



**MANAGING THE HUMAN TIGER INTERFACE IN NEPAL (GEF8)  
Wildlife Conservation for Development Integrated Program  
(WCP IP)**

**ANNEX 5: STAKEHOLDER ENGAGEMENT PLAN**

**January 2025**

**GEF Agency: WWF US**

**Lead Executing Agency: Ministry of Forests and Environment**

## 1. Introduction

Nepal is increasingly grappling with Human Wildlife Conflict (HWC), and therefore, policies and strategies that enable HWC management are more and more incorporated at the national level. Increased tiger numbers is observed as a reason for an increased interface between tiger and communities residing in buffer zones of Chitwan and Bardia NP while Banke NP is an emerging hotspot. The project focuses mainly on the protected areas and buffer zones of the Parsa, Chitwan and Bardia National Parks with capacity building and monitoring activities in all of the major tiger-bearing protected areas of the TAL region. More than 650,000 people inhabit the buffer zones of these protected areas. The project will focus on Human-tiger conflict hotspots within these protected areas and buffer zones and the estimated number of project beneficiaries is 1/5th of the total population of the project area.

The objective of the project is to promote human wildlife coexistence in key tiger bearing protected areas in Nepal. The project aims to achieve three major outcomes. Firstly, strategic action will focus on habitat management (grassland and wetlands) within the core areas of high impact PAs to avoid unusual movements and behavior of tigers and their prey into the forest fringe areas as result of food shortage within PAs. Secondly, management of Human Tiger Conflict (HTC) through integrated approaches that incorporate prevention, mitigation, response, policy, and others; and ensuring that benefits of conservation through effective economic incentives and ecosystem services reach local communities. Thirdly, the project will strengthen the enabling factor related with HTC management in Nepal. This outcome prioritizes drafting policies and action plans related to the management of HTC and science-based protocols for habitat management, and HTC research and monitoring. All project components will have an overarching focus on behavior change communications among the communities and stakeholders living and working in buffer zones of tiger bearing PAs.

Component 1: Strengthen enabling conditions for HWC management and coexistence:

The component aims to strengthen policy and planning frameworks to promote human-wildlife coexistence while encouraging collaboration across three tiers of governments and in integrating coexistence in key sectors to increase finance in sustainable manner. There are two Outcomes of this component; Outcome 1.1: Integrated policy and planning framework for HWC management and coexistence established; Outcome 1.2: Stakeholders' capacity increased and training provided on HTC prevention and situation management.

Component 2: Human wildlife coexistence approaches and livelihood support

This component will strengthen human wildlife coexistence through behavior change in an effort to garner positive support for tiger conservation. The major focus on the component will be on strengthening local livelihood strategies in an effort to reduce the risks of human-wildlife interactions of forest resource dependent households in conflict hotspots of Chitwan, Parsa and Bardia National Parks. There are three Outcomes of this component; Outcome 2.1: HTC impacts reduced through strengthened engagement of stakeholders, social behavior changes and relief and response approach; Outcome 2.2: Buffer Zone communities are empowered and provided with livelihood options that reduce their dependence on forest resources and exposure to HTC; Outcome 2.3: Strengthened human-tiger conflict response and delivery of relief informed by monitoring and piloting interventions

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Component 3: Habitat management

The initiative aims to enhance habitat quality and connectivity within tiger-bearing protected areas, specifically Chitwan, Parsa, and Bardia National Parks, to restore their ecological functions in the face of climate change. Additionally, a habitat management guideline, developed by the Department of National Parks and Wildlife Conservation, will be piloted. This guideline focuses on managing and restoring habitats within the national parks under changing climate conditions. There is one Outcome of this component; Outcome 3.1: Critical habitats in conflict hotspots are effectively functioning through science-based management and restoration under changing climate

Component 4: Knowledge Management

This component aims to manage the knowledge generated through the project in an effort to scale-out and replicate the learning at national and regional scale in coordination with the WCD Integrated Program. There is one Outcome of this component; Outcome 4.1: Knowledge generation, exchange and learning enable replication and scaling up of best practices

## 2. Regulations and Requirements Government of Nepal's Policies and Regulations

**Constitution of Nepal, (2015)** requires the nation to give priority to the protection of environment and prevention of the further damage of the environment on the account of physical development activities. The constitution of Nepal, 2015 guarantees people's welfare and all-round-progress through economic, social and cultural transformation, while defending and strengthening political achievements and their development. The constitution ensures rights of women and Dalits in Articles 38 and 40 respectively as fundamental rights, which guarantee the participation of women and Dalits in all agencies of state based on the principle of proportional inclusion. The **Environment Protection Act, 2019**: This act provides a legal basis for the concerned authorities for regulating a Brief Environmental Study (BES), Initial Environmental Examination (IEE) or/and Environmental Impact Assessment (EIA). All these processes demand significant and impactful participation of local communities prior to approval of and during implementation of projects. **Forest Act of Nepal, 2019** ensures community engagement in forest management through various forest management regimes including through the community forestry, leasehold forestry, collaborative forest management and religious forestry. These management regimes provide the local communities use rights of forest resources. The **National Parks and Wildlife Conservation Act, 1973** engages local communities through the buffer zone user groups of men and women and the buffer zone management committee. These groups and committee have a significant function in empowering and engaging local communities, indigenous peoples, women and dalit communities in management of buffer zone for conservation with a focus on improving livelihood benefits of the most vulnerable and resource poor communities. The **National Foundation for Development of Indigenous Nationalities Act, 2058 BS (2002 AD)** defines those ethnic groups and communities who have their own mother language and traditional rites and customs, distinct cultural identity, distinct social structure and written or unwritten history. These indigenous communities are known as *Adivasi/Janjati* in Nepali and Indigenous Nationalities in English as per the act. These groups as whole are generally considered the marginalized segment of the population who engage in economic activities ranging from hunting/gathering and shifting agriculture in or near forests to wage laborers or even small-scale market-oriented activities. The **Environment Protection Rules, 2020** outline procedures, standards, and responsibilities for environmental governance in the country. The key provisions of this rules are Environmental assessment, pollution control, establishing environmental standards, establishing a fund to finance environmental conservation projects, public participation, biodiversity and natural resource

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

conservation, climate change and disaster management, monitoring and compliance. These rules aim to balance development needs with environmental sustainability, emphasizing public participation, transparency, and accountability.

**The Buffer Zone Management Regulation, 1996:** This regulation is a critical legal framework in Nepal, aimed at integrating local communities into the conservation and sustainable management of protected areas. Established under the National Parks and Wildlife Conservation Act, 1973, this regulation governs the buffer zones surrounding national parks and reserves. Its objective is to balance conservation efforts with community development by reducing the dependency of local populations on core-protected areas and to mitigate human-wildlife conflicts. This regulation emphasizes participatory management, allowing local communities to play a central role in buffer zone management, revenue sharing, conservation and development balance. This regulation has been instrumental in promoting community-led conservation and improving the socio-economic conditions of people living near protected areas in Nepal.

### **WWF Standard on Stakeholder Engagement**

The WWF GEF Agency requires all GEF projects comply with GEF and WWF standards on Stakeholder Engagement, specifically the WWF [Standard on Stakeholder Engagement](#) and the associated [Procedures for Implementation of the Standard on Stakeholder Engagement](#). Stakeholder engagement is an overarching term that encompasses a range of activities and interactions with stakeholders throughout the project cycle and is an essential aspect of good project management. The WWF Standard on Stakeholder Engagement requires the Executing Agency to engage stakeholders throughout the life of the project; communicate significant changes to project stakeholders and consult on potential risks and impacts; establish a grievance redress mechanism and register and respond to grievances throughout project execution, and; disseminate information in a way that is relevant, transparent, objective, meaningful, easily accessible. The Standard on Stakeholder Engagement promotes an inclusive process to support the development of strong, constructive and responsive relationships that help to identify and manage risks, and which encourage positive outcomes for stakeholders and project activities.

## **3. Project Stakeholders**

### **National Government Entities**

**Ministry of Forests and Environment (MoFE)/** Department of National Parks and Wildlife Conservation (DNPWC)/ Department of Forests and Soil Conservation (DoFSC); and Protected areas (Parsa National Park, Chitwan National Park, Bardia National Park). MoFE is the project's lead ministry. DNPWC under the MoFE will be the lead executing agency for the project in implementation, and will host and coordinate the Project Management Unit (PMU). DNPWC under MoFE directly manages protected areas in the country. MoFE will lead the development of the project (policy priorities, technical content, governance structure, budget, M&E) and coordinate with other partner ministries and key provinces where required. The key departments will (DNPWC and DoFSC) provide technical guidance during project implementation and support to bring in, disseminate and integrate lesson from other similar projects and stakeholders. MoFE also chairs the Project Steering Committee that will play an instrumental role in coordination and policy level guidance. The DNPWC will be the focal department and the Director General of DNPWC will

## GEF 8 Wildlife Conservation for Development Integrated Program Managing the Human Tiger Interface in Nepal

function as the National Project Director providing direct supervision of the PMU and coordination during implementation.

GEF Focal ministry, Ministry of Finance will participate in Project Steering Committee meetings, keeping track of project implementation and performance and providing executive guidance where necessary. The MoFE will inform the GEF Operational focal point of project progress and performance in a period manner and through their engagement in the Project Steering Committee.

### **Sub-national Government Administration**

The Forest and environment related ministries under the provincial government are responsible for managing the forest resources in the provinces through their line agency Division Forest Offices (DFO). HWC incidents also occur in the forest and other outside the buffer zones that are under the jurisdiction of the DFO. The Provincial governments are also responsible to document and distribute human wildlife conflict relief funds and thus require strengthening their documentation, reporting and relief distribution mechanisms to local communities. The project provides a significant opportunity to extend the provincial government's capacity in this regard. The District Administration Offices at the local level are the focal offices for disaster management at the district level. HWC is emerging as a key threat and a form of disaster at the local level and thus the project provides these offices to strengthen their capacity to handle and manage conflict situations and respond to the emergency before it aggravates and turns violent under some situations.

### **I/NGOs**

Organizations such as National Trust for Nature Conservation, Zoological Society of London, IUCN are implementing conservation projects in the project area. These organizations will be vital for shared learning and dissemination of best practices. These organizations will be engaged in sharing and consultative events of the workshop through the project inception workshop and periodic events in the project sites of the three national parks where they may also be implementing Human wildlife coexistence interventions.

### **Multilaterals**

Asian Development Bank and World Bank also implement environment related projects that can both positively and negatively affect human wildlife interactions. ADB is formulating a GEF project on green infrastructure and this will be vital since the project also plans to work along the Terai Arc Landscape that comprises of tiger-bearing protected areas. It will be important to assess and understand the HWC scenario for any infrastructure development in the Terai.

### **Community Based Organizations (cooperatives, etc.)**

The buffer zones communities are represented through user groups and management committees to plan and implement conservation and livelihood interventions in the buffer zones. These groups that represent local communities can significantly benefit from Human Wildlife coexistence approaches to be implemented by the project. These community-based organizations will be able to reduce their exposure and risk of HWC and above all, they will be vital in implementing project activities in their communities.

### **Indigenous Peoples and Local Communities**

Indigenous peoples live in the buffer zones of the protected areas where the project will be implemented. These communities depend on the protected areas for their livelihoods in various ways. They are also the

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

primary target beneficiaries of the project. They will play a key role in co-designing annual work plans and implementing project activities. The project aims to positively affect these indigenous peoples and local communities. These people are engaged in conservation and management of buffer zones for livelihood benefits through the buffer zone user groups, user committee and management committee. These agencies will play a key role in project implementation.

#### **Private Sector**

The local hotel associations, nature guide associations and other organizations such as the Homestay associations will benefit from the potential livelihood activities planned in the project. Ecotourism activities planned for the conflict hotspots will build the capacity of local communities who can positively contribute to strengthening the nature-based tourism and livelihood opportunities in the area. These associations will be vital to guide local interventions and to scale out the successful models to other parts of the tiger-bearing protected areas.

#### **Academia**

Academic institutions such as the Agriculture and Forestry University, Institute of Forestry and other like-minded research and academic institutions will be potential partners to conduct HWC research and documentation in the project. These institutions can play the role of research/resource partners to undertake longer-term studies during project implementation and facilitate regional learning and knowledge management events.

#### **4. Summary of any previous stakeholder engagement activities**

The project development team consulted a number of stakeholders throughout the project development process, including government ministries, Indigenous Peoples, local communities, municipalities, and NGO's/CSO's. A Project Preparatory Committee (PPC) was formed to provide strategic guidance and support to the project preparation team, and to coordinate and facilitate the participation of the project stakeholders, in particular the provincial and local governments, in the project design process. The Joint Secretary, Planning, Monitoring and Coordination Division, MoFE chaired the PPC. Other members included the GEF Operational Focal Person from the International Economic Cooperation Coordination Division of the Ministry of Finance, Under Secretary of the Planning, Monitoring and Coordination Division at MoFE, Department of National Parks and Wildlife Conservation and Department of Forests and Soil Conservation under the MoFE and a representative from the GEF Agency. Stakeholder consultations were carried out through four key approaches; Inception workshop, community consultations in buffer zones, individual interviews with key informants and the validation workshop.

The **Inception workshop** held on 29 August 2024 aimed to familiarize the policy-level project stakeholders with the project, its key components and funding; introduce the plan and process for the project development and elicit initial feedback and suggestions for the project development from the participants. The key inputs from the inception workshop were around the engagement of impacted household in designing impactful and transformative project in the hotspots. Participants suggested that the project should involve indigenous women and girls, address gender-specific needs, and consider resettlement policies for displaced communities. The project should also consider the needs of forest-dependent women and smallholder farmers beyond buffer zones. The engagement of local communities

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

can improve the accountability and transparency of funds provided by GEF. The project should also address the needs of poor communities living near protected areas, and consider the intersectional needs of socially and economically marginalized women. The project may also involve provincial and local governments as implementers, and an Environmental Impact Assessment and Social Impact Assessment may be required to assess the impacts of conservation projects on indigenous peoples' socio-cultural aspects. The project should be realistic, and focus on alternative livelihood strategies to reduce interactions between people and tigers.

The project should be an impactful project that addresses the needs of communities impacted by conflict. The Rapid Response Team and Veterinary support teams from National Trust for Nature Conservation are working on improving their capacity to respond to emerging conflicts. The project should also explore the use of technology in monitoring and managing conflicts, such as drones for problem animal monitoring in sensitive areas. The project development process should collectively define national priorities and local needs in addressing human-wildlife conflicts, with field consultations providing guidance on which components and strategies need greater focus. The project will also identify gaps and invest \$4.5 million in areas where it can be most impactful for transformation. MoFE will ensure participation and engagement from all stakeholders, and the project may focus on other priority areas with major funding gaps, such as livelihoods interventions based on ecotourism. 36 individuals participated in the inception workshop.

Key informant interviews and focus group discussions were conducted from August 30 to December 11 for GESI analysis and identification of environmental and social risks as well. Community consultations in the field including consultations with protected area authorities were conducted in Parsa, Chitwan, Bardia and Banke National Parks. These **consultations** were held with municipality officials and local communities in various phases across the tiger-bearing protected areas to disseminate baseline assessment information and elicit feedback and clarifications. The objective of these consultations was to closely consult community members to identify project sites, specific project activities in these identified sites, and assess capacity of local communities and municipalities to implement human wildlife coexistence interventions. At these consultations, the project activities were discussed with the government officials and local communities in the project area, to appraise the feasibility of the activities and their suitability to local communities' needs for human-wildlife conflict management. Activities were modified, where necessary, in accordance with the suggestions from the local communities and government officials. The key suggestions from the field consultations with indigenous peoples, and local communities, human-tiger conflict impacted households, municipalities, user groups and user committee, national park offices ranged from habitat management, livelihood enhancement to strengthening rapid response for conflict situations and enhancing vet services in hotspots.

Habitat management in the core area of the Chitwan National Park (CNP) needed to be a priority, but budget constraints make it difficult to manage even a small portion of the potential 10,000 hectares. Tiger carrying capacity needs to be studied, and livelihood support for poor and forest resources dependent people is needed. Employment opportunities for local communities, such as *bote*, *darai*, *Musahar*, *tharu*, and *dalit*, are also needed. Conservation education and empowerment are also needed. The buffer zone

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

forests, such as Megauli, Kumroj, Madi, and Lothar, are the main hotspots for tiger related conflicts in CNP. Livelihood interventions are needed for the most vulnerable and resource poor households, but current interventions target middle-income households. Alternative crops like turmeric are being promoted. A feasibility study of viable agricultural crops could help mitigate human wildlife conflicts is needed prior to scaling up of alternative crops. Relief claim requirements are impractical, and relief distribution guidelines lack equity. NGO advocacy for indigenous communities' resource rights may increase human-tiger conflicts. Wild boar, leopard, tiger, elephant, and monkey have higher impacts on crops. Plans for electric vehicles for Jeep safaris, wildlife tourism, and women-focused programs are being considered.

The field consultations held in CNP, Parsa, Banke and Bardia National Parks emphasize the fact that there is an urgent need for trained and equipped teams to respond quickly to issues in the parks. Monitoring and managing problem animals is essential, alongside addressing habitat management challenges. The infrastructure for protection of lives and livelihoods, such as wire fences and concrete walls, requires improvement. The livelihoods of vulnerable households remain a concern, indicating socio-economic issues. Additionally, there is a need for digitizing data and upgrading systems for relief distribution. Lastly, it emphasizes the importance of behavior change communication, education, and awareness. a total of 320 individuals were consulted during the field consultations.

The **validation workshop** held on 8 January 2025 shared the final draft of the project strategy including GESI analysis and action plan and the safeguarding plan. Discussion around engagement of woken and indigenous people, targeting in project implementation, capacity development and project execution took place. The project development team along with the DNPWC shared that the project aims to address the issue of human-tiger coexistence and habitat management in national parks. Field consultations with Indigenous Peoples and Local Communities (IPLCs) and women were conducted during the proposal development stage, ensuring active engagement at all levels. The project focuses on capacity-building training and livelihood support, addressing the specific needs of marginalized groups like *Chepang*, *Bhote*, and *Tharu* women. It also plans to address conflicts outside protected areas, with habitat management focusing on protected areas and buffer zones. The project prioritizes efficient budgeting and quick, impactful activities, aligning with municipal development plans. Key suggestions include shifting focus from co-existence to avoidance, addressing habitat needs, preserving cultural practices, promoting education and awareness, and focusing on vulnerable groups.

## 5. Stakeholder Engagement Plan

The purpose of this Stakeholder Engagement Plan is to ensure appropriate and consistent involvement of project stakeholders in every stage of the project implementation, supporting effective communication and working relationships. The Project Management Unit (PMU) will ensure that the views and inputs of stakeholders are taken into consideration throughout project implementation.

Stakeholder Type	Name	Frequency of Engagement/ Project Years	Engagement During Project Implementation
	Ministry of Finance		

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Stakeholder Type	Name	Frequency of Engagement/ Project Years	Engagement During Project Implementation
<b>Government of Nepal and Provincial Governments of Madhesh, Bagamati, Gandaki and Lumbini</b>	DoFSC, DNPWC	Ongoing throughout the project period	Project Steering Committee meetings, local consultations with municipalities during annual activity identification and prioritizations exercises and support to local level planning and budgeting exercises for municipalities. Annual review and reflection workshops. Periodic monitoring missions through PMU
	Forest and Environment relevant provincial ministries		
	Municipalities and rural municipalities		
<b>Communities and Indigenous People</b>	Local communities	At least biannually	Local consultations with during annual planning: annual activity identification and prioritizations exercises. Local consultations as a part of environmental and social safeguarding activity.
	Indigenous peoples		
<b>Community Based Organizations</b>	Buffer zone user groups		Local consultations with during annual planning; annual activity identification and prioritizations exercises; local consultations as a part of environmental and social safeguarding activity; annual review and reflection workshops at community level; training and capacity building events as part of the project where GESI and safeguarding sessions will be mandatory
	Buffer zone user committee		
	Natural resource user groups		
	Women's groups		
<b>I/NGOs</b>	National Trust for Nature Conservation	As per need to shared learning and coordination	Through Inception workshop, field level consultation since working areas overlap; engagement in trainings as participants and also resource persons.
	Zoological Society of London		
<b>Private Sector</b>	Hotel association	At least annually, usually quarterly	Local consultations with during annual planning; annual activity identification and prioritizations exercises; engagement in execution of nature-based livelihoods component of the project
	Nature Guide association		
	Homestay association		
<b>GEF Multilaterals</b>	ADB, IUCN	At least twice in the life of project, usually once a year as per the need for coordination and learning	Formal meetings where required, project inception workshop, coordination meetings in geographically overlapping areas.
	UNDP,		

## 6. Resources and Responsibilities

The WWF GEF Project Agency is responsible for oversight. The MoFE/DNPWC as the lead Executing Agency is responsible for executing the Stakeholder Engagement Plan and overall compliance with the WWF Standard on Stakeholder Engagement. WWF Nepal in coordination with the Ministry of Forest and

Environment will set up a Project Management Unit (PMU) reporting to the Director General of the DNPWC who will supervise the PMU comprising of staff recruited through Technical Assistance in his role as the National Project Director. The PMU will be responsible for conducting stakeholder consultations and supervising Stakeholder Engagement. A Gender, Social Inclusion and Safeguards (GESI) specialist will ensure all conflict victims and vulnerable groups are included in consultations, decision-making that affect their lives and livelihoods. The GESI and Safeguards experts will monitor and report on the implementation of the Gender Action Plan, ESMF and the Indigenous Peoples Plan in coordination with other PMU and field staff (project Officer, Project Associates).

## 7. Grievances Mechanism

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

This mechanism is designed to:

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

**The PMU will be responsible for informing project-affected parties about the grievance mechanisms.**

Contact information of the staff member responsible for the grievance mechanism in the PMU will be made publicly available at the PMU, in the project implementation sites where the project investments are mobilized. The buffer zone communities where the project activities will be implemented will be informed about the project objectives and activities prior to implementation. These communities will also be engaged in the formulation of Annual work plans for the project every year.

### **Project-Level Grievance Mechanism**

The people concerned with or potentially affected by the project can express their grievances for consideration and redress through multiple methods and at multiple locations depending on their convenience. The user groups and committees where the project investments are taking place will have complaint boxes, which will be handled by the respective user groups/committee. The chair of this groups/committee are responsible for escalating the matter to the respective national park authority. These locations will also have detailed information on phone numbers and emails of the respective national park authority, PMU and the GEF agency. The respective national park in consultation with their Grievance Redress officer will investigate the matter and respond to the concerned person where identified. In case of anonymous complaints, also the respective national park will investigate the case and escalate it to the attention of the Project Manager and the National Project Director who will study

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

the concerns and direct the PMU for additional details or necessary action. The Project Director may where required engage the GEF Agency to investigate and address the concerns.

Where identified, the person must be provided with the information in relation to process and progress of any such investigation and the result in writing. If the complaints or grievances are anonymous, the progress of their investigation may be shared with the relevant or potentially affected groups but ensuring that anonymity and sensitivity of details are maintained throughout. However, in all cases, the grievances must be registered and recorded through phone calls, in writing, emails or by being physically if the concerned individual is comfortable. The project grievance mechanism will be communicated with the potential project population at least once a year ideally at the beginning of the fiscal year prior to initiation of investments on the ground. These orientations on grievance mechanisms will describe all the possible methods and points for filing complaints that includes the local user group/committee, the range post of the national park, the national park, the PMU, the National Project Director and DNPWC, and the GEF agency.

### **WWF GEF Agency Grievance Mechanism**

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

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

#### **Mailing address:**

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

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

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

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

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

## 8. Monitoring and reporting

Progress against the Stakeholder Engagement Plan will be monitored and reported on throughout implementation of the project. The following comprises the monitoring and reporting activities to be undertaken with respect to stakeholder engagement **by the PMU**:

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

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

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

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Appendix 1: Stakeholder Analysis

Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
<b>FEDERAL GOVERNMENT</b>		
<b>Ministry of Forests and Environment (MoFE)</b> Department of National Parks and Wildlife Conservation (DNPWC) Department of Forests and Soil Conservation (DoFSC);	MoFE is the project's lead ministry. DNPWC under the MoFE will be the lead executing agency for the project in implementation, and will host and coordinate the Project Management Unit (PMU). DNPWC under MoFE directly manages protected areas in the country.	Project provides an opportunity for innovation and transformation of human wildlife coexistence. It also provides space for piloting technologies. As the key agency for environment, forests and protected areas, the MoFE and its relevant departments hold the key to the successful execution of the project.
<b>Ministry of Finance (MoF)</b>	The mandate of MoF in relation to international aid including bilateral and multilateral includes is as GEF National Political Focal Point (Finance Secretary, MoF) and National Operational Focal Point (Joint Secretary, International Economic Cooperation Coordination Division (IECCD)). It also has the mandate for formulation, implementation, monitoring and evaluation of economic, revenue and fiscal policies, annual budgeting and resource allocation and will be key in allocating resources for HWC and biodiversity conservation including any fiscal policy measures. It also plays a vital role for coordination with WB, IMF, ADB and other international financial institutions.	The project can highlight successful models and lessons for future prioritization and investment. MoF as the focal lead agency for budget allocation can influence how the project's lessons are incorporated in the future in relation to budget allocation.
<b>Ministry of Physical Infrastructure and Transportation (MoPIT)</b> Dept of Roads (DoR); Dept of Railways (DoRW)	The main role of MoPIT is to prepare plans, policies and programs related to the development of physical infrastructure such as national transport, railways, highways, waterways, flyovers, and its implementation, monitoring, evaluation and inspection. MoPIT also works to promote environment, disability and gender friendly and disaster risk sensitive transportation technology as well as study and research related to the development of road technology. The rapid development of infrastructure in the TAL including roads,	Project can provide lessons for future design and planning of infrastructure in biodiversity rich and conflict sensitive areas whereas the MoPIT's decisions in relation to design and execution of infrastructure projects could negatively or positively impact project's investments in relation to HWC sensitivity.

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
	railways and waterways is an important driver of HWC prevalence, habitat fragmentation and loss, and the direct loss of wildlife through roadkills and drowning in waterways.	
<b>Protected Areas (National Parks)</b>	National Parks fall under the jurisdiction of the Department of National Parks and Wildlife Conservation (DNPWC) and are responsible for the conservation of wildlife and habitats within the park boundaries, and the administration of park buffer zones. The project aims to improve the management of key tiger habitats within the targeted National Parks to improve the prey base. It also aims to manage human-tiger conflict within and around the parks, especially in the park buffer zones and associated corridors.	Project provides an opportunity to innovate and pilot tools and technologies to reduce HWC in the protected areas whereas the parks will be the implementers on the ground and efficiency of resource mobilization will determine the effectiveness and success of the project.
<b>PROVINCIAL GOVERNMENT</b>		
<b>Provincial Governments (Bagamati, Madhesh, Lumbini, Gandaki)</b>	<p>The Provincial Governments have responsibilities for the management of forests, water resources, and environment within the province; agriculture and livestock development; provincial level irrigation and water supply services and also supports skill development for economically disadvantaged, socially deprived, or under-served groups.</p> <p>The key provincial ministries, directorates and offices (Forests, agriculture and land management) will provide technical input in project preparation and (possibly) during implementation. They will monitor and supervise project during implementation.</p>	HWC outside the buffer zones needs to be managed by the provincial governments responsible for forests and environment. The project provides an opportunity to strengthen their capacity and data management systems. The provincial governments and their line agencies (Division Forest Offices) will receive capacity building for HWC management and data management for increasing the efficiency of their delivery. These agencies are vital for HWC management in the long-term beyond protected areas.
<b>Division Forest Office (DFO)</b>	The Division Forest Offices under the provincial ministries responsible for forests and environment formulate and implements forest management programs and activities. It protects forests from encroachment, fires, illegal logging, and poaching while regulating the use of timber, firewood, and herbs. The office also support in forestry enterprises, creates employment opportunities, and develops tourism infrastructure. Outside	DFO staff will be engaged in project activities mainly through capacity building and coordination.

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
	protected areas, it manages HWC/HTC, executes habitat management (and corridor) activities, and facilitates the relief and compensation process for affected individuals and households. The DFO manages corridors and forest protection areas that could be potential tiger habitats, maintains database and addresses human-tiger conflict outside protected areas.	
<b>LOCAL GOVERNMENTS</b>		
<b>Rural Municipality, Municipality, Sub-Metropolitan City, and Metropolitan City</b>	According to the Constitution of Nepal (2015), local governments have responsibilities for local level development plans and projects including environment protection and biodiversity; agriculture and animal husbandry; disaster management; protection of watersheds and wildlife; watersupply, and alternative energy. They also invest in local livelihoods and conflict mitigation interventions currently working closely with the poor and marginalized communities. They will be partners in local level implementation. Local government also monitor and supervise the project activities.	The project provides an opportunity to strengthen their capacity in HWC management through immediate rescue and response. These municipalities will be crucial for sustainable financing of HWC management since they also invest in HWC mitigation activities. Successful models can motivate them and increase financing for the major gap that currently exists.
<b>Local Community-based Organizations (CBOs)</b> Buffer Zone Management Committees (BZMC); Buffer Zone User Committees (BZUC); Buffer Zone Community Forest User Groups (BZCFUG); Community-based Anti-poaching Units (CBAPU); Community level Rapid Response Team (RRT)	Local CBOs are represented by community-based organizations with a mandate to support conservation initiatives in the buffer zones of protected areas and community forests and in corridors. They support monitoring, habitat management, community-based compensation and relief mechanisms and sustainable forest resource management. They are also the ones directly impacted positively and negatively by conservation and the ones immediately responding to conflict situations in almost all of the cases. The project aims to work with local communities and forest user groups in key areas to implement activities.	The project provides investment for addressing the most vulnerable and conflict impacted households. These groups play an instrumental role in changing behavior of their immediate communities as role models as a part of the project.

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Name	Interest/Involvement in the Project	Project Effect on Stakeholder / Stakeholder Influence on the Project
<b>CONSERVAATION PARTNERS</b>		
<b>I/NGOs</b> National Trust for Nature Conservation (NTNC); Zoological Society of London (ZSL); IUCN Nepal;	International and National, non-government organizations dedicated to biodiversity conservation. Coordination during project implementation and co-financing.	Provides an opportunity for collaboration, innovation and scaling out of successful model mutually among the conservation organizations. These organizations also provide research and learning for integration in the project planning and implementation.
<b>Other GEF Agencies and donors</b> IUCN, UNDP, UNEP, World Bank, ADB and FAO; bilateral donors such as USAID, IKI, KfW	These GEF Agencies and other donors have strong roles in policy, agriculture and NRM, and infrastructure development; and are implementing related conservation and development projects. The project will coordinate and consult with the GEF Agencies.	All GEF agencies can collaborate and learn within the scope of their projects during implementation when their themes and geographies overlap.
<b>PRIVATE SECTOR</b>		
<b>Hotel Associations/Nature Guide Associations/Small and medium nature-based/green enterprises/ Insurance companies/cooperatives</b>	Agriculture related cooperatives, forest related enterprises, local hotel associations, insurance companies provide services to local communities and visitors. Private sector contributes to increase income through accessing market and generating local employment in the rural areas. These could be forest and agriculture based or industries which demands skilled labor that may be able to divert local communities from forests. Insurance companies may play a role in responding to losses due to HWC.	The project can provide an investment and co0financing for piloting and scaling up innovation and nature-based livelihoods whereas the stakeholders play a key role in implemeting project activities as key participants, resource persons and knowledge sharing.

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

Appendix 2: Systematic Documentation of Stakeholder Consultations

Date	Description of Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
29 August	Inception workshop	Kathmandu	Develop a shared understanding of the GEF Wildlife Conservation and Development Program aims and scope, and its Nepal “child project” concept proposal. Explain WWF/GEF requirements for social and environmental safeguards, stakeholder engagement, and gender mainstreaming and empowerment of women.	Design impactful project with activities that address the needs of the communities that are highly impacted by the conflict based on the field interactions and consultations with these communities, which should provide better insights into project designing; The project should also explore use of technology in monitoring and management of conflicts; technologies such as smart-eye are in use and we may need to upgrade to use of drone for monitoring of problem animals in sensitive areas; The project will not be able to address the length and breadth of Human-wildlife conflict; thus we should jointly with all conservation partners identify the gaps and invest the \$4.5 million in that area where this amount can be focused and impactful for transformation; In relation to participation and engagement, MoFE has always been progressive and inclusive when it comes to contribution of women, IPLCs and youth in policy process and we will ensure that this project development process also engages the right holders and impacted communities adequately. MoFE will	Policy level stakeholders at the federal level including government, CSO, Indigenous peoples, conservation partners, other GEF agencies

GEF 8 Wildlife Conservation for Development Integrated Program  
Managing the Human Tiger Interface in Nepal

				listen to all voices and concerns and based on the review of existing investment and gaps, we will design the project. ; Policy related interventions and the government when required with in absence of external funding support, hence the project may focus on other priority areas where we have a major funding gap including livelihoods interventions based on ecotourism generally undertakes initiatives.	
30 August-2 September	Community consultation	Chitwan-Parsa National Park and Buffer zones	Understanding baseline scenario, local situations and seeking inputs to draft project strategy	Infrastructure for problem animal holding and rehabilitation lacking and needs strengthening. Medical and vet facilities significantly lacking; Need for trained and well-equipped rapid response across the parks. Monitoring and management of problem animals is needed; Habitat management is a pressing issue; Infrastructure for protection- wire fences and concrete walls is a priority; Livelihoods of the most vulnerable households still a concern; Data digitization and upgrading for relief distribution; Behavior change communication, education and awareness will be priority going forward.	National park staff, local government officials and elected representatives, User groups, User Committee, Management Committee, Indigenous peoples and local communities
September 9-13	Community consultation	Bardia-Banke	Understanding baseline scenario, local situations and seeking inputs to draft project strategy	Activities such as improved coral/predator proof pen, cattle shed improvement and have been useful and need additional support; Relief mechanism is time consuming and	National park staff, local government officials and elected representatives,

GEF 8 Wildlife Conservation for Development Integrated Program  
 Managing the Human Tiger Interface in Nepal

				<p>inconvenient for the local people in remote areas so needs to be more efficient;                  Income generating and livelihood activities such as nature-based tourism, rafting should be explored and promoted; enterprises and self-employment needs to be strengthened;                  Activities such as pickle making, tailoring, leaf plates are potential (<i>amala, bel</i>);                  Trainings followed by market and value chain will be important to engage local women;                  Alternative crops and farming could be piloted in the area through projects so that it can be replicated by others; crops like turmeric, lemon, menthe could be explored;                  Behaviour change- both human and wildlife have changed their behaviour, humans needs to adapt more rapidly to wildlife behaviours to minimize conflicts;                  No support system for rapid response in the park, needs to depend on Bardia technicians;                  Rapid response/action through local government could be more quick and effective;                  All park posts should have trained human resources for rapid response; Early warning siren systems could be explored,</p>	<p>User groups, User Committee, Management Committee, Indigenous peoples and local communities</p>
8 January	Validation Workshop	Kathmandu	Share and discuss the final draft of project strategy and seek inputs	<p>Chitwan National Park Cases: Capacity-building efforts must address the specific needs of marginalized groups (e.g., Chepang, Bhote, Tharu women), especially given past incidents like sexual violence. NEFIN and NIWF are willing to assist voluntarily;</p>	<p>Policy level stakeholders at the federal level including government, CSO, Indigenous peoples,</p>

GEF 8 Wildlife Conservation for Development Integrated Program  
 Managing the Human Tiger Interface in Nepal

				<p>Habitat management efforts will focus on protected areas and buffer zones;                  The project prioritizes efficient budgeting and quick, impactful activities, despite slow bureaucratic processes;                  Municipalities have significant budgets for environment-based projects and can collaborate effectively with the project so project should look for collaboration opportunities;                  Avoid duplicating plans (e.g., human-tiger coexistence plans). Instead, integrate a sub-chapter into existing plans like the Tiger Action Plan;                  Assign more budget to implement existing plans rather than creating new ones;                  Engage disabled individuals and other marginalized IPs in project activities;                  Map IPLC needs before implementation to prioritize human well-being alongside tiger conservation;                  Literacy among IPLCs is low; primary-level education is critical for long-term awareness rather than one-time programs.</p>	<p>conservation partners, other GEF agencies</p>
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