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GOVERNMENT OF PUNJAB

Agriculture Department

**Punjab Resilient and Inclusive Agriculture
Transformation (PRIAT) – Additional
Financing**

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STAKEHOLDER ENGAGEMENT PLAN (Draft)

Appraisal Version

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1. Introduction and Project Description

a. Background:

Agriculture plays a major role in the economy of Pakistan in general, and Punjab in particular. Nationally, agriculture accounts for 20 percent of GDP, employs 40 percent of the labor force, and directly or indirectly delivers nearly 80 percent of the total value of Pakistan's exports. Of the total agricultural exports, about 60 percent are contributed by Punjab. Agriculture in Punjab is central to the country's economy and food security. Punjab encompasses 73 percent of the national cropped area and 78 percent of the national irrigated area. The province provides large shares of the country's primary crops: maize (78 percent), wheat (77 percent), cotton (73 percent), sugarcane (63 percent), and rice (52 percent). Agricultural growth in Punjab has, however, decreased since 2008 from 3.3 percent to under 3 percent per year.

Punjab Resilient Inclusive Agriculture Transformation (PRIAT) seeks to build upon the successful earlier interventions of PIPIP and SMART, and aims to enhance on-farm water productivity and farmers' income in project areas. The project would work through an integrated approach that combines the promotion of the agri-food sector's competitiveness and inclusiveness, with increased climate resilience and water and energy efficiency. The project will contribute to addressing (a) low water delivery efficiency of watercourses and inefficient on-farm water management practices; (b) low on-farm productivity, limited crop diversification toward high value crops and away from water intensive crops, and low adoption of climate smart production practices; and (c) limited market opportunities for smallholder farmers, which results in low incomes and high vulnerability to external shocks.

The project's main beneficiaries are rural communities, including growth-oriented small and medium farmers and their groups. The project will directly benefit over 420,000 farm families and over 2.5 million acres of irrigated area. About 400,000 families will benefit from investment in watercourse lining under Component 1. While the benefits will be proportional to each farmer's landholding's size, watercourse improvement will increase the reliability and availability of water for the farm households at the end of the watercourses, who tend to belong to more disadvantaged groups. About 20,000 of these families are also expected to adopt climate-smart agriculture (CSA) practices under Subcomponent 1.2. The project will provide support under Component 2 to commercially oriented small and medium farmers with the potential to achieve higher incomes through aggregation and more sustainable and climate resilient production.

b. PRIAT Additional Financing

Punjab Resilient Inclusive Agriculture Transformation Project (PRIAT) was approved by the Board on July 15, 2022, and became effective on November 4, 2022. The proposed Additional Financing

(AF) provides an additional US\$150 million and extends the implementation period to June 2030 while retaining the Project Development Objective of enhancing equitable access to and productivity of agricultural water and improving the incomes of farmers supported by the Project. Its Project Development Objective (PDO) is “to enhance equitable access to, and productivity of, agricultural water and improve incomes of supported farmers”.

The Project includes the following four components: (i) Community driven improvement of water conveyance and application (US\$115M) aimed at upgrading watercourses and small irrigation schemes, improving community water management and promoting precision surface irrigation; (ii) Promotion of climate smart production, regenerative agriculture, diversification, value addition, and inclusive access to markets aimed at supporting Farmer Enterprise Groups (FEGs) and market linkages, and expanding solar-operated High Efficiency Irrigation Systems (HEIS), water storage ponds, and high-value crop cultivation; (iii) Project management, monitoring and learning; and, (iv) Contingent Emergency Response Component.

To further maximize the Project’s impact on the ground and to ensure the sustainability of interventions, World Bank mid-term mission recommended that the Project should continue focusing on impact and sustainability through innovative business models and mechanisms to ensure the sustainability of interventions beyond project closure. This includes exploring feasibility of cost-sharing mechanisms with water user associations to reduce reliance on public subsidies for watercourse lining and HEIS, scaling up the dissemination of on-farm water use efficiency practices, and strengthening FEGs’ marketing partnerships with private agribusiness enterprises while stimulating higher diversification and value addition.

The objective is to scale up watercourse improvement, which is in high demand by smallholder farmers, and to expand agribusiness development activities as part of the Punjab’s Innovation for Value, Opportunity and Transformation (PIVOT) agenda, which places agribusiness growth at the center of the province’s economic transformation strategy. PIVOT aims at boosting value-chain development and value-addition in agriculture with focus on citrus, mangos and potatoes, to shift Punjab to higher-value agricultural products and markets, as drivers of growth, jobs, and exports.

The proposed additional financing is fully aligned with the PDO of enhancing equitable access to agricultural water and improving farmers’ incomes. Evidence from implementation and the mid-term impact assessments indicates that project beneficiaries have experienced increased water availability, agricultural productivity gains, measurable income gains and improved resilience compared to non-beneficiaries. Given these results, scaling up proven watercourse improvement investments and agribusiness interventions are expected to deepen the impacts while using additional resources in a cost-effective way.

Demand for PRIAT-supported investments, including water management improvements, high-efficiency irrigation systems, and agribusiness development, significantly exceeds the initially available resources. Due to the depreciation of the Pakistan Rupees as compared to the US\$ over the last years, an equivalent to 14% of project financing became available for allocation to successful activities. The project thus already increased targets for watercourse lining and solar systems for HEIS by about 11% and 65% respectively, to be implemented in the remaining year of project implementation.

By improving agricultural water productivity, promoting climate-smart farming practices, and connecting smallholder and women farmers to higher-value markets, the additional financing supports Country Partnership Framework (CPF) outcome 3 (Increased resilience to climate change). It is equally consistent with the WBG's Agri-Connect a global effort to create more and better jobs and increasing food security by transforming smallholder farming at scale. PRIAT additional financing (PRIAT-AF) directly contributes to three of the six Agri-Connect scalable solutions, namely:

- 1) Physical Infrastructure (upgrading irrigation conveyance and high-efficiency systems),
- 2) Aggregation Models (strengthening Farmer Enterprise Groups and private sector linkages across input supply and Agri-processing), and
- 3) Agri-Tech Solutions (deploying digital on-farm advisory services).

Moreover, the proposed PRIAT-AF is aligned with the Water Forward initiative (Water for Food) given its focus on upgrading irrigation systems.

To support this strengthened, the Government is requesting a slight adjustment in the implementation arrangements within the Department of Agriculture with the transfer of the agribusiness activities, carried out under component 2.1, from the Directorate of On-Farm Water Management (OFWM) to the Agriculture Delivery Unit (ADU), which is now fully dedicated to agribusiness development. To ensure continuity in steady implementation performance, the existing governance arrangements will be strengthened whereby the Agriculture Department's Special Secretary will ensure coordination between OFWM and ADU.

The scaling-up and addition of new activities are not expected to raise the overall environmental category or trigger any new safeguards policies. The Bank has classified PRIAT-AF remained as **Moderate Risk** on the basis of potential environmental and social risks and impacts.

The PRIAT-AF will also include an adjustment to the institutional and implementation arrangements within the Department of Agriculture to:

1. Combined all irrigation related activities under component 1 under the mandate of the OFWM Directorate, including transferring the existing subcomponent 2.2 on HEIS;
2. Established a Project Implementation Unit (PIU2) in ADU fully dedicated to the agribusiness matching grant under component 2; and,

3. Establish a Project Coordination Unit (PCU) within the Agriculture Department's Planning and Evaluation Cell under the leadership of the Agriculture Special Secretary.

c. PRIAT-AF Revised Project Scope

The PRIAT-AF will incorporate revisions to the institutional and implementation arrangements within the Department of Agriculture to: (i) consolidate all irrigation-related activities under Component 1 within the mandate of the On-Farm Water Management (OFWM) Directorate, including the transfer of the existing Subcomponent 2.2 on High-Efficiency Irrigation Systems (HEIS); (ii) establish a dedicated Project Implementation Unit (PIU-2) within the Agriculture Delivery Unit (ADU) to exclusively manage the agribusiness matching grant under Component 2; and (iii) establish a Project Coordination Unit (PCU) within the Department's Planning and Evaluation Cell, under the leadership of the Special Secretary, Agriculture.

To ensure continuity and maintain effective implementation performance, the existing governance arrangements will be strengthened. The Special Secretary, Agriculture, will provide overall coordination between the OFWM Directorate and the ADU to ensure effective planning, implementation, and oversight of project activities.

The revised scope of PRIAT-AF is presented under the following project components.

Component 1: Community-driven Improvement of Water Conveyance and Application

The main changes in original scope is scaling up investments in watercourse improvement, inclusion of HEIS related intervention from sub-component 2.2 and farmer training in water use efficiency, including new activities on groundwater monitoring and management. There are four sub-components under this component which are as below;

Sub-Component 1.1, *scaling up investments will consist of improving 3,000 additional watercourses and 1,000 additional irrigation systems outside canal command areas.*

On average an improved watercourse benefits 350 acres command area and 40 farmers, resulting in 1,050,000 acres (425,000ha) with improved climate resilience by reducing conveyance losses and improving the reliability of irrigation water delivery. This will benefit 120,000 farmers and their families. The AF will also provide technical assistance to assess the feasibility of establishing water conveyance systems (through pipe networks and hydrants) from 58 water harvesting ponds and structures, which will enable the uptake of sprinkler, drip or surface irrigation on farm. These activities would enhance resilience to rainfall variability, drought, and water scarcity in Punjab's climate-vulnerable Potohar and Barani regions.

The PRIAT-AF will continue refining the targeting of watercourse improvements in areas with brackish groundwater, sandy soils, tail-end areas, and areas with high climate vulnerability in the South of Punjab. To improve sustainability of watercourse improvements, WUAs will be

sensitized to the need of maintenance of the watercourse, and the project will conduct regular visits and improved monitoring of discharge at the tail end of the watercourse. Consultations with WUA representatives from across the province will identify suitable models for improving watercourse maintenance, which will be piloted during implementation

Sub-Component 1.2, *Scale-up ongoing farmer training in climate-smart and more efficient water management, notably precision surface irrigation, to 3,000 watercourses.*

This will cover about 300,000 acres (120,000ha) and benefit 60,000 farmers, and will include the deployment of digital on-farm irrigation advisory services for better irrigation scheduling. Adoption by farmers of water accounting and budgeting methods will be expanded from 72 watercourses to appropriate number of watercourses for improved monitoring of water resources and installation of water monitoring devices (soil moisture meters, flow meters, piezometers). Jointly, these activities will increase water productivity, efficiency and climate resilience of farming systems.

Sub-Component 1.3, *Ensuring Sustainable Groundwater Management will be added with a on groundwater management in areas affected by salinity and over-extraction.*

This new set of activities is justified by the recent transfer of responsibility for groundwater management from the Punjab Irrigation Department (PID) to the Department of Agriculture. Activities will mainly aim at properly monitoring groundwater evolution through:

- i. Technical assistance and OFWM capacity building in groundwater monitoring and management;
- ii. Formulation of Province groundwater management framework;
- iii. Expansion of the monitoring network of 1.3 million tubewells across Punjab;
- iv. Establishment of 1,000 observation wells to monitor groundwater quantity and quality;
- v. Developing local groundwater management plans with community participation in vulnerable areas.

These will help identify mitigation measures to groundwater depletion through recharge wells for instance.

Sub-Component 1.4, *Supporting Individual Producers for climate smart practiced (CSP) and Diversification – HEIS activities originally under Sub-Component 2.2*

PRIAT target under activity under sub-component 2, increase the area under solar-operated HEIS by 20,000 acres, targeting high-potential climate-vulnerable areas with sandy soil and focus on the use of HEIS for high-value crops (groundnuts, vegetables, date palm and orchards), and increase the number of water storage ponds by 1,000.

PRIAT-AF will continue supporting the proper adoption and use of HEIS for high-value cultivation and, based on lessons learned, will adjust its approach by:

- i. Supporting local manufacturing of HEIS kits, in particular for smallholder farmers below 5 acres;
- ii. Introducing a fully digital and transparent bidding, procurement and service delivery process through an end-to-end automation application developed under PRIAT including full disclosure of suppliers' performances (for informed decision by farmers);
- iii. Developing a dedicated monitoring system of all HEIS in Punjab, looking notably at abandonment of HEIS;
- iv. Applying a lower cost sharing ratio of 25:75 for smaller on-farm HEIS investments of 0–7.5 acres versus a 40:60 ratio for incremental HEIS investments from 7.5–12.5 acres.

Component 2: Promotion of CSP, Regenerative Agriculture, Diversification, VA, and Inclusive Access to Markets

There were three windows under component 2.1 in original PRIAT Project. A new window 4 has established in PRIAT-AF for expanding the agribusiness matching grant under component 2 to new agribusiness Small and Medium Enterprises (SMEs).

Sub-Component 2.1: *Increase the number of beneficiaries under the existing matching grant windows to support 800 additional FEGs*

The different matching grant windows 1–3 under PRIAT-AF will expand as follows:

Window 1 will help develop and implement 523 additional business plans (BPs) and establish market linkages with agribusinesses for local or export markets. The objective is to stimulate crop diversification of cultivated land under high value crops and off-season vegetables.

Window 2 will finance 30 additional BPs for small-scale value addition equipment for FEGs who have successfully completed Window 1 to promote agribusiness and income; and

Window 3 will finance 20 additional BPs dedicated to women FEGs. The existing matching grant parameters as set in the PIM will remain, including

- i. Eligible farmers have less than 25 acres of arable land;
- ii. Small-holder farmers (i.e., farmers with less than 12.5 acres of arable land) account for at least 90 percent of beneficiaries;
- iii. Female farmers will receive tailored support to maximize their ability to receive support and to implement their investments.

The Agriculture Extension Directorate will provide trainings to smallholder farmers support *implementation of PRIAT GBV/SEA/SH action plan, diversification to high-value crops, productivity and quality increase, with focus on **climate resilience building practices and technologies**. Female extension agents* are expected to support women farmers.

Window 4: *Support investment in agriculture services and post-harvest value addition for agribusiness SMEs, individual agricultural-entrepreneurs and youth.*

Window 4 will aim to finance 180 matching grants with focus in two areas:

- A. Investment in the agriculture supply chains, which includes matching grants for manufacturing businesses such as seed processing business; local manufacturing of micronutrients, mechanization equipment, or HEIS; and for establishing input service delivery businesses, such as mechanization leasing services, drone services, digital extension services; or certification and trackability services. Establishing input service businesses may be particularly suitable for youth with limited capital.
- B. Investment in agriculture processing and value addition, including value addition enterprises such as grading and processing units, quick frozen units pulp, pureeing and concentrates, oil extraction units, cold storage, canning and bottling units of processed fruits and vegetables; as well as investment in services such as certification and traceability; marketing surveys or export facilitation.

Project support under Window 4 will be lower and beneficiaries need to demonstrate a share of commercial bank financing for their BPs. The PRIAT-AF will also provide technical assistance to commercial banks to develop lending products that are suitable for the agriculture sector and smallholder farmers, FEGs, SMEs and entrepreneurs. Technical assistance will include support to develop lending products that address female farmers'/FEGs'/entrepreneurs' specific constraints, such as lack of collateral.

d. PRIAT-AF Stakeholder Engagement Plan (PRIAT-AF-SEP)

This stakeholder engagement plan for complete PRIAT additional financing for both components. To ensure stakeholder engagement activities are mainstreamed throughout the Project activities. Given the direct benefits to farmers and entrepreneurs from Project activities, and high engagement of the Implementing Agencies at the community level, it is critical for the stakeholder engagement activities to be streamlined with the Project activities to ensure acceptability, inclusion and uptake, as well as sustainability of benefits.

2. Objective of PRIAT-AF SEP

Under the PRIAT-AF instrument, environmental and social due diligence is guided by the World Bank's Environmental and Social Standards (ESS) under the Environmental and Social Framework (ESF). These ESS require that Project activities promote environmental and social sustainability; avoid, minimize, or mitigate adverse impacts; protect public and worker safety; manage land acquisition and natural resource risks appropriately; ensure equitable access to Project benefits, particularly for vulnerable groups; and promote transparency, stakeholder consultation, and effective grievance redress mechanisms. ESS10 on Stakeholder Engagement and Information Disclosure requires meaningful consultation and timely, accessible disclosure of information throughout the project lifecycle in a way that is free of manipulation, interference, coercion, discrimination, and intimidation.

ESS10 recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation. Stakeholder engagement is an inclusive process conducted throughout the project lifecycle. When properly designed and implemented, it supports the development of strong, constructive, and responsive relationships that are important for successful management of a project's environmental and social risks.

This Stakeholder Engagement Plan (SEP) aims to provide guidance on stakeholder engagement by defining approaches for public consultation and information disclosure throughout the Project lifecycle. It outlines the ways in which the Project team will communicate with stakeholders and includes a mechanism by which stakeholders can raise concerns, provide feedback, and make grievances related to Project activities. It does this by:

- Establishing a systematic approach to stakeholder engagement that will help the Borrower identify stakeholders and build constructive relationships with them, particularly with Project -affected parties (APs).
- Assessing the level of stakeholder interest and support for the Project and enabling stakeholder views to be taken into the account in Project design and environmental and social performance.
- Promoting and providing means for effective, inclusive engagement with Project APs throughout the Project lifecycle.
- Ensuring that appropriate Project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible, and appropriate manner.

3. Stakeholder identification and analysis

a. Methodology

This SEP has been developed based on original project SEP, a review of the Project Paper, institutional consultations with implementing wings, field-level consultations with Water User Associations (WUAs), Farmer Enterprise Groups (FEGs), and farmers in selected districts, and review of existing grievance and engagement mechanisms within relevant departments. Feedback received during these consultations has informed stakeholder identification, engagement approaches, and grievance redress design reflected in this SEP.

In order to meet best practice approaches, the project will apply the following principles for stakeholder engagement:

- ***Openness and life-cycle approach:*** Public consultations for the project(s) will be arranged during the whole life cycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation.
- ***Informed participation and feedback:*** Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analyzing and addressing comments and concerns.
- ***Inclusiveness and sensitivity:*** Stakeholder identification undertaken to support better communications and build effective relationships. The participation process for the projects is inclusive. All stakeholders at all times are encouraged to be involved in the consultation process. Equal access to information is provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention is given to vulnerable groups that may be at risk of being left out of project benefits, particularly women, the elderly, persons with disabilities, and displaced persons.
- ***Flexibility:*** Where social, geographic, seasonal, or contextual factors inhibit traditional forms of face-to-face engagement, alternative forms of engagement, including phone-based or digital communication, may be adopted where appropriate and as required.

b. Affected parties and other interested parties

Affected Parties are stakeholders likely to be directly influenced by Project activities, either through improved service delivery, access to infrastructure, institutional reforms, or potential environmental and social risks arising from implementation.

Possible affected parties include smallholder farmers and tenant farmers participating in targeted value chains; Water User Associations and their members benefiting from irrigation service delivery improvements; producer organizations formed under the Project; farm labor and construction workers engaged in Project-supported activities; tail-end water users within canal command areas, FEGs/SMEs, processors and Input suppliers. These groups may experience positive impacts through improved productivity, market access, and irrigation equity, while potential transitional impacts may relate to eligibility criteria, changes in institutional arrangements, or occupational health and safety considerations during implementation.

Affected Parties also include provincial government departments involved in agriculture, livestock, irrigation, price control and planning; regulatory authorities such as the Punjab Agricultural Marketing Regulatory Authority (PAMRA); Market Committees, agricultural research institutions and universities; financial institutions supporting agricultural lending; private sector agribusinesses, processors and off-takers; and digital advisory and Agri-technology service providers. A detailed list of Affected Parties is provided in Table 1.

Table 1 List of Affected Parties

Sector	Stakeholder
Government/Institutional	Department of Agriculture, Punjab
	DG Agriculture Extension, Punjab
	Irrigation Department, Punjab
	DGA On Farm Water Management, Punjab
	PAMRA (Punjab Agri Marketing Regulatory Authority)
	DGA Pest Warning & Quality Control of Pesticides, Punjab
	District Rate Committee (Local Government)
	Punjab Agriculture Research Board
	Agriculture Delivery Unit
	Punjab Industries, Commerce & Investment Department
	Punjab Environment Protection Department
Private Sector	Private Agriculture Research Companies
	Companies providing Machinery for Agricultural Purposes
	Supply and Service Companies (SSCs)
	Input Suppliers
	Consulting Firms
	PCPS Segment Factories
Private Sector	SMEs and Agribusiness enterprises
Private Sector	Agribusiness buyers, aggregators and off-takers
Private Sector	Commercial banks / microfinance institutions
Private Sector	Local Service Providers (LSPs) / Business Development consultants

Private Sector	Suppliers and manufacturers of eligible machinery/equipment
Private Sector	Processing, grading, cold-chain and storage operators
Private Sector	Certification, traceability, digital and drone service providers
Community	Individual farmers
	Smallholder farmers
	Water Users Associations
	Producer Organizations
	Tail-end users relying on improved surface-water distribution
	Farmers and communities along canals and watercourses
	Wholesalers, dealers and vendors at commodity markets.
	Extension workers and digital intermediaries
Community	Smallholder farmers and prospective beneficiaries
Community	Existing and new Farmer Enterprise Groups (FEGs)
Community	Women FEGs / women farmers
Community	Individual agri-entrepreneurs/companies and youth
Community	Workers employed by supported SMEs/agribusinesses
Research Institutions	Ayub Agricultural Research Institute
	International research organizations
	Water Management Research Farms
Academia	Agricultural Universities
	Veterinary Universities

Other Interested Parties are those stakeholders (individuals, groups, or organizations) with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. Though these stakeholders are not directly

involved in the project activities, they may have sector specific experience and knowledge that can assist informed decision making for the project.

Table 2 List of Other Interested Parties

Sector	Stakeholder
Government/Institutional	Chambers of Commerce & Industry (Agri/Livestock/SME wings)
	Commodity-specific business platforms & councils
	Financial institutions interested in value-chain finance
Private Sector	Center for Agriculture and Bioscience International (CABI)
	Worldwide Fund for Nature (WWF)
Government / coordination	Economic Affairs Division; P&D Board, Finance Department; Planning & Evaluation Cell; Industries/Commerce-related departments; district administration
Market and business institutions	Commodity associations; exporters; processors; warehouse/cold-storage associations; logistics and transport providers
Knowledge and technical institutions	Agricultural universities; research institutes; technical training institutions; certification bodies; technology providers
Civil society	Rural-support organizations; NGOs/CSOs working on women, youth, disability inclusion, labor rights and rural livelihoods
Development / finance partners	World Bank; IFC or other partners supporting private-sector dialogue or agri-finance where engaged
Information intermediaries	Local media, digital platforms, community leaders and other trusted communication channels

c. Disadvantaged/vulnerable individuals or groups

Within the Project, vulnerable or disadvantaged groups may include but not limited to the followings given in the Table 3 below:

Table 3 List of Disadvantaged/Vulnerable Individuals and Groups

Stakeholders
Water users at tail-end of watercourses and canals
Women and girls in beneficiary households
Female farm labor
Female-headed households
Illiterate farmers
Tenant farmers and sharecroppers with insecure tenure
Smallholders in remote or marginal areas
Farmers without smartphones or reliable internet access
Youth in rural areas lacking digital access, capital or networks
People with disabilities
Transgender communities
Farm labor / casual workers
Minority or socially marginalized groups

These stakeholders may experience constraints related to limited land documentation, lower access to finance and digital services, reduced participation in collective institutions, and social norms that limit open participation. The SEP therefore adopts context-sensitive and inclusive engagement measures to ensure meaningful participation and equitable access throughout Project implementation. Vulnerable groups within the communities affected by the Project may be added, further confirmed, and consulted through dedicated means, as appropriate. Description of the methods of engagement that will be undertaken by the project is provided in the following sections.

4. Stakeholder Engagement Plan

a. Summary of stakeholder engagement done during project preparation

During Project preparation, stakeholder consultations were conducted with implementing departments, district-level officials, Water User Associations (WUAs), and individual farmers in selected districts of Punjab.

Consultations were structured as one-on-one meetings and focus group discussions and focused on institutional arrangements, environmental and social management capacity and practices, grievance redress systems, information sharing and stakeholder engagement, climate resilience practices, natural resource management, and inclusion of vulnerable groups.

Consultations were carried out at provincial and district levels, including village level consultations in District Kasur and District Sargodha.

Community level Consultations

Community consultations were conducted in District Kasur on 16 February 2026 and in District Sargodha on 17 February 2026 with Water Users Associations (WUAs), and individual landowners. The consultations covered crop farmers cultivating wheat, rice, maize, fodder, citrus, guava and vegetable. Most participants were landowners, with limited representation of tenants. In total, approximately 54 farmers and agribusiness representatives were consulted across the two districts, with landholdings ranging from approximately 2 acres to 250 acres, though the majority held between 5 and 30 acres.

Farmers across Kasur and Sargodha reported that partial and full watercourse lining has improved water flow, reduced seepage, and enhanced equity under the warabandi system. In areas where canal water was restored after long gaps, farmers stated that dependence on tubewells has reduced, particularly where groundwater is saline. Requests were made for additional lining of remaining watercourse sections.

Table 4 Community Consultations During Project Preparation

District	Village / Location	Type of Groups Consulted	Number of Participants	Date
Kasur	Mouza Mustafabad	Registered WUA members; crop and livestock farmers (landowners; all male participants)	11 farmers (crop, orchard, and vegetable mix)	16 February 2026
Kasur	Mouza Shahab Pura	WUA members; crop and livestock farmers	11 farmers (mixed landholding sizes; crop and livestock)	16 February 2026

Sargodha	Village Lallianai, Tehsil Kot Momin (Hujjan Distributary)	Three water courses visited; • WUA #100050 R • WUA #100030 L • WUA #98448 R	26 total participants (citrus/wheat/fodder and livestock farmers)	17 February 2026
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Farmers further stated that there is no monitoring of tubewell abstraction or groundwater usage, and no formal system regulating extraction levels.

Consultations were primarily attended by male landowners. Representation of tenants and sharecroppers was limited. In certain locations, women were reported to own land; however, these lands were often leased out under theka (contract) arrangements, and women did not participate in WUA meetings or irrigation-related decision-making.

Institutional Consultations

Consultations were held with key implementing departments responsible for delivery of PRIAT-AF delivery departments and relevant stakeholders of the AF activities e.g. Agribusinesses.

Table 5 Institutional Consultations During Project Preparation

Department	Participants/Designation	Date of Consultation(s)
Agriculture Department, Food Department	Assistant Chief (P&EC); Deputy Director CRS; Director (HQ) OFWM; Director Agriculture Extension (IPM); Environment Specialist (PMU PRIAT); Director PAMRA; Scientist (Research Wing); Gender Specialist (PRIAT); Deputy Director (Capacity & Coordination), On Farm Water Management	28 Jan 2026 & 3 Feb 2026
Agriculture Department, Food Department, World Bank	Minister for Agriculture; Secretary Agriculture; Special Secretary Agriculture; DGA OFWM; CTA ADU; AC P&E Cell, Representatives of Agriculture Department, Practice Manager WBG; Principal Investment Officer IFC; CEO, PAC; Secretary, Food Safety & Consumer Protection (FS&CS); Representatives of World Bank, ADB and Waseela, Private Agribusinesses.	17 th June, 2026

Department	Participants/Designation	Date of Consultation(s)
Asian Development Bank Pakistan Agriculture Coalition Private Agribusiness Companies		

b. Summary of project stakeholder needs and methods, tools, and techniques for stakeholder engagement

Different engagement methods are proposed to respond to the varying needs, interests, and levels of influence of identified stakeholders. Engagement approaches will be tailored according to the stakeholder category, geographical context, literacy levels, and nature of Project activities.

Structured agendas and formal meetings will be used for consultations with government departments, implementing agencies, and regulatory authorities to facilitate coordination, review progress, and address implementation challenges. Focus group discussions and community consultations will be conducted with farmers, Water User Associations (WUAs), Supply and Service Companies (SSCs), PCPS factories/yards, FEGs/FFEGs, SMEs, Agri-pruners, processors and input suppliers and Consultants to ensure participatory dialogue and collective feedback.

One-on-one interviews and key informant discussions will be used where detailed technical input or clarification is required, particularly with research institutions, private sector actors, and community leaders. Site visits will be conducted to observe implementation progress, identify environmental and social issues, and gather real-time stakeholder feedback.

Where required, separate consultations (including women-only focus group discussions) and any additional scope of work included in PRIAT additional financing will be conducted to ensure meaningful participation of women and vulnerable groups in contexts where mixed consultations may limit open engagement.

Table 6: Summary of Stakeholder Needs, Methods, and Techniques for Engagement: Preparation Stage for Components 1 and 2 of PRIAT-AF

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
Preparation stage	Implementing and coordination agencies: OFWM PIU, ADU PIU, PCU/P&E Cell, Agriculture Extension and other relevant Agriculture Department units	Confirm AF implementation and coordination arrangements - Review stakeholder mapping and vulnerable groups - Review E&S risks, disclosure and engagement approach - Confirm GRM roles, documentation and reporting	-Formal meetings -One-on-one interviews	Project Preparation Team / OFWM and ADU E&S teams	During project preparation
Preparation Stage	Watercourse and groundwater stakeholders: farmers, WUAs, tail-end users, tubewell/groundwater users and communities in groundwater management areas	Watercourse improvement and maintenance - Tail-end water access and water distribution issues - Groundwater monitoring and local groundwater management plans - Eligibility, E&S risks, information needs and GRM	Community consultations - Focus group discussions - Site visits	Project Preparation Team/OFWM	As necessary during preparation stage prior to implementation
Preparation Stage	HEIS stakeholders: existing/prospective HEIS beneficiaries, including smallholders; SSCs; suppliers and manufacturers	- HEIS eligibility and cost-sharing arrangements - Digital bidding/procurement and supplier performance - Installation, operation and maintenance - OHS/E&S requirements and GRM	-Consultative workshop - Focus group discussions - Site visits	Project Preparation Team/OFWM	As necessary during preparation stage prior to implementation

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
Preparation stage	FEG stakeholders: existing/new FEGs, women FEGs, smallholder farmers and Agriculture Extension staff	Windows 1-3 and eligibility/business plan requirements - Market linkages, value addition and training needs - Women-specific support and inclusion - Access to information and GRM	-Consultative workshop -Mass Media - Focus group discussions - Separate women consultations where required - Workshops	Project Preparation Team /ADU/Agri Extension	As necessary during preparation stage prior to implementation
Preparation Stage	Window 4/private sector stakeholders: SMEs, agri-preneurs, youth, processors, exporters, service providers, buyers/off-takers	Window 4 eligible activities and business plan requirements - Value addition and service delivery opportunities - Linkages with smallholders/FEGs - E&S screening, OHS and GRM	- Consultative workshops - Key informant discussions - Business consultations	Project preparation team ADU	As necessary during preparation stage prior to implementation
Preparation Stage	Financial institutions: commercial banks and microfinance institutions involved/interested in agribusiness finance	Commercial financing requirements for Window 4 - Suitable lending products for SMEs, FEGs and agri-preneurs - Barriers faced by women and smallholders - Coordination and feedback on proposed arrangements	Formal meetings - One-on-one consultations	Project Preparation Team / ADU / PCU	As necessary during preparation stage prior to implementation

Project stage	Target stakeholders	Topic of consultation / message	Method used	Responsibilities	Frequency/Timeline
	Vulnerable and marginalized stakeholders: women farmers, tenants/sharecroppers, landless/low-income farmers, persons with disabilities, digitally excluded farmers/youth and other marginalized groups	- Barriers to project information and benefits - Appropriate communication methods, timing and venues - Eligibility and access to support - Non-digital/local-language information and GRM access	- Targeted outreach - Separate focus group discussions where required - Verbal/local-language communication	Project Preparation Team / E&S and Gender staff	

Table 7: Summary of Stakeholder Needs, Methods, and Techniques for Engagement: Implementation Stage for Components 1 and 2 of PRIAT-AF

Project stage	Component / activity	Target Stakeholders	Topic of consultation / message	Method used	Responsibility	Frequency/ Timeline
Implementation phase	Component 1: Water conveyance, groundwater and HEIS	OFWM PIU and district OFWM field/E&S teams	- Implementation progress and upcoming activities - SEP/E&S requirements and issues arising during implementation - Stakeholder feedback, documentation and reporting - GRM roles and follow-up	- Community consultations - Focus group discussions - Site visits	OFWM PIU / district OFWM field teams	Bi-annually throughout project implementation

Project stage	Component / activity	Target Stakeholders	Topic of consultation / message	Method used	Responsibility	Frequency/ Timeline
		- Watercourse stakeholders: farmers, WUAs and tail-end water users	- Watercourse improvement and maintenance - Equitable water access and tail-end issues - Water-use efficiency training and advisory services - E&S/OHS information and project GRM	Community consultations - Focus group discussions - Site visits Beneficiary Feedback Surveys	OFWM PIU / district OFWM field teams	Bi-annually throughout project implementation
		- Groundwater stakeholders: tubewell/groundwater users and communities in groundwater management areas	Groundwater monitoring network and observation wells - Local groundwater monitoring well installation plans with community consents and participation in their lands - Information on monitoring activities and findings - E&S issues and project GRM	-Community consultations - Focus group discussions - Site visits Beneficiary Feedback Surveys	OFWM PIU	During planning and implementation of groundwater activities, and as needed
		- HEIS stakeholders: beneficiaries/smallholders, SSCs, suppliers and manufacturers	HEIS eligibility and cost-sharing arrangements - Digital bidding/procurement and supplier performance - Installation, operation and maintenance - OHS/E&S requirements and project GRM	Workshops - Site visits - Demonstrations/briefings Beneficiary Feedback Surveys	OFWM/PIU	Before and during HEIS implementation, with periodic follow-up
		Component 1 service providers and workers: contractors, consultants and local labour	Safe work practices, PPE and OHS/CHS requirements - Waste and site management requirements - Code of Conduct and incident reporting - Worker grievance mechanism	Site briefings - Workshops - On-site meetings	OFWM PIU / relevant contractors and consultants	Before relevant works and throughout project implementation

Project stage	Component / activity	Target Stakeholders	Topic of consultation / message	Method used	Responsibility	Frequency/ Timeline
		- Vulnerable and marginalized Component 1 stakeholders: women farmers, tenants/sharecroppers, low-income/small farmers, persons with disabilities and digitally excluded groups	Access to project information and benefits - Participation in WUA, groundwater and HEIS engagement - Barriers to participation and appropriate communication methods - Access to project GRM	Targeted outreach - Separate focus group discussions where required - Verbal/local-language communication - Beneficiary Feedback Surveys	OFWM /PIU E&S Staff /Gender staff	Targeted implementation throughout implementation
	Component 2: Agribusiness, FEGs and value addition	- ADU PIU, Agriculture Extension and LSP/field teams	Implementation progress and upcoming activities - SEP/E&S requirements and stakeholder feedback - Training and outreach arrangements - GRM roles, documentation and reporting	Formal meetings - Coordination workshops - Review meetings	ADU/ PIU	Bi-annually throughout project implementation

Project stage	Component / activity	Target Stakeholders	Topic of consultation / message	Method used	Responsibility	Frequency/ Timeline
		- FEG stakeholders: existing/new FEGs, women FEGs and smallholder farmers under Windows 1-3	Business plan/eligibility requirements and project support - Market linkages, value addition and training - Women-specific support and inclusion - OHS/E&S information and project GRM	-Farmer field awareness sessions Workshops - Focused Group Discussions Beneficiary Feedback Surveys	ADU PIU / Agriculture Extension / LSP	During relevant crop/value-chain cycles and bi-annual engagement
		- Window 4 stakeholders: SMEs, agri-preneurs, youth, processors, input/service providers, buyers/off-takers and supported workers	Window 4 matching grant and eligible investments/services - Value addition and links with smallholders/FEGs - Commercial financing requirements - E&S screening, OHS/waste management and project/worker GRM as applicable	- Business consultations - Workshops - Site visits Beneficiary Feedback Surveys	ADU PIU	Throughout implementation and as needed for Window 4 activities
		- Financial institutions: commercial banks and microfinance institutions involved/interested in agribusiness finance	- Commercial financing requirements for Window 4 - Lending products for SMEs, FEGs and agri-preneurs - Financing constraints faced by women and smallholders - Coordination and feedback on financing arrangements	Formal meetings - One-on-one consultations	ADU PIU	As needed during implementation

Project stage	Component / activity	Target Stakeholders	Topic of consultation / message	Method used	Responsibility	Frequency/ Timeline
		- Vulnerable and marginalized Component 2 stakeholders: women, tenants/sharecroppers, low-income/small farmers, youth with limited access/capital, persons with disabilities and digitally excluded groups	Access to project information, eligibility and benefits - Women-specific support and barriers to participation - - Access to project GRM and feedback channels	- Targeted outreach - Separate focus group discussions where required - Verbal/local-language communication - Beneficiary Feedback Surveys	ADU PIU E&S/Gender staff / Agriculture Extension	Targeted engagement throughout implementation.

c. Proposed Strategy to Incorporate the Views of Vulnerable Groups

The Program will seek the views of vulnerable and marginalized stakeholders, including smallholder farmers (below 12.5 acres), tenants and sharecroppers, women farmers and female livestock keepers, farm labor, tail-end water users, low-income rural households, persons with disabilities, and minority groups. These stakeholders may face barriers in accessing Project information or benefits due to land ownership requirements, digitization processes, limited digital literacy, mobility constraints, literacy limitations, or prevailing socio-cultural norms.

Targeted engagement will be undertaken to ensure meaningful participation. Community meetings will be organized at accessible village-level locations, and focus group discussions will be conducted where appropriate to allow open dialogue. In locations where mixed consultations may limit participation of women or marginalized groups, separate focus group discussions may be organized to ensure inclusive engagement. Particular attention will be given to women landowners whose land is managed under theka (lease) arrangements to ensure they are informed of Project benefits and grievance channels.

Special attention will be given to stakeholders who may be excluded due to limited digital access or literacy. In such cases, information will be provided through in-person consultations, extension staff outreach, and community platforms to ensure equitable access.

Information will be disclosed in Urdu and explained verbally in local languages. Communication materials will be simplified and presented in non-technical formats to accommodate low-literacy participants. Where required, pictorial guides and verbal explanations will be used during consultations.

The Project will leverage existing community platforms such as Water User Associations (WUAs), Farmer Enterprise Groups (FEGs), and producer organizations to reach vulnerable stakeholders. Engagement with local NGOs and civil society organizations working with women, small farmers, and rural communities may be undertaken where relevant to facilitate outreach.

The following measures will be adopted to reduce barriers to participation:

- Organization of consultations at accessible and culturally appropriate venues.
- Flexible scheduling to accommodate agricultural work cycles and caregiving responsibilities.
- Separate consultations for women where required.
- Use of simplified materials and verbal communication for illiterate participants.

- Clear explanation of eligibility criteria and digitization requirements for government schemes.
- Verbal dissemination of Grievance Redress Mechanism (GRM) procedures to ensure awareness among non-digital stakeholders.
- Use of WhatsApp groups and digital platforms where appropriate, while ensuring that stakeholders without smartphones or internet access are not excluded.
- Targeted outreach to tail-end farmers to ensure equitable participation in irrigation-related discussions.

This approach aims to ensure that vulnerable stakeholders are informed of Project benefits and grievance mechanisms and that their views are considered during implementation.

5. Resources and Responsibilities for implementing stakeholder engagement activities

a. Resources for Stakeholder Engagement Plan

PRIAT-AF PIU 1&2 will take the lead in establishing a structured and uniform approach to stakeholder engagement across all districts and divisions. This will include:

- Develop SOPs for stakeholder engagement covering division/district-level stakeholder identification, engagement methods, frequency, documentation, and reporting responsibilities.
- Prepare Documentation Toolkit: This will include standardized attendance sheets, consultation reporting templates, photo logs, and follow-up trackers.
- Conduct orientation sessions for district teams on SOPs and use of documentation toolkit to ensure consistency in stakeholder engagement and reporting.
- Collect and incorporate feedback from district teams to refine SOPs and toolkit based on practical feedback before province-wide roll-out.

Resources for component 1

A minimum of one bi-annual SEAP activity will be undertaken in at least one district per division under Component 1. Progress against these activities will be reviewed by the ESMU-PRIAT and incorporated into the project's regular reporting cycle to the World Bank.

The Water Management Training Institute (WMTI) will conduct bi-annual community engagement activities by inviting all primary stakeholders relevant to Component 1 at the cluster/district level for each division in each SEP reporting timeline. These activities will be planned and implemented in close coordination and consultation with the respective OFWM Divisional Directors and their field officials.

The ESMU-PRIAT will monitor and supervise WMTI and the field professionals to ensure the effective and successful implementation of these activities. ESMU-PRIAT will also ensure the

timely submission and proper documentation of all activity records, including attendance/gathering records, activity locations, photographs, and other relevant evidence. The compiled documentation and progress information will be submitted to the World Bank through the project's regular reporting mechanism.

Implementation budget for this SEP will require US\$ 2 million over the duration of the project. This includes all costs related to ongoing engagement with stakeholders, information disclosure, grievance redress, and other activities described in the final SEP.

An estimated budget for implementing the SEP is provided below.

Table 8: SEP Implementation Budget for Component 1

Sr. No	Item	Estimated cost (USD)	Comments
1	Stakeholder engagement events (workshops, meetings, etc.)	400,000	Covers all organized events for mass stakeholder engagement, and includes location costs, technical services, catering, materials, etc
2.	Community consultations	200,000	All stakeholder engagement carried out with communities in the field
3.	SEP training activities	200,000	Related to training provided to project teams on SEP implementation, including GRM training.
4.	Staff costs	150,000	All staff involved in implementing the SEP, including GRM
5.	Travel costs	350,000	For traveling of staff involved in implementing the SEP
6.	Miscellaneous costs	700,000	Other miscellaneous or unplanned costs
	TOTAL	2,000,000	

Resources for component 2

A minimum of one bi-annual SEAP activity will be undertaken in at least one district per division under Component 2. Progress against these activities will be reviewed by the ADU and incorporated into the project's regular reporting cycle to the World Bank.

The Water Management Training Institute (WMTI) will conduct bi-annual community engagement activities by inviting all primary stakeholders relevant to Component 2 at the FEG/selected value chains in each SEP reporting timeline. These activities will be planned and implemented in close coordination and consultation ADU E&S staff hired for PRIAT-AF Project.

The E&S staff of ADU will monitor and supervise WMTI and the field professionals to ensure the effective and successful implementation of these activities. E&S staff will also ensure the timely submission and proper documentation of all activity records, including attendance/gathering records, activity locations, photographs, and other relevant evidence. The compiled

documentation and progress information will be submitted to the World Bank through the project's regular reporting mechanism.

Implementation budget for this SEP will require US\$ 1.5 million over the duration of the project. This includes all costs related to ongoing engagement with stakeholders, information disclosure, grievance redress, and other activities described in the final SEP.

An estimated budget for implementing the SEP is provided below.

Table 9: SEP Implementation Budget for Component 2

Sr. No	Item	Estimated cost (USD)	Comments
1	Stakeholder engagement events (workshops, meetings, etc.)	300000	Covers all organized events for mass stakeholder engagement, and includes location costs, technical services, catering, materials, etc
2.	Community consultations	150000	All stakeholder engagement carried out with communities in the field
3.	SEP training activities	150000	Related to training provided to project teams on SEP implementation, including GRM training.
4.	Staff costs	112500	All staff involved in implementing the SEP, including GRM
5.	Travel costs	262500	For traveling of staff involved in implementing the SEP
6.	Miscellaneous costs	525000	Other miscellaneous or unplanned costs
	TOTAL	1,500,000	

b. Management Functions and Responsibilities

The responsibility for the implementation and monitoring of the SEP lies with the ADU PIU and the OFWM PIU for their respective components and activities.

The AF will establish a new PIU dedicated to implementation of Component 2 within ADU. The OFWM Directorate will implement Component 1. The DG OFWM will serve as Component 1 Project Director (PD) and will be supported by Deputy Project Directors for Watercourses, HEIS, and procurement, financial management, and E&S staff as per WB requirements. Component 2 will be implemented by the ADU. The ADU's Chief Technical Advisor (CTA) will serve as PD for Component 2. The ADU has established expertise in place to implement Component 2 and will hire additional staff to fulfill the WBG requirements including an environmental expert and a social expert to implement the E&S requirements.

6. Grievance Mechanism

A Grievance Mechanism is a system that allows not only grievances, but also queries, suggestions, positive feedback, and concerns of project-affected parties related to the environmental and social performance of a project to be submitted and responded to in a timely manner.

a. Description of GM

A robust Grievance Redress Mechanism (GRM) will be an essential component of PRIAT AF to address concerns or complaints raised by stakeholders during Project implementation. The mechanism ensures that stakeholders have a clear and accessible channel to raise concerns and that these are addressed in a timely and fair manner.

The GRM will build upon the existing systems in place at the OFWM and ADU and will address any gaps in their functionality or accessibility as per the requirements of ESS10. Field consultations indicated low awareness and limited use of formal grievance channels at community level, with participants often relying on informal mechanisms. Under the AF, GRM procedures and available channels will be clearly communicated to stakeholders.

The PRIAT-AF Grievance Redress Mechanism (GRM) will operate through the two implementing PIUs: the OFWM PIU for Component 1 and the ADU PIU for Component 2. Both PIUs will follow a common process for receiving, recording, reviewing, resolving, reporting and following up grievances related to Project activities. Each PIU will designate E&S/GRM focal staff responsible for GRM implementation within its component. GRM information and contact channels will be disclosed during stakeholder engagement activities and at relevant Project locations.

A GRM module will be developed at project effectiveness based on the summary below.

Table 10: GRM Inclusion Process in Implementation of PRIAT-AF

Step	Description of process	Time frame	Responsibility
GRM implementation structure	OFWM PIU and ADU PIU will each manage grievances related to their respective components through designated E&S/GRM focal staff. Both PIUs will use the same grievance process and maintain component-level grievance records. A Grievance Redress Committee will be formed at the ADU PIU and OFWM PIU,	At AF implementation and ongoing	OFWM PIU; ADU PIU

	including the Program Director, Social & Gender Specialist, Grievance Focal Person, co-opted members from relevant government departments as required. The Social & Gender Specialists at the PIUs will be responsible for overall operation of the GRM.		
Grievance uptake	Grievances may be submitted through the channels maintained by the OFWM PIU and ADU PIU, including hotline/helpline, complaint boxes, written or digital complaints, and in person through designated focal staff.	Ongoing	OFWM / ADU PIU E&S/GRM focal staff
Sorting, processing	Any complaint received is forwarded to the GRM Focal Staff and logged in a centralized database, with a unique reference number assigned to each complaint. This will allow for tracking and transparency throughout the resolution process. Grievances are then categorized and referred to the relevant GFP or GRC for resolution. Grievances will be categorized into the following complaint types: Low; Medium; and High priority. Low priority: these typically involve minor issues that do not significantly impact the overall project or the complainants' well-being. Examples could include minor administrative errors, delays in non-critical services, or small-scale individual grievances that can be resolved locally, with the GFP, without extensive intervention. Medium priority: these are more serious than low priority complaints but do not pose immediate or significant risks to the project's success or stakeholders' rights	Upon receipt of complaint	OFWM / ADU PIU E&S/GRM focal staff

	and interests. These might include disputes over employment terms, moderate environmental or social impacts, or concerns about project implementation aspects that affect a limited number of stakeholders. High priority: these are critical issues that require urgent attention and could significantly impact the project's success and the well-being of stakeholders. Examples could include violation of the law of the land, corruption, GBV, SEA/SH (sexual exploitation, abuse and harassment), community rights, significant health and safety concerns, allegations of serious environmental or social harm. complaints regarding minorities, differently abled persons, transgender etc.		
Acknowledgment and follow-up	Receipt of the grievance will be acknowledged through an appropriate channel, including written, SMS/phone, email/WhatsApp or verbal confirmation where digital access is limited.	Within 2 working days	OFWM / ADU PIU E&S/GRM focal staff
Verification, investigation and resolution	Complaints will be reviewed and resolved by the relevant PIU. Routine complaints should be resolved within 30 working days where possible. Urgent or serious cases will be escalated immediately to the respective OFWM or ADU Project Director and relevant authority.	Within 30 working days for routine cases; urgent cases immediately	OFWM / ADU PIU; Project Directors;
Monitoring and reporting	Both PIUs will maintain updated grievance logs and include the number, type, status and resolution of grievances in bi-annual SEP/ESF reporting. Trends and	Bi-annually	OFWM and ADU E&S teams;

	outstanding issues will be reviewed by the respective PIU for follow-up.		
Feedback and closure	The resolution will be communicated to the complainant and, where possible, feedback on satisfaction with the response will be obtained before the grievance is closed.	After resolution	OFWM/ADU PIU E&S/GRM focal staff
Training and disclosure	District and field teams will receive orientation on GRM procedures. GRM channels and procedures will be explained during stakeholder engagement activities and displayed at relevant Project locations.	At start-up and periodically thereafter	OFWM and ADU E&S teams

Labor and GBV/SEA/SH Provisions

A GRM accessible to Program workers will be established under the Labor Management Procedures (LMP), in line with ESS2 requirements.

To address any complaints related to GBV/SEA/SH, the program will ensure that GBV related grievances received by the GRM are referred to relevant GBV service providers. Dedicated trained female staff will be appointed to receive and process GBV related complaints. Special considerations will be taken to ensure that the complainant's identity is treated as privileged information, and the option to lodge the complaint anonymously will also be provided. Additionally, all GRM response teams will be trained in GBV, SEA and SH. Detailed protocols for receiving, managing and addressing complaints related to GBV/SEA/SH will be developed in the GBV/SEA/SH Action Framework and added to the GRM. The SEP will be updated to include the protocols on managing GBV/SEA/SH complaints once established.

7. Stakeholder Engagement Plan Reporting

The Stakeholder Engagement Plan (SEP) will be periodically reviewed and updated, as necessary, throughout project implementation. During the implementation stage, the Environmental and Social (E&S) teams of both OFWM PIU and ADU PIU will develop a detailed bi-annual Stakeholder Engagement Action Plan (SEAP) for Component 1 & 2 of PRIAT-AF, in accordance with this SEP. The E&S teams will also develop appropriate training materials to strengthen the capacity of all primary project stakeholders at the divisional level and will report on the implementation of these activities on a bi-annual basis throughout the project period.

Bi-annual summaries and internal reports on public grievances, inquiries, and related incidents, including the status of implementation of associated corrective and preventive actions, will be compiled by the responsible staff and submitted to the senior management of the Project. These bi-annual summaries will provide a mechanism for assessing the number and nature of grievances and requests for information, as well as the Project's effectiveness in addressing them in a timely and appropriate manner.