reports should also be available on the websites of TNC and WWF GEF Agency

8.3. WWF GEF Agency Grievance Mechanism

Project-affected communities and other interested stakeholders may raise a grievance at any time to the WWF GEF Agency. Contact information of the WWF GEF Agency will be made publicly available.

A grievance can be filed with the Project Complaints Officer (PCO), a WWF staff member fully independent from the WWF GEF Agency, who is responsible for the WWF Accountability and Grievance Mechanism and who can be reached at: Email: SafeguardsComplaint@wwfus.org.

Mailing address:

Project Complaints Officer Safeguards Complaints,
World Wildlife Fund
1250 24th Street NW
Washington, DC 20037

Complaints may be submitted in the Affected Party's native language and should include the following information:

- Complainant's name and contact information;
- If not filed directly by the complainant, proof that those representing the affected people have authority to do so;
- The specific project or program of concern;
- The harm that is or may be resulting from the project;
- The relevant Environmental and Social Safeguards policy or provision (if known);
- Any other relevant information or documents;
- Any actions taken so far to resolve the problem, including contacting WWF;
- Proposed solutions; and
- Whether confidentiality is requested (stating reasons).

The PCO will respond within 10 business days of receipt, and claims will be filed and included in project monitoring.

Stakeholders may also submit a complaint online or over the phone through an independent third-party platform at <https://secure.ethicspoint.com/domain/media/en/gui/59041/index.html>.

8.4. GEF Conflict Resolution Commissioner

In addition to the country-level, PFP-wide and WWF GEF Agency GRMs, a person concerned about a GEF-financed project or operation may submit a complaint to the GEF Resolution Commissioner, who plays a facilitation role and reports directly to the GEF CEO. The Commissioner can be reached at:

E-mail: plallas@thegef.org

Mailing Address:

Mr. Peter Lallas
Global Environment Facility
The World Bank Group, MSN N8-800
1818 H Street, NW
Washington, DC 20433-002

Complaints submitted to the Commissioner should be in writing and can be in any language. The complaints should provide at least a general description of the nature of the concerns, the type of harm that may result, and (where relevant) the GEF-funded projects or program at issue

9. Monitoring and Reporting

Progress against the Stakeholder Engagement Plan will be monitored and reported on throughout implementation.

The following comprises the monitoring and reporting activities to be undertaken with respect to stakeholder engagement by the CTF:

- The SEP will be periodically reviewed and updated as necessary at an annual Reflection Workshop. The review will ensure that the list of project stakeholders and methods of engagement remain appropriate.
- Activities related to stakeholder engagement will be documented and reported by the CTF, in collaboration with TNC PMU, every 6 months in a Project Progress Report (as part of regular reporting). The project Results Framework and Annual Work Plan and Budget will track beneficiaries of the project and activities related to the Stakeholder Engagement Plan.
- Stakeholder Engagement activities and progress will be monitored through the following indicators:
 - GEF Core Indicator 11: Number of direct beneficiaries disaggregated by gender as co-benefit of GEF investment
 - Indicator SEP 1: Number of government agencies, civil society organizations, private sector, indigenous peoples and other stakeholder groups that have been involved in the project implementation phase on an annual basis
 - Indicator SEP 2: Number persons (sex disaggregated) that have been involved in project implementation phase (on an annual basis)
 - Indicator SEP 3: Number of engagements (e.g. meeting, workshops, consultations) with stakeholders during the project implementation phase (on an annual basis)

Stakeholder Engagement will be evaluated by independent consultants recruited for the project midterm and terminal evaluation.

The WWF GEF Agency will undertake annual supervision missions to ensure compliance, and report on progress against the Stakeholder Engagement Plan annually to the GEF through Project Implementation Reports.

Appendix 1: Stakeholder Analysis

Stakeholder Type	Stakeholder Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
Government of Gabon	<ul style="list-style-type: none"> • Relevant Departments of the Ministry of Environment • Local Authorities in the jurisdiction of the National Park 	<ul style="list-style-type: none"> • Strong interest in the project • Responsible of the management of the natural resources, parks, reserves and protected areas, including natural resources; • Alignment of national tourism and conservation related priorities with the project • Creation of national parks and other protected areas. • Involvement in managing conflicts with communities • Creation of regulations/restrictions related to the protected areas. 	<ul style="list-style-type: none"> • Beneficiary of the project (PFP, 30x30x30) • Receive support from donors and other stakeholders • Project supports the country's conservation goals
Communities and Indigenous People	<ul style="list-style-type: none"> • All the Indigenous Peoples and Local Communities (IPLCs) in the project landscape 	<ul style="list-style-type: none"> • Beneficiaries of the project in terms of community projects. • Strong interest in receiving the benefits of the project (income, livelihood, etc.) • Their consent is sometimes needed for the project to move forward. 	<p>Their influence resides in the fact that they can raise concerns or complaint against the project.</p> <p>Positive</p> <ul style="list-style-type: none"> • Restored revenue (gender-equitable), • Better collaboration with ANPN • Rights promoted • Livelihoods and financial security <p>Negative</p> <ul style="list-style-type: none"> • Contested and possibly gendered benefits • Support not equitably reaching identified beneficiaries • Lack of capacity building for long term resilience

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Stakeholder Type	Stakeholder Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
Community Based Organizations and NGOs	All CBOs identified in the project landscape	<ul style="list-style-type: none"> • Close to the communities • Understand the communities • They can influence community response to the project. • Some NGOs are subject matter experts in topics such as (Conservation, Community Development, Environmental Education, etc.) • They can provide legitimacy for the project and ensure alignment or complementation of initiatives 	<ul style="list-style-type: none"> • The project will involve CBOs/NGOs that have expertise in working and researching at the community level. • Receive funding • Involvement in conflict resolution
Private Sector	All private sector organizations identified in the project landscape	<ul style="list-style-type: none"> • Private sector companies will share the same communities as the project, and will be impacting the same people. • The companies have strong interest in peaceful environment, to ensure business continuity • The businesses are interested in having good relations with the communities. • Communities unhappy/frustrated against elephant damages could protest, and protests in a community could impact the operation of those companies. 	<p>Positive</p> <ul style="list-style-type: none"> • Opportunity to collaborate on conservation projects • Opportunity to collaborate on addressing community development issues in common areas. • Buying goods and services produced by the community <p>Negative</p> <ul style="list-style-type: none"> • Business disruption in case community protest or frustration

Appendix 2: Systematic Documentation of Stakeholder Consultations

Date	Stakeholder	Village / Town	Consultation	Participants
2023/04/07	Local authorities	Prefecture of Lower Banio	<ul style="list-style-type: none"> • Inform local authorities of upcoming consultations with local and/or indigenous communities in the region of Lower Banio 	Prefect, General Secretary of the Prefecture
2023/04/07	Local authorities	Ndindi Town hall	<ul style="list-style-type: none"> • Inform local authorities of upcoming consultations with local and/or indigenous communities in the region 	Prefect, Mayors,
2023/04/07	Local communities	Village of Yoyo, Nyanga Province	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	The village chief and the villagers
2023/04/07	Local communities	Village of Malleme,	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	The village chief (a woman) and the villagers
2023/04/09	Local NGO: Koussou	Gamba	<ul style="list-style-type: none"> • Inform the NGO about the project in their area • Collect some information about their work in the project area • Collect their feedback about the project. 	The President and the Director of the NGO,
2023/04/09	Local NGO: Ibonga	Gamba	<ul style="list-style-type: none"> • Inform the NGO about the project in their area • Collect some information about their work in the project area • Collect their feedback about the project. 	The President and the Director of the NGO,
2023/04/10	Local communities	Village of Sounga	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Sounga community
2023/04/10	Local communities	Village of Sétte Cama	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Sette Cama community

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Date	Stakeholder	Village / Town	Consultation	Participants
2023/04/10	Local Private sector	Transval office	<ul style="list-style-type: none"> • This stakeholder is working on several projects • This company could be an off taker of community products. 	The CEO
2023/04/11	Local authorities	Gamba Prefecture	<ul style="list-style-type: none"> • Inform local authorities of upcoming consultations with local and/or indigenous communities in the region 	The General Secretary of Gamba Prefecture
2023/04/12	Local communities and an NGO	Village of Ntchogorévé	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	The village chief and the villagers
2023/04/12	Local authorities	Omboué Prefecture	<ul style="list-style-type: none"> • Inform local authorities of upcoming consultations with local and/or indigenous communities in the region 	The Secretary General of Omboué Prefecture
2023/04/12	Local communities	Village of Nkoum-Mbabo	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	The villagers
2023/04/16	Local communities	Village of Konossoville	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Konossoville communities
2023/04/17	Local communities	Village of Mimbang	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Mimbang communities
2023/04/17	Local communities	Village of Nkokakom, Eyanebot and Mintebe	<ul style="list-style-type: none"> • Inform local communities about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Nkokakom, Eyanebot and Mintebe communities
2023/04/17	Meeting with Indigenous Peoples	Village of Doumassi	<ul style="list-style-type: none"> • Inform the Indigenous Peoples about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Doumassi community

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Date	Stakeholder	Village / Town	Consultation	Participants
2023/04/18	Meeting with Indigenous Peoples	Village of Esseng	<ul style="list-style-type: none"> • Inform the Indigenous Peoples about the project. • Collect information of their livelihoods and challenges living near a National Park. • Collect their feedback about the project. 	Esseng community
2023/04/18	Local authorities: the Prefect of Minvoul	Minvoul prefecture	<ul style="list-style-type: none"> • Inform local authorities of upcoming consultations with local and/or indigenous communities in the region 	Prefect
2023/04/18	Local NGO Obangam	Minvoul	<ul style="list-style-type: none"> • Inform the NGO about the project in their area • Collect some information about their work in the project area • Collect their feedback about the project. 	The representative of the CCGL, the president of the association and the General Secretary of the association
2023/04/23	Meeting with UFIGA (Association of Forestry Companies)	UFIGA office	<ul style="list-style-type: none"> • The purpose of the interview was to obtain information on their activities and about laws and regulations in Gabon on forestry 	UFIGA CEO
2023/04/23	Meeting with BRAINFOREST (NGO)	Online	<ul style="list-style-type: none"> • Inform the NGO about the project in their area • Collect some information about their work in the project area • Collect their feedback about the project. 	Brainforest Deputy Director
2023/04/23	Association for the Development of the Culture of the Pygmy Peoples of Gabon	Libreville	<ul style="list-style-type: none"> • Inform the NGO about the project in their area • Collect some information about their work in the project area • Collect their feedback about the project. • Discuss about the state of Indigenous People in Gabon 	Denis Massande

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Date	Stakeholder	Village / Town	Consultation	Participants
2023/04/24	Director-General for the Environment and Natural Protection (DGEPN)	Libreville	<ul style="list-style-type: none"> • Discuss environmental laws and regulations in Gabon 	The General Director of DGPEN

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