



Food and Agriculture Organization
of the United Nations

The Republic of the Gambia

Stakeholder Engagement Plan - SEP

Climate Resilient Fishery Initiative for Livelihood
Improvement project in the Gambia -PROREFISH Gambia
GCP/GAM/043/GCR

May 2021

Abbreviations

<i>AAITG</i>	Action Aid International, The Gambia
<i>ADWAC</i>	Agency For The Development of Women and Children
<i>CFC</i>	Community Fisheries Center
<i>CLO</i>	Closure phase
<i>CRS</i>	Catholic Relief Services
<i>E&S</i>	Environmental and Social
<i>ESMF</i>	Environmental and Social Management Framework
<i>ESS</i>	Environmental and Social standards
<i>FAO</i>	Food and Agriculture Organization
<i>GAP</i>	Gender Action Plan
<i>GBV</i>	Gender Based Violence
<i>GCF</i>	Green Climate Fund
<i>GPA</i>	Gambia Ports Authority
<i>GRM</i>	Grievance and Redress Mechanism
<i>IFAD</i>	International Fund for Agriculture Development
<i>IMP</i>	Implementation Phase
<i>NAWEC</i>	Gambia National Water & Electric Company
<i>NEA</i>	National Environmental Agency
<i>NGO</i>	Non-Governmental Organization
<i>OIG</i>	Office of the Inspector-General
<i>PCB</i>	Polychlorinated biphenyl
<i>PEP</i>	Post Exposure Preventive
<i>PMIU</i>	Project Management Implementation Unit
<i>PRE</i>	Preparation Phase
<i>PSC</i>	Project Steering Committee
<i>PSEA</i>	Prevention of Sexual Exploitation and Abuse
<i>SEA</i>	Sexual Exploitation and Abuse
<i>SEP</i>	Stakeholder Engagement Plan
<i>SMC</i>	Site Management Committees
<i>TAC</i>	Technical Advisory Committee
<i>UN</i>	United Nation
<i>UNFPA</i>	United Nation Population Fund
<i>VDC</i>	Village Development Committee
<i>VLC</i>	Village Level Committee

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1 STRATEGY AND METHODOLOGY

1. The stakeholder engagement strategy has been considered with early engagement of national and local actors from the Concept note elaboration to the design phase and will continue during the all period of the project implementation. Specific attention has been considered to identified key stakeholder and involved them either on political, technical and financial consideration. After the identification and description of each stakeholder, a mapping has been done and specific activities has been defined to engage. All the activity is included in the regular budget and activities of the project to ensure the operationality of the project implementation.

2 ANALYSIS OF STAKEHOLDERS

2.3 Stakeholder identification

2. The methodology for stakeholder identification has considered the (i) definition of the project area of influence for the different stakeholder; (ii) the different types of stakeholder and the analysis on their interest/willingness versus Power/influence in the project according to the Serra methodology of 2014; (iii) the interaction nature with each stakeholder. While the project will have different strategy of intervention according to each activity, stakeholder identification will be made for each component.

3. The documentary review and the field mission consultations bring in a list of all the relevant stakeholder to consider. The Plan is disaggregating stakeholder by their status, vulnerability or type of organisation.

4. List of stakeholder's groups by type and professional activities

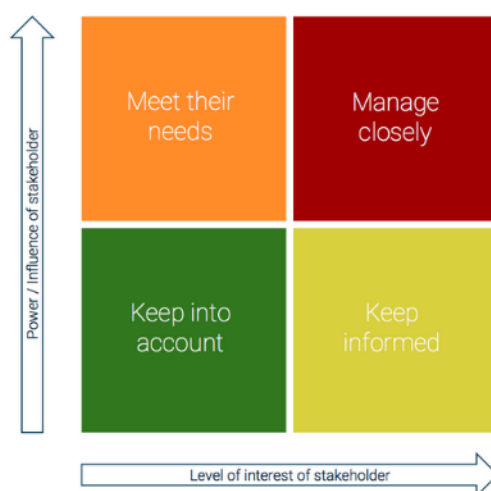
- Green climate Fund
- Ministries and Departments (Ministry of Fisheries and Water Resources, Department of Park and Wildlife, Department of Forestry, National Environmental Agency, Fishery Head Office – Banjul, *Ministry Of Women Children And Social Welfare*, The Gambia Ports Authority, Women's Bureau Banjul, Agency For The Development of Women and Children)
- UN partners (FAO, IFAD, UNFPA)
- Service supply (NAWEC)
- National association and federation (National Federation of association of Women, *TRY Oyster Women's Association of The Gambia, etc.*)
- Local authorities and country service (Seyfo, Alkalo, Fire Service and Rescue, Police)
- Local structure (Village Development/Level Committee, Community Fisheries Center, Child labor local monitoring entity, women local associations, Association of gardeners)
- Local communities and all actor of the Fishery sector and value chain (Fishermen, Smokers, Dryers, Retailers, Fish Mongers/Loaders/Banabanas, Shrimp harvesters, Oyster collection, Porters and Transporters, Rice field farmers,)
- International and local NGOs (i.e. Action Aid International, The Gambia (AAITG), Catholic Relief Services (CRS), Child Fund, etc.)
- Private sector (building company, Control company, Consultancy company, Fish feed production companies)

5. The project also identified ley vulnerable or discriminated groups for specific intervention ro to ensure their representativity in community consultation even if they are not targeted by the activities:

- Women
- Youth
- Children
- Disable people
- Senegalese Fishermen

6. The Serra methodology of 2014 considers the interest/willingness versus Power/influence of each stakeholder in the project to better understand the engagement approach to consider with each stakeholder and ensure adequate engagement for good appropriation of the project and ensure the implementation. An analysis is available in Annex.

Figure 1: Matrix Power/interest analysis by Serra 2014



2.3 Stakeholder Engagement during Project Preparation

2.3.1 Consultation at National Level

7. On the 25th February 2021 and on the 29th of April 2021, two workshops have been held distance to support the validate the output of the design process of the project. National stakeholder has been engaged, including governmental entities and civil society. Particular attention was considered for vulnerable people representative through the Federation of the women association, the Women Oyster association (TRY) and Women's Bureau. Environmental and Social issues were also raised in front of the National Environmental Agency (NEA) representant, the Department of Forestry and the Department of Park and Wildlife representants.

8. Strong engagement from the stakeholder appear from both workshops with relevant recommendations on implementation strategy and key orientation for women involvement and targeting as well as Environmental and Social consideration to ensure sustainable use of Fishery and complementary natural resources. The detailed of outputs from the consultation are available in the Annexes.

Table 1: National workshop considerations

Aspects	Considerations
Project name	Local name to be considered to ensure appropriation of the project by the communities.
Household methodology for women inclusive engagement	Strong engagement toward the Gender consideration and confirmation of good strategy to implement the household methodology
Food safety	Food safety for local consumers and as well with the opportunity to export products Smoked product destroyed when arrived in Europe due to lack of quality certification. Consideration of (i) Smoking and drying facilities give better health to workers (limited smoke, reduce use of insecticide during rainy season); (ii) Smoking and drying facilities limit contamination of products (reduce PCB

Fish Feeds and sustainable use of resource

and other contaminants, no use of insecticide by workers during rainy season, etc.); (iii) Integrated rice field fish production with the use of pesticides for rice field production and potential impact on fish safety and consumer bioaccumulation of pesticides. Project support good practices by FAO within forbidden any toxic pesticide, and strictly regulated pesticide use through IPMP jointly developed with the ROOTS project.

Considering the following aspects (i) **FAO guidelines on fish feed management**; (ii) Use of existing infrastructure and support them through better sustainable use of fish resource; (iii) Consider **fast growing species** to limits protein losses; (iv) Current **limit of 35% of proportion of Fish meal and fish oil** within the Fish feed; (v) Support research on splitting from protein source, especially considering **terrestrial plant and animal source of protein** (vi) **ensure supply from sustainable fish resource** by improving quality of fish feed supply

2.3.2 Consultation at Community Level

9. To early engage with communities on the project and prevent potential negative impacts, two missions have been realized. The first mission presented below specifically focus on the consideration of environmental and social safeguards. The second mission considered specific gender consideration and detailed are provided in the Gender Action Plan. The E&S field mission has been held by the Dr. Muhammed Lamin Sanyang, PhD. Environmental & Social Safeguards Specialist and combined multiples approach to engage the different stakeholders, including Mixed Group exchanges and Individual Key exchanges. The second mission is detailed in the Gender Action Plan.

10. The E&S field mission visited 9 sites from which the 6 landing sites (Tanji, Sanyang, Brufut, Kartong, Banjul Jetty and Bintang), one specific site of rice farming in Jahally village, one site of mangrove management in the Tanbi Wetland National Park and one site of vegetable garden in Lamin Kanteh. The mission keeps particular attention on transparency, inclusiveness of consultation and ensure free speech of all stakeholders. A total of 172 people has been consulted during the E&S field mission through mixed groups by ensuring relevancy representation of activities. Main decisional local actors engaged were Fishery Officers, Alkalo, Chairman Management Committee, Village Development Committee Chairman, Chairman Fresh Fish Association, Fire & Rescue Officer, Manager and Staff of Tanbi Office. Complementary, all the professional activities lead on sites such as Fisherman, Fish Dryer, Fishmonger, Fish Smoker, Vendor, Porter, Caretaker, Adviser, Rice farmers and community gardens members.

11. The field consultation allows to confirm the adequacy and relevancy of the project design. It also permits to raise main challenges from the communities and local institutions to improve sustainably livelihoods facing climate change. Major consideration related to the current situation and the proposed project are presented below:

- (i) Major threat for workers and especially smokers on health due to scares working conditions and old degraded infrastructure as well as the risk of fire outbreak;
- (ii) Treat for health of workers and consumers due to the use of insecticides during rainy season in drying facilities and due to the use of pesticides within the integrated fish-rice field production;
- (iii) Importance of adequate size of facilities and infrastructure to prevent users conflict;
- (iv) Issues of water and electricity availability for all sites from landing sites to vegetable gardens and ponds;
- (v) Importance of training for aquaculture practices as well as a strong support in ensuring a supply of fish feed sustainably produced and ensure the accessibility of fingerlings;

- (vi) Issues in sustainable rice field and water pond structure subject to erosion, flooding, which may need to consider structure and revegetation strengthened;
- (vii) Issues in managing illegal activities, thieves and strayed dogs at night due to open and degraded structure as well as the lack of guards or lighting systems, which directly affect production and lead to social conflict;
- (viii) Both local communities represented by *Alkalo* and Chairman committee, and the Ministry of Fisheries confirm the availability of targeted sites for rehabilitation;
- (ix) For rehabilitation, all communities mentioned the importance of provisioning incentives in case of temporarily break down in activities. Nevertheless, the project already considers period of lower activities for rehabilitation as well as milestones approach rehabilitation,
- (x) Key role of the local committee or association in controlling and preventing pollutions from operation, child labor by strict monitoring and awareness, user conflicts through structured local mechanism, avoiding any type of discrimination through close sensitization and monitoring;
- (xi) Key role of local committee in local control of building company during construction phase through the technical support and training from the project;
- (xii) Request of close monitoring by donors on local committee to prevent nepotism and corruption;
- (xiii) Existing local and functional Grievance and Redress Mechanism adapted to the type of activities and actors, which request for strengthened in procedures and norms. Local actors involve from inclusive local committee, to local and regional authorities (*Alkalo* and *Seyfo*) as well as Fire rescue officer, Ministries officers and in worse case Police.

Table 2: Specific consideration by sites emerging from the local consultation

Location	Current situation and challenges emerging from proposed project	Local community suggestions to face challenges
All sites visited	High relevancy of the project activities selection with high impact on livelihood, health of workers above all for fish drier and smokers, the use of solar energy, the access to waters	Few activities have been suggested to complement the current project situation, but they are not related to climate proofing (offices, etc.)
	spacing/size of the facilities. The upgrade of the facility will attract external users and may lead to potential social conflicts among users.	Adequate size of facility is needed to prevent social conflicts
	Availability of land according to both community and Ministry.	N/A
	Demolishing of existing structures to build new ones may impact temporary workers , and as well impact the environment	Provision of incentives to affected workers during renovation/construction as temporal solution for their families.
	Child labor	Existing specific group of people/person responsible to monitor Child labor and ensure strict regulations
	The community does not experience any form of discrimination and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal.	N/A
	Potential environmental pollution from the facilities during implementation; and Potential risk of fire outbreaks from the facilities, which	Supervision and control during early stage of the implementation of the project, from local actor, project officers and institutions.

	may cause loss of valuable lives and pose damages to people's properties	
<i>Tanji</i>	Risk of nepotism and corruption among committee members	Project strictly monitored and supervised by the project donors.
	Discriminated and vulnerable group , if any in Fishmongers and Fishermen respectively.	Support local committee in raising awareness, limiting any discrimination and support the inclusion of vulnerable groups.
	Existing Grievance and Redress mechanism through the site committee (site Fishery site of- fice/committee for resolution; then Alkalo; then Fishery Head Office, Banjul; then Police in worse case)	Build on the existing GRM system. Recommendation to equip the committee with a well- defined conflicts resolution procedures and principles.
<i>Sanyang</i>	The community expressed concerns about illegal activities happening around the site illegal felling of mangroves/trees, sand mining, rapid human occupation and development etc.,	Engage on sensitization against these illegal activities along the coast and advised a restoration process.
	Particular concern during rainy season for drying facilities due to high rainfall intrusion and insects' infestations	Confirm the adequacy of the modern-art technology for the drying facilities.
<i>Brufut landing site</i>	Bad practices of use of insecticide during rainy season on drying facilities with potential impact on health risk for smokers and consumers Thieves and strayed Dogs - Thieves and Dogs can invade the site and steal fish products eg. Dried and/or smoked fishes to sale or consumed. This can create misunderstanding and potential social conflicts among people working in these sectors	Control the right modern of art of infrastructure to ensure that all positive effect against insects' invasion, flooding, thieves, above all during rainy season would be prevent and managed.
	The community have a systematic GRM system: (i) site Fishery office ; (ii) Community Alkalo; (iii) Fire Rescue Service Team/Office; (iv) Police	Build on the existing GRM system. Recommendation to equip the committee with a well- defined conflicts resolution procedures and principles.
<i>Kartong</i>	High environmental degradation of the location with degraded mangroves.	The community suggested embarking on a massive tree planting exercises and mangroves restoration process along the coast banks of the river would be a lasting and sustainable solution to address environmental and climate crises.
	Degraded infrastructure and inadequate material due to corrosion of metal.	Proposed structures/facilities should have good ventilation, good pavements, high roofs and wooden doors , which are more durable than iron doors
	Inadequate/lack of security guards around the site has pose threats to the fish dryers (mostly women) as their products are not safe from thefts and wild dogs resulting to suspicion and potential social conflicts.	
<i>Tambi Wetland area</i>	Wetland mangrove ecosystem have been badly affect by illegal loggers (i) Cut mangroves for local roofing of their houses (ii) Firewood for cooking (iii) Charcoal production for income (iv) Local fencing	Establishment of proper surveillance and patrol teams; (ii) Massive sensitization campaigns on Radio stations; (iii) Massive Mangroves Restoration and Tree Planting; (iv) Creating Signboards on restricted area ;(v) Strict regulations
	Key challenges in mangrove restoration: (i) Site Identification Experts/Technical Advisers (ii) Salt content of the Area - High salt content of the areas suitably identified for the restoration is often a challenge; (iii) Water level checking before planting (iv) Site Activities Check - From the first	Build on existing good practices from Department of Park and Wildlife, Department of Forestry and local actors as well as the on-going EbA project

	to the last stage of the restoration process, each stage is dependent on the preceding and/or succeeding stage hence	
	Risk identified: (i) Potential risk of water pollution from fish feeds leaking into the water bodies if not properly controlled. (ii) Risk of fish attack by kingfishers if the fishponds are open types . (iii) Possibility/potential social conflicts among working groups at the site, if proper measures, are not put in place by the existing Site Committee and the Project	Public consultation and frequent meetings among the existing Site Committee Members , is very important to address trending/hot issues at a given time Proper Environmental and Social Impact is very fundamental
<i>Banjul jetty</i>	Site close to the highway with high safety risk of accidents from passing vehicles/container	Delimitate areas and protection toward highway to prevent accident.
	Child labor actor	The existing committee at Wharfi Njagor is very strict and well structured
<i>Bintang</i>	Lack of adequate water supply Poor lighting system leading to security threats at night and illegal activities such as felling mangroves	Consider both water improvement and lighting system at night
	Rapid depletion of mangrove around the site	Request of mangrove restoration repetition on site.
	Contamination of the bolong – there is the risk of contaminating the <i>bolong</i> with cement and other building waste during the construction phase of the floating jetty	Stringent measures on construction and sensitization of construction worker in not to dispose waste in the <i>bolong</i> .
	Risk of falling off the Jetty	Provide a rail along the edges of the floating jetty to address the risk of falling off the jetty
	Workforce-Community Interaction – the physical presence of the workforce may interrupt community life and introduce foreign cultures that are alien to the community	Project contractor must provide training for all staff in acceptable behavior with respect to community interactions.
	Existing GRM system: first central management committee, Village Development Committee (VDC) then to the Chief (“Seyfo”) of the region and finally to the government authorities.	Build on the existing GRM system. Recommendation to equip the committee with a well-defined conflicts resolution procedures and principles .
<i>Vegetable garden Lamin</i>	Current issues in vegetable gardens are issues in water accessibility, lack of market and missing storage facilities, insect infection and low production	N/A
	Project main challenges are (i) Scarcity of water due to competition in water use between garden and aquaculture; (ii) Lack of competence/capacity above all on aquaculture management and integration between both production systems; (iii) Availability of fingerlings ; (iv) Availability of fish feed	Upscale the water capacity of the garden to meet the water demand of the two activities Need capacity building on aquaculture Readily available fingerlings should be accessible at all time to keep the business running The local community should be trained on feed formulation from local available ingredients.
<i>Jahally rice field</i>	Main current challenges are (i) Salt intrusion in the paddy field due to low precipitation and rise of sea level; (ii) Lack of adequate water in paddy fields due to blockage of water canals; (iii) Lack of proper belt of the paddy fields (iv) Run-off water cause flood of the paddy fields; (v) Invasion of paddy field by hippopotamus.	Develop a joint proposition with ROOTS project to ensure strong maintenance of infrastructure, belt construction and revegetation for sustainability, flood management design and wild animal conflict management by physical delimitation or coordination with Department of Park and Wildlife.
	Challenges for the current project would be mostly: (i) Proper site selection may be a challenge; (ii) Contamination of the water with fertilizers or pesticides used by the rice cultivators	The community suggested that a separate site but close proximity to the existing paddy fields can be utilized for aquaculture to resolve the issue of

may kill the fish or render them unsafe for consumption; (iii) **Scarcity of water** at the paddy field agrochemical contamination of fishponds in the paddy fields.

3 INCLUSIVE LOCAL AND SOCIAL APPROACHES

3.1 Communication and information disclosure

12. The project will ensure communication and information disclosure according to national framework and FAO standards. It will also enforce regular communication at the different level (national to local) through multiple canal (radio, media, internet, paper, face to face) to ensure reaching all the stakeholders within the process. A synthesis of the main communication and information disclosure are presented below.

Table 3: main communication and information disclosure for project implementation

Type of communication and disclosure of information	Tools to be used	Responsibility
Public consultation on official documents (EIA, technical studies, etc.)	Hard copies distribution in regions of intervention	NEA
	Hard copies in pre-identified sites	FAO
	Medias and radio communication	
	Website disclosure according to either NEA and FAO ESS standards	
Transparency on project site selection/exclusion and beneficiary's selection Project milestones	Local Assembly with local authorities prior to any implementation of activities	FAO
	Annual report	FAO
	Mass radio communication	
	Television	
Grievance and Redress Mechanism	Website	
	Social media network	
	Presentation at early stage of local consultation to local communities and local authorities	Partners (NGO, building companies and FAO)
	Mass radio communication annually while presenting project	FAO
	Social media network	
	Website	

3.2 Site visit and local concertation

13. **Local leaded concertation with strong support from project officers and partners.** Project implementation will be ensured through respecting the inclusiveness principles. It already identified key stakeholder and vulnerable group to include in local consultation. FAO and partners will be part from identification of activities, to beneficiary's selection as observatory members of the local community process. They will ensure all pre-identified vulnerable groups within the SEP are represented and consulted. Project officer will develop additional consultation to ensure the free speech of community's groups through focus groups and continuous consult of communities.

3.3 Household methodology¹

14. The methodology builds on a growing understanding that, in many parts of the world, households are not cohesive units with shared needs, resources, benefits and goals. Rather, women and men in the same household often pursue separate livelihoods and are responsible for different production and consumption activities. Women usually have fewer productive assets than men and are less able to make independent economic decisions about their enterprises and the use of income they generate. They are usually overburdened with productive work, domestic chores and caring tasks, while men often feel burdened by their responsibility as heads of household. These inequalities hinder the general motivation of household members and their ability to make productivity gains and the development of good businesses, which adversely affect their ability to achieve food, nutrition and income security. The methodologies focus on people, empowerment, self-generated solutions and equal opportunities.

15. The project has **mainstreamed this methodology as an inherent activity of the project** under the component 3. This underline the transformative consideration of this project on gender aspect.

3.3.1 Activities at the household level

16. The process at household level has four main steps:

- creating a household vision, which indicates where the household would like to be in two to three years' time. Visioning also involves identifying where the households are at present—in terms of their economic and social situation—and the reasons why they are there;
- preparing an action plan, which requires the identification of opportunities that are available to help household members realize their vision and the challenges they may encounter, and the breaking of the vision journey into achievable time-bound steps;
- implementing the action plan and monitoring progress;
- graduating from the need for external support for implementing methodology and ensuring sustainability.

3.3.2 Service providers and facilitators

17. Service providers oversee the facilitator system, which is responsible for rolling out Household Methodology at group and household levels. Potential service providers include government, non-governmental organizations (NGOs) and civil society organizations. Facilitators play a key role in the implementation of Household Methodology. They are the initial catalyst to the change process.

3.3.3 Implementation mechanisms

18. Project and facilitators will consider two different approaches according to the specificity and the adequacy on site.

- **First approach:** This is a group-based approach whereby the group acts as the entry point for reaching individuals with the methodology tools. The groups include producers' organizations, self-help groups and affinity groups. The groups may also use the visioning and planning tools to achieve their own goals.
- **Second approach:** This involves individual household mentoring by trained mentors, whereby the focus is specifically on vulnerable and poorer households. These households are often excluded from mainstream development initiatives, including group membership.

¹ IFAD. 2014. Household methodologies. Harnessing the family's potential for change. Gender, targeting and social inclusion. <https://www.ifad.org/documents/38714170/40198517/Household+methodologie+-+harnessing+the+family%27s+potential+for+change.pdf/cb0ab278-bfb4-4b4c-a237-e7841bc9e9aa>

3.3.4 Role of the community

19. Actions are required at the community level to create a supportive environment in which households and individuals can undertake transformative changes. This is especially important for behaviours that step outside cultural norms, such as men playing a more prominent role in the care of young children or assisting with other household tasks, or women having a greater say in the use of household income or assets. Supportive strategies and actions to enable transformative change include:

- **gaining the support of village chiefs** and other traditional leaders, who are often the gateway to rural communities. These leaders can be crucial in ensuring that methodology are accepted by the communities, especially the non-participating households
- **engaging with men as allies** in addressing gender-based inequalities and as advocates for women's empowerment
- **awareness-raising** to discuss and reflect on attitudes and practices that traditionally discriminate against women and youth
- **developing partnerships** in the wider environment, including government, extension services, private-sector actors and development partners who engage in transformative processes.

3.4 Local Community control

20. **Active community in controlling activity implementation.** The project will highly build on local capacity and structuration for controlling the implementation of the project through partners and companies. Communities will play the role of early warning system in complementarity to usual monitoring system of institution, project and partners.

4 STAKEHOLDER ENGAGEMENT PLAN DURING IMPLEMENTATION

21. Project will engage with stakeholder during all process of the project, including design, appraisal, preparation (PRE), implementation (IMP), evaluation and closure (CLO). The following table list all the institutional key stakeholder to consider during the project. The level of Engagement has been defined during stakeholder identification and detail are available in Annex 1.

Table 4: Stakeholder Engagement Plan for Institutions (SEP)

<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>GCF</i>	Manage closely	Financial	All	Financial / Result based engagement	Funding Proposal	Annual	FAO
<i>Ministry of Fisheries and Water Resources</i>	Manage closely	Political & Technical	All	Project Steering Committee (PSC) & Technical Advisory Committee (TAC) & Awareness raising on women situation as relying on Fishery resource	Meetings	Trimestral	FAO
<i>Department of Park and Wildlife</i>	Keep Informed	Technical	IMP	Informed of selected sites for mangrove restoration and co-management and include comments Sensitize rice farmers on wild animal conflict prevention and resolution Awareness raising as women rely on the ecosystem's services	Site visit and Trainings	Regular	FAO
<i>Department of Forestry</i>	Manage Closely	Technical	IMP	Involve during all process of mangrove restoration and co-management community structure establishment	Site visit and training	Regular	FAO

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				Support in forest resources monitoring			
<i>National Environmental Agency (NEA)</i>	Meet their needs	Regulatory	PRE & IMP	Regular exchanges (E&S screening and Schedule A) & E&S conformity certificate & Monitoring of E&S mitigation measures	Email	Subproject cases	FAO
<i>Fishery Head Office - Banjul</i>	Keep informed	Grievance Redress Mechanism	IMP	Support in Grievance management when occurring (STEP3 of existing GRM systems)	Email & GRM logbook	GRM Cases	FAO
<i>NAWEC</i>	Meet their needs	Electricity and water network access	IMP	Assess their issues in supplying continuously water and electricity to landing sites and adequate complementary supply for others landing sites	Email	Annual summary	FAO
<i>The Gambia Ports Authority (GPA)</i>	Manage closely	Harbour infrastructures	All	Managing, operating and maintaining the jetty in Banjul	Face to Face and Convention of delegation	Regular	FAO
<i>Ministry Of Women Children And Social Welfare</i>	Keep Informed	Women	All	Semestrial information of on-going activities and regular information about GAP activities	Project Reports ESMF Reports Gender Action Plan reports	Regular	FAO
<i>Women's Bureau Banjul</i>							
<i>Agency For The Development of Women and Children (ADWAC)</i>							
<i>National Federation of association of Women</i>							

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<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>IFAD</i>	Manage closely	Targeting rice field and gardeners for integration	All	Partnership with ROOTS for identification of site for activities development (integration rice and fish production as well as aquaculture in vegetable gardens)	Regular Exchanges with ROOTS	Regular	FAO
<i>UNFPA</i>	Meet their needs	Human rights, GBV and PSEA	IMP	Partnership on (i) Training FAO personnel (SEA and GBV); (ii) Stocking Post-Exposure Prophylaxis kits (for emergency contraception) in appropriate location; (iii) Raising awareness on SEA, GBV and PEP kits; (iv) Determining referral pathways (identification of sequence of referrals for GBV victims and commitment by the institutions involved) Keep informed of location of intervention, local actors involved and partners	Convention with FAO Reports and email	Annual renewable Trimestral or immediate (in case of incident)	FAO Ethic Focal point
<i>Seyfo: Chief of the Region</i>	Meet their needs	Political & GRM	All	Ensure functionality of existing GRM (STEP 2)	Face-to -face	Regular	Partners & FAO
<i>Alkalo: Community leader</i>	Manage closely	Political & GRM	All	Involved in all field consultation planning, site selection and beneficiary's selection Ensure functionality of existing GRM (STEP 2)	Face-to -face	Regular	Partners & FAO

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<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>Village Development/Level Committee (VDC / VLC)</i>	Manage Closely	Political and technical	All	Convention for control and supervision of activities. Training on technical management	Convention	Regular	Partners & FAO
<i>Community Fisheries Center (CFC)</i>				Ensure functionality of local GRM system with regards to FAO standards			
<i>Child labor local monitoring entity (ie Wharfi Njagor Association Committee in Banjul)</i>	Manage closely	Technical	All	Convention on child labour control	Convention	regular	FAO
<i>Local Community Fishermen (Male dominant-mostly Youths)</i>	Manage closely	Technical	All	Household Methodology (community level & household level & individual level)	Inclusive consultation	Highly frequent	FAO & partners
<i>Smokers (Mainly Women)</i>				Highly involved in all consultation, sensitization phase, decisions, control and monitoring phase during construction and implementation of the project as well as grievance management	Convention for specific task (civil control)		FAO
<i>Dryers (Mainly Women)-</i>					Convention for unskilled labour in construction		Building company
<i>Retailers</i>				Keep closely informed of project situation.			
<i>Fish Mongers/Loaders/Banabanas (Mainly Youthful Women)</i>							
<i>Shrimp harvesters (Bintang)</i>							
<i>Oyster collection (mostly women)</i>							
<i>Porters and Transporters (Men)</i>							
<i>Rice field farmers</i>							

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<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>women local associations (Landing sites and villages)</i>	Manage closely	Technical	All	Convention for Household methodology implementation Convention for literacy and numeracy programme Convention for complementary training staff of project on local women situation	Convention Site visit Annual reports	Regular	FAO
<i>Association of gardeners</i>							
<i>International and Local NGOs (i.e. Action Aid International, The Gambia (AAITG), CRS, Child Fund,</i>							
<i>TRY Oyster Women's Association of The Gambia</i>	Manage closely	Political and Technical	All	Convention in (i) training the local women actors within the oyster value chain on structuration and best practices and (ii) sensitization of local actors in mangrove co-management for sustainable preservation of mean of production for oyster and fisheries. Keep closely informed of project situation on oyster value chain support and mangrove restoration and co-management process	Convention of partnership Site visit Annual reports	Regular	FAO Partners
<i>Fire Service and Rescue Police</i>	Keep into account	Management of official grievance	All	Consult for functionality of local grievance systems and involvement at step 4.	Face-Face	Annual	FAO

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<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>Building company</i>	Meet their needs	Technical	PRE	Construction/ rehabilitation of small-scale infrastructure	Contract	Annual	FAO
				Respect of E&S conformity	Environmental Conformity certificate	Initial	NEA
				Control of contract and supplier code of conduct including E&S requirement for environment and communities.	Monitoring tools	Regular	FAO & VLC
<i>Fish feed production companies</i>	Keep Informed	Technical: supply of fish feed	IMP	Collaborate on strengthened the quality of Fish feed with FAO standards Linkages with new aquaculture producers	Training Face-Face with producers	Annual	FAO

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Table 5: Stakeholder engagement plan for vulnerable or discriminated people.

<i>Stakeholder</i>	<i>Level</i>	<i>Area of influence</i>	<i>Project Phase</i>	<i>Engagement approach</i>	<i>Engagement tools</i>	<i>Frequency</i>	<i>Responsibilities</i>
<i>Women</i>	Manage Closely	Highly involved in drying and smoking activities	All	All activities to engage with women under the Gender Action Plan including the systemic Household Methodology	GAP	Daily	FAO and partners
<i>Youth</i>		Highly involved in post-production activities		Ensure inclusive site consultation with all representant	Household Methodology		
<i>Children</i>		Mostly involved in activities instead of going to school		Ensure Children not to be integrated in the production activities and ensuring their rights	Inclusive local consultation		
<i>Disable people</i>		N/A					
<i>Senegalese fishermen</i>	Keep Informed	Fish production supply	All	Indirectly support by strengthened the Fishery value chain and infrastructures Maintain most support on Gambian actors of the value chain (processing, etc.)	Include representant in local consultation	Regular	FAO and partners

5 GRIEVANCE REDRESS MECHANISM

5.1 Standards

22. **Standards applicable.** The project complies with the 2015 *Environmental and Social Management Guidelines* (FAO, 2015) and the 2015 *Compliance reviews following complaints related to the Organization's environmental and social standard Guidelines* from FAO (FAO, Compliance reviews following complaints related to the Organization's environmental and social standard Guidelines, 2015). It also builds on existing local grievance redress committee and traditional authorities with an observatory from the PMIU team and FAO Ethic focal point.

23. **PSEA and GBV Grievance management.** PSEA and GBV grievance are managed as incident using the existing referral pathway of UNFPA with mandatory implication of the FAO Ethic focal point in monitoring the process. A detailed analysis of the process is available in the Gender Action Plan.

24. **Building on the existing.** Existing local GRM are present in the different sites of intervention. The project will build on local mechanism, which includes peers and local leaders of the affected people to ensure community participation, eliminate nuisance claims and satisfy legitimate claimants with adequate compensation. The project will build on them and support them in applying the FAO standard with regards to project related grievances. Landing sites and wetland management have two different GRM which are functional.

25. **Local GRM in landing sites** present four steps:

- First, when a conflict occurs among workers at the landing site, they approach the site Fishery site office/committee for resolution, which in most cases is amicably able to resolve the matter at hand and reunite the victims. In exceptional cases, if they cannot resolve the matter then;
- Community Alkalo is involve then;
- Fishery Head Office, Banjul then;
- Police are involved, in worst case scenarios

26. **The GRM system at the wetland** is well organized and follow procedures in case any problem occurs among working groups and/or staffs. The following procedures are followed in addressing grievances/problems at the site:

- First, the Communities Site Management Committees (SMCs) including Alkalos, VDCs and Staffs of Tanbi address the issue at hand and resolve it if possible. If not then;
- Tanbi wetland as an existing Institution take responsibility. If they cannot resolve it then;
- The Wetland Taskforce is involved which includes respective Government Institutions such as; NEA, Kanifing Municipal Council (KMC), DoPPH, Dept. of Parks and Wildlife etc.

5.2 GRM Principal and Process

27. The GRM system will be transparent as it is presented prior to any activities to the communities and their representant, ensuring the understanding of all the stakeholder. The system will be accessible through multiple channel which will support person to submit their grievance according to their means. The request will be treated as confidential and analysis would be anonymous to ensure protection of the person. To ensure the person would submit its grievance even if it is against project workers and even if it fears against reprisal, the GRM include the sensitization on the FAO relevant policies and the appeal and independent process through the OIG. The process steps are presented bellow and build as well on existing GRM systems.

Table 6: Process in Grievance redress mechanism (except for SEA cases)

Step	Process	Detailed	Actors	Monitoring	Period (days)
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1	Identification of grievance	Submission of grievance in person, by phone; letter, e-mail; or recorded during public/community meeting and daily transmission to FAO country office (Annex).	Village level Committee (VLC)	FAO Ethic focal point	1
2	Grievance logged and assessed	Grievance recorded or logged (i.e. in a logbook).	FAO M&E		1-7
3	An investigation is launched and results are validated	VLC lead the investigation and is supported by FAO Ethic focal point which may engage technical support from FAO staff.	VLC FAO Ethic focal point		7-14
4	Outcome of investigation disclosed to the complainant and local appeal process	Complainant requested to meet VLC (STEP 1) and the Community Alkalo if non-resolution is found (STEP 2).	VLC Community Alkalo		15
5	Redress measures are tabled	Redress action approved at appropriate levels	VLC		16
6	Implementation and communication of response	Redress action implemented and update of progress on resolution communicated to complainant	VLC		16-20
7	Complaints Response time is max 21 days	Redress action recorded in grievance logbook	FAO M&E		20
8a	Local Appeal Process	In case of non-resolution, the Fishery Head Office Banjul is then involved (STEP 3), finally the Police in worst case scenario (STEP 4).	Fihery Head Office Banjul Police		60
8b	Appeal Process	A parallel Compliance Review is requesting (all cases except for Labor related issues) and an independent investigation realized.	FAO OIG		65

5.3 Role and responsibilities

28. The detailed role and responsibilities of each actors at project, local and national level are synthetized in the following table. Local Village Committee keep the major role in managing local grievance, with a strong technical support and supervision from the Project and possible intervention of National Institution in case of non-resolution.

Table 7: Role and responsibilities of actors in the Project GRM system

Actors	Role and responsibilities
FAO Ethic Officer	Monitoring and supervising the overall process in identifying and managing grievances Train the overall actors on FAO Standards to manage project grievance, especially PSEA and SH issues.
PROREFISH technical officers	Technical investigate on VLC and FAO Ethic Officer request

<i>Actors</i>	<i>Role and responsibilities</i>
<i>PROREFISH M&E</i>	Record grievance in logbook and regular update of the status of the grievance. Report to PROREFISH Coordinator (i) in case of incident within 24 hours and (ii) monthly unsolved case of grievance
<i>Village Local Committee (VLC), including the Fishery local Office</i>	Record Grievance according to Annex and submit to PROREFISH Unit Investigate the grievance Suggest local corrective measures Submit update situation of grievance to PROREFISH Unit Regularly communicate with complainant to update the process situation.
<i>Community Alkalo</i>	Second Step resolution
<i>Fishery Head Office (Banjul) / Police</i>	Grievance resolution if no resolution is found prior at local area
<i>FAO -OIG</i>	Investigate in case of Appeal process
<i>UNFPA</i>	Managing GBV and PSEA GRM through their existing GRM pathway

5.4 Complaints information

29. Complainant will be supported by the VLC and the PROREFISH officer in giving the overall information about the grievance. Complaint must be made writing using the Annex report and including the following information:

- •What happened? Describe the events with as much relevant detail as possible.
- •When did it happen? Dates, time, how many times, etc.
- •Where did it happen?
- •Who do you think was involved? Who was implicated?
- •The complainant's name and contact information, and the will or not to stay anonymous.

30. If a concern or grievance cannot be resolved through the previous mechanism of consultations and measures at the local and project management level, a complaint requesting a Compliance Review may be filed with the Office of the Inspector-General (OIG) in accordance with the Guidelines for Compliance Reviews. The FAO OIG will conduct an independent review. Here is the website for more information Website: <http://www.fao.org/aud/>

Here is the different ways for compliance:

- Courier or mail: Inspector General, Food and Agricultural Organization, Viale delle Terme di Caracalla, 00153 Rome, Italy
- confidential fax: (+39) 06 570 55550
- email: Investigations-hotline@fao.org.

6 MONITORING AND REPORTING

31. The Stakeholder Engagement Plan will consider the following indicators included in the Project M&E system to ensure the implementation of the project.

Table 8: Indicator for monitoring SEP implementation

<i>Aspects</i>	<i>Indicators</i>	<i>Critical limit</i>	<i>Actors</i>	<i>Frequency</i>
<i>Partners involved</i>	% of Stakeholder involved accordingly to the SEP by type (Manage closely / Meet their needs / keep Informed / keep into account)	Under 90% for each group	FAO	Annual
<i>Vulnerable partners</i>	% and number of vulnerable stakeholders involved accordingly to the SEP disaggregated by site	Under 100% for each site	FAO	Annual
<i>Convention</i>	Number of conventions signed	N/A	FAO	Annual
	Number of conventions implemented	N/A		
<i>Communication</i>	Number, medias or type, object and target of the communication	None	FAO	Regular (Prior and during activities)

32. An annual reporting of the SEP implementation will be integrated in the ESMF annual report including orientation for updating the SEP accordingly to priorities emerging from the implementation. Reporting will include the indicative implementation indicators as well as the explanation of each stakeholder engagement activities during the year, barriers and opportunities to orientation following year project implementation.

7 BUDGET

33. All the Stakeholder Engagement Plan activities are included in the regular budget of the project either under specific activities such as Household methodology for inclusive engagement of communities, or under the human resource of the project for more broader engagement with the different partners.

34. A lumpsum of 50 000 USD has been considered and integrate in the ESMF budget to ensure mass communication prior and during all the activities to present E&S documentation, activities, the grievance and redress mechanism and ensure awareness of community and actors even at national level. It is a critical consideration to ensure large communication (i) for raising awareness and ensuring inclusion of a large amount of local actors; and (ii) to have an effect of dissuasion against corruption and nepotism as well as a dialogue of non-impunity in any case of grievance.

8 APPENDIX

8.1 Appendix 1: Stakeholder analysis using the interest versus influence methodology

An analysis of the stakeholder has been developed according to the power/influence versus interest/willingness grid of Serra. It allows to better understand the way to engage with the different stakeholder and ensure the win/win strategy is well defined. This first analysis will support the prioritization in managing stakeholder within the Stakeholder Engagement Plan (SEP).

Table 9: List of Stakeholder by type and professional activities according to the power/influence vs. interest/willingness grid (Serra, 2014)

<i>Stakeholder group</i>	<i>Component</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>Green Climate Fund (GCF)</i>	Project	Core objective of project and impacts	High	High	Manage Closely	Support the National Fishery sector highly impacted by climate change, with high relevancy for the GCF objectives
<i>Ministry of Fisheries and Water Resources</i>	Project	Leader of the project proposal. Sectorial interest	High	High	Manage Closely	Strengthened the sector to face Climate change impact.
<i>Department of Park and Wildlife</i>	C1	Mandate and objectives on restoration of ecosystems and increase superficies of protected areas	Medium	High	Keep informed	Valorise experience on ecosystems management, wild animal & agriculture conflict and raising awareness on women situation
<i>Department of Forestry</i>	C1	Restoration of mangrove forest as well as establishment of Co-management structure to reach objectives	High	High	Manage Closely	Valorise experiences on mangrove restoration while supporting Department effort and objectives

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<i>Stakeholder group</i>	<i>Component</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>National Environmental Agency (NEA)</i>	Project	Respect of regulatory ESIA framework	High	Medium	Meet their needs	Support their mandate and taking advantage of technical advisory on ESIA national legal framework and monitoring
<i>Fishery Head Office - Banjul</i>	Project	Project sectorial objectives	Medium	High	Keep informed	Ensure functionality of the existing GRM
<i>NAWEC</i>	C2	Water and Electricity Users	High demand from electricity and water for Fishery activities	Low due to low impact on their business model	Meet their needs	Support formalisation of users within the electricity and water network
<i>The Gambia Ports Authority (GPA)</i>	C2	Small-scale infrastructure development on the harbour	High: local authority	High: sustainable and modern small-scale infrastructure and landing sites	Manage closely	Strengthened infrastructure while ensuring exit strategy and maintenance by GPA
<i>Ministry Of Women Children And Social Welfare</i> <i>Women's Bureau Banjul</i> <i>Agency For The Development of Women and Children (ADWAC)</i> <i>National Federation of association of Women</i>	All	Women situation in the country	Medium: strategic level	High: directly impacted by the project and the GAP strategy	Keep Informed	Highly involved for all GAP activities to have political and local support
<i>IFAD</i>	C2	Interest in visibility and co-financing opportunities on rice field production as well as technical integration	High as already involved with ROOTS project on ricefield and gardeners production	High due to co-financing and opportunity in integration	Manage closely	Increase sustainability of activities and support from FAO technical division in activities

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<i>Stakeholder group</i>	<i>Component</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>UNFPA</i>	Project	Mandate of UNFPA	High as they are the relevant UN organism on subject	Low as they are not directly impacted by the project	Meet their needs	Strengthened their GBV SEA structure and pathway while ensuring compliance with standards on GBV and SEA
<i>Seyfo: Chief of the Region</i>	Project	Development of community economy, services to ensure better living conditions	High due to its representativity of the community	Medium due to its mandate	Meet their needs	Support GRM functionality and informed on project implementation
<i>Alkalo: Community leader</i>	Project	Development of community economy, services to ensure better living conditions	High due to its representativity of the community	High due to its mandate and objective of proper development of the community	Manage closely	Common objective of answering adequately to community needs
<i>Village Development/Level Committee (VDC / VLC)</i> <i>Community Fisheries Center (CFC)</i>	Project	Economy and sector development	High as highly representative	High as directly impacted by objectives	Manage closely	Ensure their high involvement in control and supervision of activities
<i>Child labor local monitoring entity (ie Wharfi Njagor Association Committee in Banjul)</i>	Project	Recognition of their mandate	Medium	High as supported to avoid child labour	Manage closely	Identify and integrate in convention of VDC and VLC as partner
<i>Local Community</i> <i>Fishermen (Male dominant-mostly Youths)</i> <i>Smokers (mainly Women)</i> <i>Dryers(Mainly Women)-</i> <i>Retailers</i> <i>Fish Mongers/Loaders/Banaban</i>	Project	Directly impacted by the project activities and objectives	High as direct actors of the project	High as objective directly target the improvement of their conditions and mean of livelihoods	Manage closely	Ensure inclusive consultation and implementation of the Household methodology to have a broader improvement

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<i>Stakeholder group</i>	<i>Component</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>as (Mainly Youthful Women)</i> <i>Shrimp harvesters (including Senegalese)</i> <i>Oyster collection (mostly women)</i> <i>Porters and Transporters (Men)</i> <i>Rice field farmers</i> <i>women local associations (Landing sites and villages)</i> <i>Association of gardeners</i>						of local situation especially on women, youth and children while targeting all the objective of local actors in better improvement of facilities and mean of production
<i>International and Local NGOs (i.e. Action Aid International, The Gambia (AAITG), CRS, Child Fund)</i>	All	Local development and recognition of experiences	High as local known	High as meeting their own objective	Manage closely	Support their objectives and experiences while integrating the project activities
<i>TRY Oyster Women's Association of The Gambia</i>	All	Women place in Fishery sector and ecosystem sustainable management	High as highly representative on the shellfish sector and mangrove management	High	Manage closely	Partner on Oyster sustainable management & women development
<i>Fire Service and Rescue Police</i>	All	Peace and sustainable development	Low	Low	Keep into account	Include and ensure functionality in GRM system as step 4
<i>Building company / consultancy company / Control Company</i>	C2	Increasing project portfolio, benefits and publicity	High: They are the key actors in building.	Low: they are temporarily include within the project on specific task that they will not benefit afterward	Meet their needs	Ensure Contracts ensuring treasury availability and E&S engagement on standards and close reporting

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<i>Stakeholder group</i>	<i>Component</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>Fish feed production companies</i>	C2	Increase opportunities in downstream value chain	Medium: local supply of fish feeds but possibility to be supplied by neighbourhood country as well	High: Interest as of developing the aquaculture production and clients for fishfeed	Keep Informed	Supporting the improvement of the Fish feed quality according to FAO standards and bringin new local opportunities by increase number of clients

Table 10: List of vulnerable Stakeholders according to the power/influence vs. interest/willingness grid (Serra, 2014)

<i>Stakeholder group</i>	<i>Goals motivations, and interests</i>	<i>influence</i>	<i>Interest</i>	<i>Action</i>	<i>Win/win strategy</i>
<i>Women</i>	Highly impacted by bad working conditions due to poor infrastructure	High as main local actor	High as project supporting activities targeting women	Manage Closely	Strong consideration in GAP and highly appropriation of project for sustainability
<i>Youth</i>	Directly impacted by post-production activities	High	High	Manage Closely	Consideration in project for sustainability of activities
<i>Children</i>	Indirectly impacted as necessary to support their family, especially after COVID-19 crisis	High	High	Manage Closely	Ensure better working condition for women and youth to support better productivity and ensure children to go to school and not to take part to production activities
<i>Disable people</i>	N/A	High	High	Manage Closely	Ensure inclusive consultation and representativity to strengthened their integration in local activities and local recognition
<i>Senegalese Fishermen</i>	Highly present within the value chain and shrimp harvesting	Low	Medium	Keep Informed	While targeting Gambian actors, Senegalese Fishermen would indirectly benefit from a better structured Fishery value chain without creating tension with Gambian

8.2 Appendix 2: National level and inclusive workshops held during design phase of the project

Initial national workshop held on the 25 February 2021.

On the 25th February 2021, a workshop has been held distance to support the design process of the project. National stakeholder has been engaged, including governmental entities and civil society. Particular attention was considered for vulnerable people representative through Women association (TRY) and Women's Bureau. The workshop was held with a series of presentations and Q&A sessions. Morning sessions were on the climate rationale presentation, from climate projections model to salinity intrusion model and their impacts on mangrove ecosystem and on the fishery resource. Afternoon session were on the project suggested components. The main remarks and recommendations emerging from the workshop are synthetize bellow.

Table 11: Detail and recommendations from the initial national workshop

Aspect	Detail and recommendations
<i>Mangrove restoration and management</i>	<p>Consider a Co-management of the mangrove ecosystem with a strong partnership because a sustainable management of the forest resource need expertise (Department of Forestry, etc.)</p> <p>Include strong sensitization of the communities on good practices to limit direct and indirect degradation of the mangrove (water harvesting dikes increasing salinity in the <i>bolong</i>, wood chopping, etc.)</p> <p>Consider existing local institution, committees and procedures for restoration: 4 mangrove committees and several monitoring committees implemented by projects including locals.</p>
<i>Blue Economy and Blue growth</i>	Detailed the option to leverage opportunities on social security and insurance linked with the blue economy and blue growth concept . Analyses alignment of the project and opportunities on this aspect
<i>Transitional Phase</i>	Need to consider in the project the transitional phases leading to a behavior change and ownership of activities. In particular, infrastructure transition (location, technologies, etc.) is key and should focus on community-based development and ownership.
<i>GCF fund eligibility</i>	Reminder from the audience on specific consideration for the project: (i) strengthen capacity can not include academic training and have to only include potential professional training as for University (RBI and National Forestry); (ii) Offices are not eligible infrastructure for GCF.
<i>Aquaculture</i>	<p>Aquaculture is regulated by Office Department to avoid depletion of resources and insure there is no habitat destruction.</p> <p>Commercial aquaculture must declare and obtain permit (NEA surveu and assessment). Support to enforce it might be needed.</p>
<i>Women Oyster Association</i>	Enforce a better visibility and mainstreaming of gender targeting within all of the components.

List of Stakeholder engaged during the initial workshop

- 1 Permanent Secretary, Ministry of Fisheries
- 2 Director, Department of Fisheries
- 3 Director, Department of Water Resources
- 4 National Designated Authority, Mr Bai Madi Ceesay- Ministry of Finance
- 5 Executive Director, National Nutrition Agency
- 6 Permanent Secretary, Ministry of Finance
- 7 Permanent Secretary, Ministry of Agriculture
- 8 Permanent Secretary, Ministry of Trade
- 9 Director General, Department of Agriculture
- 10 Director, Department of Parks and Wildlife
- 11 Permanent Secretary, Ministry of Local Government
- 12 Permanent Secretary, Ministry of Environment
- 13 Executive Director, National Environment Agency
- 14 Director General, Gambia Maritime Agency
- 15 President, NAAFO
- 16 President, NASCOM
- 17 President, GAMFIDA
- 18 President, Try Oyster (Women Association)
- 19 Director, Department of Forestry
- 20 Director General, Food Safety and Quality Authority (FSQA)
- 21 Director, Department of Planning (Ministry of Agriculture)
- 22 Director, Office of the Fisheries Jetty
- 23 Director General, Gambia Bureau of Statistics (GBOS)
- 24 Momodou Njie, Head of Inspectorate Unit, Department of Fisheries
- 25 Anna Mbenga, Head of Research and Development Unit, Department of Fisheries
- 26 National Project Coordinator- FASDEP
- 27 Director, Department of Community Development
- 28 President, Federation of Women in Fisheries
- 29 National Coordinator- Ecosystem Based Adaptation Project
- 30 Mr. Bubu Jallow Technical adviser – Ecosystem Based Adaptation Project
- 31 Director, Soil and Water Management Unit – DOA
- 32 Director, Horticulture Unit, DoA
- 33 Chairperson, National Climate Committee (NCC)
- 34 Director General, National Agriculture Research Institute (NARI)
- 35 Head of Extension Unit, Department of Fisheries
- 36 Head of Aquaculture Unit, Department of Fisheries
- 37 Executive Director, Women's Bureau

Second validation national workshop held on the 29th of April 2021.

On the 29th of April 2021, a workshop has been held distance to support the validate the output of the design process of the project. National stakeholder has been engaged, including governmental entities and civil society. Particular attention was considered for vulnerable people representative through the Federation of the women association, the Women Oyster association (TRY) and Women's Bureau. Environmental and Social issues were also raised in front of the National Environmental Agency (NEA) representant, the Department of Forestry and the Department of Park and Wildlife representants.

The main remarks and recommendations emerging from the workshop are synthetize bellow.

Table 12: Detail and recommendations of the second national workshop

Aspect	Detail and recommendations
Name and appropriation	Consider a local name of the project instead of the PROREFISH name.
Mangrove restoration and management	Consider a more holistic approach in restoration and develop monitoring technics to ensure the effect and impact of the project on mangrove restoration. Type of mangrove plants to be use will be adapted to the location and always local species.
Small-scale infrastructure	Green water harvesting infrastructures to be considered if eligible by the green climate fund (GCF) as an opportunity to reduce pressure on natural resource.
Food safety authority	Aquaculture production might consider the opportunity to export on the international market and therefore consider best practices on safety and quality norms. While the small-scale infrastructure will reduce PCB presence in products and reduce risk of health on workers, there is a suggestion to reinforce control through Residue monitoring plan and quality control .
Aquaculture	Consider particular attention to the origin of the fish feed as per the FAO guidelines on limiting the fish feed from fish catch. The project is focusing on FAO studies and technical guidelines by supporting <u>fast growing Freshwater fish</u> , Tilapia and catfish aquaculture. <u>Maximum of 35% of fish feed</u> are coming from fish meal and fish oil. Moreover, project will <u>closely monitor on-going research to find alternatives</u> terrestrial vegetal or animal protein sources to replace fish meal and fish oil. Actually, two industries are manufacturing fishmeal and would be <u>assessed and supported</u> to ensure sustainable use of the natural fish resource. <u>Initial need of fish feed would be met from neighborhood countries</u> sustainable production. Consider the restocking opportunity of river. The climate rational underline the opportunity to focus on freshwater aquaculture production. The project analyzed the saline intrusion within the Gambia and the limited potential for restocking the river with Freshwater fish. Moreover, restocking brackish water fish would need first high capacity development of fish farmers. Integrate research activities within the project. Consideration taken.

List of Stakeholder engaged during the validation workshop



List of participants-
second stakeholder c

8.3 Appendix 3: Environmental and Social safeguards Field Mission and Gender Field Mission

To early engage with communities on the project and prevent potential negative impacts, two missions have been realized. **The first mission presented below specifically focus on the consideration of environmental and Social safeguards. The second mission considered specific gender consideration and detailed are provided in the Gender Action Plan.**

The E&S field mission has been held by the Dr. Muhammed Lamin Sanyang, PhD. Environmental & Social Safeguards Specialist and combined multiples approach to engage the different stakeholders. Bilateral meeting has been held with the National Authorities and the relevant institutions, focus group and independent exchange have been held at community sites with a particular attention on transparency, inclusiveness of consultation and ensure free speech of all stakeholders. The planning and the synthesis of each sites visit are summarize below.

Table 13: E&S Field Mission Schedule for Consultation and key stakeholders²

<i>Date & Time</i>	<i>Institution/Community</i>	<i>Contact of Focal Person</i>
5 th March 9:30 am	National Environment Agency (NEA), Kanifing	Njagga Touray Director of Intersectoral Service Network Tel: 7189150 Email: men2ray@gmail.com
Sat. 6 th March 10 am – 12 noon	Brufut landing site	Brufut Landing Site Co-Management Committee (LACOM) - Mrs. Fatou Corr (Senior Fisheries Officer) TEL: 313 2771 - Mr. Modou Lamin Conteh (Fisheries Officer) TEL: 303 0524
Sat. 6 th March 10 am – 12 noon	Sanyang landing site	Sanyang Landing Site Co-Management Committee (LACOM) - Mrs. Ya-Fatou Dumbuya (Fisheries Officer) TEL: 783 5088
Sat. 6 th March 12:30 – 2:00 pm	Tanji Landing site	Tanji Landing Site Co-Management Committee (LACOM) - Mrs. Bintou Colley (Senior Fisheries Officer) TEL: 350 9384
Sun. 7 th March 11 am – 13:00pm	Kartong	Kartong Landing Site Co-Management Committee (LACOM) - Mrs. Aisatou Badjan Bojang (Fisheries Officer) TEL: 771 2152
8 th March 9:30 am	Department of Parks and Wildlife, Abuko	Momodou L Kassama Director Tel: 3903511 Email: mlkassama2@gmail.com
8 th March 2:30 pm	Department of Forestry	Muhammed Jaiteh Director Tel: 7979596 Email: modikaba2002@yahoo.com
Wed. 10 th March 10am – 12 noon	Banjul Port	Liaise with Sidibeh of Fisheries Dept for the numbers - TEL 7721004
Wed. 10 th March 12:30 – 2:00pm	Tambi wetland	Liaise with Sidibeh of Fisheries Dept for the numbers - TEL 7721004
Thurs. 11 th March 10 am – 13:00pm	Bintang	Bintang Landing Site Co-Management Committee (LACOM) - Mrs. Jarra Nyandou (Fisheries Officer) TEL: 794 7443 / 530 2075
Friday 12 th March	Jahally	Jahally Aquaculture Farmers Association - Mr. Borry Marong (Fisheries Officer) TEL: 656 9515/3126690
Sat. 13 th March	Medina Lamin Kanteh vegetable garden	Gilbert Jassey-FAO- TEL 3932621

² Prepared by: Muhammed Lamin Sanyang, PhD. Environmental & Social Safeguards Specialist

STAKEHOLDER CONSULTATION MEETING: TANJI LANDING SITE


PROJECT: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia

Meeting venue: Meeting Office, Tanji Landing Site

Date: 6th March, 2021

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. The following were the key points raised during the discussions;

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Tanji Landing Site/Tapess	<p>1. Background Information/Activities/Jobs at the Landing Site</p> <ul style="list-style-type: none"> ▪ Fishermen (Male dominant-mostly Youths) ▪ Smokers (Mainly Men; Female- 40%; Male- 60%) ▪ Dryers (Mainly Women)-This site does more fish drying than smoking ▪ Fish Mongers/Loaders/Banabanas (Mainly Youthful Women) ▪ Transporters (Mainly Men) <p>Tanji Village also often called Tanji Fishing Village is located in the Northern section of Kombo South District, West Coast Region and approx. 30km by road from the capital, Banjul.</p> <p>Tanji community is one of the seven major artisanal fishing communities in the Gambia and it is at the centre of the local economy. There are different species of fishes caught along the coast. This includes; Bonga/Shads (80% of the landings consist of Bonga), Marine Catfish, Barracuda, Sharks, Round flat Sardinella spp. etc.</p> <p>Approximately, of the 80% Bonga fish from each landing, 40% are preserved by smoking. Hired men do the curing with firewood and a portion of the smoked fish is exported to neighboring West African countries like Nigeria, Ghana and Senegal. In view of the huge quantities of Bonga/Shads caught here, Tanji has long been called “Bonga capital of the Gambia”.</p>	<p>Tanji landing also locally known as “Tapess” is one of the busiest and biggest fish landing sites along the coastline, employing hundreds of Men, Women and Youths.</p> <p>The Youths of the local community are highly determined and industrious to work and develop themselves and their families. They are involved in all activities around the landing site.</p> <p>Tanji landing site is among the most controlled fishing site in the Gambia. The site location on the main highway is an added advantage for them, which makes them among the highest aids beneficiaries than any other landing site in the coastal areas.</p> <p>They outlined that, upgrading and expanding the existing infrastructure/facilities into modern state-of -art and high tech facilities, will greatly help in creating more opportunities and attract international recognition and markets for exports.</p> <p>The proposed project will enhance capacity building, burst employment and increase Women and Youths participation in the fishing industry.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	 <p style="text-align: center;">Tanji Landing site</p>	
	<p>2. Environment and Climate Change Impacts on the Landing site</p> <ul style="list-style-type: none"> • Coastal erosion due to high rates of sand mining- The coast is fast degrading • Sea level rise • Ecosystem degradation • Biodiversity loss/extinction <p>Sand mining and coastal erosion have badly affected the community. Sea level rise due to the adverse effects of climate change has also threaten their income and livelihood and swiftly eroded the coast of the landing site.</p>	<p>Climate change and illegal activities such as sand mining along the coast have pose great threats to their livelihood and sustainable solutions are needed to address this, before causing more unprecedented damages to the local community.</p> <p>The local community outlined the importance of engaging on a massive sensitization against illegal activities along the coast such as sand mining and a restoration process to reclaimed lost species around the coast such as; Christmas trees, Baobao trees Coco trees etc.</p> <p>They further emphasized on the importance of the community's engagement on a massive tree planting exercises at the community forest, to counter the adverse impacts of climate change.</p>
	<p>3. Infrastructure and Facilities Available and Conditions</p> <p>Available Infrastructure/facilities</p> <ul style="list-style-type: none"> • Ice plant (Sponsored Japan Aid) • Chill room 	<p>The local community expressed gratitude for been granted the opportunity to expressed their views and concerns, about the current conditions of their available infrastructure and facilities.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<ul style="list-style-type: none"> • Office building • Fishing boats • Drying racks/Dryers • Smoking houses/Smokers • Refrigerated fish trucks • Fishmongers' sales area • Restaurants/shops and toilets • Toilets (Sponsored by EU, Spanish & UNDP) • Water tap supplied by NAWEC <p>Conditions of Infrastructure/facilities</p> <ul style="list-style-type: none"> • Existing building structures are very old and dilapidated due to poor quality, moisture exposure, high sea breeze/wind etc. • The condition of the smoking houses is very bad and mostly impossible to use during the rainy season. • Dryers are also been damaged due to high salt exposure and high risk of theft rates due open exposure • Old facilities, poses high health and safety risks to the local users • Water supply from NAWEC is fine however, do not meet all their demands sometimes • Unstable power/electricity supply at the site <p>The nature and conditions of the available Infrastructure/facilities is better, compared to other landing sites however, need more improvement, to meet the growing demands and enhance business opportunities.</p> <p>The water supply system is better but sometimes not enough to supply all their water needs. The unstable power/electricity supply from NAWEC remains a hindrance to their growth and progress.</p>	<p>Tanji fish-landing site is among the biggest and most famous landing sites along the coast, employing hundreds of people whose daily source of income and livelihood is from the site. Hence, improving the infrastructure and facilities at the site, will greatly enhance business activities, more job opportunities, improved livelihood of the people moreover, create avenue for bigger fishing capacity, which may attract international markets, recognition and export.</p> <p>Overall, all the available infrastructure and facilities needs replacement, expansion and improvement for use.</p> <p>They also recommended a solar power system to ease stress from unstable power supply.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>4. Environment, Health and Safety and Hygiene of the Infrastructure/facilities and the Workers</p> <p>The environmental conditions of the landing site is better, compared to the others however, there exist some degree of risk from the usage of the facilities by the workers.</p> <p>Overall, the facilities at the site are old and mostly outdated hence, they pose high environmental, health and safety risk to the users.</p> <p>Due to the heavy smokes released during the smoking process, people working within the same smoking-facility can hardly see each other. This can greatly affect their health and wellbeing and prone them to cancer related illnesses. Many women working at the smokers are heavily exposed and victims of cancer.</p> <p>The conditions of the facilities are even worse during the rainy season, when the entire area is wet and submerge in water and smoking or drying become even more difficult or impossible. This greatly affect workers and threaten their income and livelihood.</p>	<p>Improvement/replacement of the available facilities is quite relevant to enhance safety usage of the facilities and reduce the high risk of environment and health hazards from facilities.</p> <p>It is highly recommended that, the proposed facilities to be erected, be well build and equip with modern state-of-art technologies that will reduced exposure to smokes and other hazardous materials during fish processing.</p> <p>They also outline some potential difficulties on improving the facilities some of which includes; risk of fire outbreaks, workers displacement and potentials social conflicts, if the new facilities are not strictly controlled and regulated.</p>
	<p>5. Community Perception of the Proposed Project</p> <p>The general perception of the community on the proposed project is positive and encouraging. They believe that the project will be very beneficial to the entire community and even beyond.</p> <p>The project improvement areas outlined during the discussion include provision of;</p> <ul style="list-style-type: none"> • Modern/FTT Ovens • New buildings • Modern dryers powered by solar • Solar water supply/borehole • Wet Waste Treatment Facility <p>The proposed project is very good and needed at the best of times. They believed that, if the above mentioned facilities are provided/improved to modern standards, it will help them in many ways some of which includes;</p> <ul style="list-style-type: none"> • Improved fishing quality (possibility of export 	<p>The proposed project may come with some unprecedented challenges however, they recommend that strict monitoring and controlled by the existing committee, will greatly help in resolving project related problems.</p> <p>They will be happy to receive the project and utilize it efficiently and sustainably.</p> <p>They further emphasized on the spacing/size of the facilities. They believe that, if the site is upgraded and improved, it will attract may external users hence, bigger capacity of each facility is necessary to cater for the unexpected demands and prevent potential social conflicts among users.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>to global fishing markets and attracts international recognition)</p> <ul style="list-style-type: none"> • Improve income generation, health conditions, livelihood and living standards of the community • Create more job/employment opportunities especially for Women and Youths • Enhance capacity building and skills 	
	<p>6. Project Benefits for Women and Youths</p> <p>The proposed project will undoubtedly, positively influence the community however, Women and Youths will benefit more from the project, because they form the majority of the working group at the landing site.</p> <p>The community also affirms that, if the proposed project is successful, it will attract more people especially the Youthful group to the site, as it will burst income generation, improve livelihood and enhance economic growth and prosperity.</p>	<p>The committee outlined the unity among the workers at the landing site and further addressed the issue of Child labor.</p> <p>School going Children are strictly monitored and controlled on visiting the beach for any purpose especially, during school days.</p> <p>There is a specific group of people/person responsible to monitor Child labor and ensure strict regulations are followed to control and prevent Child labor even after the project implementation.</p>
	<p>7. Environmental and Social Risk Associated with the Implementation of the Proposed Project</p> <p>The community identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p> <ul style="list-style-type: none"> • Potential environmental pollution from the facilities • Potential risk of fire outbreaks from the facilities, which may cause loss of valuable lives and pose damages to people's properties • Potential conflicts among facilities Users, if they are not adequate to cater for everyone • Risk of nepotism and corruption among committee members, if the project is not strictly monitored and supervised by the project donors. 	<p>The community is very closed and united especially, those working together at the fish landing site. Everyone working at the site are willing and open to help the other.</p> <p>The community does not experience any form of discrimination at the landing site and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to opportunities.</p> <p>They are convinced that the proposed project will foster social unity and cohesion among people and bring them together like never before.</p> <p>Although, there will be supervision needed during the early stages of</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
		the project implementation.
	<p>8. Grievance Redress Mechanism/Conflicts Resolution</p> <p>The community have a well-structured Grievance Redress Mechanism system that, is working well for them at the landing site, which is headed and managed by the site committee. A conflict resolution at the site go through the following stages;</p> <ul style="list-style-type: none"> • First, when a conflict occurs among workers at the landing site, they approach the site Fishery site office/committee for resolution, which in most cases is amicably able to resolve the matter at hand and reunite the victims. In exceptional cases, if they cannot resolve the matter then; • Community Alkalo is involve then; • Fishery Head Office, Banjul then; • Police are involved, in worst case scenarios 	<p>The Grievance Redress Mechanism at the landing site is well planned and structured. In the past, all problems are handled at the first stage of the conflict resolution process mainly involving the site committee and the fishery office.</p> <p>However, it is recommended that the GRM site committee be well equipped with a well-defined conflicts resolution procedures and principles.</p> <p>Putting a strong monitoring and evaluation team on the ground will help minimize potential conflicts and effect the objective and progress of the proposed project.</p>
	<p>9. Land Availability/Acquisition/Ownership- Construction of the Proposed Infrastructure on the Landing Site</p> <p>A clarification on the land availability, acquisition and ownership for the construction of the proposed infrastructures at the landing site, was verified. According to the committee, the land for the proposed project area is a property of the Ministry of Fisheries and Water Resources and the Local Community.</p> <p>The committee further assured that, the proposed area is safe and available for construction as soon as needed.</p> <p>The proposed project also outlined their intention of demolishing old existing structures to build new ones and/or complete renovation of existing ones.</p>	<p>Demolishing of existing structures to build new ones may pose some nuisance to the environment and subsequently cause some temporal displacement of workers from the landing site.</p> <p>They also outline the possible environment and health impacts of this process.</p> <p>They recommend the provision of incentives to affected people/workers during the construction/renovation process, as a temporal solution to support their needs and their families.</p>
	<p>10. Further Request/Concerns</p> <p>The community appreciates the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p> <ul style="list-style-type: none"> • Provision a standard solar power system to meet their power/electricity demands. 	<p>The local community do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the landing site and enhance capacity building.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<ul style="list-style-type: none"> Improve their existing offices to meet the growing number of site staffs etc. 	This will project the landing site as a gateway to global recognition and attract international markets and/or investors.

Key Informant Interviews (KIIs)
<p>Alkalo/Village Development Committee (VDC) Representative</p> <p>An independent Key Informant Interview (KII) was conducted with key members of the landing site committee, to verify the given information and ensure that everything is accurate and true to their knowledge.</p> <p>He further lamented on the importance of the proposed project as long as Tanji Fish Landing is concern;</p> <ul style="list-style-type: none"> The proposed project will improve the community/workers income generation, livelihood, leaving standards and health The project will scale-up the fishing industry and enhance high standards of hygiene The proposed project will improve the working environment at the landing site and enhance health and safety of the workers Standards facilities such as smokers, will minimized women exposure to smokes and potentially prevent them from cancer The project in some extend will help mitigate coastal erosion through an extensive restoration process and enhanced proper wet waste management Provision of closed type solar dryers will enhance efficiency, control thefts, and prevent potential social conflicts. The project team should consider providing site patrol/guards to prevent high theft rates Existence of discriminated and vulnerable groups if any, in Fishmongers and Fishermen respectively, should be strictly addressed to ensure equal opportunities for everyone.

Meeting Attendance:

Name	Occupation/Position	Contact #
Lamin Bojang	Chairman Fresh Fish Association	7795650
Alimameh Jammeh	Chairman Management Committee	7057049
Jainaba Jaiteh	Fishery Officer	7747082
Bakary Cham	Fisherman	7223406
Asane Jallow	Fishmonger	7799416
Momodou Binta Sarr	Fisherman	7515252
Alagie Ndong	Fisherman	7712103
Mama Manneh	Fish Dryer	7414093
Mai Jobe	Fish Dryer	7575763
Saffie Manneh	Fish Dryer	7047965
Adama Khan	Fish Dryer	7723342
Binta Jarju	Fish Dryer	2334692
Mariatou Sonko	Fish Dryer	9729900
Amie Njie	Fish Dryer	7799416
Isatou Faal	Fish Smoker	7398353
Bafilly Sarr	Fish Dryer	7460445

Figure: Fishing activities at Tanji Landing Site



Figure: Open fish drying area at Tanji Landing Site



Figure: Dilapidated fish smoking area at Tanji Landing Site



Figure: Fish smoking area built by individuals



Figure: Ice plant at Tanji Landing Site



Figure: Mixed focus group discussion at Tanji Landing Site



Figure: Key Informant Interview with the representative of the Alkalo



STAKEHOLDER CONSULTATION MEETING: SANYANG LANDING SITE
PROJECT: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia
Meeting venue: Meeting Office, Sanyang Landing Site
Date: 6th March, 2021

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. The following were the key points raised during the discussions;

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Sanyang Landing Site	<p>1. Background Information/Activities/Jobs at the Landing Site</p> <ul style="list-style-type: none"> ▪ Fishermen (Mainly Male Youths) - The old make fishing nets. ▪ Smokers (Mainly Women; Women- 95%; Men- 5%)- This landing site does more smoking than drying, mainly by youthful women. ▪ Dryers ▪ Retailers/Fishmongers/Loaders/Banabans ▪ Porters (Mainly Men from different countries) <p>Sanyang fish landing site is located about a few kilometers off the highway, making it a bit harder to access compared to Brufut and Tanji landing sites especially during the rainy season. The landing site workforce is composed of approximately 25% natives of Sanyang and about 75% outsiders including foreigners, mostly Senegalese.</p>	<p>The community expressed concern about the accessibility of the landing site and hope for a good road network that will ease movement in and out of the site. The condition of the connecting road from the highway is quite terrible especially during the rainy season hence, need proper attention in the quest to enhance easy access and smooth movement of goods and services.</p> <p>Sanyang landing site is among the most famous fishing sites in the Gambia. However, more local inhabitants of the community need to be fully encouraged to embark on the trade rather than outsiders and foreigners, which forms a greater percentage of the workforce at the site.</p> <p>They outlined that, upgrading and expanding the existing facilities into modern state-of-art and high tech facilities, will greatly help in creating more opportunities and attract more people especially the Youths of the community and promote skills and enhance capacity building.</p>
	<p>2. Environment and Climate Change Impacts on the Landing site</p> <ul style="list-style-type: none"> • Sea level rise, causing destruction of 	<p>The community expressed concerns about illegal activities happening around the site such as; illegal felling of</p>

	<p>facilities, buildings, boats</p> <ul style="list-style-type: none"> • Sea encroachment- The sea have eaten close to 40m of the beach in the past 5 decades (50 years) said the community. • Ecosystem degradation <p>The environment and ecosystem of the landing site is badly affected, degraded and endangered. Sea level rise and high level of salt intrusion, due to the adverse effects climate change, has threaten their income and livelihood and claimed the rich ecosystem and biodiversity along the coast of the landing site.</p>	<p>mangroves/trees, sand mining, rapid human occupation and development etc., as major causes of this environmental degradation.</p> <p>They further outlined the importance of engaging on sensitization against these illegal activities along the coast and advised a restoration process to reclaim the lost beaches and species along the coast such as Christmas trees, Baobab trees Coco trees etc.</p> <p>Growing trees along the coast of the site will greatly enhance protection of the environment and the existing ecosystem.</p>
	<p>3. Infrastructure and Facilities Available and Conditions</p> <p>Available Infrastructure/facilities</p> <ul style="list-style-type: none"> • Smoking houses/Smokers • Office building • Fishing boats • Drying racks/Dryers • Shops and toilets • Water tap supplied by NAWEC <p>Conditions of Infrastructure/facilities</p> <ul style="list-style-type: none"> • Existing building structures are very old and dilapidated due to poor quality, moisture exposure, high sea breeze/wind etc. • The condition of the smoking houses is very bad and mostly impossible to use during the rainy season. • Dryers are also been damaged due to high salt exposure • Old facilities, poses high health and safety risks to the local users • Water supply from NAWEC is fine however, do not meet all their demands sometimes • Power supply is a great obstacle 	<p>The existing infrastructures/facilities, are old and dilapidated thus, need replacement or proper maintenance.</p> <p>They outlined that, improving the infrastructure and facilities at the site, will greatly enhanced capacity building, more job opportunities, improve income generation, livelihood, and the living standards of the people and create avenue for bigger fishing capacity, which may attract international markets, recognition and export.</p>

	<p>The community expressed their concerns of not been granted much opportunities to expand and develop compared to other landing sites along the coast. This have affected their progress and success over the past few years.</p>	
	<p>4. Environment, Health, Safety and Hygiene of the Infrastructure/facilities and Workers</p> <p>The environmental conditions of the landing site is bad, and the usage of old facilities is likely to impose some health risk including cancer.</p> <p>The structures/facilities at the site are old and mostly outdated hence, they pose high environmental, health and safety risk to the users.</p> <p>The smoking facilities are in very bad conditions and uneasy to use during the rainy season. There is usually high amount of smoke within the smoking zones during the smoking process. This can affect users health and wellbeing and prone them to cancer related illnesses. Many women working at the smokers are heavily exposed and victims of cancer.</p> <p>The conditions of the facilities are even worse during the rainy season, when the entire area is wet and submerge in water and smoking or drying become even more difficult or impossible. This greatly affect workers and threaten their income and livelihood.</p>	<p>Improving/replacing the available facilities is important to enhance safety usage and reduce the high environmental and health risk imposed by the old facilities.</p> <p>They highly recommends that, the proposed facilities to be erected, be well build and equip with modern state-of-art technologies that will reduced exposure to smokes and other hazardous materials during fish processing cycle.</p> <p>They also outline some potential difficulties on improving the facilities some of which includes; risk of fire outbreaks, workers displacement and potentials social conflicts, if the new facilities are not strictly controlled and regulated.</p> <p>They suggests that, the project builds extensive facilities that will accommodate enough users and employs strict monitoring teams to enhance safety and prevent potential social conflicts.</p>
	<p>5. Community Perception of the Proposed Project</p> <p>The general perception of the community on the proposed project is positive and encouraging. They believe that the project will be very beneficial to the entire community and beyond.</p> <p>The project improvement areas outlined during the discussion include provision of;</p>	<p>The proposed project may come with some unprecedented challenges however, they recommend that strict monitoring and controlled by the existing committee, will greatly help in resolving project related problems.</p> <p>They further emphasized on the spacing/size of the facilities.</p>

	<ul style="list-style-type: none"> • Solar dryers with latest drying technology • New buildings • Solar water supply/borehole • Others <p>Generally, they believed that, the proposed project will be greatly beneficial and if the above mentioned facilities are provided/improved to modern standards, it will help them in many ways some of which includes;</p> <ul style="list-style-type: none"> • Improved fishing quality (possibility of exporting to global fishing markets and attracts international recognition) • Improve income generation, health conditions, livelihood and living standards of the community • Create more job/employment opportunities especially for Women and Youths • Enhance capacity building in Women and Youths Empowerment. 	<p>They believe that, if the site is upgraded and improved, it will attract may external users hence, bigger capacity of each facility is necessary to cater for the unexpected demands and prevent potential social conflicts among users.</p> <p>They further request to be supported with modern smokers/smoking facility and an ice plant for preserving their fishes.</p> <p>The existing dryers are community owned facilities. They also mentioned that a local facility like dryer cost them approx. D1000 that is usually of poor quality with low durability. Modern dryers will be more sustainable and lasting.</p>
	<p>6. Project Benefits for Women and Youths</p> <p>The proposed project will undoubtedly, positively influence the community however, Women and Youths will benefit more from the project, because they form the majority of the working group at the landing site especially the youthful female groups.</p> <p>The community also affirms that, if the proposed project is successful, it will attract more people especially the Youthful group to the site, as it will burst income generation, improve livelihood and enhance economic growth and prosperity.</p>	<p>The committee outlined the unity among the workers at the landing site and further addressed the issue of Child labor.</p> <p>School going Children are strictly monitored and controlled on visiting the beach for any purpose especially, during school days.</p> <p>The local committee have enacted strict regulations to control children and child labor from the landing site.</p>
	<p>7. Environmental and Social Risk Associated with the Implementation of the Proposed Project</p> <p>The community identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p>	<p>The community is closed and united especially, those working together at the landing site. Everyone working at the site are willing and open to help one another.</p> <p>The community does not experience any form of</p>

	<ul style="list-style-type: none"> • Potential environmental pollution from the facilities, if they are not properly erected and controlled • Potential risk of fire outbreaks from the facilities, which may cause loss of valuable lives and pose damages to people's properties • Potential conflicts among facilities Users, if they are not enough to cater for everyone • Risk of nepotism and corruption among committee members, if the project is not strictly monitored and supervised by the project donors. 	<p>discrimination at the landing site and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to community benefits/opportunities.</p> <p>They are convinced that the proposed project will foster social unity and cohesion among people and bring them together like never before.</p>
	<p>8. Grievance Redress Mechanism (GRM) /Conflicts Resolution</p> <p>The community have a well-structured Grievance Redress Mechanism system that is working well for them at the landing site, which is headed and managed by the site committee. A conflict resolution at the site go through the following stages;</p> <ul style="list-style-type: none"> • First, when a conflict occurs among workers at the landing site, they approach the site Committee/VDC (This includes fishery officers) for resolution, then; • Community Alkalo is involve then; • Fishery Head Office, Banjul then; • Fire Service and Rescue • Police are involved, in rare case scenarios 	<p>The Grievance Redress Mechanism at the landing site is well planned and structured. In the past, all problems are handled at the first stage of the conflict resolution process mainly involving the site committee and the fishery office.</p> <p>However, it is recommended that the GRM site committee be well equipped with a well-defined conflicts resolution procedures and principles.</p> <p>Putting a strong monitoring and evaluation team on the ground will help minimize potential conflicts and effect the objective and progress of the proposed project.</p>
	<p>9. Land Availability/Acquisition/Ownership-Construction of the Proposed Infrastructure on the Landing Site</p> <p>A clarification on the land availability, acquisition and ownership for the construction of the proposed infrastructures at the landing site, was verified. According to the committee, the land for the proposed project area is a property of the local Community and Ministry of Fisheries and Water Resources.</p> <p>The committee further assured that, the proposed area is safe and available for</p>	<p>The local community reaffirm their full commitment and support throughout the project implementation.</p> <p>They also reassured the land area acquired/preserved for the proposed project is ideal, safe, and certain that the project would bring more progress and success to their community.</p>

	construction as soon as needed.	
	<p>10. Further Request/Concerns</p> <p>The community appreciates the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p> <ul style="list-style-type: none"> • Provision a standard solar power system to meet their power/electricity demands. • Provision of modern tech smokers/smoking houses and a standard ice plant. • Improvement of existing office structures for more effective and efficient work. 	<p>The local community do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the landing site and enhance bigger capacity/productivity.</p> <p>The above will project the landing site as a gateway to global recognition and attract international markets and/or investors.</p>
Key Informant Interviews (KIIs)		
<p>1. Chairman of Landing Site Committee- Mr. Famara Jadama</p> <p>Mr. Famara Jadama has over 20 years working experience at the fish landing site and further confirms non-existence of discriminated and vulnerable groups at the landing site. Everyone at the site as seen as equal and have equal access to opportunities. The landing site committee have absolute control over Kids coming to the site and there is social cohesion of unity and peace among the people working at the site.</p> <p>Mr. Jadama further expressed on the importance of the proposed project as long as Sanyang Fish Landing is concern;</p> <ul style="list-style-type: none"> • The proposed will improved the community/workers income generation, livelihood, leaving standards and health. • The project will scale-up the fishing industry and enhance high standards of hygiene. • The proposed project will improve the working environment at the landing site and enhance health and safety of the workers. • Standard facilities such as smokers will minimized women exposure to smokes and potentially prevent them from cancer. • The project in some extend will help mitigate coastal erosion through an extensive restoration process and tress planting exercises to protect the landing site and the beaches. • Provision of closed type solar dryers will enhance efficiency, control thefts, and prevent potential social conflicts. • The project team should consider providing site patrol/guards to prevent high theft rates 		
<p>2. Fish Dryer- Mrs. Fatou Camara</p> <p>Mrs. Fatou Camara has over 10 years of working experience at the landing site and know almost everything happening at the site. She does fish drying for a living and supporting her children's education and other family</p>		

needs for the past 10 years.

- She further confirms that, the committee at the landing site is doing a great job and there is peace and social unity and cohesion among the working groups at the site.
- She estimated that, the landing site's drying sector employs approximately 200 people of which approx. 32 are Gambians and the rest are mostly composed of foreign nationals, mainly Senegalese.
- The rainy season pose more difficulties to the local drying facilities due to high rainfall intrusion and insects infestations

Meeting Attendance:

Name	Occupation/Position	Contact #
Landing Tamba	Fish Monger	2020988
Nfamara Jadama	Fish Smoker	9856613
Fatou Camara	Fish Drier	3260351
Bintou Jatta	Fish Drier	2467947
Mbemba Sonko	Fish Smoker	2516690
Lamin Saidy	Fisherman	9845770
Wuyeh Camara	Fisherman	7288042
Andrew Sambou	Fisherman	3419623
Muhammed Bestege	Fish Smoker	7605844
Haddy Jammeh	Vendor	7480604
Abbi Jarju	Fish Monger	9943171
Mariama Badjie	Vendor	9303778
Papis Jatta	Fishman	7410860
Ousainou Sarr	Fisherman	6311985
Nuha Bojang	Porter	7499120
Mama Jabang	Vendor	7685253
Fatou Jatta	Fish Smoker	9987601
Alkali Sallah	Fisherman	6248634
Ansumana Manjang	Caretaker	7497936
Nuha Sarr	Fisherman	6160270



Figure 1: External Structure of Smoking house at Sanyang Landing Site



Figure 2: Inside the Fish Smoking House at Sanyang Landing Site



Figure 3: Fish drying area at Sanyang Landing Site



Figure 4: Mixed focus group discussion participants at Sanyang Landing Site



Figure 5: Key Informant Interview with Fatou Camara at Sanyang Landing Site



Figure 6: Key Informant Interview with Famara Jadama at Sanyang Landing Site

STAKEHOLDER CONSULTATION MEETING: BRUFUT LANDING SITE

Project Title: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Date: 6th March, 2021

Meeting venue: *Fishery Office, Brufut Landing Site*

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. The following were the key points raised during the discussions;

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Brufut Landing Site	<p>1. Background Information/Activities/Jobs at the Landing Site</p> <ul style="list-style-type: none"> Fishermen (Male dominant) Smokers (Mainly female) Dryers (Female- 90%; Male- 10%) Fish Mongers/Loaders/Banabanas (Male and female) Transporters (Female-50%; Male- 50%) <p>Fish types caught in this site ranges from; white fish, cat fish, Bonga fish etc.</p>	<p>This fish-landing site is a very busy one and many of the Youths from the local Community works here. They earn their living from here and support their children education.</p> <p>They wish that, the site is better equipped with modern tech facilities and infrastructures to expand the market for fishing and attracts international recognition and markets.</p> <p>The proposed project will enhance capacity building, burst employment and increase youths participation in the fishing industry</p>
	<p>2. Environment and Climate Change Impacts on the landing site</p> <ul style="list-style-type: none"> Baobab trees and other ecosystems are damaged Sea level rise/encroachment has eroded approximately 50m of the beach over the past 3 to 4 decades. Biodiversity loss/extinction <p>The community complained about the severity and negative impacts climate change caused over the past few decades. In the past, the nature of the existing ecosystem around the landing site was rich and diverse with the presence of baobab tress around the beach. However, adverse climate conditions have reclaimed everything and further caused encroachment of the land to approx. 50 m inland.</p>	<p>The community addressed the issue as unfortunate and means of limiting their main source of income and livelihood.</p> <p>They recommended the engagement of the community especially those working at the site, to embark on a massive restoration process around the coast, ranging from Christmas trees, Baobao trees Coconut trees etc.</p>
	<p>3. Infrastructure and Facilities Available and Conditions</p>	<p>The local community expressed gratitude for been granted the opportunity to expressed their views</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>Available Infrastructure/facilities</p> <ul style="list-style-type: none"> • Office building and shops • Ovens (upto 2 facilities) • Gear Stores • Drying racks/Dryers (Use by approx.. 150 people +) • Smokers (Use by approx.. 75 people with as- sistants) • Restaurants and toilets • Water tap supplied by NAWEC <p>Conditions of Infrastructure/facilities</p> <ul style="list-style-type: none"> • The Chorkor ovens roof top is almost completely damaged by fire • Stores corrugates do not last long due to heavy winds and corrosion from moisture and all the doors are almost damaged • Dryers are also been damaged due to high salt exposure (Government facility) • Smokers are dilapidated hence, posing high health and safety risks to the local users • Water tap from NAWEC, cannot supply all the water demands of the landing site. There is one borehole available but it is not quite effective to meet all their water supply needs. <p>Generally, the nature and conditions of the available Infrastructure/facilities are in very bad and need heavy improvement to meet the expected standards and improve capacity.</p> <p>The community complains of water scarcity, which is generally a fundamental requirement for any stage in fish processing. They have one tap with NAWEC supply and a borehole but still cannot meet all their necessary water demands.</p>	<p>and concerns, about the current conditions of their available infrastructure and facilities.</p> <p>The fish-landing site employs hundreds of people/families, whose daily source of income and livelihood is from the site. Hence, improving the infrastructure and facilities at the site, will greatly enhanced capacity building, more job opportunities, improved livelihood of the people moreover, create avenue for bigger fishing capacity, which may attract international markets, recognition and export.</p> <p>Overall, all the available infrastructure and facilities needs replacement, expansion and improvement for use.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>4. Environment, Health and Safety of the Infrastructure/facilities</p> <p>Generally, the facilities at the site are almost all dilapidated hence, they pose high environment and health risk to the users, especially the smokers. Due to the heavy smokes released during the smoking process, people working within the same smoking- facility can hardly see each other. This can greatly affect their health and wellbeing and prone them to cancer related illnesses.</p> <p>The facilities conditions are even more unbearable during the rainy season, when the entire area is wet and submerge in water and smoking or drying become even more difficult or impossible. This greatly affect workers and threaten their income and livelihood.</p>	<p>Improvement of the available facilities is much needed to enhance safety usage of the facilities and reduce the high risk of environment and health hazards from facilities.</p> <p>It is highly recommended that, the proposed facilities to be erected, be well build and equip with modern state of the art technologies that will reduced expose to smoke and other hazardous materials during fish processing.</p> <p>They also outline some potential difficulties on improving the facilities some of which includes; risk of fire outbreaks, work displacement and potentials social conflicts, if the new facilities are not monitored, managed and controlled properly.</p>
	<p>5. Community Perception of the Proposed Project</p> <p>The general perception of the community on the proposed project is positive and encouraging. They believe that the project will be quite helpful and beneficial to the entire community and even beyond.</p> <p>The project improvement areas outlined during the discussion include provision of;</p> <ul style="list-style-type: none"> • FTT Ovens • New buildings • Solar water supply/borehole • Pave areas for dryers • Wet Waste Treatment Facility <p>They believed that, if the above mentioned facilities are provided/improved to modern standards, it will help them in many ways some of which includes;</p> <ul style="list-style-type: none"> • Improved fishing quality (possibility of export to global fishing markets and attracts international recognition) • Improve income, health and livelihood • Attract more people esp. men to the trade • Create more job/employment opportunities especially for Women and Youths 	<p>The proposed project may come with some unprecedented challenges however, they recommend that strict monitoring and controlled by the existing committee, will greatly help in resolving project related problems. They will be happy to receive the project and utilize it efficiently and sustainably.</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<ul style="list-style-type: none"> Enhance capacity building and skills 	
	<p>6. Project Benefits for Women and Youths</p> <p>The proposed project will undoubtedly, positively impact the community however, Women and Youths will benefit more from the project, because they form the majority of the working group at the landing site.</p> <p>The community also affirms that, if the proposed project is successful, it will attract more people especially the Youthful group to the site, as it will burst income generation, improve livelihood and enhance economic growth and prosperity.</p>	<p>The committee outlined the unity among the workers at the landing site and further addressed the issue of Child labor.</p> <p>School going Children are strictly monitored and controlled on visiting the beach for any purpose especially, during school days.</p> <p>There are strict regulations put in place to ensure Child labor is well controlled even after the project implementation.</p>
	<p>7. Environmental and Social Risk Associated with the Implementation of the Proposed Project</p> <p>The community identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p> <ul style="list-style-type: none"> Potential environmental pollution from the facilities Potential risk of fire outbreaks from the facilities, which may cause loss of valuable lives and pose damages to people's properties Potential conflicts among facilities Users, if they are not adequate to cater for everyone Risk of nepotism and corruption among committee members, if the project is not strictly monitored and supervised by the project donors. 	<p>The community is very closed and united especially, those working together at the fish landing site. Everyone working at the site are willing and open to help the other. The community does not experience any form of discrimination at the landing site and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to opportunities.</p> <p>They are convinced that the proposed project will foster social unity and cohesion among people and bring them together like never before. Although, there will be supervision needed during the early stages of the project implementation until everything gets on track</p>
	<p>8. Grievance Redress Mechanism/Conflicts Resolution</p> <p>The community have a systematic GRM system that, is working well for them at the landing site, which is headed and managed by the site committee. A conflict resolution at the site go through the following stages;</p> <ul style="list-style-type: none"> First, when a conflict occurs among workers at the landing site, they approach the site Fishery office for resolution, which in most cases is amicably able to resolve the matter at hand and reunite the culprits. In exception cases, if they cannot resolve the matter then; 	<p>The Grievance Redress Mechanism at the landing site is well planned and structured. In the past, all problems are handled at the first stage of the conflict resolution mainly involving the site committee and the fishery office.</p> <p>However, it is recommended that the GRM site committee be equipped with a well-defined conflicts resolution procedures and principles.</p> <p>Putting a strong monitoring and evaluation team on the ground will</p>

Community/ Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<ul style="list-style-type: none"> • Community Alkalo is involve then; • Fire Rescue Service Team/Office then; • Police are involved, in worst case scenarios 	help minimize potential conflicts and will affect the objective and progress of the proposed project.
	<p>9. Land Availability/Acquisition/Ownership- Construction of the Proposed Infrastructure on the Landing Site</p> <p>A clarification on the land availability, acquisition and ownership for the construction of the proposed infrastructures at the landing site, was verified. According to the committee, the land for the proposed project area is a property of the Ministry of Fisheries and Water Resources and the Local Community.</p> <p>The committee further assured that, the proposed area is safe and available for construction as soon as needed.</p> <p>The proposed project also outlined their intention of demolishing old existing structures to build new ones and/or completely renovation of existing ones.</p>	<p>Demolishing of existing structures to build new ones may pose some nuisance to the environment and subsequently cause some temporal displacement of workers from the landing site.</p> <p>They also outline the possible environment and health impacts of this process.</p> <p>They recommend the provision of incentives to affected people/workers during the construction/renovation process, as a temporal solution to support their families.</p>
	<p>10. Further Request/Concerns</p> <p>The community appreciates the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p> <ul style="list-style-type: none"> • Provision of a sophisticated cool storage facility for preserving their products after sales • Improvement of office structure with modern equipment for effective work • FTT Ovens should be very spacious to accommodate more users 	<p>The local community do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the landing site and enhance capacity building.</p> <p>Provision of a cool storage facility/Ice plant will greatly improve their productivity avoid damage of their fish products.</p>

Key Informant Interviews (KIIs)
<p>1. Community Alkalo/Village Development Committee (VDC) Representative</p> <p>An independent Key Informant Interview (KII) was conducted with key members of the landing site committee, to verify the given information and ensure that everything is accurate and true to their knowledge.</p> <p>Mr. Yahya Sarjo further raised the following concerns as long as the project is concern;</p> <ul style="list-style-type: none"> • Smokers and use of Snipper insecticide- During the rainy season, many insects invades the smokers causing havoc and damage to the owners and they will subsequently spray snipper insecticides over the smokers, which will kill the insects but pose high health risk to the smokers and potentials fish consumers. This bad practice need to be addressed and stopped, through more efficient and sustainable ways. The proposed project facilities will greatly help in resolving such issues and improve income and livelihood. • Thieves and strayed Dogs- Thieves and Dogs can invade the site and steal fish products eg. Dried and/or smoked fishes to sale or consumed. This can create misunderstanding and potential social conflicts among people working in these sectors. The project can consider providing night patrol guards/security around the completed site and facilities, to avoid such evil practices. This will enhance more job opportunities, improved income, livelihood and economic growth. • Brufut landing site is few meters off the main highway thus, disconnecting the site to potential investors compared to Tanji. Establishment of stores and a fish markets around and/or along the highway leading to the landing site, will attract more people and enhanced a greater market for the local community and international exposure just like Tanji.
<p>2. Fishery Officer</p> <p>The officer reassured that, the committee at the landing site is doing a great job and there is peace and social unity and cohesion among the working groups at the site.</p> <p>However, Mr. Modou Lamin Conteh raised the following issues during his interview;</p> <ul style="list-style-type: none"> • Land Availability/Ownership- The land for the proposed project area is acquired legally and belongs to local community, under the jurisdiction of the Ministry of Fisheries and Water Resources. Hence, the land is readily available for the proposed project without any fear of land/social conflicts. • Social Conflicts- The established committee have worked hard to ensure that, any conflict among and within people at the landing site, is quickly addressed with justice through the Grievance Redress Mechanism/Conflict Resolution. The committee is composed of a diverse group of people to ensure fair treatment and justice. • Office Structure- We are pleading with the project donors to consider helping the Fishery Unit with a very standard office with modern equipment, to ease our daily task and ensure that, more efficient and effective work is done.

Meeting Attendance:

Name	Occupation/Position	Contact #
Fatou Corr	Dept. Fisheries	3132771
Amie Jallow	Dept. of Fisheries	9910307
Modou Lamin Conteh	Dept. Fisheries	3030524
Kebba Faye	Centre Management	7003722
Seedy Fofana	Centre Management	7903057
Ismaila Jagne	Centre Management	7391118
Bibi Manneh	Fish Smoker & Vice President, CMC	9127549
Omar Gaye	Fish Dryer	3269389
Astou Joof	Fish Dryer	2844613
Fatima Jatta	Fish Dryer	7491537
Mariama Colley	Fish Dryer	3060172
Dawda Sonko	Fire & Rescue Officer	3971031
Fatou Manneh	Fish Smoker	2315711
Siray Jammeh	Fish Smoker	7713908
Yahya Sarjo	Alkalo and VDC Rep.	3366273
Essa Faye	Adviser	7236648
Alhagie Ndong	-	7712103
Momodou Sarr	-	7515252



Figure: Collapsed fish smoking house at Brufut landing site



Figure: Fish drying rack at Brufut landing site



Figure: Drying of fish on the wooden rack at Brufut landing site



Figure: Participants of the focus group discussion at Brufut Landing Site



Figure: ESS Specialist conducting focus group discussion at Brufut Landing Site



Figure: Interview with Fisheries Officer at Brufut Landing Site

**STAKEHOLDER CONSULTATION MEETING: KARTONG LANDING SITE
(RIVERSIDE/ALLAHEIN)**

PROJECT: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Meeting venue: *Meeting Office, Kartong Landing Site (Riverside and Sea Side)/Allahein*

Date: *7th March, 2021*

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. Moreover, we noticed that, Kartong had two operational fish landing sites; Riverside Landing Site/Allahein and Seaside Landing site. We visited both landing sites but focused more on the project-identified site ‘Kartong Riverside Landing Site’. The following were the key points raised during the discussions;

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Kartong-Riverside Landing Site/Allahein	<p>1. Background Information/Activities/Jobs at the Landing Site</p> <ul style="list-style-type: none"> ▪ Fishermen (Male dominant- mostly Youths)- Fishermen form the dominant group at this landing site. ▪ Porters (Mainly Female dominant) ▪ Fish loaders and off-loaders (Mainly Female) ▪ Smokers (Mainly Women; Female-70%; Male-30%)- Smoking is the most predominant practice here, while Men only smokes Bonga fish, Women smokes all kind of fishes caught at the landing site. ▪ Dryers (Mainly Women)-Drying at this site is mostly done during the hot/dry season ▪ Fish Mongers/Loaders/Banabanas (Mainly Women) ▪ Oysters Collection (All Women) <p>Kartong Fishing Village is among the famous coastal fishing Villages in the Gambia. It is also famous for ecotourism. The village is located in the Kombo South District of the Gambia, West Coast Region, on the southern tip of the southwest coast of the Gambia. The settlement lies in the Kombo Coastal Road, near its termination and the international border with neighboring Senegal, which is demarcated by the Allahein River (San Pedro River). The Village is one of the smallest and oldest settlement in Kombo South and lies approx. 60km from Banjul capital.</p>	<p>Kartong Riverside landing site, also known as “Allahein” is among the famous fishing villages along the coast, employing hundreds of people from the Village and beyond the borders, mostly Women and Youths.</p> <p>The Youths of the local community are highly determined and industrious to work and develop themselves and their families. They are involved in all activities around the landing site.</p> <p>The local community attested that, upgrading and expanding the existing infrastructure/facilities into modern state-of -art and high tech facilities, would greatly help them in creating more opportunities and attract more people, create external recognition, exposure, and breed markets for exports.</p> <p>The proposed project will enhance capacity building, burst employment and increase Women and Youths participation in the fishing industry.</p>

	<p>Kartong Riverside landing site have unique futures and attracts many people, owing to its close proximity to neighboring Senegal. Apart from fishing, the Village is also famous for Bird watching, Reptiles farms (Folonko Crocodile Pool etc.).</p>	
	<p>2. Environment and Climate Change Impacts on the Landing site</p> <ul style="list-style-type: none"> • The coast have been badly degraded due to changing climate factors including high tides • High level of salt intrusion during the dry season • Sea level rise • Ecosystem degradation along the coast-Lesser mangroves population compared to the past • Loss of Biodiversity and endangered Wild Species <p>Illegal activities such as cutting down of trees and mangroves for different purposes, high salt intrusion and sea level rise due to the adverse effects climate change has also threaten their income and livelihood and claimed the rich and diverse ecosystem along the coast of the river landing site.</p>	<p>The community suggested embarking on a massive tree planting exercises and mangroves restoration process along the coast banks of the river would be a lasting and sustainable solution to address environmental and climate crises.</p> <p>They further clarified that, the River landing site is least affected by heavy winds from the seaside. This have help safe their poorly designed building structures and roofs.</p>
	<p>3. Infrastructure and Facilities Available and Conditions</p> <p>Available Infrastructure/facilities</p> <ul style="list-style-type: none"> • Gear stores- Approx. 31 gear stores (Sponsored by EDF, since 1989) • Smoking houses/Smokers- 2 smoking complex (with approx. 24 smoking chambers each) • Modern Ice plant/cool storage (Sponsored UNDP)- Not commissioned or operational • Fishing boats • Traditional Drying racks/Dryers • Local Fish market • Police/Immigration station • Open Toilets (locally fence) <p>Conditions of Infrastructure/facilities</p>	<p>The local community expressed gratitude for been granted the opportunity to expressed their views and concerns, about the current conditions of their available infrastructure and facilities.</p> <p>Kartong fish landing site/Allahein, has growing needs for expansion and improvement as it employs hundreds of people including foreigners from neighboring countries, whose daily source of income and livelihood is from the site. Hence, improving the infrastructure and facilities at the site, will greatly enhanced capacity building, more job opportunities, improved</p>

	<ul style="list-style-type: none"> • The condition of the smoking houses is very bad and mostly impossible to use during the rainy season. The rooftops is too low and the ovens are in bad shape • Existing building structures (stores, smoking houses etc.) are old and dilapidated due to poor quality • Dryers are also been damaged due to high salt exposure-They mostly practice open drying systems • Old facilities, poses high health and safety risks to the local users • Water supply- They fetch water from the river which has high salt contain and hardly meet their domestic need such as drinking • Unstable power/electricity supply at the site <p>The landing site have some newly erected structure like the ice plant/cool storage room, Police staff room etc. However, nature and conditions of the available Infrastructure/facilities is bad, compared to other landing sites and need more improvement, to meet the growing demands and enhance capacity building.</p> <p>The site is experiencing water scarcity and lack total access to fresh/portable water for their domestic needs. The existing well at the landing site is shallow and no longer functional. In the past, the locals contributed some money to a buy a water pumping machines but it is destroyed, leading to economic loss</p>	<p>livelihood of the people moreover, create avenue for bigger fishing capacity, which may attract international markets, recognition and export.</p> <p>The available infrastructure and facilities needs replacement, expansion and improvement for use.</p> <p>They also recommends to be assisted with solar powered borehole and a solar power system to ease stress on water and unstable power supply.</p>
	<p>4. Environment, Health and Safety and Hygiene of the Infrastructure/facilities and the Workers</p> <p>The environmental conditions of the landing site is a bit decent however, there exist some degree of risk from the usage of the facilities by the workers especially the smoking facilities.</p> <p>The smoking houses/facilities are in very bad conditions with low rooftops and damage floor covers. There is usually many smokes within the facility during smoking process. Due to the heavy smokes released during the</p>	<p>Improvement/replacement of the available facilities is quite necessary to enhance safety usage of the facilities and reduce the high risk of environment and health hazards from facilities.</p> <p>It is highly recommended that, the proposed facilities to be erected, be well build and equip with modern state-of-art technologies that will reduced exposure to smokes and other hazardous materials during fish</p>

	<p>smoking process, people working within the same smoking- facility can hardly see each other. This can greatly affect their health and wellbeing and prone them to cancer related illnesses. Many women working at the smokers are heavily exposed and victims of cancer.</p> <p>The conditions of the facilities are even worse during the rainy season, when the entire area is wet and submerge in water and smoking or drying become even more difficult or impossible. This greatly affect workers and threaten their income and livelihood.</p>	<p>processing.</p> <p>They further outline some potential difficulties on improving the facilities some of which includes; risk of fire outbreaks, workers displacement and potentials social conflicts, if the new facilities are not strictly controlled and regulated.</p>
	<p>5. Community Perception of the Proposed Project</p> <p>The general perception of the community on the proposed project is positive and encouraging. They believe that the project will be very beneficial to the entire community and the country as a whole.</p> <p>The local community believed with the proposed project, if the facilities are improved/changed to modern standards, it will help them in many ways some of which includes;</p> <ul style="list-style-type: none"> • Improved fishing quality (possibility of export to global fishing markets and attracts international recognition) • Improve income generation, health conditions, livelihood and living standards of the people and the community • Create more job/employment opportunities especially for Women and Youths • Enhance capacity building and skills 	<p>The proposed project may come with some unprecedented challenges however; they recommend that strict monitoring and control by the existing committee will greatly help in resolving project related problems.</p> <p>They will be happy to receive the project and utilize it efficiently and sustainably. They suggest that the proposed facilities should be big and spacious, with proper organization and arrangement of workers.</p> <p>They believe that, if the site is upgraded and improved, it will attract may external users hence, bigger capacity of each facility is necessary to cater for the unexpected demands and prevent potential social conflicts among users, in competing for new facilities.</p>
	<p>6. Project Benefits for Women and Youths</p> <p>The proposed project will positively impact the local community however, Women and Youths will benefit more from the project, because they form the majority of the working group at the fish landing site.</p>	<p>Child labor is not a common practice at this landing site however, the local committee have plans to control child labor during and after the project implementation.</p>

	<p>The community also confirms that, if the proposed project is successful, it will attract more people especially the Youthful group to the site, as it will burst income generation, improve livelihood and enhance economic growth and prosperity.</p> <p>The proposed project will also attract neighboring countries like Senegal/Cassamance etc., and create bigger markets and more opportunities.</p>	
	<p>7. Environmental and Social Risk Associated with the Implementation of the Proposed Project</p> <p>The community identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p> <ul style="list-style-type: none"> • Potential environmental pollution from the facilities, if they are poorly build. • Potential risk of fire outbreaks from the facilities, which may cause loss of valuable lives and pose damages to people's properties • Risk of nepotism and corruption among committee members, if the project is not strictly monitored and supervised by the project donors. 	<p>The community is very closed and united especially, those working together at the fish landing site. Everyone working at the site are willing and open to help the other.</p> <p>The community does not experience any form of discrimination at the landing site and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to opportunities.</p> <p>They are convinced that the proposed project will foster social unity and cohesion among people and bring them together like never before.</p> <p>Although, there will be need for supervision during the early stages of the project implementation.</p>
	<p>8. Grievance Redress Mechanism/Conflicts Resolution</p> <p>The community have a well-structured Grievance Redress Mechanism system that, is working well for them at the landing site, which is headed and managed by the site committee. A conflict resolution at the site go through the following stages;</p> <ul style="list-style-type: none"> • The local Committee collaborates with the Navy for resolving conflicts 	<p>The local committee recommends that, the GRM site committee be well equipped with a well-defined conflicts resolution procedures and principles.</p> <p>Putting a strong monitoring and evaluation team on the ground will help minimize potential conflicts and effect the objective</p>

	<p>in the first stage. Then;</p> <ul style="list-style-type: none"> • Fishery Head Office, Banjul (for fishing and land related conflicts) and finally; • Police are involved, in worst case scenarios (for conflicts involving fights) 	and progress of the proposed project.
	<p>9. Land Availability/Acquisition/Ownership-Construction of the Proposed Infrastructure on the Landing Site</p> <p>A clarification on the land availability, acquisition and ownership for the construction of the proposed infrastructures at the landing site, was verified. According to the committee, the Ministry of Fisheries and local community have authority over land use.</p> <p>The Centre management committee chaired by the Alkalo is informed and approves the proposed project and the proposed area is readily available for use as soon as needed.</p>	<p>The Community expressed concerns in an event that the proposed project may need to demolish and renovate or develop already existing structures and facilities.</p> <p>Demolishing of existing structures to build new ones may pose some nuisance to the environment and subsequently cause some temporal displacement of workers from the landing site. It may also pose some environmental and social risk to workers at the landing site.</p> <p>They recommend the provision of incentives to affected people/workers during the construction/renovation process, as a temporal solution to support their families/other needs.</p>
	<p>10. Further Request/Concerns</p> <p>The community appreciates the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p> <ul style="list-style-type: none"> • The need for provision of better and more sophisticated/modern fishing nets • Provision a standard borehole and solar power system to meet their water and power/electricity supply demands. 	<p>The local community do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the landing site and enhance capacity building.</p> <p>This will project the landing site as a gateway to global recognition and attract international markets and/or attract investors.</p>

	<ul style="list-style-type: none"> • Incorporate a standard office structure to accommodate the growing staffs and workers from the Fishery unit. • The proposed structures/facilities should have good ventilation, good pavements, high roofs and wooden doors, which are more durable than iron doors 	
Key Informant Interviews (KIIs)		
Please kindly input information independently collected from the landing site's Tour guide/Chairwoman.		
<p>Additional/supplementary information on Kartong Seaside Fish Landing Site;</p> <p>Shortly after concluding the visit to the Riverside landing site/Allahein, we proceeded to the next landing site "Seaside landing site" and the following concerns were raised;</p> <ul style="list-style-type: none"> • High level of environmental degradation due to sea encroachment to approx. 200M within a span of two decades (20 years). This have greatly impacted effective fishing at the landing site and threatens their livelihoods. However, they suggested that, massive mangrove restoration and tree planting exercises, would restore the damages caused and help mitigates the impacts caused by climate change. • Inadequate/lack of security guards around the site has pose threats to the fish dryers (mostly women) as their products are not safe from thefts and wild dogs resulting to suspicion and potential social conflicts. • The health and safety of the landing site is highly compromised, as everything is almost open and exposed. • The conditions of the infrastructures/facilities is very bad. Most of the facilities including the smoking houses are dilapidated and need complete renovation/new facilities. The smoking facilities' rooftops is uprooted by heavy windstorms, and completely damaged. • Drying and smoking at this landing site is completely female dominant and facilities are hardly accessible or used during the rainy season causing income loss to the users. <p>The workers at the landing site are united and cooperative. They once had a smoking facility donated by FAO however, is damaged and no longer in good shape for use.</p> <p>The former President Jammeh donated the site with a wider and bigger smoking facility however, the chimney is not properly constructed leading to heavy leakage during the rainy season making it inconvenience to use.</p> <p>Overall, the conditions of the infrastructures/facilities is bad, need expansion and/or improvement for more productivity and better income generation, and improved livelihoods.</p>		

Meeting Attendance:

Name	Occupation/Position	Contact #
Isatou Touray	Fish Smoker	-
Bintou Senghore	Fish Smoker	-
Awa Jarjou	Fish Smoker	-
Jainaba Sanneh	-	-
Fatou Joof	-	-
Mama Manneh	-	-
Iso Touray	-	-
Aisatou B. Bojang	-	7712152
Bubacarr Jaiteh	-	7747176
Haddy Joof	-	-
Fatou Nyading Sambou	-	-
Awa Sambou	-	7493086
Musa Sise	-	3434251
Alhagie Sarr	-	-
Mamadou Fatty	-	-
Birama Sarr	-	-
Pap Sarjo Njie	-	7280716
Saine Jatta	-	2414585
Jarey Jallow	-	-
Famara Cham	Fish Porter	7723166
Abdoulie Secka	-	-
Ousainou Samba	Fisherman/C.M.CP	7582408
Abubacarr Jobe	-	7691117
Sopeh Samba	Fisherman	7405356



Figure: Gear stores at Kartong river landing site



Figure: Boats at the Kartong river landing site



Figure: Fish smoking house with dilapidated roof at Kartong river landing site



Figure: Traditional chorkor oven (emit lot of smoke) at karting river landing site



Figure: Poor roof and rainwater inlet into the smoking house



Figure: Collapsed chorkor oven at the karting river landing site



Figure: Open fish drying area at karting river landing site

STAKEHOLDER CONSULTATION MEETING: TANBI WETLAND NATIONAL PARK

PROJECT: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Meeting venue: *Head Office, Abuko; Tanbi Wetland National Park*

Date: *10th March, 2021*

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. The following were the key points raised during the discussions;

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Tanbi Wetland National Park (TWNP)	<p>1. Introduction/Activities at Tanbi Wetland National Park</p> <p>Tanbi Wetland National Park with their Head Office at the entrance of the Park is located at Abuko directly opposite the Department of Parks and Wildlife Conservation.</p> <p>The National Park covers a total land area of approx. 6000 hectares (ha), of which about 4,800 ha is covered by mangroves. The Park stretches along Lamin Mandinary, <i>Kalisow</i> in Bakau, then to Bond Road, Banjul. Tanbi Wetland Office in Abuko serves the function of administration and supervision of the daily operations of the park and Guard Posts at selected stations along the park like Bakau etc., to help in monitoring and daily management of the Park.</p> <p>The River Gambia flanked the Park to the Southeast, the Atlantic Ocean to the Northwest and the Greater Banjul Area (GBA) to the Southwest.</p> <p>The following activities takes place at the National Park;</p> <ul style="list-style-type: none"> • Patrol and protection of the natural resources in the park, including the Flora and Fauna • Mangrove Restoration process (Mostly during the rainy season) • Fishing (Male dominant) • Rice Cultivation (By local Residents; Mainly Women) 	<p>A selected committee called Site Management Committee (SMCs) manages the daily activities of Tanbi National Park. They make decisions, give orders etc., and generally manage the day-to-day affairs of the Park. This Committee include; Staffs of the Park, Tanbi surrounding villages' Alkalos and/or VDCs (up to 3 reps/Community).</p> <p>The Manager at the Tanbi Wetland Office described the Park as huge, very well controlled, and protected against foreign intruders.</p> <p>The Park has been doing well over the past few years and hope that project intervention of such capacity, will be of great help to improve the quality of the Park to meet international standards and increase opportunities and capacity building.</p> <p>The Staffs outlined the importance of investing in more Natural resource-based enterprises (ANRs) to burst the economic activities of the site.</p>

	<ul style="list-style-type: none"> • Vegetable Gardening (By local Residents; Women: 75%; Men: 25%) • Oysters Cultivation (Mainly Women) • Palm wine tapping (Mainly Men) • Bird Watching (Men and Women) • Aquaculture practices (in small scales) • Trainings to Men, Women and Youths (Eg. Beekeeping practices, Aquaculture, Bird Watchers etc.) • Other miscellaneous trainings 	<p>This will attract more Women and Youths and create bigger opportunities to all working groups at the Park.</p>
	<p>2. Environment and Climate Change Impacts on Tanbi Wetland</p> <ul style="list-style-type: none"> • Degradation of farmlands/rice farms and mangroves ecosystem, due to high level of salt intrusion • Erosion in the Wetland • Encroachment of the wetland/park for human settlements • Ecosystem degradation- especially the mangroves ecosystem, due to less rainfall and salt intrusion • Biodiversity loss/extinction • Increase salt and salinity of the wetland affects vegetable farms and rice production • Affects Oyster cultivations, resulting to loss of income (poor earnings and livelihoods) <p>The Tanbi Wetland has many diverse activities taking place there simultaneously. Over the past few years, the wetland mangrove ecosystem have been badly affect by illegal loggers. They cut/steal mangroves from the wetland without permission for one or more of the following reasons;</p> <ul style="list-style-type: none"> • Cut mangroves for local roofing of their houses • Firewood for cooking • Charcoal production for income • Local fencing • Sell the mangroves for income. <p>These illegal activities have badly affected the rapid development of the park and pose a lot of threats, to the existing ecosystems and biodiversity.</p>	<p>Climate change and illegal activities such as salt intrusion and illegal cutting down of mangroves, have pose great threats to the national park over the past few years and efforts to mitigate this activities have been less productive. Hence, sustainable solutions to maintain and improve the wetland is required before further unprecedented damages is incurred to the national park.</p> <p>Moreover, in the efforts to tackle this crises, the following were suggested as mitigation measures;</p> <ul style="list-style-type: none"> -Establishment of proper surveillance and patrol teams around the park to monitor all illegal activities happening around the park, -Massive sensitization campaigns on Radio stations, TV News and Shows, News Magazines etc., -Massive Mangroves Restoration and Tree Planting exercises along the strip of the wetland/park, -Creating Signboards on restricted areas along the park -Strict regulations and severely

		<p>punishing of perpetrators/violators.</p> <p>They attest that, massive mangrove restoration process and tree planting process in the wetland will greatly help to counter some of the adverse impacts of climate change.</p> <p>A team of experts is required in the process to monitor the progress and growth of the planted mangroves. This will enhance high survival rates and avoid high risk of seedlings deaths.</p>
	<p>3. Mangroves Restoration/Propagation (Top-Bottom Approach/Process)</p> <p>Mangrove restoration process/propagation goes through many different stages. The top-bottom however, is a common type of practice in this practice. The Tanbi wetland park use the following stages during each restoration cycle/process;</p> <p>1. Site Identification- (I) Site restoration-First Identifying the planting site of the mangroves propagules; (II) Propagules collection (Women +Children: 75%; Men: 25%)- After a site for planting is selected, then they go with experts in search of the propagules in places like; Siaka Tenda Fish landing and Oyster cultivation etc). This exercise is done using boats for many days/weeks before the required number is collected for propagation.</p> <p>2. Capacity Building Trainings is conducted to;</p> <p>(I) Identify ripe propagules</p> <p>(II) Preserving the collected propagules before the planting</p> <p>3. Day selection for planting- After the required propagules is collected, a day for the planting exercise is selected and who will be involved in the planting exercise. This mostly involve Women and Children.</p> <p>4. Sea/River Side Viewing/Observation- The</p>	<p>Tanbi Wetland Team/Staffs however, outlined concerns and the difficulties involved in the restoration process. This includes but not limited to the following challenges;</p> <p>-Site Identification Experts/Technical Advisers- Sometimes getting the right number of experts to advice on restoration procedures and give technical advice is often hard</p> <p>-Salt content of the Area- High salt content of the areas suitably identified for the restoration is often a challenge. Young propagules are not very resistance to salt intrusion, resulting to their extinction at the very early stage of growth. Thus, great impacting/slowing the fast restoration process.</p> <p>- Water level checking before planting- Oftentimes, the water level checking is done before a planting exercise is carried out however, having technical experts to give correct predictions is often difficult and sometimes high tides due to the effects of climate change are</p>

	<p>sea/river view is observe during the waiting period before planting is carried out Mostly planting is done during low tides to ensure easy movement and navigation.</p> <p>5. Planting Exercise- Finally, the day for the planting exercise arrives and all invited people/persons come to support in this exercise, with the hope for food and incentives/compensation for their work after the planting exercise is concluded.</p> <p>6. Monitoring and Evaluation- A monitoring team is setup to look after the planting propagules. This is done biweekly by Park Staffs to ensure safety and growth and avoid animal intrusion like Cattles eating the planted seedlings.</p> <p>Then after the mangroves propagules growth to a certain stages, the visiting frequency changes to bi-monthly/every two months.</p> <p>In the past few years, most of the restoration processes were mostly sponsored/funded by; NEMA and other NGOs (Eg. Lamin Lodge planting/restoration in 2019).</p>	<p>hardly predictable.</p> <p>-Site Activities Check- From the first to the last stage of the restoration process, each stage is dependent on the preceding and/or succeeding stage hence, if any stage is affected, the whole exercise is hardly successful. This also requires site checking technical experts, which is often difficult to have at certain times.</p> <p>They outlined that, the proposed project may perhaps greatly help in providing technical advises and/or sustainable solutions in addressing some of these predated obstacles, to enhance resilience and high growth rates.</p> <p>A dense mangrove ecosystem also serves as a protective cover and resolve/limit the level of salt intrusion into their rice farms.</p>
	<p>4. Capacity Building/Development Trainings at Tanbi Wetland on Restoration Process</p> <p>Mangrove restoration process is not as cheap as it seems. Each stage of the process requires adequate trainings, financial and human resources. This involve the following procedures/stages;</p> <p>(I) Finance/Capital- An existing Committee including Alkalos, VDCs and Technical Staffs at the Park do certain important budgeting and apply for funding before any restoration process is done. This includes; Logistics-Transport fares, food, water and refreshments for the Workers</p> <p>(II) Selection of Group Leaders- Group/Team Leaders to supervise each planting exercise mostly from the technical staffs/experts is selected to monitor a certain number of people at a specified area during the exercise. The</p>	<p>The local Committee outlined how Tanbi wetland restoration processes, have foster unity and cooperation among the local communities.</p> <p>The workers at the wetland are very united and willing to cooperate with the Technical Staffs of the wetland whenever necessary.</p> <p>However, they further outlined that, one of the greatest challenges they face during this periods is securing enough fund/resources to conduct restoration exercises at the best desired/suitable times. They hope the proposed project, will eventually address some of these needs and provide lasting/sustainable solutions to</p>

	<p>local Committee serves as mediators.</p> <p>The Local Committee clearly stated that they mostly work directly under the orders and commands of the Department of Parks and Wildlife for Management and Protection of the Park. They identified the department as very responsible and supportive in running the day-today affairs of the National Park.</p>	the crisis.
	<p>5. Rules, Regulations and Restriction Around Tanbi Wetland</p> <p>Tanbi Wetland is a highly protected and restricted area for any unpermitted activity such as illegal tree cutting, fishing (in certain areas), poaching/hunting etc.</p> <p>-The wetland serves as a breathing and breeding site for many species such as fishes</p> <p>- Tanbi wetland is a none fishing zone except for certain permitted fishing in the aquacultures</p> <p>-Illegal activities such as indiscriminate chopping off trees especially mangroves is punishable by law.</p> <p>-In allowed/certain fishing zones/aquacultures, only specified/selected few fishing nets is allowed to be used during fish harvesting to avoid harming premature fishes.</p>	<p>The Committee at the Park is working extremely hard to see that all rules, regulations and restrictions governing Tanbi, is enhanced and followed accordingly by all working groups at the site.</p>
	<p>6. Environment, Health, Safety and Hygiene at Tanbi Wetland and Workers</p> <p>The current environmental conditions at Tanbi Wetland are slightly impressive. The air is clean and the working conditions are a bit favorable.</p> <p>The Park has an office building, where all related office works and important stakeholders meetings are conducted.</p> <p>The Staffs attested that, strict conditions/regulations are put in place for them to follow health and safety guidelines in all their daily operations and activities at the</p>	<p>The Staffs further address the conditions of the office and wish for help from the project team, to improve the office to a bigger capacity with modern facilities such as; spacious rooms, ceiling fans, good ventilations, PowerPoint projectors etc. This will enable them to conduct training and meetings, and cater for the growing number of staffs at the site and enhance capacity building.</p>

	Site.	
	<p>7. Tanbi Wetland as Source of Income and Livelihood to Selected Local Communities</p> <p>Numerous activities takes place in the wetland and some of the most predominant activities includes; Aquaculture, Vegetable gardening, Rice cultivation, Beekeeping and Honey Production/Enterprise Development, among other host of activities.</p> <p>In all this activities, women and partly youthful Men forms the dominant working groups at the site hence, improving this areas will greatly motivation more Women and Youths to venture into these lucrative practices.</p> <p>The main project focus area of development may be; Aquaculture and Mangrove restoration around the Tanbi wetland.</p>	<p>The staffs described the importance as huge and the benefits derived from the wetland/park and outlined why the need to improve the park.</p> <p>Even though, the proposed project area of focus mainly in aquaculture in the wetland, the local Staffs lamented on the importance of focusing on other key areas outlined above. This will enhance wider opportunities for those directly and indirectly benefiting from Tanbi wetland.</p>
	<p>8. Staff Perception of Proposed Project</p> <p>The general perception of the staffs on the proposed project is positive and good. They believe that the project will be very beneficial to all the local communities involved with Tanbi wetland and even beyond.</p> <p>The project improvement area outlined during the discussion include but not limited to the following;</p> <ul style="list-style-type: none"> • Aquaculture • Mangrove Restoration <p>The proposed project is very good and very well needed. They believed that, if the project</p>	<p>The proposed project may come with some unprecedented challenges however, they recommends that, extra strict monitoring and controlled by the existing Committee, will greatly help in resolving project related problems.</p> <p>They will be quite happy to receive the project and utilize it efficiently and sustainably.</p>

	materialized, it would extend a long way in mitigating the crisis at the park.	
	<p>9. Project Benefits for Women and Youths</p> <p>The proposed project will positively influence the local community however, Women and Youths will benefit more from the project, because they form the majority of the working group at the wetland.</p> <p>The Local Staffs also affirms that, if the proposed project is successful, it will attract more people especially the youths to get self-employment.</p> <p>People working at Tanbi mostly Women have greatly improved over the years in the following ways;</p> <ul style="list-style-type: none"> • Improved their financial statuses • Take good responsibility of their family needs especially feeding, clothing and other needs • Support the education of their children • Buy homes/houses for settlement with their families. <p>This further goes to show the extent to which the proposed project will be a potential benefit and value addition to the local communities and beyond.</p>	<p>The committee outlined the unity among the workers at the wetland and further addressed the issue of Child labor.</p> <p>School going Children are strictly monitored and controlled and only visit the park when permitted to do so.</p> <p>The Staffs further give assurance of strictly monitoring Child labor, ensure strict regulations is followed to control, and prevent Child labor even after the project implementation.</p>
	<p>10. Environmental and Social Risk Associated with the Implementation of the Proposed Project at Tanbi Wetland</p> <p>The Staffs identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p> <ul style="list-style-type: none"> • Potential conflicts among workers, if they the aquacultures are not big enough to accommodate everyone, resulting from conflicts of interest and jealousy • Potential risk of nepotism and corruption among Staffs and Committee 	<p>The working groups at the wetland are very united and cooperative and always willing to help one another.</p> <p>The Staffs attest that, they not experience any form of discrimination at the moment among working groups at the wetland and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to opportunities.</p> <p>They are convinced that the</p>

	<p>members on project benefits sharing, if the project is not strictly monitored, and supervised by the project donors.</p>	<p>proposed project will foster social unity and cohesion among people and bring them together much stronger and united.</p> <p>Although, there will be supervision needed during the early stages of the project implementation.</p>
	<p>11. Grievance Redress Mechanism/Conflicts Resolution at Tanbi Wetland</p> <p>The GRM system at the wetland is well organized and follow procedures in case any problem occurs among working groups and/or staffs. The following procedures are followed in addressing grievances/problems at the site;</p> <ul style="list-style-type: none"> • First, the Communities Site Management Committees (SMCs) including Alkalos, VDCs and Staffs of Tanbi address the issue at hand and resolve it if possible. If not then; • Tanbi wetland as an existing Institution take responsibility. If they cannot resolve it then; • The Wetland Taskforce is involved which includes respective Government Institutions such as; NEA, KMC, DoPPH, Dept. of Parks and Wildlife etc. 	<p>The Grievance Redress Mechanism at the park is well planned and structured. Mostly grievances are settled before reaching to the Taskforce Committee as stated.</p> <p>Moreover, it is recommended that the GRM site committee be well equipped with a well-defined conflicts resolution procedures and principles.</p> <p>They further suggested that, putting a strong monitoring and evaluation team on the ground would help minimize potential conflicts and effect the objective and progress of the proposed project.</p>
	<p>12. Land-Acquisition/Ownership-Building of Project Aquaculture and Restoration Sites</p> <p>A consultation on the issues of land around Tanbi wetland was also done. The Staffs confirmed that the strip of the wetland is very safe and conflicts free. The wetland stretching from Abuko-Lamin Mandinary down to Bond road in Banjul belongs to the local communities under the jurisdiction of the Dept. of Parks and Wildlife Management and Protection, through the Ministry of Forestry and Parks. The wetland is readily available for use as soon as the project wants to implement/start their work.</p>	<p>They recommend the provision of incentives and patrol team and guards to preserve the park/wetland, especially when the project is implemented.</p>

	<p>13. Further Request/Concerns at Tanbi Wetland</p> <p>The Staffs of Tanbi appreciated the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p> <ul style="list-style-type: none"> • Provision of a standard well-equipped Site Office for effective running of the site activities. • Provision a standard borehole and solar power system to ease their water and power/electricity demands and stress. • Improve their existing offices to meet the growing number of site staffs etc. 	<p>The local Staffs do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the wetland site and enhance capacity building.</p> <p>This will project the wetland as a gateway to global recognition and attract Tourists and more investors.</p> <p>The consultant suggested, another meeting with representatives from all the involved local communities is also crucial to the project. This will enhance wider views and ideas.</p>
Key Informant Interviews (KII)		
<p>Tanbi Wetland Manager and Assistant Manager (Mr. Lamin Saine and Mr. Dawda Jallow)</p> <p>An independent Key Informant Interview (KII) and site visit was conducted with the Manager and Assistant Manager of Wetland, to verify the given information and ensure that everything is accurate and true to their knowledge.</p> <p>They further emphasized on the importance of the proposed project, and how the proposed Aquaculture project around the wetland, will benefit the local communities. They outlined the following keys facts relating to Aquaculture at the wetland;</p> <ul style="list-style-type: none"> • The project idea is unique and a great idea and if implemented, it will serve as alternative sources of income to all those involve in the practice especially Women and Youths. • Increase fish availability for consumptions in local markets and possibly have excess for exportation. • Provision of tight security around wetland will reduce the risk of illegal dumping at the wetland and control water pollution. • The proposed will improved the communities/workers livelihood, leaving standards and health. • The project team should consider providing site patrol/guards to prevent high theft rates of the man-groves, fishes etc. <p>Moreover, they further outlined the following potential risks associated with the Aquaculture Projects;</p> <ul style="list-style-type: none"> • Potential risk of water pollution from fish feeds leaking into the water bodies if not properly controlled. • Risk of fish attack by kingfishers if the fishponds are open types. • Possibility/potential social conflicts among working groups at the site, if proper measures, are not put in place by the existing Site Committee and the Project. 		

They also identified some key factors that will help mitigate the above mentioned risks including;

- Public consultation and frequent meetings among the existing Site Committee Members, is very important to address trending/hot issues at a given time.
- Proper Environmental and Social Impact is very fundamental to address and resolve key issues before the project implementation phase

They also outlined the respective channels a restoration process and aquaculture practice have to go through including all the Institutions and Department involved. This includes;

Mangroves Restoration;

1. Department of Parks and Wildlife Management and Protection
2. Department of Forestry and National Parks
3. Tanbi Wetland Community Manager, then implementation

Aquaculture;

1. Ministry of Fisheries and Water Resources, Banjul
2. Tanbi Wetland Community Manager, then implementation

They also addressed the issues of illegal dumping in certain parts of the wetland, mostly during the nights as unfortunate and a matter that need urgent and sustainable solutions. Even though each local community have their border to the neighboring community, they sometimes by-pass the rules and dump their household and other waste into Tanbi. This is totally disturbing and unacceptable.

They further proceeded to give suggestions on the most suitable site for Aquaculture practice along the wetland. Hence, the following sites were identified;

Identified Site	Reasons for Preference/Identification
1. Faji Kunda	1. The sites are very spacious 2. Less encroachment 3. No illegal dumping witness in this areas
2. Lamin	
3. Mandinary	

Potential Sites Identified for Restoration process;

Identified Site	Reasons for Preference/Identification
1. Mandinary	1. The sites are very spacious 2. Less encroachment 3. No illegal dumping witness in this areas 4. More sustainable
2. Cape Point	
3. Lamin	

Finally, They outlined the following potentials constraints as long as the proposed project is concern;

1. Mobility- The monitoring team needs mobility for easy access to all project sites.
2. Standard Office with standard facilities.
3. Good funding and transparency in managing the funds and the sites to enhance capacity building.
4. Project sustainability measure after implementation.

Meeting Attendance:

Name	Occupation/Position	Contact #
Lamin Saine	Manager, Tambi Wetland Office	9069090
Dawda Jallow	Assistant Manager	7377276
Ebrima Batchilly	Staff	7878788
Alammy Suwareh	Staff	7205015
Hawa Joof	Staff	7868283
Penda Khan	Staff	3657929
Isatou Njie	Staff	7660083
Essa Jawo	Staff	7710794
Fatou Jatta	Staff	7561582



Figure: Consultation meeting at Tanbi Wetland Head Office at Abuko (1)



Figure: Consultation meeting at Tanbi Wetland Head Office at Abuko (2)



Figure: Tanbi Wetland Park Manager – Lamin Saine



Figure: Previous Mangrove Restoration Project at the Tanbi Wetland



Figure: Salt intruded area in the Tanbi Wetland



Figure: Salt Intruded rice field at the Tanbi Wetland



Figure: Restored Mangroves at the Tanbi Wetland



Figure: Salt intruded vegetable garden at the Tanbi Wetland

The End

STAKEHOLDER CONSULTATION MEETING: BANJUL JETTY LANDING SITE
PROJECT: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia
Meeting venue: Meeting Centre, Banjul Jetty Landing Site
Date: 10th March, 2021

Respective key Stakeholders of the proposed FAO Project on Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia, were engaged to give their inputs/opinions, comments and recommendations of the proposed project in their respective landing sites. Banjul have two functioning fish landing sites; (I) Banjul Seaside Landing Site and (II) Banjul Jetty Landing Site/Wharfi Njagor. Both landing sites were visited however, the meeting was held at Banjul Jetty Landing Site. The following were the key points raised during the discussions;

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
Banjul Jetty Landing Site/Wharfi Njagor	<p>1. Background Information/Activities/Jobs at the Landing Site</p> <ul style="list-style-type: none"> • Fishermen (Mainly Men >300 men) • Bana banas/Mongers (Mainly Women; Women: 75% and Men: 25%) • Oysters Collectors and Sellers (Mainly Men) • Mechanic/Boat Engine Mechanic. <p>Banjul Jetty Landing Site/Wharf Njago have least daily operations/activities compared to the other landing site. The Indigenous/local people of Banjul started working at this site since in the early 1998/99. The African Development Bank (AfDB) alongside the Arab Bank Economic Development in Africa (BADEA) funded the existing Banjul Jetty project (Est. US\$8.5m) and the Gambia Artisanal Fisheries Development Project coordinated the project.</p> <p>The Gambia Ports Authority (GPA) has meanwhile been entrusted with the responsibility of managing, operating and maintaining the jetty/facility on behalf of the country's Ministry of Fisheries and Water Resources.</p> <p>Banjul Jetty Landing Site has limited fishing facilities including smokers, dryers etc. The local community testifies that, they have been unfortunate to have access to support to develop the landing site.</p> <p>Overall, the condition of the landing site is</p>	<p>The local community expressed concern about their neglected efforts to transform the landing site to a better one. Dating back in the late 90's (1998/99), they used to buy trips of sand from sand dealers to backfill the landing site and have bigger space to build structures/facilities and enhance more efficient work however, an Ex-Mayor of Banjul Mayor Samba Faal disturbed their activities. Thus, resulting worst condition of the landing site.</p> <p>The landing site have very few poor old structures and almost no facilities.</p> <p>They attest that, many projects in the past came to the site and held meetings with them with high hopes however, nothing ever materialized. Thus, they have been left helpless to develop and improve the landing site to meet the standard they deserve to do better.</p> <p>They confirmed that, if the proposed project materialize, it would enhance capacity building, burst employment opportunities and increase Women and Youths participation in the fishing</p>

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>very bad, compared to other landing site around the coast. They need general upgrading and building of new facilities to increase capacity and enhance economic growth to the workers and the country.</p>	<p>industry.</p>
	<p>2. Environment and Climate Change Impacts on the Landing site</p> <ul style="list-style-type: none"> • High Sea level rise due to extreme climate impacts- This have cause encroachment and damage to the coast • Coastal erosion • Ecosystem degradation <p>The sea level rise has cause great harm to the coast. Over the past five decades (50 years), Sea level rise/encroachment have taken a greater part of the coast to approx. 200m. Hence, they request assistance in backfilling a certain space about 15-25m in sea for more space to build new structures/facilities.</p>	<p>The local community outlined the importance of engaging on a massive sensitization against illegal activities along the coast and suggested an extensive backfilling to reclaim lost land.</p> <p>They further emphasized on the importance of the community's engagement on a massive mangrove restoration process and tree planting exercises along the coast, to counter the adverse impacts of climate change.</p>
	<p>3. Infrastructure/Facilities at the Jetty Landing Site</p> <p>The Banjul Jetty landing site have limited or no facilities available for their use. They rely on locally made tents/ structures for their daily activities. The few available facilities include;</p> <ul style="list-style-type: none"> • Existing Jetty (funded by AfDB and BADEA) • Mechanic garage/Boat mechanic garage • Old tents for resting during the day • Old Containers as gear stores/storage facilities • A Mosque • NAWEC Tap for water supply <p>Generally, the nature and conditions of the limited available Infrastructure/facilities is very bad, compared to other landing sites. They need general building of new infrastructure/facilities to meet the growing demands and enhance capacity building.</p>	<p>The local community expressed gratitude for been granted the opportunity to expressed their views and concerns. This granted them the opportunity to outline all the things the landing site needs the most.</p> <p>They believed that, building new infrastructure and facilities at the site, will greatly enhanced capacity building, more job opportunities, improved livelihood of the people moreover, create avenue for bigger fishing capacity, which may attract international markets, recognition and export.</p> <p>There is existence of water scarcity at the site. They draw water from the Mosque tap, which cannot serve all their</p>

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	The water supply system is better but sometimes not enough to supply all their water needs. The unstable power/electricity supply from NAWEC remains a hindrance to their growth and progress.	water demands. They also addressed the need for a borehole and solar power system to meet water and energy/electricity demands at the site.
	<p>4. Environment, Health and Safety and Hygiene of the available Infrastructure/facilities</p> <p>The environmental, health and working conditions of the landing is not good enough. The site is almost on the highway, which also pose high safety risk of accidents from passing vehicles/container loading trucks.</p> <p>The working environment is dirty and heavily polluted with stink and odor. This can pose potential health risk to the locals working at the site.</p>	<p>Building new infrastructure/facilities is quite relevant to the landing site.</p> <p>This will reduce potential risk of environment and health hazards from the landing site.</p> <p>Proper cleaning and monitoring of the site will reduced environmental pollution that poses high health risk.</p>
	<p>5. Community Perception of the Proposed Project</p> <p>The general perception of the locals on the proposed project is positive and encouraging. They believe that the project will be very beneficial to the entire community and even beyond.</p> <p>The project improvement areas outlined during the discussion include provision of;</p> <ul style="list-style-type: none"> • Building infrastructure • Chill Stores • Gear Stores (Communal & Individual) • CFC Office and Meeting Rooms • Toilets • Public Lighting System • Wet Waste Management/Treatment Facility <p>They believed that, if the above mentioned facilities are built to modern standards, it will help them in many ways some of which includes;</p> <ul style="list-style-type: none"> • Improved fishing quality (possibility of export to global fishing markets 	<p>The proposed project may come with some unprecedented challenges however, they recommend that strict monitoring and controlled by the existing committee, will greatly help in resolving project related problems.</p> <p>They will be happy to receive the project and utilize it efficiently and sustainably.</p> <p>They further emphasized on the spacing/size of the facilities. They believe that, if the site is upgraded and improved, it will attract may external users hence, bigger capacity of each facility is necessary to cater for the unexpected demands and prevent potential social conflicts among users.</p>

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<p>and attracts international recognition)</p> <ul style="list-style-type: none"> • Improve income generation, health conditions, livelihood and living standards of the community • Create more job/employment opportunities especially for Women and Youths • Enhance capacity building and skills 	
	<p>6. Project Benefits for Women and Youths</p> <p>The local community attest that, the proposed project will positively influence the community however, Women and Youths will also benefit from the project, even though they form the minority of the working groups at the landing site.</p> <p>The community also affirms that, if the proposed project is successful, it will attract more people especially the Youthful group to the site, as it will burst income generation, improve livelihood and enhance economic growth and prosperity.</p>	<p>The committee outlined the unity among the workers at the landing site and further addressed the issue of Child labor.</p> <p>The existing committee at Wharfi Njagor is very strict and well structured. They addressed that the issue of Child labor will be well controlled and monitored during the project implementation.</p>
	<p>7. Environmental and Social Risk Associated with the Implementation of the Proposed Project</p> <p>The community identified limited environmental and social risk related to the implementation of the proposed project among which includes;</p> <ul style="list-style-type: none"> • Potential road/site accidents owing to the close proximity of the landing site to the highway • Potential environmental pollution from the facilities, if they are poorly built • Potential risk of fire outbreaks from the facilities, which may cause loss of valuable lives and pose damages to people's properties • Potential conflicts among facilities Users, if they are not sufficient to cater for everyone • Risk of nepotism and corruption among committee members, if the 	<p>The community is very closed and united especially, those working together at the fish landing site. Everyone working at the site are willing and open to help the other.</p> <p>The community does not experience any form of discrimination at the landing site and everyone irrespective of origin, religion, creed, color and social identity, is regarded as equal. They all have equal access to opportunities.</p> <p>They are convinced that the proposed project will foster social unity and cohesion among people and bring them together like never before.</p> <p>Although, there will be</p>

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	project is not strictly monitored and supervised by the project donors.	supervision needed during the early stages of the project implementation.
	<p>8. Grievance Redress Mechanism - GRM/Conflicts Resolution</p> <p>The landing site have a well-structured Association named: Wharfi Njagor Fishery Association, which mainly runs the day-to-day activities of the landing site. They also have a well-organized GRM system.</p> <p>The GRM unit headed and managed by the landing site committee. A conflict resolution at the site go through the following stages;</p> <ul style="list-style-type: none"> • First, Wharfi Njagor Committee is approached to address the problem at hand then; • Ministry of Fishery Head Office, Banjul if the Committee cannot resolve the matter. 	<p>The Grievance Redress Mechanism at the landing site is well planned and structured. In the past, all problems are handled at the first stage of the conflict resolution process mainly involving the site committee.</p> <p>However, it is recommended that the GRM site committee be well equipped with a well-defined conflicts resolution procedures and principles.</p>
	<p>9. Land Availability/Ownership-Construction of the Proposed Infrastructure on the Landing Site</p> <p>A clarification on the land availability, acquisition and ownership for the construction of the proposed infrastructures at the landing site, was verified. According to the committee, the land for the proposed project area is a property of the Ministry of Fisheries and Water Resources.</p> <p>The committee further assured that, the proposed area is safe and available for construction whenever required.</p>	<p>The local community reminded on the importance of backfilling some parts of the site, to create a wider space for the proposed project.</p> <p>During the construction process, it is liable that there will some degrees of workers' displacement at the site hence, they recommends the provision of incentives to the victims as a temporal solution to support their families and other needs.</p>
	<p>10. Further Request/Concerns</p> <p>The community appreciates the gesture and opportunity accorded to them by the project team and reiterated that, the importance of the proposed project cannot be over emphasized however, they expressed some more concerns and made the following requests;</p>	<p>The local community do not impose on the project donors to provide the above listed facilities in addition to what they proposed however, they assure that, providing these items, will create more avenues for the improvement of the landing site and enhance</p>

Community/Institution(s)	Areas of Concerns/Consultation	Comments/Recommendations
	<ul style="list-style-type: none"> • Provision a standard borehole and solar power system to meet their water and power/electricity needs • Provision of a standard ice plant • Provision of high tech Fibre fishing Boats to replace old wooden boats with larger fishing capacity. 	<p>capacity building.</p> <p>This will project the landing site as a gateway to global recognition and attract international markets and/or attract investors.</p>

Meeting Attendance:

Name	Occupation/Position	Contact #
Papa Dibba	Fisherman	2008781
Alassan Mar	Fisherman	7726947
Ansumana Jobe	Fisherman	9917452
Alassan Baj	Fisherman	7443279
Sarr Dibba	Fisherman	7912355
Momodou Njie	Fisherman	7174083
Alassan Sey	Fisherman	6582248
Ousman Nying	Fisherman	7514341
Alhagie Jang	Fisherman	7609401
Salifu Dibba	Fisherman	5870597
Mam Jarra Jarju	Fisheries Assistant Officer	3717563



Figure: Consultation meeting at Banjul Jetty – Wharfi Njorgo



Figure: Consultation meeting at Banjul Jetty – Wharfi Njorgo

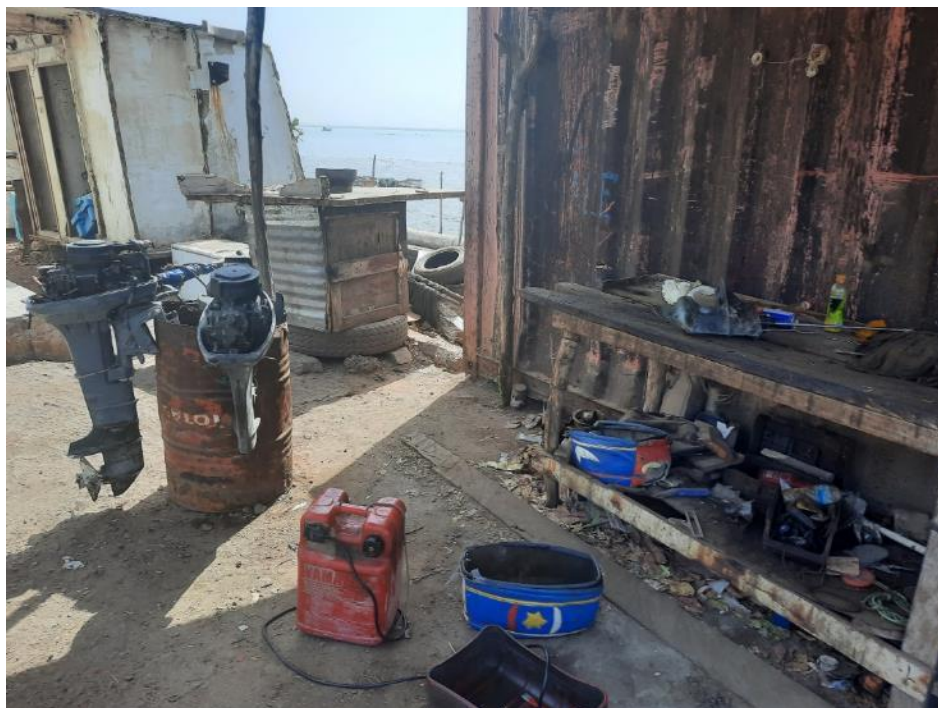


Figure: Mechanical workshop for boat engines



Figure: Boats at the wharf njargo



Figure: Container trucks parked at the wharfi njargo

BINTANG BOLONG LANDING SITE CONSULTATION MEETING

MIXED FOCUS GROUP DISCUSSION

Project Title: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Date: 11th March, 2021

Venue: Bintang Bolong Landing Site

Attendance

The Environmental and Social Safeguard (ESS) Specialist held a consultation meeting with the key players or stakeholders as far as the Bintang Bolong and her operational activities are concern. The meeting was attended by the “*Alkalo*” who is the leader of the village, president of the Bintang Bolong fishermen association, representative of the fish smokers, fisheries site officer, on-site navy officer, and many others. A total of 27 people participated in this mixed focus group discussion. For further information, the attendance list of participates with relevant information such as occupation, contact and signature is attached as an annex. Figure 1 shows that the focus group discuss held was a mixed group including men and women.

Figure 1: Focus group discussion at the Bintang Bolong Landing site



Site description

The term “bolong” is a Mandinka word that means a “creek” or “tributary”. Hence, Bintang Bolong is known to be the largest tributary on the river Gambia and it flows south east into the waters of Casamance region. The Bolong is about 570m wide, 5 – 7 m deep and it flows as far as 130 km westward. The bank of Bintang Bolong is decorated with extensive mangrove forests, giving a scene-view to the area as shown in Figure 2.

Bintang Bolong has numerous historical relevance such as the Queen of England visited the site in the mid-twentieth century. The site was once the trade post for the Portuguese as well as the British during the colonial era. Thus, it is still an attractive site for both local and international tourists who wish to discover the rich heritage of the Gambia. However, the villagers felt that the site has been neglected for so long which resulted to the dilapidation of the floating jetty and other essential structures on-site as well as underdevelopment of the village at large.

Figure 2: Mangroves along the bank of Bintang Bolong



Fishing activities at the Landing Site

Most of the villagers earn their livelihood from the Bolong. Bintang Bolong is an important and popular fishing site and thus many fishing related activities are still going on. Most of the people working to make ends meet at the landing site are:

- a. Fisher men – 100% men
- b. Fish driers – 75% men
- c. Fish smokers – 100% women
- d. Fishmongers – 100% men
- e. Oyster harvesters – 100% women
- f. Shrimp harvesters – 100% men

Many of the women in the village earning their living from this landing site. The women participants explicitly expressed that the income generated from the fish business is utilized to address their basic household needs besides paying school fees, buying uniforms and books for their children. Some even claimed to support their children to travel abroad from the little savings secured from their petty fish businesses.

Existing Infrastructures/Facilities at the Landing Site

There are few existing structures available at the landing site which are utilized by the workers for their day-to-day fishing and other commercial activities. The following structures and their current status are provided beneath.

Jetty – there is a dilapidated jetty which was claimed to be built by then the colonial masters to facilitate the landing of the Queen of England in the mid-twentieth century said the villagers. The villagers could not exactly remember the year this jetty was constructed but they were sure that it was in the mid-1900s. The dilapidated facility is used by the canoe owners to anchor their canoes as shown in Figure 3.

Figure 3: Dilapidated jetty at Bintang Bolong Landing Site



Fish smoking house: There exist only one smoking house employed by the women for fish smoking as shown in Figure 4. The physical structure of the facility is still in accepted condition with less visible wall cracks. However, the design of the roof is not appropriate and not quite suitable especially during the rainy season. Rain water gush in the smoking house through the roof rendering the facility unusable during the wet season. In addition, the small metal doors of the oven are all rusted and users find it difficult to open and close as illustrated by one of the fish smokers in Figure 5. The fish smokers' also complaint of the excessive smoke emitted during operations due to the poor design of the existing improved chorkor smoking ovens.

Figure 4: Roof of the fish smoking house at Bintang Bolong Landing Site

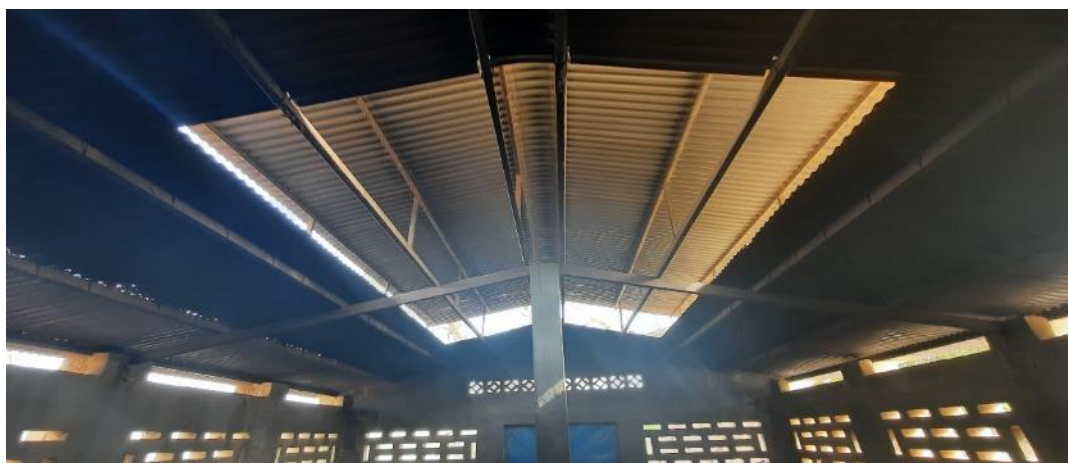


Figure 5: Smoking ovens with small rusted doors



Fish drying racks: There is no specific site (see Figure 6) for drying of fish as in most of the landing sites. Hence, very few people engaged in the fish drying business.

Figure 6: Fish drying area



Gear stores: There are twenty-eight gear stores used by individual fishermen to keep their nets and other valuable items (see Figure 7).

Figure 7: Gear stores at Bintang Bolong Landing Site



Ice plant – There is an old ice plant (see Figure 8) at the landing site which was built in 1980s but not operational for more than two decades said the villagers.

Figure 8: Old ice plant at Bintang Bolong Landing Site



Water facility: There is an existing water tap serving the entire landing site. The water supply from the tap is inconsistent and it is not well maintained as shown in Figure 8.

Figure 8: Single water tap at the landing site



Impact of Existing Infrastructures/Facilities

The absence of proper infrastructure/facilities poses severe challenges to the fishing industry at Bintang Bolong. Table 1 presents the various challenges expressed by the landing site users during the focus group discussion.

Table 1:

Challenges	Suggested mitigation measures
<u>Lack of proper jetty</u> <ol style="list-style-type: none"> 1. Large canoes or fishing trailers cannot land at the site due to the poor landing facility. This has a significant setback on the growth of the fishing industry at Bintang. 2. The dilapidated jetty poses high safety risk for the children who normally bath at the Bolong. The villagers mentioned the death of a child and several injury cases caused by the poor infrastructure. 3. Many fishermen got their fishing boat or canoes destroyed due to the poor landing site, disrupting their activities and loss significant income. 	<p>The participants expressed the need to rehabilitate the exiting dilapidated floating jetty to resolve the highlighted challenges.</p> <p>The jetty should have rails running along the edges to address safety concerns regarding the falling risk into the water.</p>
<u>Poor Fish Smoking Facility</u> <ol style="list-style-type: none"> 1. Rain water gush through the roof of the smoking house cause the women to evaluate the facility during the rainy season. Therefore, the fish smokers are mostly out of business during the rainy season and thus, loss lot of income. 2. The existing chorkor fish smoking oven emits excessive smoke which pose significant health risk to the workers. The fish smokers bitterly complained of the smoke that might have long-term negative effect on their health. 	<p>Rehabilitation of the entire fish smoking house and equipped with better ovens that emit less smoke and health-friendly.</p>
<u>Lack of adequate water supply</u> <ol style="list-style-type: none"> 1. According to the workers at the site, lack of adequate water supply is another challenge that negatively impact activities at the landing site. 	<p>Install a borehole that can adequately supply clean water.</p>
<u>Poor lighting system</u> <ol style="list-style-type: none"> 1. The on-site navy staff complained of the lack of proper lighting system which poses serious security threats at night. 	<p>Provide lighting system that will improve night security of the landing site and may deter people from illegal activities such as felling mangroves at night.</p>

Climate Change

When asked to describe the environment around the Bolong, the participants of the focus group discussion answered that the environment is degrading. The progressive degradation of the environment was associated with anthropogenic activities which have led to climate change. Thus, the following occurrences were observed by the participants.

1. The disappearance of mangroves due to salt intrusion and felling of mangroves for roofing and other purposes.
2. Erosion of the landing site due to heavy water run-off from the village during heavy rainfalls and less mangroves to control erosion of the river bank.
3. Many flood incidents during the last few years which are attributed to rise in precipitation
4. Extreme high temperature.

Perception on the proposed project investments

The participants expressed great interest and appreciation for the proposed project. They anticipate that the project will improve their livelihood in the following ways:

1. Increase income of the various categories of workers at the site, such as the fishermen, fish smokers etc;
2. Improve health and safety of the workers and the community at large;
3. Promote more business opportunities at the landing site;
4. Create more job opportunities for the youth and women;
5. Decrease workload for most workers due to the availability of proper working facilities;
6. Access to clean drinking water;
7. Support school going children to further their education; and
8. Promote nutritional diet for the households.

Mangrove Management

One of the participants raise concerned about the rapid depletion of the mangroves around the bank of the Bolong. He informed the ESS Specialist (interviewer) that the last mangrove restoration exercise conducted at the site was sponsored by the National Environment Agency under the UNIDO/GEF fund in 2018. It was highlighted that behind the thick mangrove forest shown in Figure 9 are sparsely populated mangrove forest due to illegal mangrove cutting. Hence, there is a need to repeat the restoration campaign to restore the loss habitat of many aquatic species.

The importance of mangrove restoration cannot be overemphasized because these mangroves serves as a safe breeding area for the fish. This indicates that the proper management of the mangrove will increase the availability of fishes in the Bolong and thus, more income for the fishermen. Furthermore, the participants explained that most of the propagules used during mangrove restoration across the country are mostly obtained from the Bintang Bolong. The participants recommended that Bintang Bolong should be selected for the proposed mangrove restoration as stated in Component 1 of the project.

Figure 9: Mangroves at Bintang Bolong



Risk/Impact of the proposed project

The following risk were echoed during the focus group discussion.

<i>Impact</i>	<i>Mitigation</i>
Contamination of the bolong – there is the risk of contaminating the bolong with cement and other building waste during the construction phase of the floating jetty. Polluting the Bolong with construction waste and other chemicals could lead to the death of many fishes and thus, negatively impact the livelihood of the fishermen.	<ul style="list-style-type: none"> • Stringent measures must be in place to avoid contamination of the Bolong. • Construction workers should be sensitized not to dispose construction waste in the Bolong.
Risk of falling off the Jetty – falling off the floating jetty is a potential risk raised by the focus group discuss participants.	<ul style="list-style-type: none"> • Provide a rail along the edges of the floating jetty to address the risk of falling off the jetty.
Workforce-Community Interaction – the physical presence of the workforce may interrupt community life and introduce foreign cultures that are alien to the community.	Project contractor must provide training for all staff in acceptable behavior with respect to community interactions.

Grievance Management

The participants unanimously confirmed the existence of strong unity among themselves. Nevertheless, in case there is a problem of any kind or magnitude it is reported to the central management committee. In the event, the problem is unresolved, it is escalated to the Village Development Committee (VDC) then to the Chief (“Seyfo”) of the region and finally to the government authorities depending on the nature of the problem.

The effectiveness of the above procedure is confirmed by the villagers. So far, all these problems are addressed at community level without the need to involve third parties.

Attendance list.

CONSULTATION MEETING				
Project Title: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia				
Venue:	Sintang Bolong landing site			
Date:	11/3/2021			
	NAME	OCCUPATION/POSITION	CONTACT	SIGNATURE
①	Tarra Nyandou	Fisheries staff	5302075	Tarra Nyandou
②	Pa Joot	Senior Fisheries officer	3207944	Pa Joot
③	Mamadou Gassama	Fish. Professor	7703413	
④	Bakary Ceesay	Fisherman	6221302	Bakary
⑤	Haddy Njie	Fish smoker	6291888	Haddy Njie
⑥	Gibni Ceesay	Fisherman	-	
⑦	Amie Gassama	Fish Smokers	-	Amie
⑧	Lamin Jammeh	Fish smoker	3045742	Lamin
⑨	Saffie Camara	Fish smoker	5337115	Saffie
⑩	Jainaba Sangar	Fish smoker	2250929	Jainaba
⑪	Bakary Gassama (Banku)	Care Taker (Centre)	5334854	Bakary
⑫	Abdou Jammeh	Fisherman	3324377	Abdou
⑬	Saitou Conté (man)	Fisherman	3339354	Saitou

14	Ansman (T) Ceesay	Fisherman	3159964	ANSMAN - CEESAY
15	Bakary Samak	Fisherman	7503975	
16	Buba Camara	Fisherman	6331835	Buba
17	Fateba Gassama	-	-	
18	Alkalo Bakary Ceesay	Alkalo	6289799	
19	Lamin Beran Ceesay	7258777 Banahine	7258777	
20	Bunta Saidy	770636 # Bakary	7706364	
21	Wuyeh ^{Sam} Sam	Fisherman		
22	Mbinkay Gassama	Smokers	3525318	
23	Saffie Sawaneh	Smokers		
24	Simeh Samak	Smokers	-	
25	Ousman Ceesay	Fisherman	3935497	Ousman
26	Ousman Mameh	Fisherman	6826335	Ousman
27	Ebrima Badjie	G/N	3166085	Ebrima

JAHALLY VILLAGE (RICE CULTIVATORS) CONSULTATION MEETING

MIXED FOCUS GROUP DISCUSSION

Project Title: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Date: 12th March, 2021

Venue: Jahally Village

Attendance

The mixed focus group discussion held at Jahally was attended by twenty-one villagers who were all rice farmers. The participants composited of thirteen females and eight males; most of the male participants were youths. Figure 1 shows the female participants who took part in the consultation meeting.



Figure 1: Female participant at the consultation meeting in Jahally

Socio-economic Profile

Jahally is well known in The Gambia for rice production and thus, most of the villagers earn their livelihood from the rice paddy fields. The most dominant gender among the rice farmers are female but the men also work on the paddy field during the dry season to level the paddy field and prepare dikes. Most of the households in Jahally never or seldom purchase imported rice, instead they consume the local rice produced from the paddy field and sell the surplus which helps to generate good income to satisfy other relevant and basic needs of the family.

In Jahally, both men and women participate in the farmland, unlike many villages in the rural areas where only men work on the farmland and women focus on either gardening or rice farming. The women grow groundnut whereas the men grow many types of crops such as sorghum, melon, groundnut, millet and corn. The participants stated that groundnut is the most dominant farm produce, followed by melon then corn.

Vegetable gardening is also another economic activity many female are engaged in to earn a living and support family members. Two main vegetable gardens were established by two different projects and many women work on those gardens. However, the majority of the women grow vegetables at their backyards for home consumption. The most grown vegetables are onion, cabbage, pepper and tomato.

Rice Cultivation and related socio-economic impacts

The community's primary agricultural activity is rice cultivation. The participants explained that most households produce sixty (60) to seventy (70) bags of rice (100kg per bag). They consumed about half of the rice produced for their daily feeding and sell the surplus for extra income. Most of the participants testified that they never bought imported rice and were almost self-sufficient in terms of rice production. This indicates that the total rice produced was enough to sustain the community and improved their state of wellbeing. Rice production has significantly improved the livelihood of the Jahally community and they welcome any initiative that will further increase yield from the paddy fields.

Besides the above mentioned benefits, the community complaint of the following challenges hampering rice production at Jahally in recent years:

- Salt intrusion in the paddy field due to low precipitation and rise of sea level
- Lack of adequate water in paddy fields due to blockage of water canals
- Lack of proper belt of the paddy fields
- Run-off water cause flood of the paddy fields
- Invasion of paddy field by hippopotamus

All the above negative impacts were associated with the effect of climate change and emphasized the need to stop illegal logging. They also expressed the need for the intervention of the government to strengthen the rice farmers. The community has recently experienced almost 50% decline in rice production and are quite worried about the trajectory.

Proposed project – Introduction of fish in rice paddy fields

The focus group discussion participants were appreciative of the initiation to introduce fish in existing rice paddy field. The following benefits were highlighted during the discussion:

1. Promote food security
2. Improve health and balance diet
3. Increase income generation

On the other hand, the following concerns were raise about the sustainability of the proposal:

1. Proper site selection may be a challenge
2. Contamination of the water with fertilizers or pesticides used by the rice cultivators may kill the fish or render them unsafe for consumption
3. Scarcity of water at the paddy field

Recommendation

The community suggested that a separate site but close proximity to the existing paddy fields can be utilized for aquaculture to resolve the issue of agrochemical contamination of fish ponds in the paddy fields.



Figure 2: Rice paddy filed at Jahally

Attendance list

CONSULTATION MEETING				
Project Title: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia				
Venue:	Jahally Village			
Date:	11 th 10/3/2021			
	NAME	OCCUPATION/POSITION	CONTACT	Signature
1.	Fatou Sillah	Rice Farmer	2843988	
2.	Isatou Camara	"	3601013	
3.	Nyahalleh Kebbeh	"	7702780	
4.	Yamu Kaita	"	3498592	
5.	Fatou Karamba	"	3545026	
6.	Toufou Jaitah	"	6354204	
7.	Yamu Kabba	"	7048489	
8.	Julle Camara	"	7802211	
9.	Fatoumata Jaitah	"	6884840	
10.	Toukara Kaita	"	3547719	
11.	Fatou Kaita Kaira	"	3551949	
12.	Aminata Kaitah	"	7059806	
13.	Fatou Couleh	"	3545026	

MADINA LAMIN KANTEH COMMUNITY VEGETABLE GARDEN

MIXED FOCUS GROUP DISCUSSION

Project Title: *Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia*

Date: 13th March, 2021

Venue: *Community Garden, Madina Lamin Kanteh*

Attendance

A mixed focus group discussion was held at the Madina Lamin Kanteh Community Vegetable Garden on the 13th day of March, 2021. The consultation meeting was attended by the Alkalo (Leader) of the village together with another twenty-five (25) villagers, most of whom were women working in the garden. The President of the gardeners and the Agriculture extension officer participated in the meeting with eighteen (18) other women. Figure 1 shows the women participants of the consultation meeting.



Figure 1: Mixed focus group discussion at Madina Lamin Kanteh community vegetable garden

Village Profile

Madina Lamin Kanteh is a small village near Waasu in the Central River Region of the country. The village has approximately 1200 people in 80 households. Mandinkas are the dominant tribe and a good number of Fula tribe residing in the village. The village has conventional schools ranging from nursery to senior secondary and one Islamic School that stops at Grade six (6). In addition, the village also has a clinic but major medical references are to Kuntaur Hospital.

Socio-economic Activities

Most of the residence of the village are engaged in agricultural activities for their livelihood. The men work on the farmlands and their main agricultural produce are groundnut, millet and melon. Groundnut is the most dominant farm produce which is later sold to the government or at the lumo (local market).

During rainy seasons, most of the women work in the paddy fields to cultivate rice for home consumption and selling the surplus to generate income for the family. However, the paddy field was abandon for almost three years due to the invasion of hippopotamus causing threat to their lives and destroying most part of the rice field.

Gardening is a lucrative agribusiness for most of the women in the village, especially the youths. Detailed information on the involvement of women in gardening is highlighted in the next section beneath. Figure 2 shows the garden at Madina Lamin Kanteh.



Figure 2: Vegetable garden at Madina Lamin Kanteh

Madina Lamin Kanteh Community Garden

The community garden was funded by the European Union under the Millennium Development Goals (MDG -1c) “Improving Food Security through Crop Production Intensification and School Feeding Programme”. The project was implemented by the World Food Programme and Food and Agriculture Organization of United Nations.

The size of the vegetable garden is five (5) hectares and the entire perimeter is fenced to prevent the entry of animals. One hundred and fifteen villagers work in the garden; out of which one hundred and ten are all women. The following vegetables are grown in this garden:

1. Onion (dominant)
2. Okra
3. Tomato
4. Bitter tomato
5. Cabbage
6. Pepper
7. Garden egg
8. Cassava
9. Sweet potato

Onion was said to be the most profitable vegetable among the vegetables listed above and the demand is always high.

Positive Impact of the Garden

The following benefits were highlighted during the discussion:

1. Promote health – the vegetable produced from the garden is a good source of nutrition and increase the consumption of balanced diet.
2. Food security – vegetable gardening minimizes food insecurity.
3. Generate income – most of the women attest that they earn a lot of income from the garden which enable them to pay school fees, buy books and uniforms for their children besides other domestic needs.

Challenges

The participants expressed the following challenges:

1. Lack of water – the gardeners’ complaint of lack of enough supply to irrigate their vegetable beds. They mentioned that the capacity of the existing borehole is not enough for the entire garden.
2. Lack of market – the gardener’s also expressed the lack of ready market for selling their harvest and without the proper storage facilities in place, huge post-harvest loss were experienced. Consequently, the gardener’s loss lot of income, time and energy invested.
3. Insect infection of vegetables – the low production from the garden was also related to insect infection.

Mitigation

The following recommendation were provided to resolve the challenges highlighted above:

1. Increase the water tank capacity or upscale the existing water borehole to meet the demand of the garden.
2. Improve the water distribution system to reduce labor intensive practice in water garden beds.
3. Provision of organic insecticides/pesticides to address the issue of insect or pest infection.
4. Provide a cold storage to prevent post-harvest loss.

Proposed Project – Aquaculture plus Gardening

The general perception of the community on the proposed project is positive and encouraging. They believe that the project will be very beneficial to the entire community and beyond.

Benefit of the proposed project

1. Diversification of the activities in the garden
2. Multi-channel income generation streams
3. Promote health and balance diet
4. Improve livelihood
5. Increase affordability of fish for the community

Potential challenges of the proposed project

Challenges	Mitigations
<i>Scarcity of water</i> - there is currently water shortage at the garden and the proposed aquaculture water tanks requires large quantity of water which will cause a heavy competition between the two activities for the limited resources.	- Upscale the water capacity of the garden to meet the water demand of the two activities.
<i>Lack of competence/capacity</i> – the community complained that they lack the experience to operate an aquaculture.	- Need capacity building on aquaculture
<i>Availability of fingerlings</i> – the project should address the issue of accessing good fingerlings to make the entire project sustainable.	- Readily available fingerlings should be accessible at all time to keep the business running.
<i>Availability of feed</i> – the feed for the fish is quite expensive and might not be sustainable.	- The local community should be trained on feed formulation from local available ingredients.

Climate Resilient Fishery Initiative for Livelihood Improvement project in the Gambia – PROREFISH Gambia
GCP/GAM/043/GCR

Attendance list

CONSULTATION MEETING

Project Title: Climate Resilient Fishery Initiative for Livelihood Improvement in The Gambia

Venue: Madina Lamin Kanteh

Date: 13/03/2021

	NAME	OCCUPATION/POSITION	CONTACT	SIGNATURE
1	Mariama Ceesay	President	7477662	
2	Nyima Cham	Extension officer	2418700	
3	Awa Jallow	Treasurer	3477943	
4	Mariama Bahaba	VAC vice chair	3530166	
5	Fatou Fadara	Committee member	2060589	
6	Fanka Ceesay	Committee member	2458339	
7	Ebrima Keita	Farmer/gardener	5329982	
8	Kemo Dunkara	Committee member	5873176	
9	Pa Alfusainey Fafana	Field Assistant	7293451	
10	Kebba Barrow	RAD Kuntaur	3282449	
11	Adama Bah	Member		
12	Mama Sillah	Member		
13	Gibba Jallow	Member	7190687	

14	Sargo Kanteh	member	7144549	
15	Fatou Bah	Member	7240834	
16	Kadiyatu Bah	member		
17	Mariama Traawally	Member	2249919	
18	Fatou Kanteh	Member	7222484	
19	Hawa Ceesay	Member		
20	Nansy Sissah	member		
21	Kamsa Barry	member		
22	Karany Janna Taitel	member	6422800	
23	Fatou Sillah	member		
24	Jannaba Bah	Member	2150596	
25	Kawsta Drammeh	member	3453283	