

REPUBLIC OF SIERRA LEONE

**ENHANCING SIERRA LEONE ENERGY ACCESS
PROJECT (P171059)**



**STAKEHOLDER ENGAGEMENT PLAN
FOR
ENHANCING SIERRA LEONE ENERGY ACCESS
PROJECT
UPDATED FOR ADDITIONAL FINANCING**

SEPTEMBER 2022

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LIST OF ABBREVIATIONS AND ACRONYMS

AF	Additional Financing
ARAP	Abbreviated Resettlement Action Plan
CLSG	Côte d’Ivoire-Sierra Leone-Sierra Leone-Guinea
CSOs	Civil Society Organizations
EDSA	Electricity Distribution and Supply Authority
EGTC	Electricity Generation and Transmission Company
ESHIA	Environmental, Social and Health Impact Assessment
ESLEAP	Enhancing Sierra Leone Energy Access Project
ESMP	Environmental and Social Management Plan
ESMS	Environmental and Social Management Specialist
ESMU	Environmental and Social Management Unit
ESURP	Energy Sector Utility Reform Project
EU	European Union
EWRC	Electricity and Water Regulatory Commission
FCDO	Foreign, Commonwealth and Development Office
FM	Financial Management
FMS	Financial Management Specialist
GBV/SEA	Gender-Based Violence / Sexual Exploitation and Abuse
GoSL	Government of Sierra Leone
GPC	General Project Coordinator
GRM	Grievance Redress Mechanism
IDA	International Development Association
IFC	International Finance Corporation
LV	Low Voltage
MoE	Ministry of Energy
NGOs	Nongovernmental Organizations
NPA	National Power Authority
O&M	Operation and Maintenance
PAP	Project-affected People
PIT	Project Implementation Team
PIU	Project Implementation Unit
PMT	Project Management Team
PMU	Project Management Unit
PV	Photovoltaic
RAP	Resettlement Action Plan
RPF	Resettlement Policy Framework
WAPP	West African Power Pool

1.0 INTRODUCTION

1.1 Overview

The Government of Sierra Leone is implementing the Enhancing Sierra Leone Energy Access Project (ESLEAP) financed by World Bank (WB). The proposed electrification project supports the government sector strategy and builds on WB's sustained engagement in the country's energy sector. The main objective of the project is to increase electricity access rates and improve financial performance of the power sector. The proposed activities, when completed, will enhance the capacity of the distribution network to take and distribute additional electricity to be provided by the Cote D'Ivoire, Liberia, Sierra Leone, and Guinea (CLSG) interconnection and other generation capacity, and to further improve Electricity Distribution and Supply Authority (EDSA)'s technical and commercial performance.

This SEP is an update to the existing SEP which was prepared and disclosed in November 2022. It is a minor update to reflect the introduction of the new AF financed component, Operational Support to Electricity Sector. This version of the SEP shall apply both to the original project and to the additional financing activities for ESLEAP.

The proposed AF will support emergency recovery efforts in the energy sector following the COVID-19 pandemic and address the impact of the geopolitical developments in Ukraine. The total financing of the proposed Additional Financing (AF) is US\$13 million equivalent, which will finance a new project component, Operational Support to Electricity Sector, to offset the increase in electricity sector operational costs. This component will, during this calendar year, finance investment and operational activities to ensure business continuity of the distribution segment to help "keep the lights on". It will also provide emergency financial support to the electricity utilities and the Electricity Distribution and Supply Authority (EDSA) to ensure continuity of essential services. In order to avoid any interruption in electricity supply, the AF will provide utilities with financing to (i) cover at least six months operational costs; (ii) cover the increased cost of fuel purchases for an equivalent of six months stock of fuel for generation plants, including Independent Power Producers (IPPs) and generators in isolated districts; (iii) cover increase in IPP bills induced by the surge of fuel prices triggered by Ukraine crisis.

The Stakeholder Engagement Plan (SEP) has been prepared in accordance with the World Bank's Environmental and Social Framework (ESF) under the standard on Stakeholders Engagement and Information Disclosure (ESS10), which requires the preparation, disclosure, adoption, and implementation of a Stakeholder Engagement Plan (SEP), as well as the maintenance and operation of an accessible grievance mechanism in a manner consistent with ESS10 and acceptable to the Bank.

Stakeholder engagement involves building and maintaining constructive relationships over time. It is the two-way interaction between stakeholders and the government implementing agencies that gives stakeholders a voice in decision-making, with the objective of improving the development outcomes of the intervention. It is an ongoing process that extends throughout the life of the project and encompasses a range of activities and approaches, from information sharing and consultation, to participation, negotiation, and partnerships. The nature and frequency of this engagement reflects the level of project risks and impacts.

1.2 Purpose, Objective and Rationale of SEP

The purpose of this Stakeholder Engagement Plan is to describe the project's strategy and program for engaging with stakeholders in a culturally appropriate manner. It encompasseses guiding principles and how stakeholders will be identified and involved throughout the course of the project. It provides information on previous engagements undertaken, prescribes processes and procedures to be followed for stakeholder engagement and information disclosure, and outlines the responsibilities of the relevant institutions and contractors in the implementation of upcoming engagement activities etc. it also includes mechanism through which people can raise concerns, provide feedback, or make complaints about the project and any activities related to the project, including the activities financed under the AF. The involvement of the local population is essential to the success of the project in order to ensure smooth collaboration between project staff and local communities and to minimize and mitigate environmental and social risks related to the project activities. The goal is to ensure the timely provision of relevant and understandable information to all stakeholders. It is also to create a process that provides opportunities for stakeholders to express their views and concerns and allow the project to consider and respond to them.

Key principles that will support effective engagement include:

- Providing meaningful information in a format and language that is readily understandable and tailored to the needs of the target stakeholder group(s);
- Providing information in advance of consultation activities and decision-making;
- Disseminating information in ways and locations that make it easy for stakeholders to access it;
- Respecting local traditions, languages, timeframes, and decision-making processes;
- Two-way dialogue that gives both sides the opportunity to exchange views and information, to listen, and to have their issues heard and addressed;
- Inclusiveness in representation of views, including women, vulnerable and/or minority groups;
- Processes free of intimidation or coercion;

- Clear mechanisms for responding to people’s concerns, suggestions, and grievances; and
- Incorporating feedback into project and/or program design and reporting back to stakeholders.

The objectives of the SEP are the following:

- **Ensuring open and transparent understanding between the project and stakeholders:** A good stakeholder engagement should ensure an open, inclusive and transparent process that is sensitive to the cultural and social environments of the stakeholders.
- **Involving stakeholders in implementation:** Local knowledge and information plays an important role in project preparation, implementation and management including scoping, impact assessments, disclosure and validation of all safeguard instruments.
- **Building relationships:** Open, fair and transparent dialogue and engagement will help establish and maintain a productive relationship between the project team and stakeholders.
- **Engaging vulnerable groups:** Often, the concerns of vulnerable people are not adequately addressed. An open and inclusive approach to consultation should increase the opportunity for stakeholders to provide comments on the Project and to voice their concerns, if any. Some stakeholders, however, need special attention in such a process due to their vulnerability. Special measures under section 5.3 of this SEP will be considered to ensure that the perspectives of vulnerable stakeholders are heard and considered
- **Managing expectations:** The expectations of stakeholders are usually very high, and it is important to ensure that the Project does not raise unrealistic expectations of stakeholders on proposed project benefits. The engagement process serves as a mechanism for understanding and managing stakeholder and community expectations by disseminating accurate information in a timely and accessible way. Information will be made freely, transparently, and objectively by EDSA to all stakeholders.
- **Ensuring compliance:** The stakeholder engagement process will ensure compliance with both local regulatory requirements and international best practice, by providing project-affected parties with accessible, inclusive, and culturally sensitive means to raise issues and grievances, and allowing EDSA/MOE to respond to and manage such grievances effectively.

1.3 Project Description

The proposed project is aligned with GoSL’s sector development and electrification goals as stipulated in new Medium-Term National Development Plan (2019–2023). The new MTNDP aims at increasing the country’s electricity access from about 15 percent to 30 percent, including

the electrification of all district headquarter towns by 2023. The government has conducted various studies and analysis, supported by donors, to derive a general path to gradually increase the electricity access rate. There were about 178,100 households across the country which are connected to and served by the main grid and isolated grids EDSA owns and operates. It represents about 14 percent of the total 11,248,000 households in the country. As the main grid and the isolated grids only serve Freetown area and some district headquarter towns, almost all these households are considered as urban. There are 55 privately operated renewable energy-based mini-grids across the country, 50 with an installed solar Photovoltaic (PV) capacity ranging from 16 kW to 36 kW each, three systems of 66 - 127 kW and two hydropower mini-grids at 128 kW and 250 kW, respectively. These systems serve villages and communities with households below 100 to 2,000. A total of approximately 10,000 households are served by these mini grids, representing just below 1 percent of the total number of households in Sierra Leone. Most of these mini grids are developed and installed with grant support from Foreign, Commonwealth and Development Office (FCDO) and the European Union (EU) and are being operated by private operators on commercial ground.

There are fifteen (15) districts in Sierra Leone, of which the Project will principally be implemented in nine district capital towns and adjoining communities at different scales. Figure 1 identifies the beneficiary project districts.

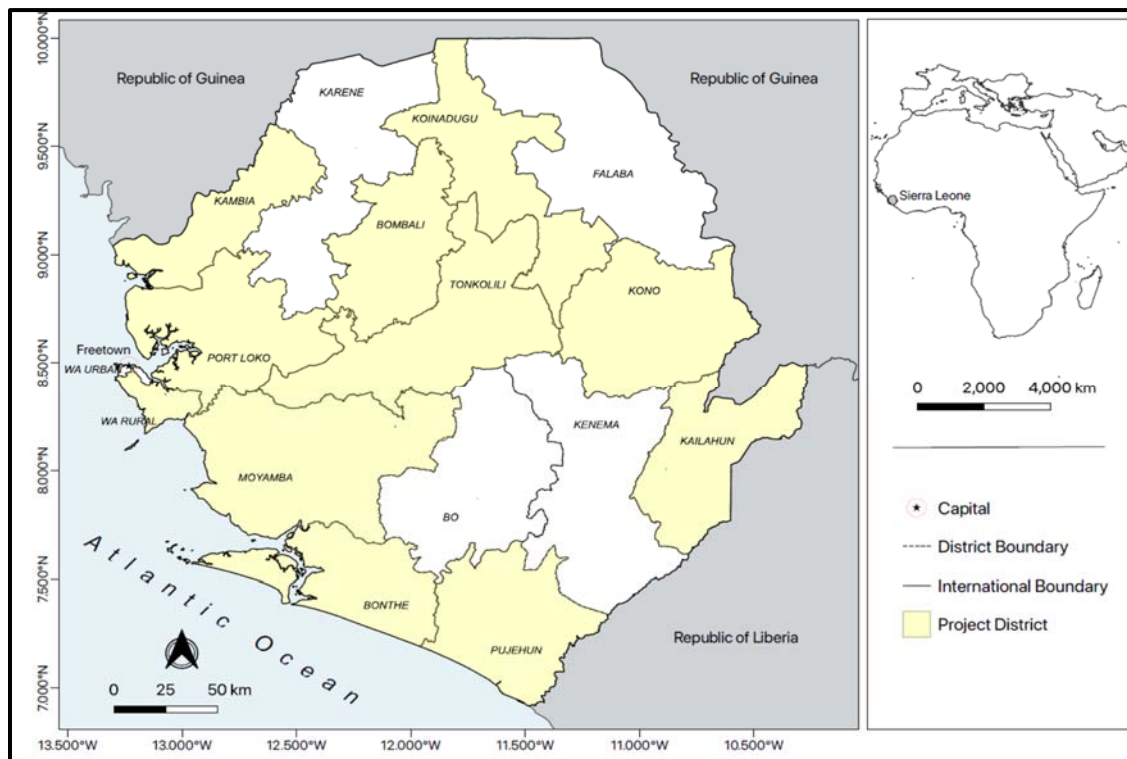


Figure 1: Beneficiary Project Districts

The short-term target is to increase access to electricity in the major district headquarter towns where the population, industrial and commercial activities are concentrated. The total population in these towns - Pujehun, Kabala, Koidu, Kailahun, Waterloo, Makeni, Magbruaka (Figure 2), - represent about 9.3% of the country’s total population (Statistics Sierra Leone, 2018).

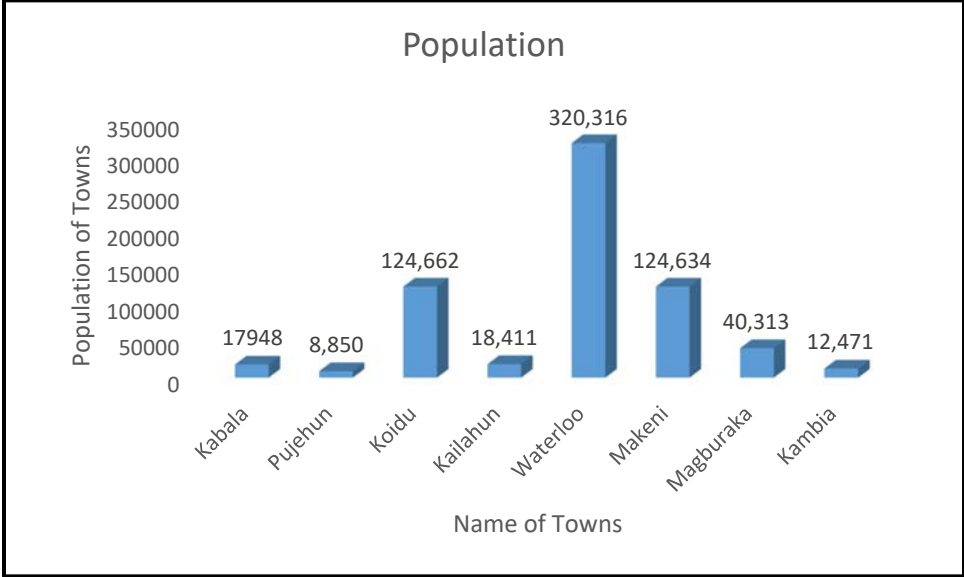


Figure 2: 2015 Population of beneficiary district headquarter towns

The high population density in the major towns and communities makes the unit cost of providing electricity less than a quarter of that in rural areas. Also, the presence of higher industrial and commercial customers, who can afford to consume the services provided will in turn create economic benefits from electricity services. In the meantime, the government, with support from donors, has piloted rural electrification through the development of mini-grids. The government also supports standalone Photovoltaic (PV) systems to be developed by the private sector. The project will increase access to electricity for households, commercial, industrial users and public institutions in six of the 15 district headquarters and their surrounding communities through on-grid extension and isolated/mini-grid solutions. The project also supports the extension of grid electricity to two district headquarter towns which are currently supplied by high cost and high emission hydrocarbon lamps. In addition, the project will support financial improvement of the electricity sector through reform, governance and management improvement of EDSA. The project also intends to support private sector participation in grid-connected solar PV development, operation and expansion of isolated/mini-grids, and provision of standalone PV systems to home, public institutions, industrial and commercial entities.

Component 1: Electrification through Grid Extension

The component consists of two types of activities:

(a) Four segments of sub-transmission and distribution lines of 66 kV, 33 kV and shield wire with a total length of about 190 km will be installed? to connect the distribution networks in four district headquarter towns to the proposed 225 kV transmission line network in Kambia, Kabala, Kailahun, and Pujehun. If these towns are not connected to the transmission network, they would be served by small liquid fuel generation units, which are costly, polluting and unreliable due to frequent shortage of fuel and spare parts); and

(b) The rehabilitation and expansion of the distribution networks in Waterloo, Makeni, Magbraka, Koidu, and Port Loko, including several adjacent communities, to provide electricity to new customers. Table 1 depicts the number of new customers to be added to the Grid.

Table 1: Number of Customers to be Added or Connected to the Grid

Towns	Total Population	No of Household (HH)	No of HH connected to the grid	No of HH to be connected under the Project*
<i>Kabala</i>	17,948	2,991	0	1,455
<i>Pujehun</i>	8,850	1,475	0	738
<i>Kambia</i>	12,471	2,078	0	1,040
<i>Kailahun</i>	18,411	5,068	0	2,534
<i>Waterloo</i>	320,316	53,386	EDSA	30,000
<i>Makeni</i>	124,634	20,772	12,344	2,850
<i>Magburaka</i>	40,313	6,720	1,050	2,300
<i>Koidu</i>	124,662	20,777	2,904	3,150
<i>Port Loko</i>	33,541	5,590	714	2,650

Component 2: Electrification through mini-grid and standalone solar systems

Due to the very low access rate in the country, in the short to medium term the Government will focus on electrification of major towns and communities close to the transmission lines through grid extension. The component will help the private sector to address the challenges of opening-up and scaling up the market in the productive sector through g the provision of solar electricity for health facilities and schools as electricity provision for these public institutions would need to be done through public funding. The component includes five subcomponents:

1. *Subcomponent 2(a). Installation of a mini-grid*
2. *Subcomponent 2 (b). Off-grid market development fund*
3. *Subcomponent 2 (c). Installation of solar PV systems for health facilities in PHGR) .*

4. *Subcomponent 2 (d). Provision of solar PV systems and solar lanterns for schools).*

Component 3: Human capital development and project implementation support

Sub-component 3(a). This subcomponent will support MoE in: (i) the procurement of a private firm for the operation, maintenance and future expansion of the mini-grid under component 2; (ii) the development and operationalizing of the off-grid market development fund; (iii) preparation of a clean cooking investment project; (iv) the strengthening of the institutional capacity of the key stakeholders in promoting and managing the development of renewable energy and in implementing national electrification strategy; (v) strengthening of policy and institutional capacity to reduce gender disparity in energy sector employment and in energy access; and (vi) operational expenditures.

Sub-component 3(b). This sub-component will support EDSA building on the progress made in improving EDSA's management and staff capacity, further strengthening the governance and management of EDSA to achieve full corporatization and commercialization so that EDSA management has the autonomy and incentives to manage and is fully accountable for the results, while the Government agencies play their respective roles as policy maker and regulator and keep at arm length from EDSA's daily operations.

Component 4: Operational Support to EDSA. This component will, during the 2022 calendar year, finance investment and operational activities to ensure business continuity of the electrical distribution network. It will also provide emergency financial support to the electricity utilities, and EDSA to ensure continuity of essential services. In order to avoid interruption in electricity supply, the AF will provide electrical utilities with financing to cover (i) at least six months operational costs; (ii) the increased cost of fuel purchases for an equivalent of six months stock of fuel for generation plants, including Independent Power Producers (IPPs) and generators in isolated districts; (iii) increases in IPP bills induced by the surge of fuel prices triggered by Ukraine crisis.

2.0 APPLICABLE REGULATIONS AND REQUIREMENTS

This SEP considers the existing national institutional and regulatory requirements pertaining to stakeholder participation in development initiatives and the WB's Environmental and Social Framework (ESF) and the 10 associated Environmental and Social Standards (ESSs). The SEP will comply with stakeholder consultation and information disclosure requirements as stipulated in national legal instruments and international best practice.

2.1 Key National Legislations and Policies on Stakeholder Engagement and Information Disclosure

The national laws, regulations and policies that are related to stakeholder engagement and information disclosure as follows:

The Constitution of Sierra Leone: Section 3 of the Sierra Leone Constitution guarantees the fundamental human rights and freedoms of the individual without regard to race, tribe, place of origin, political opinion, colour, creed or sex; which must be exercised in consonance with the rights and freedoms of others and for the public interest. Paragraph 25 of Section 3, which states that no person shall be hindered in the enjoyment of his freedom of expression including the freedom to hold opinions, receive and impart ideas as well as information without interference, is consistent with the provisions of ESS10 that admonishes for full disclosure of project information to all stakeholders.

The Local Government Act, 2004 (as Amended in 2017): The Local Government Act, 2003 has a number of areas where stakeholder consultation is required. For example, Section 23 makes provision for local councils to be consulted by central government ministries, departments, agencies, NGOs, etc. in development projects. Then Section 85 (4) notes that "A local council shall, before approving or reviewing a development plan, consult residents of the locality, agencies of Government and non-governmental and international organizations that have interest in working in the locality". It is therefore expected that the PIU, in collaboration with the Local Councils, will actively engage and consult project stakeholders, especially those at the community level and other disadvantaged segments of society.

The Environment Protection Agency Act, 2008 (as Amended in 2010): The EPA Act is the legislation governing the protection of the environment in Sierra Leone. The Third Schedule (under Section 26) of the Act describes the content of Environmental Impact Assessment (EIA) and admonishes that EIA must report on communities, interested parties and Government ministries consulted and by extension issues consulted on. In terms of information disclosure, a requirement of ESS10, Section 27 (1) of the Environment Protection Agency Act, 2008 stipulates that the Agency upon receiving the draft EIA report shall circulate it to professional bodies,

associations, ministries and governmental organizations for their comments. Under Section 27 (2), the Agency is also required to openly display the EIA report in two consecutive issues of the Gazette as well as in the newspapers to allow for public viewing. The proponent is expected to address the comments from the general public as received through the Executive Director of the EPA within fourteen (14) days of receipt of the comments.

The Town and Country Planning, 1976 (as Amendment in 2001): The Town and Country Planning Act mandates the Minister of Housing and Country Planning to consult the various Local Councils and Paramount Chiefs in the planning and management of cities and towns in Sierra Leone. The Act also requires the Minister to conduct location specific public hearings and consultations on issues related to the planning and management of the towns and cities. The Minister is also mandated by this Act to direct the posting of all relevant information such the surveyed maps, layouts, values of buildings or lands in the planning area to guide any compensation in case where the Project takes land.

The Sierra Leone Local Content Agency Act, 2016: The Local Content Act is aimed at promoting the growth and development of domestic private sectors by creating linkages with the large domestic and foreign firms through the utilization of local resources and products, and to promote the integration of Sierra Leoneans in all economic activities. It also requires sectoral policies and projects to promote the utilization of locally available Sierra Leonean goods in the industrial and manufacturing sectors as well as support the growth of small and medium enterprises through targeted Government procurement and the promotion of the culture of local ownership and participation in aspects of productive work. The project envisages using skilled and unskilled labor mainly from local and surrounding communities. It is also anticipated that contract and procurement for the Project are done using local resources.

Sexual Offences Act, 2012: The Sexual Offences Act, 2012 criminalizes non-consensual sex between persons, including spouses. The Act increased the consensual age from 13 years, under the Prevention of Cruelty against Children Act (CAP 31) to 18 years. Section 19 of the Act introduces the concept of sexual penetration, which replaces Unlawful Carnal Knowledge and increases the organs involved in sexual penetration to include the mouth and anus. The Act further provides that any object used for penetration satisfies the act of sexual penetration. The Act is gender neutral, technically including sexual acts between same sexes. Marriage is not a defense for perpetrators under this Act. The confidentiality of victims (survivors) during investigation and prosecution are guaranteed under the Act. The Act also provides for medical assistance for survivors. The Act explicitly sets out sanctions for offenders, including jail terms.

The Persons with Disability Act, 2011: This Act sets up the National Commission for Persons with Disability with the objective of ensuring the well-being of persons with disabilities. It grants privileges inclusive of free education up to the tertiary level as well as free medicare for persons

with disabilities. In Sections 20 and 21 of the Act, is it an offence to deny a person contracts, employment opportunities and access to education on the basis of disability. This provision meets the non-discriminatory requirement outlined in ESS2 In addition, the establishment of the National Commission for persons with disability under this Act presents a good platform for persons with disability to seek redress for work-based or work-related grievances and therefore meets the requirements of ESS2 and ESS10.

The Right to Access Information Act, 2013: This is the Act that provides for the disclosure of information held by public authorities or by persons providing services for them and to provide for other related matters. This implies that PIU is mandated by this Act to disclose all relevant information about the Project to interested stakeholders and that failure to supply information to interested stakeholders is tantamount to an offense which is liable to conviction or a fine not exceeding ten million Leones in the case of an individual and one hundred million leones in the case of a body corporate or to a term of imprisonment not exceeding six months or to both the fine and imprisonment.

The National Policy on the Advancement of Women: The National Policy on the Advancement of Women supports a conducive environment that allows women to improve their status and participation, to empower them and enhance their capacities as agents of change and beneficiaries of political and economic development, thus the full use of human resources for national development. It provides integrated guidelines for evaluating the activities of government department/institutions, civil society organizations, donor agencies and NGOs that are engaged in implementing Women in Development programmes. The Policy underscores the fact that, because women's contributions to the national economy are acknowledged and yet undervalued, there is the need for their full integration into the development process in order to increase their contribution to national development. It is therefore anticipated that the Project will take inspiration from this policy to promote the welfare of women in the design and implementation of the Project.

National Policy on Gender Mainstreaming: The overall goal of the policy is to mainstream gender concerns in the national development process in order to improve the social, legal, political, economic and cultural conditions of the population, particularly marginalized groups. Its aim is to provide policy makers and other actors in the development field with reference guidelines for identifying and addressing gender concerns, particularly when taking policy decisions to redress imbalances which arise from existing inequalities; to promote access to and control over economically significant resources and benefits or to ensure the participation of both women and men in all stages of development.

The GBV Referral Protocol: The GBV Protocol document is a technical guide that aims to ensure that all survivors/victims of GBV (domestic and sexual violence) receive prompt and comprehensive response from service providers.

2.2 World Bank Requirements

WB has ten (10) comprehensive Environmental and Social Standards (ESS) that projects are expected to meet. Stakeholder engagement in line with the World Bank requirements is described in ESS 10. The World Bank's Environmental and Social Framework (ESF)'s Environmental and Social Standard (ESS) 10, "Stakeholder Engagement and Information Disclosure", recognizes "the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice". Specifically, the requirements set out by ESS10 are the following:

- "Borrowers will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.
- Borrowers will engage in meaningful consultations with all stakeholders. Borrowers will provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.
- The process of stakeholder engagement will involve the following, as set out in further detail in this ESS: (i) stakeholder identification and analysis; (ii) planning how the engagement with stakeholders will take place; (iii) disclosure of information; (iv) consultation with stakeholders; (v) addressing and responding to grievances; and (vi) reporting to stakeholders.
- The Borrower will maintain and disclose as part of the environmental and social assessment, a documented record of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was considered, or the reasons why it was not." (World Bank, 2017: 98).

ESS 10 requires that a Stakeholder Engagement Plan (SEP) proportionate to the nature and scale of the project and its potential risks and impacts is developed by the Borrower. It must be disclosed as early as possible, and the Borrower needs to seek the views of stakeholders on the SEP, including on the identification of stakeholders and the proposals for future engagement. If

significant changes are made to the SEP, the Borrower must disclose the updated SEP. According to ESS10, the Borrower should also propose and implement a grievance mechanism to receive and facilitate the resolution of concerns and grievances of project-affected parties related to the environmental and social performance of the project in a timely manner.

Identification of stakeholders will ensure wide participation in project acceptability and the project design. To ensure that there is citizen participation in the project life span, this SEP has been prepared clearly stipulating the process of consultation and disclosure of key project information to the public during the ESLEAP preparation.

3.0 SUMMARY OF PREVIOUS STAKEHOLDER ENGAGEMENT ACTIVITIES

During the identification and preparation stage of the parent project, several consultations took place at the national level involving the MoE, EDSA and other interested parties, and at the respective local levels involving other agencies and key stakeholders. The meetings discussed the project locations, areas of influence, concept, design, institutional arrangement, potential impacts, mitigation measures, stakeholder engagement plan, environmental and social commitment plan and MoE/EDSA commitments. Table 3 presents a summary of the key issues discussed and the conclusions and recommendations ensuing from these stakeholder engagement sessions. Detailed minutes of these consultations are included in Annex 1.

Table 23: Summary of previous stakeholder engagement and communication activities

Institution	Names	Position	Key issues discussed	Date/Period of engagement	Conclusions/recommendations and next steps
Ministry of Energy	Dr. Edmund Wuseni	General Project Coordinator/ Head of Planning Unit	<ul style="list-style-type: none"> • Project design; goals and target • Project potential impact • Key stakeholders to be involved and engaged • Experience sharing of previous projects like EAP and ESURP and mode of consultations 	August, 2020	<ul style="list-style-type: none"> • Ensure and support adequate consultations • A lot of positive impacts and wants to be involved in the monitoring • Support inclusions of all stakeholders • Work closely with EDSA and Contractors
	Albert Patewa	Financial Management Specialist			
	Cyril Grant	Project Manager			
Electricity Distribution and Supply Authority	Ing. Francis Nyama	Deputy Director General	<ul style="list-style-type: none"> • Consulted on project design • Support to SEP role out during project implementation • Project potential impact • Existing structures at EDSA for stakeholder engagement • What has worked for EAP 	August, 2020	<ul style="list-style-type: none"> • Committed to supporting and facilitating SEP • Support GRM and draw from previous EAP and EURP projects • Might consider the recruitment of specialized staff for the project • There is need for community engagement including local Chiefs • Involvement of local councils
	Aleksandar Nikolic	Adviser to Distribution Technical Services Director			
	Edward Parkinson	Planning Manager			
	Mallay Bangura	Project Manager			
Project Implementation Team	Peter Chamfya	Project Coordinator	<ul style="list-style-type: none"> • What has worked for EAP 		
	Kombo Koroma	Financial Management Specialist			

	Richard A.S.L. Goba	Procurement Officer	and ESURP and what has not worked?		<ul style="list-style-type: none"> • Training for project staff especially on environmental and social safeguards including GBV and disability issues
	Babajide Taylor	Project Engineer			
Port Loko District Council	Alhaji Bangura	Chief Administrator	<ul style="list-style-type: none"> • Key stakeholders and to be involved at multiple levels • Project description and instruments • Project potential impacts • Structures within the district council to enhance SEP • Land tenure • Mode of communication and continuous engagement 	September, 2020	<ul style="list-style-type: none"> • Urged the inclusions of the Chiefdom authorities as they will be critical in provision of land and in any GRM and compensation • A lot of positive impacts and wants to be involved in the monitoring • Important to consult and engage landowners • Radios and CSOs trusted and would be important in SEP
	Cecilia F Sesay	Environmental and Social Officer (ESO)			
	Aisha Mariam Kabba	Gender Officer			
Regional Women's Coordinator Port Loko	Mariatu Songo-Kanu	Regional Women's Coordinator	<ul style="list-style-type: none"> • Project concept and description • Women participation • Cost of electricity and other challenges for women 		<ul style="list-style-type: none"> • Welcomed project and acknowledged its importance for women • A lot of positive impacts and wants to be involved in the monitoring • Recommended training for women and their involvement • Making electricity affordable for women and small businesses • Continues engagement and involvement of women
Port Loko	Mohamed Kamara	Campaign for Good Governance (Chairman CSO's)	<ul style="list-style-type: none"> • Project concept and description • Women participation • Mode of communication and 		

			continuous engagement		
Kambia Initial Stakeholders Meeting					
Kambia District Council	Mohamed M Sumah	Deputy Chairman	<ul style="list-style-type: none"> • Key stakeholders and to be involved at multiple levels • Project description and instruments • Structures within the district council to enhance SEP • Land tenure • Mode of communication and engagement 	September, 2020	<ul style="list-style-type: none"> • Request the involvement of the council in the monitoring and using their existing structures • Want the involvement of the gender officer/disability desk. • Encouraged the involvement of local Chieftdom and District authorities who would be helpful in providing access to land and assist in the implementation of GRM
	Mannie Pessima	Valuation Officer			
	Harry Williams	Gender Officer/Disability desk			
Women's Forum Representative Kambia	Adama	Women's Forum Representative	<ul style="list-style-type: none"> • Project design • Gender issues • Project safeguards instrument • Mode of communication and engagement 		
Pujehun Initial Stakeholders Meeting					

Pujehun District Council	Sallieu Konneh	Council Engineer	Key stakeholders and to be involved at multiple levels Project description and safeguards instruments Project potential impacts and mitigation measures Structures within the district council to enhance SEP Land tenure Mode of communication	September, 2020	The Chief Administrator called for equitable distribution, oversight of projects including SLEP, sustainability through involvement and ownership of the community/stakeholders, sensitization for all especially because of problems with theft of properties (he lamented the damage to the solar streetlights because most of the batteries have been stolen), and training. The Gender, Environmental and Social Officer and others all urged the involvement of women training and sensitization but welcomed the project for its enormous potential to improve the lives of the people through improve education, healthcare etc.
	Ibrahim Kabim Sesay	Gender Officer			
	MORie Bayoh Kabba	WASH Engineer			
	Timothy A Kamara	Environmental and Social Officer			
	Sahr E Yambasu	Chief Administrator			
Ministry of Youth	Abdull Gassim Daramy	District Youth Officer		October, 2020	Youth employment and training for youth and women were strongly emphasized in Pujehun by the District Youth officer
Chieftdom and Local Authorities	Chief Sylvester M Kamara	Chieftdom Speaker	Discussed the project, scope, potential impacts, potential land acquisition issues, compensation		The Chieftdom Speaker, Town Chief, and the Chairman of the Pujehun Districts Descendants Association were also very delighted and expressed their commitment to support the project and would be happy to help resolve land access and ownership issues
	Chief Mustapha B Koroma	Town Chief, Pujehun			
	Patrick Ansu Kaikai	Chairman, Pujehun District Development Association			
CSO	Ibrahim B Swaray	Chairman, Civil Society Organizations	Discussed broadly the project and the potential CSO stakeholders and roles		Welcomed project and look forward to working with all stakeholders and coordinate other CSOs. Urged a free, fair and transparent process

	Dr Samba Jalloh	Medical Officer	Discussed the project scope, stakeholder's engagement, potential impacts and mitigation	September, 2020	The District Medical Officer looked forward to the project and mentioned to us that the hospital especially the Covid-19 Isolation Unit had a generator running all the time to help patients and also have a dedicated generator for the other Wards and another one is always on for surgeries. Although he was pleased to have the current arrangement, but he did say a more sustainable supply would be welcomed
	Alhussein B Jalloh	National Civil Registration Authority (NCRA)	Discussed the project scope, stakeholder's engagement, potential impacts and mitigation		He welcomed the project and looked forward to the project
Ministry of Energy	Hon.Alhaji Kanja Sesay	Minister of Energy	<ul style="list-style-type: none"> • Project design; goals and target • Project potential impact • Key stakeholders to be involved and engaged • Experience sharing of previous projects like EAP and ESURP and mode of consultations 	2022	<ul style="list-style-type: none"> • Ensure and support adequate consultations • A lot of positive impacts and wants to be involved in the monitoring • Support inclusions of all stakeholders • Work closely with EDSA and Contractors
	Dr. Eldred Taylor	Deputy Minister of Energy			
	Mr. Gbetowa	Permanent Secretary			

	Dr. Edmund Wuseni	General Project Coordinator/ Head of Planning Unit			
Electricity Distribution and Supply Authority	Mr. Abu Kamara	Ag. Director General	<ul style="list-style-type: none"> • Consulted on project design • Support to SEP role out during project implementation • Project potential impact • Existing structures at EDSA for stakeholder engagement • What has worked for EAP and ESURP and what has not worked? 	2022	<ul style="list-style-type: none"> • Committed to supporting and facilitating SEP • Support GRM and draw from previous EAP and EURP projects • Might consider the recruitment of specialized staff for the project • There is need for community engagement including local Chiefs • Involvement of local councils • Training for project staff especially on environmental and social safeguards including GBV and disability issues
	Eng. James Rogers	Deputy Director General-Technical			
	Mr.Fofi Baimba	Deputy Director General-Commercial			
	Eng. Aleksandar Nikolic	Project Coordinator PIT/ Adviser to Director Technical Services			

4.0 STAKEHOLDER IDENTIFICATION AND ANALYSIS

The WB ESS 10 recognizes three broad categories of stakeholders, namely i) Project Affected Parties; ii) Other Interested parties; and iii) Disadvantaged / vulnerable individuals or groups.

Project -affected parties include those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods. These stakeholders may include individuals or groups, including local communities. They are the individuals or households most likely to observe/feel changes from environmental and social impacts of the project.

The term “Other interested parties” (OIPs) refers to: individuals, groups, or organizations with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. For example, these parties may include regulators, government officials, the private sector, the scientific community, academics, unions, women’s organizations, other civil society organizations, and cultural groups.

It is particularly important to understand project impacts and whether they may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or an understanding of the impacts of a project.

4.1 Stakeholder Identification

The first step in the process of stakeholder engagement is to identify who the stakeholders are; their needs and expectations for engagement; and their priorities and objectives in relation to the Project. This information is used to tailor engagement to each category of stakeholder. As part of this process, it is particularly important to identify individuals and groups who may find it more difficult to participate and those who may be differentially or disproportionately affected by the project because of their marginalized or vulnerable status.

With respect to ESLEAP, different categories of stakeholders will be involved, these are:

1. **Local communities and affected persons:** This include Project Affected Communities (PAC) and Project Affected Persons (PAPs);
2. **Central government:** Includes ministries, departments and agencies of the Government of Sierra Leone that will either be impacted by the project or have influence over its outcome;
3. **Municipalities:** Includes Government of Sierra Leone’s institutions, agencies and elected officials within the beneficiary municipalities that will either be impacted by the project or have influence over its outcome;
4. **Non-governmental/Donor:** Donors and non-governmental agencies and sector coordination entities that will either be impacted by the project or have influence over its outcome;
5. **Civil Society:** Representatives from organizations that represent the interests and the opinions of the public;
6. **Public:** Public representatives, both individuals and groups, at District/Ward level who will either be impacted by the project or have influence over its outcome; and
7. **Private Sector:** Private businesses/firms that may be positively or negatively affected.

Table 4 presents a preliminary list of all potential stakeholders who have a role and responsibility for the implementation of the Project at all levels, as well as relevant stakeholders that could be involved in any way with the implementation of ESLEAP activities or affected by its activities.

Operational Support to EDSA will finance operational activities to ensure business continuity of the electrical distribution network. It will also provide emergency financial support to the electricity utilities, (and EDSA) to ensure continuity of essential services. In order to avoid interruption in electricity supply, the AF will provide electrical utilities with financing to cover (i) at least six months operational costs; (ii) the increased cost of fuel purchases for an equivalent of six months stock of fuel for generation plants, including Independent Power Producers (IPPs) and generators in isolated districts; (iii) increases in IPP bills induced by the surge of fuel prices triggered by Ukraine crisis.

The project will continue to identify and engage additional stakeholders throughout the project implementation. The scale and extent of the engagement will be dependent on the nature of the impacts on the different stakeholder groups and the extent of the influence of the group on the project.

Table 34: List of Stakeholders identified for ESLEAP

This table lists in general terms the stakeholders identified as relevant to ESLEAP. Detailed analysis of the stakeholder interest and level of interest are discussed subsequently under table 5.

Project Proponents	Affected Parties	Vulnerable groups	Other Interested Parties
<ul style="list-style-type: none"> Ministry of Energy Ministry of Finance 	<ul style="list-style-type: none"> Project affected individuals and communities Ministry of Energy Ministry of Finance Electricity users EDSA, EGTC and EWRC workers Small businesses that require electricity 	<ul style="list-style-type: none"> Elderly people Women Children Persons with disabilities Commercial sex workers Illiterate people The homeless 	<ul style="list-style-type: none"> Local communities Chiefs NGOs CSOs Ministry of Health and Sanitation Ministry of Health and Sanitation Ministry of Water Resources National Protected Areas Authority

	<ul style="list-style-type: none"> • Community leaders, religious leaders • Workers at construction sites • Ministry of Lands Housing and Country Planning • Ministry of Information and communication • Ministry of Local Government and Rural Development • Ministry of Labour and Social Security • Ministry of Social Welfare and Gender • Ministry of Environment • Environment Protection Agency • District and Local Councils • Sierra Leone Roads Authority • Operations and maintenance team of substations, and transmission lines 		<ul style="list-style-type: none"> • Ministry of Basic and Senior Secondary Schools • Ministry of Technical and Higher Education • Community Organizations • The public • Other national and international Independent Power Producers (IPPs) • The police and military (security forces) • Market associations • Youth groups • Residents of the beneficiary towns • Businesses locally and with international links • Media (local and national)
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Cooperation and negotiation with stakeholders will require the identification of persons within groups who act as legitimate representatives or advocates of their groups' interests. The PIU will identify and consultant as appropriate these representatives. These may range from relevant government agencies such as the ministry of Social Welfare, Ministry of Gender and Children's

affairs, NGOs, CSOs etc. Community representatives, for instance, will be very important links for information dissemination to their people and to project staff.

4.2 Stakeholder analysis

The opinions of affected persons and other stakeholders shall be sought through regular public consultations and the engagement will be directly proportional to the impact on the particular group or individual and their level of influence on the project. The interests of the different stakeholder groups and individuals, how they will be affected by the project and to what degree, and what influence they could have on the project will form the basis from which to build the project stakeholder engagement strategy. Again, cognizance should be taken that not all stakeholders in a particular group or sub-group will necessarily share the same concerns or have unified opinions or priorities. Also, the means of engagement will be informed by what are culturally acceptable and appropriate methods for each of the different stakeholder groups targeted.

Table 5 presents an analysis of roles, interest and influence of key stakeholder groups on the ESLEAP.

Table 45: Stakeholder Groups and their Interest and Influence on the Project

Stakeholder Groups	Role/involvement in project	Interest	Influence
<ul style="list-style-type: none"> PAC/PAPS potentially losing land and other assets for the construction of substations and power lines 	Lose lands or right to their lands or livelihoods and would therefore be important in the consultation and engagement process	High	Low
Ministries, departments and agencies of the Government of Sierra Leone			
<ul style="list-style-type: none"> Ministry of Energy 	Responsible for oversight and overall coordination of the project. Responsible for policy formulation. Regulate generation, distribution and transmission. Will lead the implementation of two components. The Ministry and EDSA will also assume the responsibility for environmental and social risk management	High	High
<ul style="list-style-type: none"> Ministry of Finance 	Provide oversight and control of disbursement of project funds to implementing agencies. Reporting and monitoring of compliance	High	High

<ul style="list-style-type: none"> Ministry of Lands Housing and Country Planning 	In concert with MoE and EDSA, deal with land issues and grievances that may arise between parties. Facilitate the preparation and signing of survey plans for EDSA, provision of land and alternative lands for PAPS.	Moderate	High
<ul style="list-style-type: none"> Ministry of Information and communication 	Dissemination of information and is the mouthpiece of Government. Helps in information disclosure of the project	High	Moderate
<ul style="list-style-type: none"> Ministry of Local Government and Rural Development 	Local monitoring of project and through their District Council can help in monitoring, providing land and enhancing compensation and livelihood issues for PAPS. They are directly responsible for working with the District and Local councils who have important structures to help in site monitoring of the project. They are expected to play a key role in lands, resettlement, compensation and environmental impacts monitoring.	High	High
<ul style="list-style-type: none"> Ministry of Health and Sanitation 	In charge of all public health, clinics and hospitals in the districts where the electricity is improved and will enhance healthcare for all. They can be important stakeholders.	High	Moderate
<ul style="list-style-type: none"> Ministry of Labor and Social Security 	Oversight over labor and social issues. They are important for oversight of contractors to make sure that workers are treated fairly and work with the laws of Sierra Leone	Moderate	Moderate
<ul style="list-style-type: none"> Ministry of Social Welfare and Gender 	Oversight on Gender and Social Issues. Works closely with the Police and advocacy groups on gender-based violence issues. This Ministry will be critical in monitoring and resolving GBV and other gender-related issues	High	High
<ul style="list-style-type: none"> Ministry of Environment 	Provide oversight on compliance on environmental and social safeguards and on EPA. Review and issue licenses for ESHIA. They are the main stakeholders in terms of environmental and social safeguards monitoring and compliance	High	High
<ul style="list-style-type: none"> Ministry of Water Resources 	In charge of all water bodies and catchment areas in the country and would play important role in the event any of the towers/poles go through water bodies. They also help in the provision of water services to substations and project site.	Low	Low
<ul style="list-style-type: none"> Energy Distribution and Supply Authority 	Main implementing agency Responsible for the overall implementation of the project and sub-projects and works directly and in close collaboration with MoE and has oversight over the PIT. Responsible for the implementation of	High	High

	Environmental and Social safeguards instruments of projects and stakeholder management. All projects have a GRM within the ESMU of EDSA. Coordinate and organize disclosure, work with District and Local Councils. EDSA is responsible for the distribution network, connection and for electricity sales to customers		
• Energy Generation and Transmission Company	Responsible for power generation and transmission at high voltage levels	High	High
• Energy and Water Regulatory Commission	Regulate the generation, transmission and sale of electricity and issue permit for operation of EDSA. They will probably be involved in tariff setting and regulation issues for the new ESLEAP especially because some of the towns are going to be having new connections.	High	High
• Environment Protection Agency	The lead environmental regulator and is the agency in the Ministry of Environment that is directly responsible for oversight, compliance with and licenses for ESHIA, facilitate public disclosure of EIS. They require stakeholder engagement, consultations and public disclosure of all safeguard instruments.	High	High
• National Protected Areas Authority	In charge of all protected Areas and would ensure projects are not impacting Pas. They will constitute the stakeholders and would be important should any of the project activities go through any Protected Areas which is under their jurisdiction.	Moderate	Moderate
• Ministry of Basic and Senior Secondary School	Responsible for education in school and the schools would be connected to the grid for the enhancement of the Government's flagship program "free and quality education"	Moderate	Moderate
• Ministry of Technical and Higher Education	Responsible for University and higher institutions in the districts and would benefit from sustainable and regular electricity which will enhance education in the country	Moderate	Moderate
• Office Attorney General and Minister of Justice	Draft compensation agreements, provide guidance on GRM and participate in compensation and sign-off meetings	Moderate	Moderate
• Ministry of Agriculture	Provide valuation of crops and trees for compensation and support linkages to livelihood promotion initiative	Moderate	Moderate
• Sierra Leone Roads Authority	Responsible for ROW, support compensation and demolition	Moderate	Moderate

• District and Local Councils	Assist in project implementation including land acquisition, employment, asset valuation and other issues to do with the livelihood of the people in the project areas of influence. Verify asset valuations, support in providing land and manage the councilors	High	High
• Parliament/Energy Committee	Provides oversight on energy projects and EDSA including ESLEAP	Moderate	High
• NGOS/CSOs in the project area of influence	Advocates the interests of communities on land-related issues including compensation. Involved in consultations and monitoring of corporate social responsibilities, make contributions to ESHIAs and other reports	Moderate	High
• Media electronic, print and social media	Help raise awareness on the project, public disclosure of ESIA, RAP, ESMF, RF, SEP, ESCP	Moderate	High
• Sierra Leone Police	Provide security and protection services for all and during construction, demolition and traffic management. Project can bring crime, violence and other offences Used to report Gender Based Violence through their Family Support Unit	Moderate	Moderate
• Elderly people	Receive information on the Enhancing Sierra Leone Energy Access project	High	Low
• Women	Receive information and would benefit from sustainable electricity generation especially for small businesses	Low	Low
• Children	Receive information, they are mainly school going, exposed to potential abuse	Low	Low
• Persons with disabilities	Receive information on the SL Energy Project	Low	Low
• Commercial sex workers	Receive information and protection from electricity generation and availability	High	Low

5.0 STAKEHOLDER ENGAGEMENT PROGRAM

Stakeholder engagement is an important inclusive process conducted throughout the project cycle and is critical to the successful implementation of projects. The engagement will be free of manipulation, interference, coercion, and intimidation, and based on timely, relevant, understandable and accessible information, presented in a culturally sensitive format.

In this section the program elaborated to facilitate effective stakeholder engagement throughout project implementation and operation is outlined. It addresses key factors considered in elaborating the program, the specific communication tools to be adopted for different stakeholder groups, the specific stakeholder engagement activities and the resource requirements and responsibilities for implementation.

5.1 Stakeholder Engagement Considerations

The following factors were considered in the planning of the stakeholder engagement program presented in this document:

i) Time and resources

Acquiring the trust of the stakeholders is important, and it takes time to develop and build relationships with stakeholders. From the outset of the project, relationships with stakeholders have been developed, nurtured and allowed to grow. Time and resources are always critical components of the stakeholder engagement process that require different levels of engagement (consultation, involvement, collaboration and yet some other multiple levels). The various dimensions of the process, including education/training/sensitization and capacity building on the concepts of engagement, capacity to implement a broad engagement strategy, will be allocated adequate resources to meet international best practice.

ii) Managing expectations

The key to successful stakeholder engagement revolves around managing their expectations and satisfying their requirements. Stakeholders usually have high and unrealistic expectations of benefits that may accrue to them from a project. Therefore, EDSA, from the outset, provided clarity on what they can and cannot do, establishing a clear understanding of their roles and responsibilities. The engagement processes provided EDSA with an opportunity to develop relationships with stakeholders and potential project partners who can assist with implementing corporate social responsibility projects. The consultation process is an opportunity to manage expectations, challenge misconceptions, disseminate accurate project information, and gather stakeholder opinions, which are feedback to the client and other project specialists. The Key Stakeholders, and Project Affected Communities (PAC) are generally positive towards the

Project with expectation to benefit from electricity connection since some of these communities have been without electricity supply for 30 years.

iii) Securing stakeholder participation

EDSA will respect cultural norms and values and show respect and understanding that disregard for these can prevent stakeholders from freely participating in meetings. Often there are conflicting demands within a community, and it can be challenging to identify stakeholders who are representative of common interests. This shall be avoided by employing local consultants who are sensitive to local power dynamics, which will require project proponents to develop an awareness of the local context and implementing structures to support and foster effective stakeholder engagement. The PAC highly welcomed the Project and wishing for a positive implementation.

iv) Consultation fatigue

Engagement fatigue can hinder projects, particularly those where individuals are not actively involved in decision-making but are brought in for consultation or opinions. Evidence suggests that stakeholders can easily tire of consultation processes, especially when promises are unfulfilled, and their opinions and concerns are not taken into consideration. Often stakeholders feel their lives are not improving because of a project and this can lead to consultation meetings being used as an area to voice complaints and grievances about the lack of development. This shall be avoided by coordinating stakeholder engagement activities throughout project implementation and avoiding making promises to stakeholders.

v) COVID-19 restrictions

In general, a precautionary approach has been and will continue to be taken to the consultation process to prevent contagion, given the highly infectious nature of COVID-19. The following will be considered while selecting channels of communication, in light of the current COVID-19 situation:

- Avoid public gatherings (taking into account national restrictions or advisories), including public hearings, workshops and community meetings;
- If smaller meetings are permitted/advised, conduct consultations in small-group sessions, such as focus group meetings. If not permitted or advised, make all reasonable efforts to conduct meetings through online channels;
- Diversify means of communication and rely more on social media and online channels. Where possible and appropriate, create dedicated online platforms and chatgroups appropriate for the purpose, based on the type and category of stakeholders;

- Employ traditional channels of communication (TV, newspaper, radio, dedicated phone-lines, and mail) when stakeholders do not have access to online channels or do not use them frequently. Traditional channels can also be highly effective in conveying relevant information to stakeholders, and allow them to provide their feedback and suggestions;
- Assess and deploy alternative tools to engage stakeholders such as the use of community radio, use of key community influencers and peer groups, visual aids, and social media;
- Where direct engagement with project affected people or beneficiaries is necessary, identify channels for direct communication with each affected household via a context specific combination of email messages, mail, online platforms, dedicated phone lines with knowledgeable operators;
- Each of the proposed channels of engagement should clearly specify how feedback and suggestions can be provided by stakeholders.

5.2 Specific Communication Requirements

A variety of communication methods were used as appropriate for each set of stakeholders and each stage of project implementation. In general, these include a) public and individual meetings, b) announcements in media and portals, c) provision of general information on noticeboards at public locations, and d) regular mail and email correspondence and publication of relevant project information on the website of the EDSA, MoE and other relevant institutions (including the World Bank).

There are a variety of engagement techniques used to build relationships with stakeholders, gather information from stakeholders, consult with stakeholders, and disseminate project information to stakeholders. When selecting a particular consultation technique, appropriate consultation methods, and the purpose for engaging with a stakeholder group is considered. The general framework of techniques to be adopted under the project for the different stakeholder groups are presented in Table 6 below.

Table 56: Stakeholder Engagement Techniques

Stakeholder group	Engagement Technique	Phase of the projects
Projected affected people/land owners/adjacent communities	<ul style="list-style-type: none"> ▪ Public consultation meeting, group meetings and individual meetings as necessary 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works - throughout project implementation
	<ul style="list-style-type: none"> ▪ Public consultation meeting, and individual meetings as necessary 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works

Stakeholder group	Engagement Technique	Phase of the projects
	<ul style="list-style-type: none"> ▪ Informing through the media - radio/TV/social media (announcements), 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works
	<ul style="list-style-type: none"> ▪ Direct information through the local authorities ▪ Communication through bulletin boards (placed in appropriate places) and posting project information/notices there 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works -During the operational phase of the distribution centres
Community/Local and regional authorities	<ul style="list-style-type: none"> ▪ Publishing information on the extent, timing and duration of planned works and any expected disruptions and inconveniences on the central bulletin board in the branch offices of the Municipalities at least two weeks prior to the start of any construction works, 	<ul style="list-style-type: none"> Before starting with implementation of the project activities
	<ul style="list-style-type: none"> ▪ Public consultation meeting, and individual meetings as necessary 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works
	<ul style="list-style-type: none"> ▪ Informing through the media - radio/TV/social media (announcements), 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works
	<ul style="list-style-type: none"> ▪ Direct information through the local authorities ▪ Communication through bulletin boards (placed in appropriate places) and posting project information/notices there 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works -During the operational phase of the distribution centres
	<ul style="list-style-type: none"> ▪ Group meetings with local communities and businesses 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works -During the operational phase of the electricity infrastructure.
	<ul style="list-style-type: none"> ▪ Direct communication with residents, businesses etc. 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works -During the operational phase of the electricity infrastructure.
	<ul style="list-style-type: none"> ▪ Direct information via a contact person or person responsible for the implementation of the SEP. 	<ul style="list-style-type: none"> -Before starting implementation of the project activities -During the construction works

Stakeholder group	Engagement Technique	Phase of the projects
		-During the operational phase of the electricity infrastructure.
Governments and regulatory bodies/National institutions	▪ Official correspondence	-Before starting implementation of the project activities -During the construction works -During the operational phase of the electricity infrastructure.
	▪ Meetings, public hearings	-Before starting implementation of the project activities -During the construction works
	▪ One on one meetings	-Before starting implementation of the project activities -During the construction works
Non-governmental organizations, business associations and professional organizations	▪ Public consultation meetings, and individual consultation, meetings as necessary	-Before starting implementation of the project activities -During the construction works
	▪ Direct email communication	-During the operational phase of the electricity infrastructure.
	▪ Media/ press releases.	
Contractors, Suppliers, clients, service providers	▪ Information through tender procedure and Contracts	Before starting implementation of the project activities
	▪ Communication via supervising engineers	During the construction works
	▪ Toolbox talks at construction sites on health and safety topics	During the construction works
	▪ Monthly reports on progress of works to be submitted by contractors during construction works	During the construction works

Table 7: Strategy for information disclosure

Project stage	Target stakeholders	List of information to be disclosed	Methods and timing proposed
Preparation	General public, local communities, etc	ESMF, RPF, SEP, LMP	Electronic publication on MOE website, public notice on print media, consultation

			with affected persons and communities.
Implementation	PAPs, General public,	ESIA, ESMPs, GRM procedure, GBV Action Plan, regular ES reports	Electronic publication on MOE website, public notice on print media, consultation with affected persons and communities.
Closure		Environmental and social audit and completion report	Electronic publication on MOE website, public notice on print media, consultation with affected persons and communities.

5.3 Methods of Consulting Disadvantaged / Vulnerable Individuals or Groups

It is particularly important to understand whether the Project may disproportionately fall on disadvantaged or vulnerable individuals or groups who often do not have voice to express their concerns or understand the impacts of the project. The National Disability Policy (NDP) refers to the United Nations definition of persons with disability as persons ‘who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others’. Impairments are problems in body function or structure such as a significant deviation or loss. Disability may be experienced by people of any age, including children, young and older people; exacerbating sometimes the existing vulnerability of some (e.g., children and elderly people). Persons with disabilities often lack equitable access to the same opportunities enjoyed by their peers without disabilities.

Disadvantaged/vulnerable individuals and groups who often do not have voice to express their concerns or understand the impacts of a project are sometimes excluded from stakeholder engagement. The table shows potential disadvantaged/vulnerable individuals/groups and limitations they may have regarding participating in the consultation process.

Consultations with Key Stakeholder started during Environmental and Social Management Framework (ESMF) which informed the Project Affected Communities about the Project. These consultations will continue to determine the needs and strategy for community dialogue and awareness-raising and will be detailed. Awareness campaigns, trainings, dissemination activities about the different entry points, among other activities, will ensure the sustainability of the actions taken and will prepare the community to address cases properly in the future and after project completion.

Table 7: Methods of consulting disadvantaged /vulnerable individuals or groups

Vulnerable Groups & Individual	Specific Needs & Characteristics	Preferred Means of Notification / Consultation	Additional Resources Required
Ebola/COVID-19 Survivors	Stigma, limited voice	Focus group meetings, meeting with association of Ebola/COVID-19 survivors.	Engagement of local NGOs to embark on sensitization against Ebola/COVID-19 Survivors
Stakeholders in remote area/high illiteracy including the homeless	Limited voice, low representation, no access to information,	Focus group meetings, engagement at local level, including use of radio & townhall meetings	More information dissemination through local radio & town criers, posters, local language skits & discussions. community level engagement & consultation at district headquarters
Physically challenged persons with visual & hearing impairment	Lack of access to meeting places, transportation & language barriers, visual impairment	Meet identifiable associations of persons with disabilities	Information translated to indigenous languages, sign language/translators, braille, accessible meeting locations
Women, girls, poor & disadvantaged, children, pregnant school-age girls	Limited voice, low representation, lack of access to information, cultural & traditional barriers, poverty stigma	Focus group meetings, use of gender champions, focus group meetings with disadvantaged children & their guardians	Engage local NGOs & CBOs who work with vulnerable people at community level to help disseminate information & organize consultations
Aged & Widows	Limited voice, low representation, lack of access to information, stigma	focus group meetings with disadvantaged Aged, Widows	Engage local NGOs & CBOs who work with vulnerable people at community level to help disseminate information & organize consultations
Residents in informal settlements & flood-prone or inaccessible	Limited voice, poor representation in decision table, lack of access to	Focus group meetings, engagement at local level, including use of	More information dissemination through local radio & town criers, posters, local language skits & discussions, community level engagement &

areas	information, inaccessible to meeting places	radio & townhall meetings	consultations at district headquarters
Drug addicts, commercial sex workers	Stigma, gender-based violence, limited voice	Focus group meetings	
Immigrants workers	Discrimination, limited voice, poor representation in decision table, lack of access to information	Focus group meetings, engagement at work sites, use of radio & townhall meetings	More information dissemination through local radio, posters, pictorial/skits presentation/ discussions, community level engagement & consultations at district headquarters

5.4 Stakeholder Engagement Activities

Table 8 below outlines the activities earmarked to engage, consult and provide relevant project information to project stakeholders throughout project preparation, implementation and subsequent operations. Stakeholder engagement is a continuous process, and the consultations thus far are not final but will be ongoing throughout the life cycle of the project.

Table 8: Stakeholder Engagement Activities

Project Stage	Date/Period	Topic of consultation / message	Engagement Technique	Appropriate application of the technique/measures	Target Stakeholders	Institutional Responsibility
Preparation	<ul style="list-style-type: none"> 2020 	<ul style="list-style-type: none"> Agreeing on components and institutional arrangements and E&S mitigation measures for Enhancing Sierra Leone Energy Access Project Risk, mitigation and management 	<ul style="list-style-type: none"> Correspondence (Phone, Emails); Formal and informal meetings; specialized agencies dealing with vulnerable groups Radio and Television with sign language interpretation Radio and TV Discussion and Phone-in Programs Engagement with representatives of specialized agencies dealing with vulnerable groups WhatsApp calls and video messaging Print and electronic media Posters and brochures 	<ul style="list-style-type: none"> Stakeholder invitation to meetings Contribution of stakeholders and feedback Dissemination of information to all stakeholders and public Training in environmental and social issues 	<ul style="list-style-type: none"> Ministry of Energy EDSA Relevant MDAs World Bank Group NGOs/CSOs Ministry of Social Welfare, Gender and Children's Affairs All stakeholders General public District and Local Councils PAPs, Elderly persons Illiterate people Persons with disabilities Direct beneficiaries 	<ul style="list-style-type: none"> MoE EDSA
implementation	2022	Plan project implementation and strategies for District and Local Council involvement	<ul style="list-style-type: none"> Correspondences (Phone, Emails); Formal and informal meetings Radio and Television Discussion and Phone-in Programs 	<ul style="list-style-type: none"> Invite stakeholders to meetings and follow-up Soliciting stakeholder input into the project preparation, land 	<ul style="list-style-type: none"> Ministry of Energy EDSA Contractors World Bank Group Ministry of Energy 	<ul style="list-style-type: none"> MoE EDSA Contractor

		<p>Site preparation and clearing</p> <p>Project environmental and social risk identification (noise, dust, air pollution, loss of land, soil erosion, runoff, waste generation, health and safety), mitigation and behavioural change</p> <ul style="list-style-type: none"> • Disclosure of safeguards instruments 	<ul style="list-style-type: none"> • Ministry of Energy Website http://www.energy.gov.sl/ and EDSA website https://www.edsa.sl/ • Print and electronic media • Call centres) 	<p>acquisition, RoW issues and general safeguards issues</p> <ul style="list-style-type: none"> • Seeking views and opinions of PAPs • Enable stakeholders to speak freely about project related issues • Build public trust and confidence • Resolve concerns and grievances as appropriate • Present project information and progress updates; • Disclose ESMF, ESMP, RAP, SEP, GRM and other relevant project documentations • Training in environmental and social issues • Implementation of ESMP and GBV plan 	<ul style="list-style-type: none"> • Ministry of Social Welfare, Gender and Children's Affairs Security forces • Relevant MDAs • General public • District and Local Councils • PAPs, • Elderly persons • The homeless • Illiterate people • Persons with disabilities • The homeless • Direct beneficiaries • Contractor • Impacted Communities, • Persons with disabilities • Elderly persons • Illiterate people 	
Construction of substation and Transmission and Distribution lines	<ul style="list-style-type: none"> • 2022-2023 	<ul style="list-style-type: none"> • T & D design • Land acquisition and preparation • Transport of equipment to site 	<ul style="list-style-type: none"> • Formal meetings • Correspondences (Emails, Phones/WhatsApp) • Site visits 	<ul style="list-style-type: none"> • Present Project information to stakeholders • Allow stakeholders to comment - opinions and views 	<ul style="list-style-type: none"> • Ministry of Energy • Ministry of Lands • SLRA • Contractors • Land owners 	<ul style="list-style-type: none"> • MoE • EDSA • Contractors

		<ul style="list-style-type: none"> • Clearing RoW/ tower route for safety of vendors • Construction of substations • Stringing of lines and cables • Install new transformers, generators, solar and other equipment 	<ul style="list-style-type: none"> • Public Address Systems • Press statements/public notices • Public disclosure • Posters/flyers • Workshops 	<ul style="list-style-type: none"> • Disseminate technical information • Record discussions and decisions • Training in environmental and social issues • Adopt Safety procedures 	<ul style="list-style-type: none"> • PAPs • SLRA • District and local councils • Ministry of Social Welfare, Gender and Children's Affairs 	
Operation and maintenance of Transmission and Distribution Lines and Right Of Way	<ul style="list-style-type: none"> • 2023 	<ul style="list-style-type: none"> • Vegetation loss and control • Loss of income from fruit trees • Maintenance of ROW and construction site • Tower maintenance and EMF issues • Adequate supply of PPEs and waste management 	<ul style="list-style-type: none"> • Formal meetings • Correspondences (Emails, Phones/WhatsApp) • Site visits • Public Address Systems • Press statements/public notices • Public disclosure • Posters/flyers • Workshops 	<ul style="list-style-type: none"> • Present Project information to stakeholders • Allow stakeholders to comment - opinions and views • Disseminate technical information • Record discussions and decisions • Training in environmental and social issues • Adopt Safety procedures 	<ul style="list-style-type: none"> • Ministry of Energy • SLRA • Contractors • Landowners • PAPs • SLRA • District and local councils • Ministry of Social Welfare, Gender and Children's Affairs 	MoH EDSA SLRA District and Local Councils

5.5 Stakeholder Engagement Resources and Responsibilities

5.5.1 Responsibilities

The successful implementation, management and coordination of the project will depend on EDSA, MoE and PIU, the capacity within the institutions, and appropriate and functional institutional arrangements.

The Project Implementation Unit (PIU) will be responsible for the preparation and physical implementation of the project. The team will benefit from the services of specialized consultants with experience on World Bank Projects. This unit will be under the oversight of the Deputy Director General Manager, comprising the following staff:

Environmental and Social Management Unit (ESMU)

EDSA has established an Environmental and Social management Unit. The Environmental and Social Safeguards Unit will be responsible for the implementation of the SEP.

The ESMU will comprise of the following specialists:

The Project Manager will be responsible for the overall environmental and social safeguards of the project and works closely with the Environmental specialists and gender and social development specialist. Provides leadership, guidance, project level information on safeguards for all stakeholders, and ensure the adequacy of ToRs for safeguards consultancies. Overseeing all environmental and social safeguards training and capacity building.

Gender and Social Development Specialist: will be responsible for all social and gender related issues. S/He will oversee all stakeholder engagement, manage the GRM and liaise with all project managers to ensure requirements are understood and followed.

Environmental Specialist: This Environmental Specialist position is currently the only person responsible for all safeguards issues at EDSA and will work closely with the Senior Environmental specialist to receive additional training. The Environmentalist will form an integral member of the ESMU to be established at EDSA.

5.5.2 Resources

The management, coordination and implementation of the SEP and its integral tasks will be the responsibility of the Environmental and Social Management Unit (ESMU) of the Project Implementation Unit. The Gender and Social development Specialist will provide management oversight of SEP and will work closely with the Senior Environment Specialist and the PIU for expertise in their different functions to ensure a successful implementation of the SEP.

i) Training

Training will be organized for all personnel involved in the implementation of the SEP. The Gender and Social Development officer and field team will be given additional training and capacity building on the SEP and the GBV/SEA through workshop that will be organized by EDSA. The environmental and social officer of the contractors will also be trained on SEP especially on GRM and GBV/SEA

ii) Budget

The estimated budget for the implementation of the SEP is **\$24,653.89**. This will be covered under component 3 of the project. Specific activities will be submitted to EDSA and the ESLEAP team in time for approval before the activities are conducted. To facilitate planning, design and implementation of the project, meetings will be held with various stakeholders of the project.

Table 9: Budget Estimate for Stakeholder Engagements and Disclosures

No	Description	No of units /people	Unit Cost (Le)	Total Cost ('000)	USD
1	Hall rentals for public engagements and disclosure for 9 towns	36	500,000	18,000	1,803.02
2	GRM Meetings for Towns	9	2,000,000	18,000	1,803.02
3	Food and drinks	1000	40,000	40,000	4,006.71
4	Local Councilors for support to disclosure	450	100,000	45,000	4,507.55
5	Project Affected Persons/stakeholders	200	30,000	6,000	601.00
6	Launch of project (hall rental, food, publicity, printing and transportation)	18	5,000,000	90,000	9,015.10

7	Media houses print and electronic	36	100,000	3,600	360.60
8	Paramount Chiefs	36	150,000	5,400	540.91
9	Stationery	18	1,000,000	18,000	1,803.02
10	Contingency	1	2,126,000	2,126	212.96
	Grand Total			246,126	24,653.89

Note: Exchange rate as at September 2020 = 9.983.25

6.0 GRIEVANCE REDRESS MECHANISM

A comprehensive, project wide, GRM will be instituted to enable a broad range of stakeholders to channel their concerns, questions, and complaints to the various implementation agencies, through multiple grievance uptake channels.

Grievance resolution procedures are in place with the objective of minimizing disputes that may arise in relation to the project design and implementation. Each tier of the complaint should be addressed within two weeks of feedback and action. If unresolved, the complaint is moved to the next tier with the complainant having the option of seeking redress in the courts of Law.

The ESURP has an existing and operational GRM (Figure 3) including log sheet (Annex 2) which has been adopted for both the parent ESLEAP and the Additional Financing. The mechanism will be updated appropriately for the Enhancing Sierra Leone Energy Access Project to establish digital platforms and accommodate emerging issues around GBV (SEA/SH) for confidential reporting and referral to service providers.

The web application will be housed at MOE and provides access to EDSA and contractors to register complaints received at sub-project level or the field. It also provides channels for direct complaints from the general, project stakeholders, PAPs etc. to complain directly. The safeguards specialist at MOE will man the platform to ensure timely sorting and escalation of grievances to resolving officer. Local level structures include the councilors and GBV service providers that will support grievance receipt and escalate to contractors, EDSA or MOE as appropriate for resolution. The project will identify an NGO GBV service provider to set up and ethically manage SEA/SH complaints. Each tier of the complaint should be addressed within two weeks of feedback and action. If unresolved, the complaint is moved to the next tier with the complainant having the option of seeking redress in the courts of Law. The important lesson is to have a practical, functional mechanism that can respond to complaints in a timely manner.

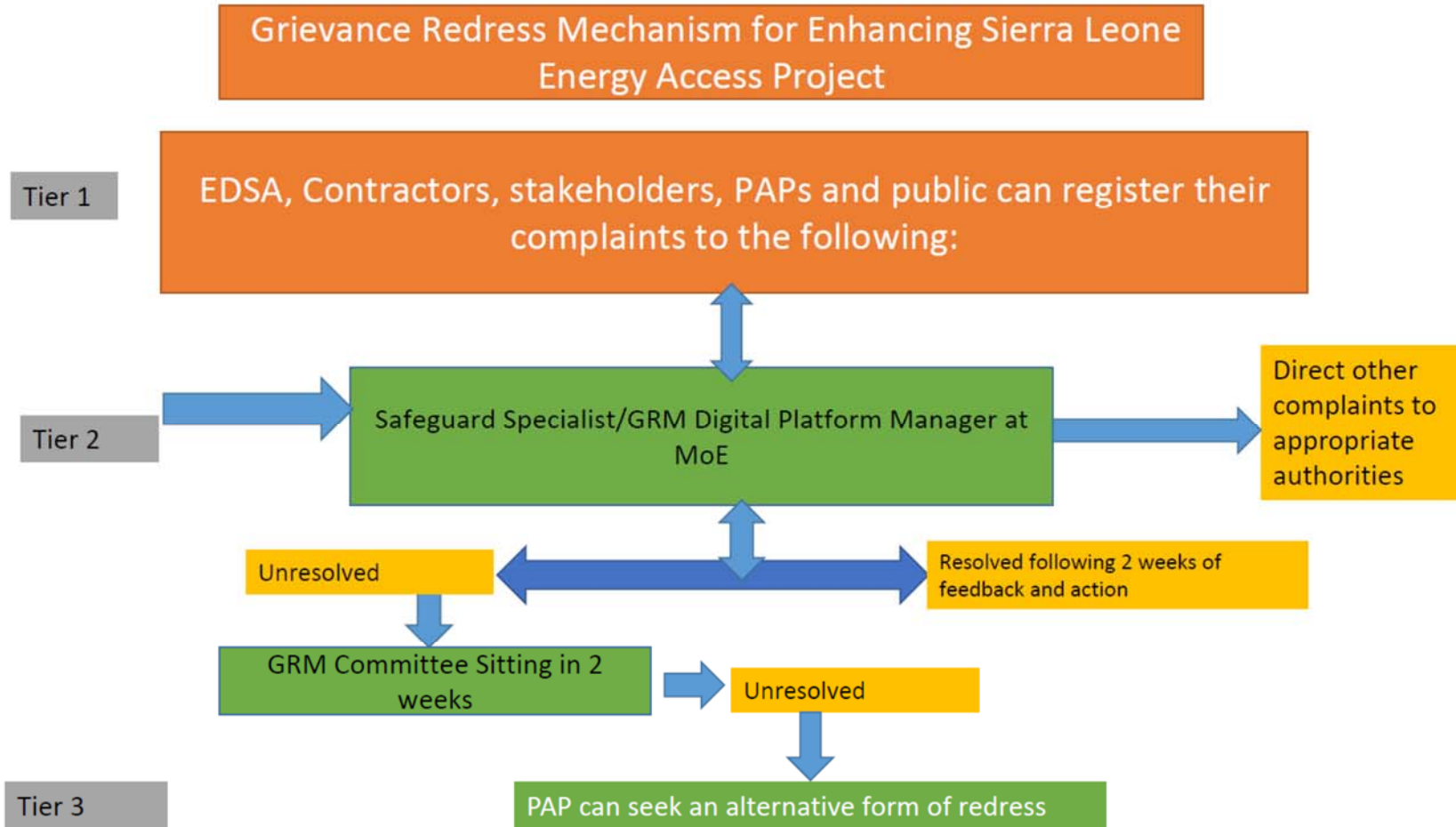


Figure 3: Grievance Mechanism for ESLEAP adapted from GRM for ESURP and EAP

7.0 MONITORING AND REPORTING

Monitoring and reporting are key components of the SEP. EDSA shall adopt a participatory monitoring and evaluation system to ensure that the ESMU is able to bring to the fore the active participation of all stakeholders and respond to identified issues and alter schedules and the nature of engagement activities to make them more effective. The effective involvement of stakeholders in the monitoring and evaluation process will enhance acceptance of the project and improve sustainability of the project. Arrangements for monitoring of the engagement process by EDSA and supplemented by independent monitors to ensure complete and objective information, performance monitoring indicators, and outcomes for engagement activities that involve all key stakeholders in the monitoring process shall be completed. The monitoring would include tracking of the commitments made to stakeholders at various stages of the plan and informing them of progress on those commitments. The successful implementation of the SEP will hinge on the following:

- A clearly defined methodology
- Adequate resources
- Transparency and accountability
- Inclusiveness of all key stakeholders
- Trust in EDSA
- Awareness to promote stakeholder engagement

Early short-term monitoring would be done, and adjustments made during engagement. This would be followed by a formal review of the outputs at the end of the engagement to evaluate the effectiveness of the SEP as implemented.

A series of key performance indicators for each stakeholder engagement stage have been developed as part of the SEP and presented in Table 9. Stakeholder engagement activities will continue throughout the project life cycle. Therefore, environmental & social review will be done to ensure that all key stakeholders including the vulnerable participation and compliance.

Table 10: Key Performance Indicators for Monitoring Framework

Phase activities				
Indicator name	Description/definition	Frequency	Data Source	KPI
Project development and initial consultations	Share update and consult with key stakeholders on the project	Quarterly	Project reports	Affected communities in the project Districts and Freetown consulted including women and vulnerable people Preliminary stakeholder information gathered
Planning for construction	Share updates on project	Quarterly	Project reports	Public disclosure done, Billboards up
Safeguards Instruments/ESIA Implementation	Share updates and ESMF, RF, SEP, ESCP, ESMP, CESMP and disclosure of instruments	Quarterly	Project reports	Safeguards instruments ESMF, RF, SEP, ESCP, ESIA developed, and safeguard instruments developed and disclosed on EDSA and MoE websites and with EPA. Publicly disclosed with participation of all stakeholders. Communities provided feedback
	Contract preparation with appropriate safeguard language	Once	Project reports	EDSA to include provisions on Bidding Documents drawing on from safeguards instruments
	Full complement of safeguards staff identified and recruited to provide implementation support. Contractors prepare their CESMP	Biannually	Project reports	EDSA/PIT ESMU strengthened CESMP prepared and implemented
	GRM implementation and percentage of cases received and resolved	Quarterly	Project reports	Number of complaints received; logged; resolved; pending and reported; Number of complaints referred to other organizations Number of complaints submitted by age and gender of complaint
	Female beneficiaries and vulnerable people	Quarterly	Project reports	Reports on number of females engaged and number of vulnerable people

	<p>Develop standard reporting forms for monthly, quarterly and annual reports for consultations, update on GRNGRM, training.</p> <p>Compliance monitoring checklist prepared and in use by contractors and the PIT</p>	<p>Quarterly</p>	<p>Project reports</p>	<p>Number of monthly, quarterly and annual reports received.</p> <p>ESIA/EFM, RF, ESMP to guide management and monitoring process</p>
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7.1: Reporting Stakeholder Engagement Activities

SEP performance will be reviewed periodically, and the Plan updated following engagement sessions conducted in the field, as necessary. Any major changes to project related activities and schedule will be duly reflected in the SEP where necessary. Monthly summaries and reports on ESIA, grievances, enquiries and reports on the status of implementation of associated and corrective actions will be done and collated by responsible staff for the attention of the senior management of the EDSA.

Evaluation of performance will be done to determine the extent to which the engagement activities and outputs meet those anticipated in the SEP. The following will be considered during assessing performance:

- Materials disseminated: Types, frequency, and location;
- Venue and time of engagement and participation including specific stakeholder groups (women, c
- Community leaders and youth);
- Attendance (number attending public or formal meetings);
- Meeting minutes with attendance registers and photographic evidence;
- Comments received on specific issues; types of stakeholder and details of feedback provided;
- Number and type of stakeholders meeting the team by phone, email and other means;
- Comments received and passed on to the project by community leaders, government and other stakeholders;
- Number and type of feedback/grievances and the nature and timing of resolution
- Extent to which feedback and comments are addressed and led to corrective measures

ANNEXES

Annex 1: Initial Stakeholder Engagement Meeting Report

Purpose/Objective	Port Loko District engagement meeting with stakeholder from District Council and CSOs
Date	4 th September 2020
Time	13:15 to 2:30
Venue	Port Loko District Council and Offices of CSOs
Agenda	Senior Environmental Specialist and Feedback by All
1. Prayers and Description and	
2. Project Goals and Objectives	
3. Project potential impact	
4. Stakeholder identification and engagement	
5. Project impact mitigation	
6. Feedback and questions	
7. Closing	

1. Opening Prayers and opening prayers

The Chief Administrator welcomed me to their office, and I briefed them on the project scope and description. The project components were discussed.

2. Project goals and objectives

The goal of this SEP is to improve and facilitate decision-making and create an atmosphere of understanding that actively involves project-affected people and other stakeholders in a timely manner, and that these groups are provided sufficient opportunity to voice their opinions and concerns that may influence Project decisions.

The general objectives were also highlighted

- Understand the stakeholder engagement requirements
- International Best Practice;
- Identify key stakeholders that are affected, and/or able to influence the Project and its activities;
- Identify the most effective methods, timing and structures through which to share project information, and to ensure regular, accessible, transparent and appropriate consultation;

- To assess the level of stakeholder interest and support for the project and to ensure their views are taken into account in the design and environmental and social performance
- Develop a stakeholder's engagement process that provides stakeholders with an opportunity to engage in project planning, design and its implementation;
- Establish formal grievance redress mechanisms;
- Define roles and responsibilities for the implementation of the SEP;

3: Project Potential Impacts

The impacts range from environment, socio-cultural from equipment mobilization, materials etc. Construction phase impacts will be mostly transient and include:

- Noise from truck movements and machinery
- Emissions from vehicle exhausts
- Dust emission from haulage of sand
- Damage to road surfaces and dust generation where roads are not paved
- Possible road accidents including falling objects from trucks.
- Vehicular pedestrian conflicts
- Exposure of soils to erosion and degradation from runoff
- Sediments and runoff from exposed soil surfaces polluting receiving water bodies
- Loss of use of land in RoW by existing users
- Waste Generation and management
- Chance archaeological finds during excavations
- Loss of use of land in RoW
- Potential impact on spread of HIV, Covid-19
- GBV issues
- Impacts on vegetation and avifauna
- Substation security and cable theft

5. Project impact mitigation principles discussed include

- Mitigation principles for the effects of land ownership, property and loss;
- Mitigation principles on impact of noise;
- Prevention of Impact on Public/ community Health and Safety principles;
- Prevention of Impact on Occupational Health and Safety principles;
- HIV/AIDS prevention and management principles;
- COVID 19 Control and mitigation principles;

- Socio-cultural conflict prevention principles;
- Gender, GBV (SES/AH) mitigation principles;
- Substation, Cable theft/security principles.
- Chance find procedure principles
- Population influx control principles;
- Air quality control principles;
- Explosion control and health and safety principles;

To provide transparency, and ensure key members feel engaged in the process EDSA will:

- Involve community leaders such as chiefs, opinion leaders and district and local council members in the land acquisition process;
- Collaborate with MDAs
- Collaborate with NGOS to ensure members of the community fully understand the benefits of the Project and are properly informed about its various aspects.
- Liaise with the Town and Country Planning department to ensure that all future related developments of the project are within the area designated by the Council
- Assist the planning unit of the Council to undertake proper planning and their allocation of zone for specific development schemes in the communities.
- Ensure compensation rates for landowners reflect replacement cost;
- Educate affected community members on the alternative forms of livelihood available to them and provide support to ensure a smooth transition to these alternative livelihoods.

6. Feedback and Discussions

The participants were delight at the project and urged the involvement of the District and Local Councils, CCG, Women's groups in the project cycle. They recommended the employment of women and especially using the structures at the District Councils to help on safeguards compliance and overall project implementation. Training and employment for especially women was emphasized by the CCG Regional Women's Coordinator. She also requested that meters be made available at affordable cost especially for women whose lives and livelihoods would be greatly enhanced with affordable and sustainable electricity.

In Pujehun, the district Council representatives including the Chief Administrator called for equitable distribution, oversight of projects including SLEP, sustainability through

involvement and ownership of the community/stakeholders, sensitization for all especially because of problems with theft of properties (he lamented the damage to the solar street lights because most of the batteries have been stolen), and training.

Youth employment and training for youth and women were strongly emphasized in Pujehun by the District Youth officer.

The Chieftom Speaker, Town Chief, and the Chairman of the Pujehun Districts Descendants Association were also very delighted and expressed their commitment to support the project and would be happy to help resolve land access and ownership issues.

The Chairman of the Civil Society Organizations also expressed delight and looked forward to working with the various stakeholders. The District Medical Officer looked forward to the project and mentioned to us that the hospital especially the Covid-19 Isolation Unit had a generator running all the time to help patients and also have a dedicated generator for the other Wards and another one is always on for surgeries. Although he was pleased to have the current arrangement, but he did say a more sustainable supply would be welcomed.

Attendance list for meetings in Port Loko, Kambia and Pujehun

Name	Designation	Telephone	Email	Signature
1. Salheu Korneh	Council Engineer	078-841909	Pujehun.D.C	<i>[Signature]</i>
2. Ibrahim Kalim Sesay	Gender Officer	078-192525	ibrahimkalim.sesay@gmail.com	<i>[Signature]</i>
3. Moriba Bayoh Kolba	WASH Engineer	079357992	Moribakolba@gmail.com	<i>[Signature]</i>
4. Timothy A. Kamara	Environmental and Social Officer	079416468	timothykamara794@gmail.com	<i>[Signature]</i>
5. Sahr E. Yamba	Chief Administrator	076-414363	Sahryambaw751@gmail.com	<i>[Signature]</i>
6. Abdul Basim Daramy	District Youth Officer	088919806	Abulbasimdaramy@gmail.com	<i>[Signature]</i>
7. Sylvester M. Kamata	Chieftom Speaker, Kpaungu Elders	076-958-287		<i>[Signature]</i>
8. Chief Mustapha B. Koroma	Town Chief, Pujehun	076-894652		<i>[Signature]</i>
9. Patrick Ansy KeuKai	Chairman PDDA	076-605444		<i>[Signature]</i>
10. Ibrahim B. Swaray	Chairman CSO	076433927	swaray99@gmail.com	<i>[Signature]</i>
11. Dr. SAMBA JALLOH	Medical Officer	076452726	smbjallohgshead@gmail.com	<i>[Signature]</i>
12. Alhassan B. Jalloh	NCRA	075012102	bashjy10@gmail.com	<i>[Signature]</i>

Name	Designation	Email	Telephone
Alhaji Alhaji Bangura	C.A. Port Loko Dist Council		078 987816 bancalhajid@gmail.com
Cecilia F. Sany	ESD PLDC		076-758249 ceciliajaneel@gmail.com 08 276676 kassa.isha@yahoo.com
Aisha Mariam Kaba	Gender Officer		076917988 ManatasongoKanu@gmail.com
Maniata Songo-Kanu	Reg. women's Coord		
Mohamed Kauru	CGG (Chairman CSO)		076795569/07853091 - MedKamondo@gmail.com

Kambia

Mohamed M. Suresh - Deputy Chairman K. D. C 099841150
 099-653565
 - M'anne Pessier - Valuation Officer Kambia Dist. Council - 076767858

Annex 2: ESLEAP Grievance Resolution Procedure and Complaints Log Sheet

The GRM will be a project wide GRM and will be available for use by all project stakeholders including those directly and indirectly impacted, positively or negatively. This will offer an opportunity to project affected persons to submit questions, concerns/complaints, comments, suggestions and obtain resolution or Feedback.

MOE will provide oversight to GRM process in coordination with EDSA, contractors, local councilors and the GBV service provider (NGO). A web application will be housed at MOE and provides access to EDSA and contractors to register complaints received at sub-project level or the field. Complaints can also be made to the local councilor who will then channel the complaint to EDSA, MOE or contractors to be filed in the digital platform for tracking of resolution. Complaints from the general, project stakeholders, PAPs etc. may also be made directly through the digital platform either by calling, sending text, whatsapp etc. The project will identify an NGO GBV service provider to setting up and ethically manage SEA/SH complaints.

The GRM implementation process will involve the following steps:

- The safeguards specialist at MOE will man the platform to ensure timely sorting and escalation of grievances to resolving officer
- Assign a focal person (s) from ESDA, Contractors and Councilors for component and community level grievance uptake and reporting
- Train assigned focal person (s) to receive and log complaints in the GRM Database;
- Constitute GRM Committee to resolve grievances
- Screen, classify and refer complaints to appropriate unit for redress
- Monitor, track and evaluate the process and results
- Provide feedback to complainant within two weeks, and an opportunity for appeal if not satisfied with resolution approach

COMPLAINTS LOG SHEET
Enhancing Sierra Leone Energy Access Project
Ministry of Energy

NAME OF COMPLAINANT.....
Address
Date of Complaint.....
Subject of Complaint
(If complaint is more than 50 words, please prepare separately and attach to this form)

.....
.....
.....

NAME OF COUNCILLOR (Ward)/ESMS/SUPERVISING ENGINEER/GRM IC MEMBERS.....

Address
Date Complaint Received
Comments/Recommendations
.....
.....
.....

I am satisfied with this recommenda
I am **not** satisfied with this recommend

Date

Signed Name.....
Complainant
Signed Name
Councilor

GRM IMPLEMENTATION COMMITTEE (GRM-IC)

.....

Meeting Location

.....

Date Complaint Received

.....

Comments/ Recommendation

.....

.....

.....

.....

.....

.....

.....

I am satisfied with this recommendation/ I am **not** satisfied with this recommendation

Signed..... Name

.....Complainant

Date

.....

Signed Name Committee
Chair

SignedName ESMS,
ESLEAP

ALTERNATIVE FORM OF REDRESS

NAME OF LEGAL REPRESENTATIVE

Address

.....

Date Complaint Received

.....

Comments/Recommendations

.....

.....

.....

.....

I am satisfied with this recommendation/ I am **not** satisfied with this recommendation

Signed Name Complainant

Date
Signed Name Legal
Representative

NAME OF COURT

.....
Address

.....
Date Complaint Received

.....
Court ruling

.....
.....
.....

I shall abide by this ruling

Signed.....Name
.....Complainant

Date