

GOMBE STATE OF NIGERIA



FRAMEWORK FOR RESPONSIBLE AND INCLUSIVE LAND INTENSIVE AGRICULTURE (FRILIA)

STAKEHOLDER ENGAGEMENT TOOLKIT

AUGUST, 2025

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ACRONYMS AND ABBREVIATIONS

GOSIPA- Gombe State Investment Promotion Agency

GOGIS - Gombe Geographic Information System

ESIA - Environmental and Social Impact Assessment

FPIC - Free, Prior, and Informed Consent

FRILIA - Framework for Responsible and Inclusive Land Intensive Agriculture

GBV/SEAH - Gender-Based Violence or Sexual Exploitation Abuse, or Harassment

IAP - Investment Approval Process

LGA - Local Government Authorities

MDA - Ministries, Departments and Agencies

MoU - Memorandum of Understanding

SE - Stakeholder Engagement

SEP - Stakeholder Engagement Plan

1. INTRODUCTION

Effective Stakeholder Engagement (SE) is key to implementing a Framework for Responsible and Inclusive Land Intensive Agriculture (FRILIA), and when properly done it:

- Improves communication among stakeholders.
- Minimises the potential for conflict.
- Promotes investment project acceptance and participation.
- Enhances the likelihood of overall project success.

This Stakeholder Engagement Toolkit outlines the procedures and tools for stakeholder engagement under FRILIA. It incorporates existing communication channels and explores ways that investment project stakeholders can participate in responsible and inclusive land-intensive agriculture investments based on their level of interest and influence. It provides guidance for community consultation and engagement throughout the seven stages for agricultural investment under the Gombe State Investment Approval Process (IAP), from initial enquiry to aftercare. The toolkit guides investors and implementation agencies to:

- Develop a framework for stakeholder engagement that:
 - Identifies investment project stakeholders.
 - Analyses stakeholder interests, influence, roles, and responsibilities.
 - Understands the relationship between the stakeholders and guides appropriate alignments within the investment process to deliver responsible and inclusive outcomes.
- Develop a strategy and plan that defines pathways for effective communication for enhanced and inclusive participation.

In addition to this toolkit guide, related templates are provided to assist the investor and relevant MDAs in developing and implementing this framework.

It is important to note that this toolkit applies to two broad investment scenarios. Scenario One: The government has previously acquired land and is considering providing it to the investor. Scenario Two: The investor seeks to acquire land directly from local landowners or land users.

While stakeholder engagement is essential in both cases, it is likely to be more challenging and time-consuming under the second scenario as the agreement will be led by the investor and the community with little involvement from the responsible MDA or local government at the initial stage. This reinforces the objective of this Toolkit, which is to provide stakeholders with guidance in navigating the investment project lifecycle.

2. FRILIA PRINCIPLES APPLICABLE TO STAKEHOLDER ENGAGEMENT

The FRILIA principles most applicable to stakeholder engagement are as follows:

Principle	Descriptions
Principle 1.2	Investments should occur transparently
Principle 1.5	Investments should be subject to consultation and participation, including the disadvantaged and vulnerable, informed of their rights and assisted in their capacity to negotiate
Principle 1.6	Communities have the opportunity and responsibility to decide whether or not to make land available based on informed choices
Principle 1.7	Investment should be monitored
Principle 3.1	Compensation standards are to be disclosed and applied consistently
Principle 3.2	Economic and social impacts caused by land acquisition or loss of access to natural resources shall be identified and addressed, including people who may lack full legal rights to assets or resources they use or occupy
Principle 3.6	Compensation standards are to be disclosed and applied consistently

Together, principles 1.5 and 1.6 adopt the international concept of “**Free, Prior and Informed Consent**” (FPIC). This principle states that any investment affecting the land, or resources of indigenous peoples should not proceed without the free, prior, and informed consent of those affected by the proposed investment project.

Under FRILIA, FPIC is not limited to indigenous peoples but applies to all communities whose land may be affected by a proposed investment. Thus, principle 1.6 gives affected communities a veto (the right to say no) to an investment project being implemented in their territory. This power may extend over the lifetime of the investment project if the nature or scope of the investment changes over time.

The four elements of FPIC can be described as follows:

- **Free:** Those deciding whether to consent to a project should do so without coercion, intimidation, or manipulation.
- **Prior:** Consent must be sought well before any authorization or the beginning of project activities. The timetable must allow sufficient time for culturally appropriate consultation and for completion of local decision-making processes.

- **Informed**: People receive all relevant information about the project. The information provided must be objective, accurate and presented in a manner or form that is understandable to those receiving it.
- **Consent**: The people have agreed to the activity that will take place on their land. The right to consent includes the right to say no to the project or to offer to consent only under certain conditions.

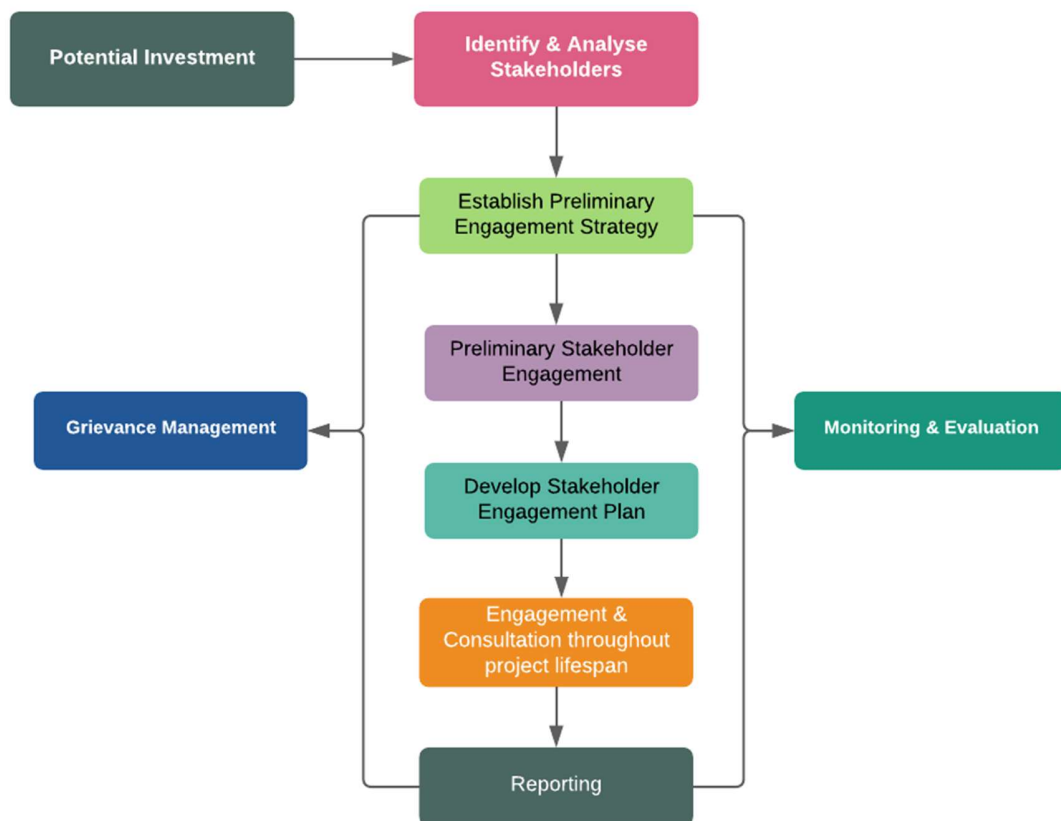
3. STAKEHOLDER ENGAGEMENT PLAN

A Stakeholder Engagement Plan is used to identify the stakeholders of a project and how they will be constructively engaged throughout the project lifecycle. It aims to foster a positive relationship between the investor and its stakeholders, while also helping to manage project risks.

A Stakeholder Engagement Plan is a living document that needs to be reviewed and constantly updated throughout the project lifecycle to reflect any project changes.

Generally, and as explained below, a stakeholder engagement plan should include the steps reflected in this graphic:

Figure 1: Steps for stakeholder engagement Plan



3.1 Gombe State Investment Promotion Agency (GOSIPA)

FRILIA Investment Approval Process (IAP)

The toolkit also provides guidance for community consultation and engagement throughout the SIX (6) stages of Gombe State's FRILIA agricultural investment approval

process, from “Initial Inquiries & Know Your Customer (Due Diligence) Assessments” to where “The parties enter into Final Agreements”.

1. **Stage 1: INITIAL INQUIRIES & KNOW YOUR CUSTOMER (DUE DILIGENCE)** – The investor reaches out to Gombe State Investment Promotion Agency (GOSIPA) with the intention to invest in Gombe State. GOSIPA communicates the FRILIA toolkits to the investor via channels outlined in the FRILIA Communication Strategy.

2. **Stage 2: [Information Exchange & Site Visits]** – A. Gombe State Investment Promotion Agency (GOSIPA) through the One Stop Investment Centre continues to provide information and resources the potential investor may need to proceed with the investment. Also coordinates the investor's interaction with other government agencies and helps the investor locate service providers. B. Gombe Investment Promotion Agency (GOSIPA), Gombe Geographic Information Services (GOGIS), and the Ministry of Agriculture arrange for site visits for the investor after notifying local officials and communities of investor interest. C. GOSIPA/GOGIS, and Ministry of Local Government Affairs notifies local government officials, other ward and community stakeholders to engage in internal consultations and then to respond preliminarily whether they might welcome the investment.

3. **Stage 3: [Potential Investor Proceeds or Withdraws]** – A. The investor reacts to the community's initial response to the potential investment and the investor's own assessment of the viability of the investment and potential site. If the investor decides to withdraw, the process stops. If the investor wishes to consider a different location within the State, the process reverts to Stage 2. The process also ends if the community decides not to proceed. B. If the potential investor decides to proceed and the community is supportive, the investor should engage further, build relationships with the community and get them fully involved. The investor and the community (with legal assistance provided by Gombe State Ministry of Justice and Community Legal Council should begin to discuss a community engagement plan to guide the ongoing consultations.

4. **Stage 4: [Investor Enters into a Memorandum of Understanding (“MoU”) with GOSIPA, GOGIS, Ministries of Agriculture and Representatives of the Affected Communities]** – A. GOSIPA does more in-depth due diligence on the investor and shares additional due diligence findings with other stakeholders. B. Consultations with the community continue, and a community engagement plan may be agreed to at this point. C. If all parties continue to be supportive of the proposed investment, they attempt to agree on an MoU that covers the framework of the investment, how much land is required, benefits that may accrue to the community, commitments to ongoing consultation, preparation of an ESIA, etc. The MoU does not legally commit any party to a final agreement on the proposed investment.

5. **Stage 5: [Investor Completes and Shares a Feasibility Study, Business Plan and an independent Environmental and Social Impact Assessment (ESIA)]** – A. GOSIPA makes its determination whether the ESIA is acceptable and notifies the investor within 14 working days of receiving it. B. If not already completed, a community engagement plan should be finished in this stage. C. Land lease discussions can continue (if begun in a previous stage) or begin. Leases should not be finalized and signed until Stage 6.

6. **Stage 6: [The parties enter into Final Agreements]** – The final agreement is likely to be contained in several individual agreements or could be combined into one document.

While the precise requirements will vary, approved investment is likely to include some or all of the following:

- Land lease agreement
- Outgrower contract(s)
- Community impact and benefit agreement
- Community engagement plan
- Monitoring plan

3.2 Stakeholder Identification

Stakeholder identification is an essential process required to identify all the parties whose actions or inactions may affect or be affected by the activities of an investment project. To identify the relevant stakeholders, the following questions must be answered:

- 1.** Who is affected positively by the activities of the investment project?
- 2.** Who is affected negatively by the activities of the investment projects?
- 3.** Who can influence the investment project's outcome/deliverables?
- 4.** What regulatory bodies are concerned with the activities of the investment project?

GOGIS should engage with the investor and the local community to identify stakeholders and facilitate initial stakeholder meetings. Responsible parties can make use of Table 1 in the subsequent section. Note that additional stakeholders may be identified as project development progresses.

List of Stakeholders

- Affected and potentially affected stakeholders living on the land, including landowners, tenants, and other land users such as farmers and herders.
- Stakeholders who are affected by resources impacted by the investment, such as upstream water users.
- Community members, including village heads, school committees, local workers, and other community members.
- Specific vulnerable groups, such as women, migrants, and internally displaced persons (IDPs).
- Local authorities and government officials, including local council members and traditional leaders.
- State Ministries, Departments, and Agencies (MDAs), such as the Gombe State Ministry of Water, Environment, and Forest Resources, and the Gombe State Ministry of Agriculture.
- NGOs and/or CSOs working within the community, such as local environmental and development organisations.
- Development partners and donors are involved in the project.

3.3 Stakeholder Categorisation

In developing a stakeholder engagement plan, it can be helpful to group the stakeholders into categories, as the consultation content and methodology may be the same for those falling into the same category or differ across categories.

List of Potential Stakeholder Categories

- State-level MDAs
- Local government authorities
- Landowners and land users
- Traditional authorities
- Vulnerable groups
- NGOs and CSOs
- Investors
- farmers

In Gombe State, the responsible multi-stakeholder committees and MDAs are :

FRILIA Steering Committee,

FRILIA Technical Committee,

FRILIA Project Implementation Unit,

Gombe Geographic Information Systems,

Ministry of Agriculture, Animal Husbandry & Cooperatives,

Ministry of Water, Environment & Forestry,

Ministry of Justice,

Ministry of Women Affairs,

Ministry of Youth,

Ministry of Budget & Economic Planning,

Ministry of Land and Survey,

Ministry of Urban and Rural Development,

Investment Promotion Agency,

Internal Revenue Service,

Ministry of Trade, Investment, and Tourism,

Bureau of Public Procurement,

Ministry of Local Government Affairs

Other MDAs may be included depending on the nature of the agricultural investment project.

The relevant local government authorities are:

- Gombe State Ministry of Local Govt. & Emirate Affairs

Other Local Government authorities may be included depending on the nature of the agricultural investment project.

3.4 Stakeholder Analysis

Having identified the stakeholders, it is necessary to analyse them. This includes a clear identification and description of each stakeholder (there often will be many in each category), their interest or stake (both positive and negative), and their specific role or responsibility.

Stakeholders have an interest in an investment project if they are likely to affect or be affected by a project. The level of interest is determined by the magnitude of the effect they have on the investment project, or the investment project has on them. See Table 1 and Figure 3.

Table 1: Stakeholder Groups in Gombe State.

STAKEHOLDER CATEGORY	STAKEHOLDER	INTEREST	LEVEL OF INTEREST	ROLES AND RESPONSIBILITIES
State FRILIA Steering Committee	All members of the Steering Committee established by Executive Order	Support Gombe State Ministry of Agriculture and Natural Resources with the facilitation of the FRILIA initiative.	High interest - high influence	In charge of strategic oversight and policy direction for the FRILIA implementation.
State FRILIA Technical Committee	All members of the Technical Committee established by Executive Order	Support Gombe State Ministry of Environment and Forestry with technical guidance and expertise.	High interest - high influence	In charge of technical execution and monitoring of FRILIA projects.
Federal Ministries, Departments and Agencies (MDAs)	Federal Ministry of Environment, Federal Ministry of Agriculture	Support Gombe State with national policies and additional resources.	High interest - high influence	In charge of providing federal support and ensuring alignment with national strategies.
State Ministries, Departments and Agencies (MDAs)	Gombe State Ministry of Agriculture, Gombe State Ministry of Environment	Support local implementation and provide necessary resources.	High interest - high influence	In charge of the local implementation and day-to-day management of FRILIA activities.
Traditional authorities	Local Emirs and Chiefs in Gombe State	Support community engagement and acceptance of FRILIA initiatives.	High interest - high influence	In charge of mobilising local communities and endorsing FRILIA programs.
Local businesses	Agricultural cooperatives, local agro-dealers	Support FRILIA by participating in sustainable agricultural practices.	High interest - medium influence	In charge of integrating sustainable practices and possibly providing financial support.
Project affected persons (women, men, sub-groups)	Local farmers, pastoralist groups	Support the adoption of FRILIA practices for improved livelihoods.	High interest - medium influence	In charge of adopting new practices and

STAKEHOLDER CATEGORY	STAKEHOLDER	INTEREST	LEVEL OF INTEREST	ROLES AND RESPONSIBILITIES
(e.g., pastoralists)				providing feedback on project impacts.
Local Government Departments and Agencies	Gombe State Local Government Areas (LGAs)	Support local implementation and community engagement.	High interest - medium influence	In charge of local coordination and support.
NGOs and CSOs	Local NGOs such as COMMUNITY DEVELOPMENT ACTION INITIATIVE (CDAC)	Support community mobilisation and awareness campaigns.	High interest - medium influence	In charge of advocacy, capacity building, and community outreach.
Development partners	International partners such as the World Bank, FAO	Support with funding and technical assistance.	High interest - high influence	In charge of providing financial and technical support.
Media	Gombe State Broadcasting Corporation, local newspapers, local radio	Support by disseminating information to the public.	High interest - medium influence	In charge of publicising FRILIA activities and successes.

3.5 Stakeholder Mapping

Stakeholder mapping is the process of understanding the relationship between stakeholders and how to manage them. A stakeholder map shows a visual representation of identified stakeholders categorised by their interest and influence in the investment project. A stakeholder map is the first stage to managing stakeholders, as it gives a clear understanding of how investment project proponents need to communicate with stakeholders.

A stakeholder matrix (see *Figure 3*) is one of the tools used in stakeholder mapping. Stakeholders are placed into four quadrants:

1. Low interest – low influence: **Manage with Minimal Effort (Monitor)**. These stakeholders have minimal impact on the investment project, and their level of engagement is usually limited to information disclosure.
2. Low interest- high influence: **Keep Satisfied**. This group of stakeholders require regular updates on the investment project to maintain their interest in the project and to incorporate their feedback into investment project decision-making.
3. Low influence- high interest: **Keep Informed**. These stakeholders often require that their needs be met, and there is constant communication about investment project decisions.
4. High interest- high influence: **Manage Closely**. These stakeholders have control over the project and make key investment project decisions. They need to be engaged constantly throughout the investment project lifecycle.

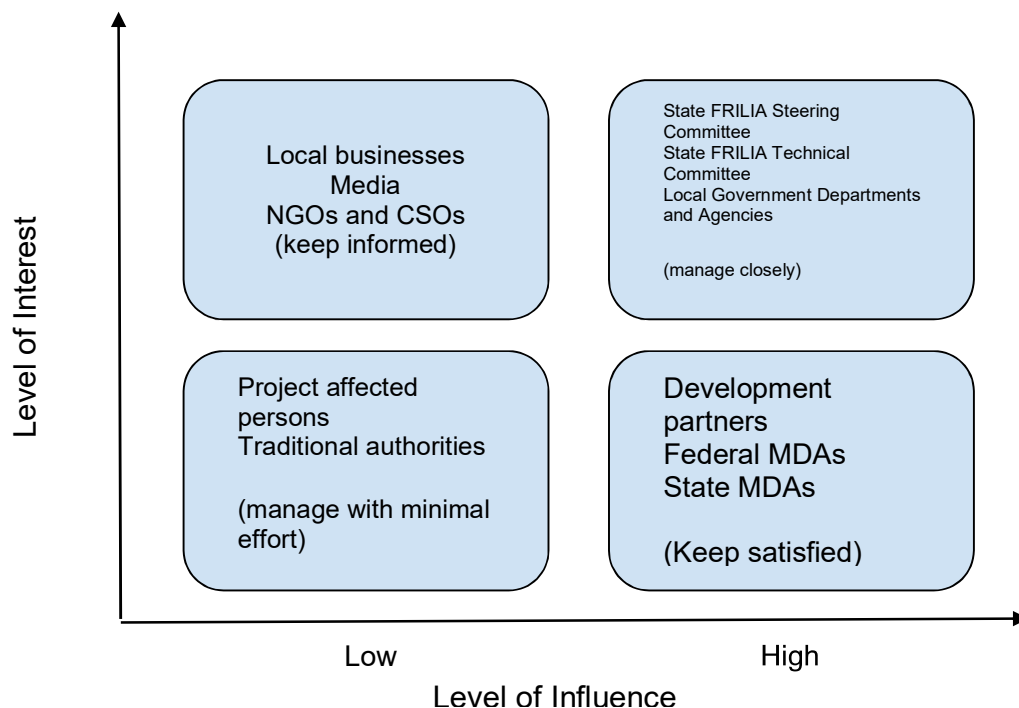


Figure 3: Stakeholder matrix

Organising stakeholders into primary, secondary, and tertiary groups involves prioritising them based on their level of influence, interest in the project, and the extent to which they are affected by the project. Here is a general guideline to help you categorise stakeholders into these groups:

Primary Stakeholders:

High Influence, High Interest: These stakeholders have a significant impact on the project and are actively involved or invested in its success. They often include direct beneficiaries, key decision-makers, and primary funders.

Secondary Stakeholders:

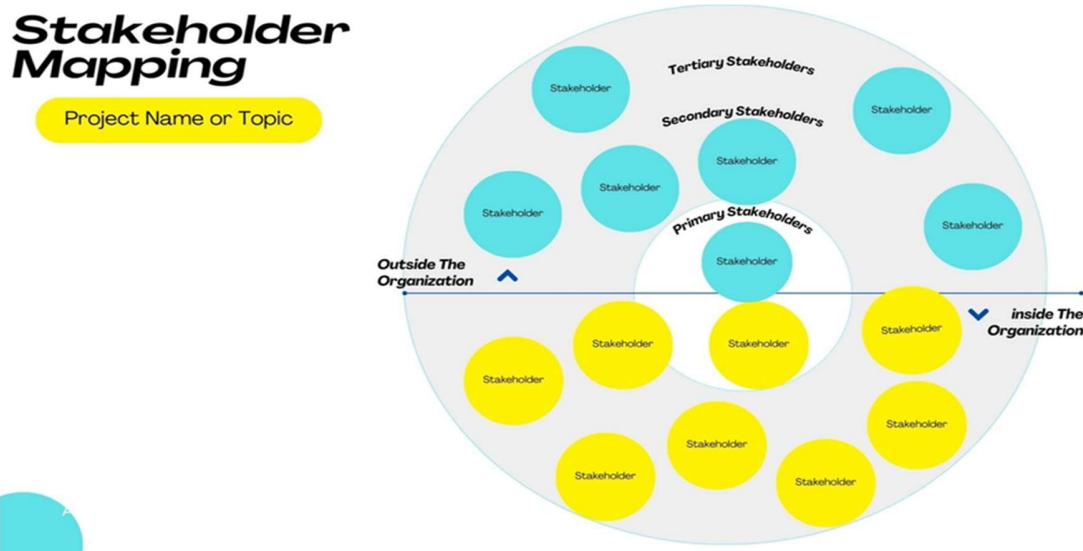
High Influence, Low Interest: These stakeholders have the potential to influence the project but may not be directly affected by it or have a lower level of interest. They could include regulatory bodies, industry associations, or influential community leaders.

Low Influence, High Interest: Stakeholders with a high level of interest but limited influence on the project fall into this category. They are typically concerned citizens, advocacy groups, or local organisations.

Tertiary Stakeholders:

Low Influence, Low Interest: These stakeholders have minimal influence on the project and low interest in its outcomes. They could be the general public, distant communities, or individuals with indirect connections to the project.

Figure 4: Stakeholder map



4. STAKEHOLDER ENGAGEMENT

Stakeholder engagement begins early in the investment process and should continue for the entire life of the investment project. It is one of the essential elements of a responsible and successful investment in agriculture. The principles of FPIC (as described above and pursuant to FRILIA principle 1.5) should be followed at all times.

Stakeholder engagement should be guided by a Stakeholder Engagement Plan (SEP). The following elements should be included in every SEP in Gombe state:

1. Initial stakeholder engagement
2. Key message document
3. Engagement with the LGA
4. Description of the methods to be used to engage with each stakeholder group.
5. The specific stakeholder activities to be utilised throughout the project lifecycle.

4.1.1 Initial Stakeholder Engagement

Initial community engagement by the investor and the GOSIPA may occur during the stakeholder mapping process. If not then initial engagement should begin soon after stakeholder mapping has been completed. Note that all stakeholder engagement conducted throughout the project lifecycle must be recorded in the form of meeting minutes and/or pictures, videos, audio recordings, etc. Records of the initial stakeholder engagements will be required for the development of a Stakeholder Engagement Plan.

4.1.2 Key Message Document

The investor may wish to draft a short document containing the key information about the investment project to be disseminated to affected persons, government officials/agencies, and other stakeholders. This “key message” document should be written in simple English (translation to the local language may be required for some communities) and should ideally not exceed one page (see **Annex 1**). It should include:

- A concise but clear description of the investment project, including project background and components, including time frame.
- A clear description of the investment project proponents or the consultancy undertaking the consultations.
- Description of the intended activities to be carried out and highlights of possible impact (positive and negative – in the case of the latter, mitigation/adaptation mechanisms to be considered should be mentioned).
- Description of the anticipated mode of stakeholder engagements.
- A statement of assurance of adherence to good practices, professionalism, and protection of community rights.

4.1.3 Engagement with LGA

In most cases, the Local Government Authorities (LGA) will have some involvement in assessing, overseeing or monitoring the proposed investment. Communities have a close relationship with the LGAs in Gombe State, so it is important to engage and consult them in addition to engaging directly with the community members. Thus, it is important that GOSIPA and the investor have a plan to engage with the LGAs. Doing so can help the investor to:

- Properly introduce the investment project to the LGA.
- Effectively communicate objectives, goals and impacts of the investment project to the LGA.
- Understand local government regulations specific to the investment project.
- Garner the support of the local government in the development of the investment project.

The investor can use the content of the key message document (see Annex 1) in drafting a letter to the applicable LGA. This should lead to follow-up meetings and other communications with LGA officials.

4.1.4 Initial Engagement with the Community

Engaging with the affected community throughout the investment approval and implementation process is essential to a successful investment. Thus, from the earliest stages, the investor should utilise a robust process of consultation and participation with the community aimed at obtaining their free, prior and informed consent (FPIC).

Because no two communities are exactly alike, the initial approach by GOGIS and/or the investor can vary. In most cases, it is important to identify key community stakeholders such as community leaders/traditional authorities, interest groups and other people who have current information about the community and may be seen as leaders. Communication with these leaders should often be done through a face-to-

face meeting to introduce the investment project and the project proponents or representatives. The community leaders can then assist in the identification of stakeholders and arrange other initial meetings with the broader community. It should be noted that some communities have customs and traditions that need to be respected during community engagements to elicit support from community leaders and prevent hostility and grievances.

4.1.5 Methods to be used in Engaging with Each Stakeholder Group

There are many stakeholder communication methods, not all of which are appropriate for each stakeholder group.

The following table details various communication methods which may be considered:

Table 2: Stakeholder communication methods

METHOD	DESCRIPTION
Townhall Meetings	These are large meetings that are convened in the community to inform the community members, mainly for information disclosure. It is used to inform the community about the investment project status and progress.
Focus Group Discussions	These are engagements conducted with different stakeholder groups to discuss topics of similar interests. At the community level, this can be gender-segregated (male and female groups), age-segregated (youth and adults), limited to those engaging in certain livelihoods, etc. Discussions usually follow themes that are discussed, with multiple participants sharing their views and opinions.
Key Informant Interviews	This is a method of engagement that involves consultation with persons that have authorial knowledge about issues to gain an in-depth understanding and collect information.
Workshops	These are meetings designed for stakeholders to work together to share views and opinions. They are often participatory with the aim of either sensitising stakeholders, finding solutions to problems or consultation for decision making.
Media Broadcast	This is the use of print media, radio or television to convey information about the project to a wider audience.
Notice Boards	These are information boards set up at vantage points to disseminate information to the general community.
Letters and Emails	This is a written and typed mode of communication which can be used to introduce the investment project to Government stakeholders, traditional leadership and others. A sample letter of intent is provided in Annex 2.
Surveys	This is the use of structured and semi-structured questionnaires to collect data from a defined group of people.
Project Information Document	A high-level project brief provided to MDAs, traditional leaders and others during project inception.
Infographics	Visual representation of project details presented in a simple, clear and linguistically appropriate manner.
Community Radio Programs	Use of local radio stations to broadcast project updates, educational content, and call-in shows where community members can ask questions and provide feedback. This is particularly effective in rural areas where literacy rates may be lower, and access to other media is limited.

Traditional Leaders Engagement	Regular meetings and consultations with traditional leaders and local chiefs who play a crucial role in mobilising community support and ensuring the project aligns with local customs and needs
Educational Workshops and Capacity Building	Conduct workshops aimed at educating community members about the project's benefits, environmental impact, and their role in ensuring its success. This can include training sessions for local youth and women's groups.

An important aspect of planning for stakeholder engagement is determining which communication method will work best for each stakeholder. That can be done using a table such as the one in Table 3:

Table 3: Communication methods applicable to each stakeholder group

STAKEHOLDER GROUP	COMMUNICATION METHOD	DESCRIPTION
Federal Ministries, Departments and Agencies (MDAs)	Letters	Letters to include detailed project updates, requests for support, and policy alignment information.
State Ministries, Departments and Agencies (MDAs)	Direct meetings, workshops, and key informant interviews	Meetings and workshops to focus on project integration with state policies, capacity building, and resource allocation.
Traditional authorities	Direct meetings; townhall meetings, key informant interviews, infographics	Direct engagement to discuss project benefits, address concerns, and secure their role in community mobilisation.
Local businesses	Letters, townhall meetings, media broadcasts	Communication to highlight business opportunities, project benefits, and solicit feedback and collaboration.
Project affected persons (women, men, sub-groups (e.g., pastoralists))	Townhall meetings; focus group discussions, infographics, noticeboard, media broadcast etc. (Note the possible need for women-only meetings.)	Tailored communications addressing specific impacts, benefits, and mitigation measures. Women-only meetings to ensure gender-sensitive approaches.
Local Government Departments and Agencies	Letters, meetings, key informant interviews	Ensure alignment with local development plans, gather local insights, and facilitate smooth project execution.
NGOs and CSOs	Letters, townhall meetings	Engage NGOs/CSOs for advocacy, community mobilisation, and monitoring project progress.
Development partners	Letters, townhall meetings, media broadcast	Regular updates on project progress, financial reports, and impact assessments to keep partners informed and engaged.
Media	Townhall meetings, Media broadcast	Use media to raise awareness, share success stories, and manage public perception of the project.

4.1.6 Special Considerations for Gender and Vulnerable Groups

In every community, there are people who are disadvantaged or vulnerable and need special consideration or attention to ensure their participation in investment project decision-making and outcomes.

Thus, one section of the SEP should identify and describe vulnerable groups and the special measures that should be taken to ensure they are engaged, their concerns and opinions entrenched in investment project decision-making. For example, it may be necessary to have separate meetings with women to ensure their voices are heard. The section will also describe the steps the investment project will take to ensure project representatives who work in the community do not trigger any Gender-Based Violence or Sexual Exploitation Abuse, or Harassment (GBV/SEAH).

4.1.7 Engagement Activities in each Phase of Investment Project Development and Implementation

The SEP should describe the engagement activities to be undertaken in each phase of investment project development and implementation, and be aligned with the steps in Gombe state's IAP as set forth in Table 4.

Table 4: Stakeholder engagement activities in investment project phases

INVESTMENT PROJECT PHASE (PER IAP)	STAKEHOLDER	ENGAGEMENT ACTIVITY	IMPLEMENTATION SCHEDULE
Initial Inquiries & Know Your Customer (Due Diligence)	<ul style="list-style-type: none">Other MDAs	<ul style="list-style-type: none">Meetings; letters; sharing of reports	Q1 2024 - Q2 2024
Project Planning and Design	<ul style="list-style-type: none">Ministry of Agriculture, Local Government Officials	<ul style="list-style-type: none">Workshops; Focus Group Discussions	Q3 2024 - Q4 2024
Implementation	<ul style="list-style-type: none">Community Leaders, Local Farmers	<ul style="list-style-type: none">Community Meetings; On-site Visits	Q1 2025 - Q2 2025
Monitoring and Evaluation	<ul style="list-style-type: none">NGOs, Local Government Authorities	<ul style="list-style-type: none">Surveys; Feedback Sessions	Q3 2025 - Q4 2025

5. STAKEHOLDER ENGAGEMENT BUDGET

This section emphasises the need for a budget to fund the implementation of any Stakeholder Engagement Plan (SEP). It is important that the budgets of both the investor and GOSIPA provide sufficient funding to sustain stakeholder engagement activities throughout the lifecycle of the investment project. Depending on the existing resources, the budget will ideally cover items such as:

- Breakdown of stakeholder engagement activities as per plan and their estimated costs.
- Source of funding for implementing activities in the stakeholder engagement plan.

The budget is designed to ensure adequate funding for sustaining stakeholder engagement activities throughout the project's lifecycle.

6. GRIEVANCE REDRESS MECHANISM FOR STAKEHOLDER ENGAGEMENT

The Grievance Redress Mechanism (GRM) is vital for effective stakeholder engagement, providing a structured process for stakeholders to address concerns, provide feedback, and seek resolution of project-related issues. The GRM aims to enhance transparency, trust, and accountability throughout the project lifecycle.

The GRM will be proportionate to the potential risks and impacts of the project and will be accessible and inclusive. Where feasible and suitable, the investment project will adopt and utilise the existing GRM established for FRILIA projects in the State; adapting as needed with project-specific arrangements (see Gombe State **FRILIA GRM Toolkit**). Nonetheless, the following should be considered in developing the GRM:

- The GRM is expected to address concerns promptly and effectively in a transparent manner that is readily accessible to all project-affected parties, at no cost and without retribution.
- Handling of grievances needs to be done in a culturally appropriate manner and be discreet, objective, sensitive and responsive to the needs and concerns of the project-affected parties.
- The mechanism must allow for anonymous complaints to be raised and addressed.
- The project proponent(s) must inform the project-affected parties about the GRM process in the course of community engagements.
- The entire GRM process must be well-documented to enable easy tracking and resolution of grievances.

6.1. Implementation of the Grievance Redress Mechanism

6.1.1. Establishment of Grievance Redress Channels:

- Set up multiple channels for stakeholders to submit grievances, such as dedicated hotlines, email addresses, suggestion boxes, and in-person meetings with a GRM officer(s)/body/committee/unit/department (as may be applicable).

6.1.2. Creation of Grievance Handling Guidelines:

- Develop clear guidelines outlining the steps for submitting, processing, and resolving grievances within the defined timelines.

6.1.3. Appointment of Grievance Redress Officers:

- Designate trained focal persons as Grievance Redress Officers responsible for receiving, reviewing, and resolving grievances in a timely and professional manner.

6.1.4. Regular Reporting and Monitoring:

- Implement a system to document and report grievances, responses, and resolution outcomes to track trends and identify areas for improvement.

6.1.5. Feedback Mechanism Loop:

- Establish a feedback loop to communicate resolution outcomes to stakeholders and provide updates on actions taken as a result of grievances to enhance transparency and accountability.

7. MONITORING AND REPORTING

7.1 Monitoring

This section describes how stakeholder engagement will be monitored and incorporated into the whole project monitoring or management system and how stakeholders will participate in the monitoring process. For effective cooperation, it is important to involve the stakeholders in monitoring the project's anticipated and actual impacts and obtain regular feedback on the progress made in achieving the stakeholder engagement goals, objectives and plans. The following will be described under this section:

- Monitoring indicators
- Frequency of monitoring
- Persons responsible for monitoring
- Strategy for collection of data and reporting

Table 5: Examples of Monitoring Elements related to Stakeholder Engagement

S/N	Monitoring Dimension	Example
1	Indicators	Number of stakeholder engagements conducted Level of stakeholder satisfaction with engagement activities Diversity of stakeholders engaged Stakeholder feedback integration into project decisions
2	Frequency	Monthly stakeholder engagement reviews Quarterly assessment of stakeholder feedback Bi-annual stakeholder perception surveys
3	Responsible Party	Stakeholder Engagement Team Leader Project Manager Monitoring and Evaluation Officer
4	Strategies for Data Collection	Surveys and feedback forms distributed after engagement activities Stakeholder engagement logs documenting interactions and feedback Focus group discussions and interviews with key stakeholders
5	Reporting Strategy	Quarterly stakeholder engagement reports highlighting key insights and trends Annual stakeholder engagement impact assessments Real-time dashboards displaying stakeholder feedback and engagement metrics

7.2 Reporting

All stakeholder engagement activities must be documented and recorded. This includes not only engagements carried out but enquiries and grievances as well.

Also, as part of the monitoring process and depending on the project stages, monthly or quarterly stakeholder engagement reports should be prepared by the responsible persons to track the progress of implementing the stakeholder engagement plan and make changes where necessary.

Means of reporting include meeting minutes (**see Annex 3**) or notes, pictures, video and audio recording and report writing. Good reporting will help update the SEP current scope/content and provide the project with valuable information about its stakeholders.

8. CONCLUSION

Meaningful participation by all affected stakeholders is key to a successful investment. Investors who take the time and invest the resources necessary to do so and thus obtain the FPIC of these stakeholders are more likely to see their investment result in a long-term positive return. This toolkit can help investors achieve this result.

ANNEX 1: SAMPLE KEY MESSAGE DOCUMENT

Title:

Key Message Document for [Investment Project Name]

Introduction:

We are excited to share information about the [Investment Project Name], a transformative initiative aimed at [briefly describe the project's main objectives and benefits]. This key message document provides an overview of the project and our commitment to meaningful stakeholder engagement.

Project Background:

The [Investment Project Name] aims to [summarise the project's background and key components briefly]. The project is scheduled to commence in [start date] and expected to be completed by [end date].

Project Proponents:

The [Investment Project Name] is being spearheaded by [Investor/Consultancy Name], a reputable organisation with a proven track record of successful investments in [industry sector]. Our team is dedicated to ensuring the project's success and creating lasting positive impacts in the community.

Intended Activities:

Throughout the project lifecycle, we plan to [describe the main activities or phases of the project briefly]. These activities are designed to [briefly explain the intended outcomes and benefits for stakeholders].

Mode of Stakeholder Engagements:

We are committed to fostering open and transparent communication with all stakeholders involved in the project. Our engagement approach will include [describe the planned methods of stakeholder engagement, such as community meetings, consultations, and feedback mechanisms].

Assurance of Good Practices:

We pledge to adhere to the highest standards of professionalism, ethical conduct, and respect for community rights. The [Investment Project Name] will prioritize sustainability, social responsibility, and the protection of community interests throughout the project implementation.

Investment Project Impacts:

The investment project will bring about the following positive impact to your immediate community:

[xxx e.g employment, access roads, access to xxx mgw of electricity, xxx e.g. access to xxx water plants for portable clean water],[xxx e.g xx% increase in land/property value]. While we envisage an initial discomfort such as xxxxx, xxxx, xxx, we are committed to mutually agreeable mitigation and/adaptation investment/activities in ensuring minimal impact on your livelihood.

ANNEX 2: SAMPLE LETTER OF INTENT

(Date)

[Recipient Name]

[Government Stakeholder/Traditional Leader]/ [Government Agency/Community Name]

[Address]

[City, State]

Subject: Introduction of [Investment Project Name] and Stakeholder Engagement

Dear [Recipient Name],

I am writing on behalf of [Company/Organization] to introduce our upcoming investment project, [Investment Project Name], and to express our commitment to meaningful stakeholder engagement with Government stakeholders, traditional leadership and the residents of [Community/Area].

The [Investment Project Name] is a transformative initiative that aims to [briefly describe project objectives and benefits]. As we value the input and collaboration of key stakeholders, we are reaching out to Government agencies and traditional leaders to seek your valuable insights and support in the successful implementation of this project.

Our team is dedicated to fostering positive relationships with Government stakeholders and traditional leadership to ensure that the [Investment Project Name] aligns with community priorities and contributes to sustainable development in the region. We recognize the importance of engaging with local authorities, community leaders and others to address concerns, explore opportunities for collaboration, and achieve mutual goals.

We would like to invite you to participate in upcoming stakeholder engagement activities, including [briefly describe planned engagement activities]. Your input and feedback are vital to the success of the project, and we are committed to transparent communication, mutual respect, and collaboration throughout the project lifecycle.

Please feel free to contact me at [Your Phone Number/ Email Address] to discuss how we can work together to maximise the positive impacts of the [Investment Project Name] on our shared community.

Thank you for considering our request for partnership and collaboration. We look forward to the opportunity to engage with you and build a fruitful relationship for the benefit of all stakeholders involved.

Sincerely,

[Your Name]

[Your Title]

[Your Company/Organization]

ANNEX 3: SAMPLE MEETING MINUTES

SAMPLE MEETING MINUTES

Meeting:	<i>E.g. Meeting between project representatives and community leaders</i>
Date:	<i>E.g. 20th September 2024</i>
Time and Duration:	<i>E.g. 10.00 am to 11.30 am</i>
Venue:	<i>E.g. Chief's Palace</i>

Agenda

Example

- *Introduction of participants*
- *Welcome Address by Community head or representative*
- *Project presentation*
- *Question and answers*

Meeting Objectives

Example

- *To formally introduce the project and its representatives to the community*
- *To provide community leaders with a clear understanding of the project components and impacts*
- *To garner the support of the community leaders for the project*
- *To brief community leaders on the project activities and subsequent engagement*

Key Highlights

This section gives a detailed summary of what transpired and was discussed during the meeting.

Questions and Responses

This section summarizes the questions asked during the meeting and the responses provided. It is necessary to mention who asked the question and who provided the response.

Stakeholder	Question/ Comment	Response

Conclusion and Next Steps

Describe how the meeting was concluded and the next steps discussed or agreed upon and the responsible persons.

Attendance/ Meeting Register

Name	Institution	Designation/ Position	Contact

*** For Community Meetings**

Name	Position/ Occupation	Community	Contact

ANNEX 4: SAMPLE IMPLEMENTATION SCHEDULE

Sample Implementation Schedule 1

Task	Month											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec

Sample Implementation Schedule 2

Task	Year 1				Year 2				Year 3			
	1st Quart er	2nd Quart er	3rd Quart er	4th Quart er	1st Quart er	2nd Quart er	3rd Quart er	4th Quart er	1st Quart er	2nd Quart er	3rd Quart er	4th Quart er