

Stakeholder Engagement Plan

1. Introduction

Honduras is a biodiversity-rich country with rapidly expanding tourism. In 2024, it welcomed over 2.8 million international visitors—65% arriving via cruise ships—making tourism a primary economic driver, contributing 8.2% of national GDP and supporting over 166,000 jobs. However, Honduras ranks low in tourism competitiveness and sustainability. Roatán, its most important tourism destination, sits at the heart of the Mesoamerican Reef and holds significant ecological, cultural, and economic value. The island's coral reefs, mangroves, and seagrasses provide critical ecosystem services, including fisheries support, coastal protection, and tourism-based livelihoods.

Despite this value, Roatán's ecosystems are under pressure from unregulated coastal development, tourism growth, and climate change. Coral bleaching, mangrove loss, untreated wastewater, and unsustainable tourism practices threaten ecosystem resilience and local well-being. Management challenges are exacerbated by weak policy enforcement, fragmented governance, limited local planning, and a lack of financial mechanisms to support conservation and sustainable tourism.

The GEF-8 iCOAST Project aims to drive change in the tourism sector by enforcing policies and enabling a regulatory environment that supports and incentivizes the government of Honduras (at the national level), the municipalities of Roatan and Santos Guardiola, the private sector, and local communities (in the Bay Islands) to introduce and benefit from sustainable tourism practices.

The project drives the development of local sustainable supply chains linked to the tourism sector (fisheries, agriculture, alternative products to plastic, and other inputs needed for the tourism sector) and makes it convenient and seamless for tourists to make sustainable choices without having to compromise on quality, costs, and comfort.

Through these interventions, the goals of the iCOAST program in Honduras are to:

minimize the overuse of natural resources; and promote ecosystem regeneration, while simultaneously generating employment and improving the livelihoods of coastal communities.

1. Reduce air, water, and soil pollutants,
2. Lower greenhouse gas (GHG) emissions,
3. Minimize the overuse of natural resources
4. Promote ecosystem regeneration while simultaneously generating employment and improving the livelihoods of coastal communities

Project activities are structured into four components:

Component 1. Policy and Governance – Strengthening national and municipal regulatory frameworks, including the development of Estrategia Nacional de Turismo, support the implementation of the Plan de Accion Climatica del Turismo en Honduras and other land use planning tools at Bay Islands, and ensuring the coordination of policies, practices, and actions between government institutions in charge of tourism, environment, finance, and social issues.

Component 2. Finance and Investment – Aligning investment and incentive mechanisms with sustainability principles, including reform of tourism incentive laws and supporting ecosystem protection financing.

Component 3. Reduce the tourism footprint by promoting sustainability throughout the tourism value chain, supporting sustainable management systems and certifications, reducing hazardous chemicals, including Persistent Organic Pollutants (POPs), implementing practices to minimize plastics and food waste in the tourism industry, and facilitating coordination for wastewater treatment, local sourcing, and conducting carrying capacity studies in the Marine Protected Area.

Component 4. Global Learning and Partnerships – Facilitating knowledge sharing, scaling best practices, and contributing to the broader iCOAST platform for sustainable coastal tourism.

The project will directly engage stakeholders across the government, private sector, NGOs, local communities, and academia. It will be implemented at the national level in Honduras, as well as within the jurisdictions of the Roatán and Santos Guardiola municipalities.

2. Regulations and Requirements

Government of Honduras Policies and Regulations

Stakeholder engagement in Honduras is grounded in constitutional and legal provisions that align with international obligations. The Constitution of Honduras (Arts. 59, 63, 346)¹ guarantees human dignity, equality, and the rights of Indigenous peoples to participate in development processes that affect them. The General Environmental Law (Ley General de Ambiente) (Decreto 104-93)² and the Reglamento del Sistema Nacional de Evaluación de Impacto Ambiental – SINEIA (MiAmbiente)³ mandate public participation, consultation, and information disclosure during environmental permitting.

The Forestry, Protected Areas and Wildlife Law (Decreto 98-2007) recognizes the rights of local, Indigenous, and Afro-descendant communities to participate in the co-management of protected areas and biodiversity resources. At a local level, the Municipalities Law (Decreto 134-90) empowers local governments to lead consultation and participatory planning processes. Many municipalities operate Unidades Municipales Ambientales (UMAs), which coordinate with national entities to manage local environmental permitting and community engagement.

Internationally, Honduras ratified ILO Convention 169 in 1995, making Free, Prior and Informed Consent (FPIC) legally binding for projects that may affect Indigenous or tribal peoples and their territories.

WWF Standard on Stakeholder Engagement

The iCOAST project will 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](#).

iCOAST will ensure:

- Early and continuous engagement throughout the project lifecycle

¹ [Constitución de la República de Honduras](#)

² [Ley General de Ambiente](#)

³ [Reglamento del Sistema Nacional de Evaluación de Impacto Ambiental](#)

- Meaningful, inclusive, and culturally appropriate consultations, including FPIC where applicable
- Transparent communication of project objectives, risks, and results
- Accessible grievance redress mechanisms
- Regular documentation and monitoring of stakeholder inputs and responses

The WWF Standard promotes inclusive and responsive stakeholder relationships that help identify and manage risks, improve outcomes, and ensure that project benefits are equitably shared.

iCOAST will consider Honduras' national frameworks and legal instruments relevant to stakeholder engagement and environmental governance, including:

- Ley de Municipalidades: Establishes mechanisms for citizen participation in local development and planning processes.
- Environmental Framework Law (Ley General del Ambiente): Requires environmental impact assessments (EIAs) for development projects and mandates public consultation processes.
- Ley de Transparencia y Acceso a la Información Pública: Guarantees the public's right to access government information, including environmental data and development plans.
- Ley de Fomento al Turismo and Zona Libre Turística (ZOLITUR): Provide regulatory structures for tourism promotion, though stakeholder engagement provisions are currently limited.
- Parque Nacional Islas de la Bahía Management Plan, which includes provisions for co-management and community involvement, though enforcement varies by region.
- The Escazú Agreement guarantees the right of communities to access clear, timely, and comprehensible information regarding projects that affect the environment. Honduras has neither signed nor ratified the agreement.

3. Project Stakeholders

3.1. Overview of Project Stakeholders

3.1.1. National Government Entities

Instituto Hondureño de Turismo (IHT): As one of the lead executing agencies, IHT is central to policy formulation, investment strategies, and national coordination for sustainable tourism. It will lead the development of the National Sustainable Tourism Strategy and coordinate implementation with local chambers and agencies.

Secretaría de Recursos Naturales y Ambiente (SERNA): SERNA oversees national environmental policy and regulations. It will contribute technical expertise in environmental safeguards, sustainability criteria, and aligning tourism practices with pollution reduction, waste management (including food waste) and climate goals. Participating departments within SERNA include the Unidad Técnica de Ozono, Dirección General de Gestión Ambiental, and Dirección Nacional de Cambio Climático.

Secretaría de Finanzas: this ministry in charge of the finance policy in Honduras, will be engaged to support sustainable financing mechanisms for sustainable tourism, including credits and fiscal incentives as subsidies, grants and others aligned with environmental performance.

Secretaría de Agricultura y Ganadería: this Ministry will be involved through two institutions:

Dirección General de Pesca y Acuicultura (DIGEPESCA): As the national authority responsible for fisheries management DIGEPESCA oversees policies and regulations related to marine and coastal fisheries, aquaculture, and fishing communities. In the context of the iCOAST project, DIGEPESCA will play a key role in the integration of sustainable fisheries into local tourism value chains.

PRONAGRO: SAG–PRONAGRO promotes climate-smart agriculture and sustainable land use. Within the project, it will contribute to identifying local producers, integrating them into the tourism value chain and supporting environmental practices in food production.

Instituto de Conservación Forestal (ICF): As the agency responsible for managing protected areas, ICF will co-lead activities in the Parque Nacional Islas de la Bahía (PNIB), including implementation of its Management Plan, restoration efforts, and enforcement support. It will contribute to iCOAST goal to improve practices in marine habitats such as carrying capacity and tourism visitors' management.

3.1.2. Sub-national Government Administration

Municipalities of Roatán & Municipalidad de Santos Guardiola: These local governments play a critical role in permitting, spatial planning, and coastal development regulation. The project will build their institutional capacity in tourism governance and environmental oversight and support the implementation of land use plans.

3.1.3. Non-Governmental Organizations

Global Sustainable Tourism Council (GSTC): GSTC provides global standards for sustainable tourism and conducted Roatán's destination sustainability assessments in 2013 and 2019. In the iCOAST project, GSTC will support updating the assessment, training tourism stakeholders on sustainability criteria, and strengthening the Destination Management Organization (DMO) to align with international best practices.

Roatán Marine Park (RMP): A leading marine conservation NGO, RMP implements reef restoration, environmental enforcement, and community outreach. RMP will support the project and PNIB to improve monitoring and implement best tourism practices in the tourism sector.

Coral Reef Alliance (CORAL): this global organization has been active in Roatán since 2012, focusing on improving water quality and marine ecosystem health. The organization played a key role in establishing the West End wastewater treatment plant, which significantly reduced fecal bacteria and coral disease prevalence. Through this project, CORAL will contribute technical expertise on water pollution mitigation practices and water management, as well as experience on community stakeholder engagement around environmental issues.

Bay Islands Conservation Association (BICA): BICA is a well-established local NGO with decades of experience in environmental education, marine protected area (MPA) co-management, and community outreach across the Bay Islands. As a co-manager of the Parque Nacional Islas de la Bahía (PNIB), BICA will support the project in sustainable tourism management within the PNIB. BICA is essential to the local coordination, ensuring effective PNMIB management and the implementation of its Financial Sustainability Plan, including marine fee systems.

Fundación Islas de la Bahía: This local foundation promotes the sustainable development of the Bay Islands through education, culture, and environmental protection. For iCOAST Fundación Islas de la Bahía will serve as a bridge between the project and local communities.

3.1.4. Multilaterals

Inter-American Development Bank (IDB): The IDB has been a principal development and tourism partner in Honduras, including projects for local development assessments and tourism facilities in the Bay Islands. The IDB's involvement in iCOAST will focus on collaborating in the establishment of a national or regional blended finance program to support technology transition projects in the hospitality sector.

Development Bank of Latin America and the Caribbean (CAF): CAF is a multilateral financial institution that supports sustainable development and regional integration in Latin America and the Caribbean. In Honduras and the Bay Islands, CAF's involvement could be a possibility for financing projects that enhance sustainable tourism and environmental conservation.

Mesoamerican Reef Fund (MAR Fund): MAR Fund is a regional environmental fund that supports conservation and sustainable use of natural resources in the Mesoamerican Reef region, which includes Roatán. MAR Fund could support iCOAST with the development of financial mechanisms.

3.1.5. Community Based Organizations

Fishermen Cooperatives of the Bay Islands: These cooperatives represent artisanal fishers and are critical stakeholders for sustainable fisheries management. Existing tension stems from limited fishing permissions and a lack of prior consultation regarding protected areas. The project will engage them by prioritizing their integration into the tourism value chain: the value chain analysis will map them as key seafood suppliers; the project will provide targeted technical assistance for quality, traceability, and sustainable sourcing; and they will participate in the Innovation Challenge to boost their capacity and logistics. Formal consultations are a priority before project launch to ensure procurement policies incorporate their traditional knowledge and address resource access concerns.

3.1.6. Indigenous Peoples and Local Communities

Garífuna and Local Coastal Communities: The Bay Islands are home to a rich cultural mosaic that includes Garífuna communities, Afro-descendant populations who have deep historical and cultural ties to the land and sea. These communities depend heavily on marine and coastal resources for their food security, livelihoods, and cultural identity. Many are also engaged in informal tourism-related activities, such as artisanal crafts, food services, and water-based excursions.

The project recognizes the necessity of ensuring inclusive participation of local communities to achieve long-term sustainability. The project will actively engage these groups through culturally appropriate and participatory processes to ensure that updated national strategies, and local planning instruments, incorporate diverse views and are culturally and territorially appropriate. Local knowledge and customary practices will be incorporated into the planning for tourism zoning and resource use. The project will also work to build capacity and enhance the visibility of local voices in governance and policy platforms to ensure national strategies are locally applicable.

There are several Garífuna-led organizations in Honduras that may be relevant partners for institutional incorporation into key project activities, however they were not included in initial project consultations. One

such organization is The Honduran Black Fraternal Organization, OFRANEH, which was established in 1978 as a Federation of the Garifuna people of Honduras, working to defend their cultural and territorial rights with the goal of achieving survival as a distinct culture.

The iCOAST Project's primary focus is on specific institutional and private sector stakeholders. However, achieving the project's long-term sustainability necessitates the inclusive participation of local communities. This inclusion is critical as organizations like the Honduran Black Fraternal Organization (OFRANEH), which defends the cultural and territorial rights of the Garifuna people, offer a vital perspective that ensures activities that can potentially affect their rights, lands and livelihoods, such as developing sustainable tourism plans, updating planning instruments, and promoting best practices, incorporate diverse views and are culturally and territorially appropriate. Their engagement will be key to making national strategies locally applicable and effective.

3.1.7. Private Sector

Cámara de Turismo de Islas de la Bahía: Representing over 200 businesses, this chamber will help mainstream sustainable tourism practices, promote eco-certification, and foster private sector alignment with conservation objectives.

Zona Libre Turística (ZOLITUR): ZOLITUR manages the tourism tax regime for the Bay Islands. The project will align tourism revenues with conservation priorities, enhance transparency, and promote local benefit sharing, as well as facilitate the implementation of local land use plans.

3.1.8. Academia

Centro de Estudios Marinos (CEM): CEM is a Roatán-based marine science and conservation organization that conducts applied research on coral reef health, fisheries, and ecosystem-based management. Under the project, CEM will serve as a technical partner first assessing tourism carrying capacity in high-traffic sites, then designing monitoring protocols and indicators for those sites, and finally implementing that monitoring system.

Universidad Nacional Autónoma de Honduras (UNAH): el Centro Universitario Regional del Litoral Atlántico (CURLA) (CURLA) of the UNAH, located in La Ceiba, Honduras, offers a bachelor 's degree in ecotourism. The University will support the iCOAST development of research projects, as well as the training of professionals who promote sustainable tourism by the support in the Massive Open Online Course (MOOC) that will cover key concepts of low-carbon, low-chemical, zero-waste, and zero-pollution tourism

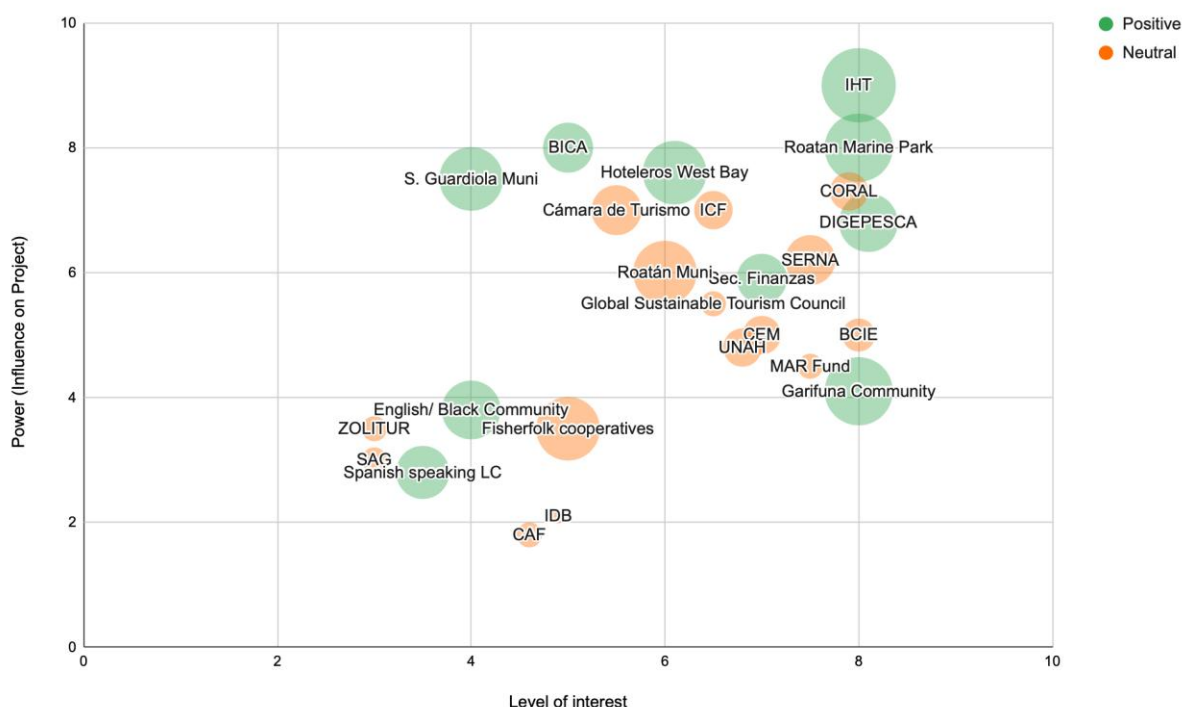
3.2. Stakeholder analysis

A stakeholder analysis was conducted to better understand the level of interest of each stakeholder, their influence on the project (power), and the possibility for the project to either positively, negatively , or have a neutral impact on each stakeholder. The complete analysis can be found in Appendix 1. A graphical representation of the stakeholder analysis is found in Figure 1 below. The analysis explores three aspects of stakeholder engagement:

1. Level of interest - the level of interest, graphed along the X axis in the image below is rated from 0 to 10, based on the stakeholder's alignment with the project goals and interest in participating. This does not solely include level of interest, as some stakeholders showed great interest in the project, but their interest does not necessarily align with the project plans.

2. Power - power of the stakeholder, graphed along the Y axis, is measured from 0 to 10 based on the level of influence the stakeholder has on guiding the project. This indicator measures how much a particular stakeholder has and will influence the strategy and implementation of the project.
3. Level and type of impact - the size and color of the dot for each stakeholder in the graph shows whether the project is expected to have a positive (green), negative (none found), or neutral (orange) impact on the stakeholder. The size of the dot, ranging from 0 to 3, shows how big or small the impact is expected to be on the stakeholder.

Figure 1: Stakeholder analysis of level of interest, power, and impact.



3.3. Stakeholder engagement socio-cultural context

The Bay Islands have been declared free of illiteracy, according to data from the Secretariat of Education (SE).⁴ According to the 2018 municipal profile for José Santos Guardiola, 3% of the population had only pre-basic education, 56% had only basic education, and 13% had no formal education whatsoever. The remaining 28% had education beyond the basic level⁵. In Roatán for the same year, 4.1% of the population reported pre-basic education, 49.6% reported only basic education, and 13% reported no formal education, leaving the remaining 33.3% with education beyond the basic level⁶.

⁴ <https://www.se.gob.hn/detalle-articulos-noticias/15/#:~:text=DESCRIPCION%20territorios%20libres%20de%20analfabetismo.>

⁵ <https://temp.ine.gob.hn/wp-content/uploads/2025/02/Jose-Santos-Guardiola-Islas-de-la-Bahia-2018.pdf>

⁶ <https://temp.ine.gob.hn/wp-content/uploads/2025/02/Roatan-Islas-de-la-Bahia-2018.pdf>

Despite high levels of literacy, there are challenges in the project area as there are groups of people who only speak English and others who only speak Spanish, necessitating bilingual communication to effectively meet the needs of diverse community members. Communication in the project area is dominated by WhatsApp messaging, WhatsApp groups, and facebook groups.

Stakeholder Understanding of Project Rights

Stakeholder comprehension of their rights and responsibilities within the project framework is generally limited, as the project is in its planning phase and project planning has focused on working with institutions, not community members. Local Communities lack clarity on fund management, project roles, and benefits. Many are uncertain about specific environmental regulations or whether they will benefit from the project.

Community Organizations (e.g., BICA, RMP) possess technical capacity but lack clear understanding of their rights to formal participation, decision-making, and financial support. Governmental Entities exhibit ambiguity regarding their own respective mandates and functions, which contributes to governance gaps and diminishes the community's capacity to assert their rights. Private Sector actors (e.g. hotels) are aware of mandatory sustainability obligations but show resistance to compliance in the absence of effective enforcement mechanisms.

Challenges to Stakeholder Participation

The stakeholder environment is characterized by a lack of inter-institutional coordination, ambiguous roles, and weak governmental capacity to sustain long-term initiatives. Crucially, information and learning frequently do not reach the community level, remaining confined to technical or international circles. This limits local impact and breeds distrust in projects not perceived as locally owned. Effective engagement requires clear, concise communication that respects the high workload of NGOs and the tourism sector, ensuring participation opportunities are realistic. Additional barriers to stakeholder participation include:

1. Economic and Resource Access:
 - a. Limited funding access and restrictive criteria that exclude marginalized groups (e.g., women and communities).
 - b. Lack of clear financial incentives for the private sector, which often engages only for direct economic benefit.
 - c. High costs associated with transportation and logistics.
2. Institutional and Governance:
 - a. Poor communication across project teams, government, and institutions, hindering knowledge sharing.
 - b. Projects that lack local relevance, being insufficiently adapted to the realities of Roatán and Santos Guardiola.
3. Social and Community:
 - a. Lack of interest or ownership when projects do not address immediate local needs.
 - b. High staff turnover in both the private and public sectors, which undermines training and continuity.
 - c. Overburdened local associations with limited human resources.
4. Logistical and Labor:
 - a. Time constraints for hotel staff and managers due to intense workloads during peak tourism season.
 - b. Difficulties in internal mobility (e.g., traffic, cost of transport).
 - c. High employee turnover in tourism, making long-term training investment less viable.

4. Summary of previous stakeholder engagement activities

The project has executed a robust and multi-faceted stakeholder engagement strategy, focusing on collaborative development, information gathering, and validation across various levels of governance and the private sector. Stakeholder engagement for the project began when WWF Mesoamerica submitted an expression of interest to the iCoast Program in 2024. To develop the concept note, WWF coordinated meetings with the Honduran Tourism Institute to co-design the concept. Planning meetings were held from August to September, and included diverse institutions (see log in Appendix 2).

Once the concept note was accepted, the full proposal development initiated a more complete and thorough stakeholder engagement process. The core mechanism for continuous engagement has been the biweekly virtual meetings of the Project Development Team (PDT), which includes key national authorities (IHT, SERNA, DIGIPESCA) and local entities/NGOs (Alcaldía de Roatán, BITB, RMP, BICA, CORAL). These one-hour sessions have been instrumental in publicizing the project, analyzing local issues in Roatán, organizing workshops, and validating project activities and required documentation.

Initial intensive engagement took place in Roatán from April 8-9, starting with an Inception Workshop where the project's goals and initial diagnosis were presented. This led to the definition of a first set of local activities, with strong interest and validation from various local organizations who saw the project as a chance to consolidate ongoing efforts. Concurrent activities included field visits to key sites like the RECO power plant and Anthony's Key Resort, which provided a detailed understanding of the island's tourism dynamics, identified existing sustainability advances, and highlighted the difficulty of establishing a local supply chain. This period also involved meetings with local NGOs (RMP, BICA) to identify environmental challenges and consolidate collaboration opportunities for sustainable tourism within the Bay Islands National Marine Park.

From May through July, stakeholder engagement concentrated on gathering baseline information and broadening the national and financial alliance. Individual interviews with the PDT were conducted to collect data on GHG emissions and current environmental practices, which revealed key gaps in disaggregated data and emphasized the need for harmonized methodologies. On July 8-9, a workshop in Tegucigalpa presented the project to national authorities and financial sector allies (CABEI, Grupo FICOHSA, Banco Atlántida). This national-level meeting successfully validated the proposed activities and established direct links with financial institutions, notably leading to a subsequent meeting with CABEI on July 9th where the bank proposed using the project as an anchor for attracting Green Climate Fund financing and scaling to other Central American countries.

Further localized consultations in late July specifically targeted the private sector and local supply chain. A private sector consultation workshop in the Roatán Municipality on July 28-29 engaged accommodation providers (e.g., Infinity Bay, Anthony's Key) to understand their sustainability practices and operational challenges, revealing a demand for technical training and financial incentives for energy efficiency and waste reduction. This was immediately followed by visits to local suppliers (e.g., Disandy, Vegas Electric) on July 29th, which confirmed challenges related to cost and quality of national products, and identified the need for financial incentives for sustainable technologies like solar energy. Following these consultations, budget meetings with the PDT in August–September focused on refining activity budgets based on the collected data and feedback.

The safeguard consultant team made a field visit to Roatan, José Santos Guardiola, and Tegucigalpa to meet with key actors to explore gender dynamics, needs and barriers for stakeholder engagement, and to evaluate potential social and environmental risks at the end of August and beginning of September, 2025.

The engagement culminated in a Validation Workshop in Tegucigalpa on September 18th, where the theory of change was validated with both national and Roatán stakeholders, and attendees reaffirmed their commitment to the project's next steps toward the CEO Endorsement Request.

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.

Given the diverse stakeholders and complex barriers, a successful strategy must prioritize temporal continuity, technical support, and robust feedback mechanisms. There is broad consensus that the community must be central: educated, informed, and empowered. Projects developed "from the community," involving local stakeholders, achieve higher acceptance and appropriation.

Practical experience, such as the case of Polo's Water, demonstrates that participation increases when individuals understand how environmental issues directly impact their health and finances. It is recommended to train hotel employees, youth, and children, as they are effective knowledge conduits that multiply impact within their families. The inclusion of educational programs (from Garifuna schools to guide training) is crucial for sustained participation. Furthermore, it is vital to ensure genuine ethnic and gender inclusion, including decision-making power and representation on governing boards (as emphasized by DIGEPESCA).

Based on prior stakeholder engagement and field research, specific details should be considered in stakeholder engagement, including:

- **Scheduling:** Consult the cruise ship calendar to maximize attendance. Long or multi-day workshops should be scheduled during the tourism low season (September, October, November, and the second half of January).
- **Communication channels:** WhatsApp is the preferred medium for immediate, direct communication. Facebook groups and WhatsApp broadcast lists are the most common and effective channels for general community dissemination.
- **Technical details:** The general community can be engaged using simple language with minimal technical terminology while actors from NGOs and Government institutions can be provided with technical information due to their professional capacity. Hotel Personnel, Tourism Entrepreneurs, and service providers may require an intermediate level of language proficiency, as some technical terms may be unfamiliar despite their professional roles.
- **Language:** According to the interviews and the information collected, the information should be delivered in Spanish and English (to cover the English-speaking black), especially the elders who aren't bilingual. Also, sensible information should be translated into local indigenous languages.

The project must be clear, concise, and democratized toward all stakeholders so that it can distinguish itself from other initiatives in the area that have faced challenges. Effectively communicating the specific benefit for each actor will be key to successful participation.

Engagement with women, local communities, and vulnerable populations

Most of the project activities are not community-focused, but rather working with specific groups, such as political actors, hotel owners, and hotel workers; nonetheless, certain specific activities should be designed and implemented considering the needs of women, local communities, and vulnerable populations (i.e. people with disabilities, the elderly). Project activities, such as development of courses and trainings, development of sustainable tourism plans, updates to territorial planning instruments, value chain mapping, and promotion of best practices for marine tourism operators, should seek to include diverse perspectives and participation from both men and women, both people and organizations with power and those without, and diverse local communities (i.e. English-speaking black people, Spanish speakers, and Garinagu representatives).

Use of Free Prior and Informed Consent in the Project

Currently there are no project activities that require the use of Free Prior and Informed Consent (FPIC), as there are no planned project activities that directly impact use and access to natural resources by Indigenous Peoples and Local Communities. Nonetheless, given the project plan to develop long-term Sustainable tourism plans for the municipality of Santos Guardiola and Roatan (Activity 1.4.2.), the project must include leaders and community members from the Garinagu communities to ensure effective consultation and participation in the planning.

Participatory design processes

When possible, during project implementation, the project leadership team should engage in participatory design processes with diverse stakeholders, to ensure the project benefits do not further exacerbate inequalities in the project area. Participatory design ensures the end-users of the project will have a say in how the project impacts them. While participatory approaches have been used for the project design at the institutional level, further efforts should be made to engage local community members during project implementation.

Disclosure

Once the project is approved, the project will move into disclosure prior to launching the project. Considering the stakeholders identified in the project, disclosure with public sector, civil society, and private sector institutions can mostly be done digitally, sharing the SEP, the ESMF and an executive summary of the project (1-2 page max). Additionally, information should be posted on the WWF Mesoamerica website and social media pages. To ensure all key stakeholders receive the disclosure notice, further efforts should be made to circulate brief project information with tourism workers, hotel workers, fisherfolk, municipal authorities, and Garinagu communities, community meetings can be held and flyers posted in key community areas to further disclosure.

Consultations

Further key consultations will be necessary as part of the project's Stakeholder Engagement Plan. One such consultation is necessary to complete during the disclosure process, to seek a formal relationship with Garifuna authorities. Though FPIC is not expected, communication and consultation with Indigenous Peoples is an important aspect of stakeholder engagement.

Prior to updating the Public Use Plan of the Parque Nacional Marino Islas de la Bahía (PNMIB), a consultation should be conducted with tourism operators and workers, to ensure livelihood restrictions are considered, to consider equitable access and shared benefits of carrying capacity limits to ensure long-term sustainability.

Stakeholder Engagement Plan

Stakeholder Type	Name	Frequency	Engagement Type
Government of	Instituto Hondureño de Turismo (IHT)	Monthly	In-person meetings, emails, online meetings

Stakeholder Type	Name	Frequency	Engagement Type
Honduras	Secretaría de Recursos Naturales y Ambiente (SERNA)	Monthly	In-person meetings, emails, online meetings
	Secretaría de Finanzas	Monthly	In-person meetings, emails, online meetings
	Secretaría de Agricultura y Ganadería (SAG)	Monthly	In-person meetings, emails, online meetings
	Dirección General de Pesca y Acuicultura (DIGEPESCA)	Monthly	In-person meetings, emails, online meetings
	Instituto Nacional de Conservación Forestal (ICF)	Monthly	In-person meetings, emails, online meetings
	Municipalidad de Roatán	Quarterly	In-person meetings, emails, online meetings
	Municipalidad de José Santos Guardiola	Quarterly	In-person meetings, emails, online meetings
Communities and Indigenous People	Garifuna Community	Quarterly	In-person meetings, WhatsApp
	English-speaking Black Community	Annually	In-person meetings, WhatsApp
	Spanish speaking Local community	Annually	In-person meetings, WhatsApp
Community Based Organizations	Fisherfolk / fishermen cooperatives	Quarterly	In-person meetings, WhatsApp
NGOs	Global Sustainable Tourism Council	Monthly	Online meetings and email
	Roatan Marine Park	Monthly	In-person meetings, emails, online meetings
	Coral Reef Alliance (CORAL)	Quarterly	In-person meetings, emails, online meetings
	Bay Islands Conservation Association	Quarterly	In-person meetings, emails, online meetings
Private Sector	Cámara de Turismo de Islas de la Bahía	Quarterly	In-person meetings, emails, online meetings
	Asociación de Hoteleros de West Bay	Quarterly	In-person meetings, emails, online meetings

Stakeholder Type	Name	Frequency	Engagement Type
	Zona Libre Turística (ZOLITUR)	Quarterly	In-person meetings, emails, online meetings
GEF Multilaterals	Inter-American Development Bank	Annual	Emails, online meetings
	Development Bank of Latin America and the Caribbean	Annual	Emails, online meetings
	Mesoamerican Reef Fund (MAR Fund)	Annual	Emails, online meetings
Academia	Centro de Estudios Marinos (CEM)	Quarterly	In-person meetings, emails, online meetings
	Universidad Nacional Autónoma de Honduras (UNAH)	Quarterly	In-person meetings, emails, online meetings

6. Resources and Responsibilities

The WWF GEF Implementing Agency is responsible for oversight. The lead Executing Agency is responsible for executing the Stakeholder Engagement Plan and overall compliance with the WWF Standard on Stakeholder Engagement. A budget for stakeholder engagement has been included in the overall project budget and includes funding for:

- Additional consultations at project launch with key stakeholders (fisherfolk, IP associations)
- Participatory planning sessions with fisherfolk for value chain activities
- Participatory planning sessions with Santos Guardiola community members and local institutions for municipal tourism strategy development
- Transportation stipend for key stakeholders to participate in project activities
- Childcare services during key project activities to ensure effective participation from women and men.

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 grievance, and find options for their resolution. 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.

Project-Level Grievance Mechanism

The grievance redress mechanism is designed to enable the receipt of complaints from 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 who fear to suffer from or are impacted by adverse effects 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 grievance, and find options for their resolution. 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 the progress of cases brought forward.
- 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.

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.

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 the 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 ten 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>.

8. Monitoring and Reporting

Progress against the Stakeholder Engagement Plan will be monitored and reported on throughout implementation. 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 midterm (if a full-sized project) 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.

Appendix 1: Stakeholder Analysis

Stakeholder Type	Stakeholder Name	Interest/Involvement in the Project	Level of Interest	Project Effect on Stakeholder	Stakeholder Influence on Project
Government of Honduras	Instituto Hondureño de Turismo (IHT)	Director of national tourism development and international promotion of Honduras as a destination. Part of the Project Steering Committee, Chair of the committee for the Viceminister of Tourism, and part of the Technical Secretariat. Will host the PMU. IHT, as the lead national partner in the iCOAST Project, guides the sector's long-term transition to sustainable tourism by driving national policy and regulatory development.	High	Medium	High
	Secretaría de Recursos Naturales y Ambiente (SERNA)	Director of environmental and climate change policy in Honduras. Part of the Project Steering Committee.	High	low	High
	Secretaría de Finanzas	Responsible for formulating and managing the general budget of the Republic.	High	low	High
	Secretaría de Agricultura y Ganadería (SAG)	Director of agricultural development, fisheries, and food security.	low	low	low
	Dirección General de Pesca y Acuicultura (DIGEPESCA)	Regulates and promotes fishing and aquaculture activities in the country. Part of the Project Steering Committee	High	low	High
	Instituto Nacional de Conservación Forestal (ICF)	Responsible for the management and conservation of forest resources and protected areas. Part of the Project Steering Committee	High	low	High
	Municipalidad de Roatán	Local government is responsible for public services, land use planning, and municipal development. Will participate in, reviewing and securing the approval of their territorial planning instruments. Will be part of the developing of the risk management plan for the municipality.	High	Medium	High
	Municipalidad de José	Local government of the eastern municipality of Roatán.	High	Medium	High

Stakeholder Type	Stakeholder Name	Interest/Involvement in the Project	Level of Interest	Project Effect on Stakeholder	Stakeholder Influence on Project
	Santos Guardiola	Will participate in, reviewing and securing the approval of their territorial planning instruments.			
Communities and Indigenous People	Garifuna Community	Local communities, while potentially affected by the project's policies and activities, are essential allies for achieving the long-term sustainability and success of the project activities.	Medium	Medium	Low
	English-speaking Black Community	Local communities, while potentially affected by the project's policies and activities, are essential allies for achieving the long-term sustainability and success of the project activities.	Medium	Medium	Low
	Spanish speaking Local community	Local communities, while potentially affected by the project's policies and activities, are essential allies for achieving the long-term sustainability and success of the project activities.	Medium	Medium	Low
Community Based Organizations	Fisherfolk / fishermen cooperatives		Medium	Medium	Low
NGOs	Global Sustainable Tourism Council	Support updating the assessment, training tourism stakeholders on sustainability criteria, and strengthening the Destination Management Organization (DMO) to align with international best practices Part of the Project Steering Committee.	High	Low	Medium
	Roatan Marine Park	NGO dedicated to marine conservation, environmental education, and protected area management in Roatán. Part of the Project Steering Committee.	High	Medium	High
	Coral Reef Alliance (CORAL)	International NGO working to protect coral reefs through community partnerships.	High	Low	High
	Bay Islands Conservation Association	Environmental NGO managing protected areas and promoting environmental education.	High	Medium	High
Private Sector	Cámara de Turismo de Islas de la Bahía	Local chapter of the National Chamber of Tourism, representing the private tourism sector.	Medium	Medium	Medium
	Asociación de Hoteleros de West Bay	Represents the interests of the hotel sector in regulations and projects.	High	Medium	High

Stakeholder Type	Stakeholder Name	Interest/Involvement in the Project	Level of Interest	Project Effect on Stakeholder	Stakeholder Influence on Project
	Zona Libre Turística (ZOLITUR)	The project will align tourism revenues with conservation priorities, enhance transparency, and promote local benefit sharing, as well as facilitate the implementation of local land use plans.	Medium	Low	Medium
GEF Multilaterals	Inter-American Development Bank	TBD	Medium	Low	Low
	Development Bank of Latin America and the Caribbean	TBD	Medium	Low	Low
	Mesoamerican Reef Fund (MAR Fund)	Regional environmental fund for the conservation of the Mesoamerican Reef System.	High	High	Low
Academia	Centro de Estudios Marinos (CEM)	Technical partner for designing and implementing monitoring protocols, assessing tourism carrying capacity	High	Low	Medium
	Universidad Nacional Autónoma de Honduras (UNAH)	UNAH Center that generates information on sustainable tourism and climate change. Will provide support for the development of the Zero-Emission Sustainable Tourism MOOC	High	Low	Medium

Appendix 2: Systematic Documentation of Stakeholder Consultations

Date	Description of the Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
March 12 2025 to date	Meetings of the Project Development Team (biweekly)	Virtual / Zoom	The biweekly meetings with the PDT, which are one-hour sessions, have served to publicize the project, analyze the problems in Roatán, identify interest groups, organize the inception and validation workshops, and work on and validate the project's activities.	It varies depending on each meeting, but in most cases, the PDT takes documents to review and tasks to complete that are reported two weeks later.	Instituto Hondureño de Turismo (IHT), Secretaría de Recursos Naturales y Ambiente (SERNA), Dirección General de Pesca (DIGIPESCA), Unidad Técnica de Ozono de Honduras (UTOH), Alcaldía de Roatán, Cámara de turismo de Islas de la Bahía (BITB), Roatán Marine Park (RMP), Bay Island Conservation Association (BICA), Coral Reef Alliance (CORAL).
April 8-9 2025	Inception workshop in Roatan	Mayan Princess Hotel	Present the project, the initial diagnosis, its characteristics and goals with the tourism sector of Roatán, as well as identify a first set of activities at the local level	Interest in the project was expressed by various local organizations, and iCOAST was seen as an opportunity to consolidate efforts already underway on the island. Project barriers were validated, and activities for components 1 and 3 were defined with the various working groups. The PDT was strengthened, and this workshop met in person for the first time.	IHT, SERNA, DIGIPESCA, Alcaldia de Roatán, BITB, RMP, CORAL, BICA, local entrepreneurs, Zona Libre Turística (ZOLITUR), Instituto de Conservacion Forestal (ICF)
April 8-9 2025	Field trip	Different venues	Field visits were conducted to gain a detailed understanding of Roatán's tourism dynamics and project indicators. The project included visits to the	The sustainability advances already made by some business groups were identified, as well as the potential to replicate their efforts at other hotels on the island. It was also noted that	Mayan Princess Hotel / Anthony's Key Resort / RECO / Eldon's Supermarket

Date	Description of the Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
			power plant, managed by RECO, and the Anthonys Key Resort, a pioneer in sustainability on the island. The Eldon's supermarket was also visited, with an effort to identify a sustainable value chain.	Roatán has cleaner energy than the rest of the country, as RECO runs on natural gas and also has solar farms installed on Roatán. Finally, the difficulty of working with a local supply chain was identified, given that many of the inputs used by Roatán's tourism sector come from outside the island.	
April 8-9 2025	Meetings with local NGOs	Roatan Marine Park office	Identify the main environmental challenges that exist derived from the tourist development of the Island, as well as the projects that conservation NGOs are already carrying out, and that can be consolidated through iCOAST	Collaboration with NGOs for the iCOAST project was consolidated, and opportunities in the region for consolidating sustainable tourism were identified. The challenges facing the Bay Islands National Marine Park in terms of tourism, surveillance, and specific regulatory instruments were also discussed.	RMP, BICA, ZOLITUR, CORAL, ICF
May - June 2025	Interviews with PDT to determine base line information	Virtual / Government offices	As part of the baseline assessment for the iCOAST project, a series of individual meetings (both online and in person) were held with representatives from the PDT: local NGOs, and the environmental offices of national and local authorities, including RMP, BICA, SERNA, DNCC, UTOH, SAG, DIGEPESCA, ZOLITUR, BITB, CANATURH, UNAH and the Municipality of Roatán. These meetings aimed to gather inputs on greenhouse gas (GHG) emissions, current environmental	The meetings revealed key gaps in data availability and highlighted the need for harmonized methodologies to quantify GHG emissions in the tourism sector. Authorities and NGOs emphasized challenges in accessing disaggregated environmental data, particularly related to energy use, solid waste, and water management by tourism establishments. Participants also identified relevant baseline studies and offered to facilitate access to technical data, including climate vulnerability assessments and environmental monitoring reports. Several institutions expressed interest in further collaboration to align sustainability indicators and reinforce local capacity for	RMP, BICA, SERNA, DNCC, UTOH, SAG, DIGEPESCA, ZOLITUR, BITB, CANATURH, UNAH and the Municipality of Roatán

Date	Description of the Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
			practices, and the overall status of sustainable tourism in Roatán. The discussions allowed for initial data validation, identification of information sources, and approaches to quantify GHG emissions and assess sustainability practices in the local tourism sector.	monitoring tourism's environmental footprint.	
July 8-9 2025	Workshop in Tegucigalpa	Plaza San Martín Hotel	Present the project to national authorities and national allies in the financial sector, while validating the first set of activities from components 1 and 3, and developing those from component 2 that allow for the development of innovative financial mechanisms.	The organizations linked to the PDT agreed on the activities proposed in components 1 and 3, and for this last component, an exercise was conducted to prioritize activities at the local level. Direct links were established with financial institutions, which identified the potential to develop schemes to finance the project's components and activities.	IHT, SERNA, DIGIPESCA, Alcaldía de Roatán, BITB, RMP, CORAL, BICA, ZOLITUR, ICF, Central American Bank for Economic Integration: (CABEI), Grupo FICOHSA, Banco Atlántida, Cámara Nacional de Turismo de Honduras (CANATURH), Centro de Estudios Marinos (CEM), Universidad Nacional de Honduras (UNAH), Asociación Hondureña de Instituciones Bancarias (AHIBA)
July 9 2025	Meeting with CABEI	CABEI Building	Identify potential partnerships with the project in Honduras and Central America to develop innovative financial mechanisms.	CABEI proposed using iCOAST as an anchor project to attract financing from the Green Climate Fund and scale the project to other Central American countries and even to	CABEI

Date	Description of the Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
				Mexico, which is a CABEL partner country.	
July 28-29 2025	Private sector consultation workshop	Roatan Municipality	Engage directly with key accommodation providers to better understand their current sustainability practices, operational challenges, and opportunities for collaboration within the framework of the iCOAST project. The meetings also served to identify priority areas for technical assistance, financing, and potential pilot interventions aimed at advancing climate-smart, low-waste, and inclusive tourism practices on the island.	The discussions revealed a growing interest among hotels in energy efficiency, waste reduction, and access to sustainable supply chains. While some hotels have implemented isolated environmental actions, most lack access to technical training, financial incentives, or local suppliers that meet sustainability standards. Barriers include high costs, limited availability of eco-friendly products, and weak local infrastructure for waste management.	Infinity Bay Spa & Beach Resort Media Luna Beach Resort Kimpton Grand Roatán Resort & Spa Hotel Henry Morgan Fantasy Island Paradise Hotel & Resorts Anthony's Key Resort Roatán Vacation Rentals
July 29 2025	Visits to local suppliers	Roatan	As part of the iCOAST baseline assessment in Roatán, individual visits were conducted with local suppliers to better understand the availability, sourcing challenges, and potential for strengthening local value chains. The goal was to explore how local businesses could align with the project's objectives on sustainable procurement, reduce dependence on imports, and support tourism-related operations.	During the local supplier visits, key insights were gathered on current sourcing practices, barriers to sustainability, and potential areas for collaboration. Suppliers highlighted challenges related to cost, quality, and the limited availability of national products, while also expressing interest in strengthening local supply chains if consistent standards can be met. In the energy sector, some providers are exploring leasing models to support hotels in adopting renewable technologies, although the absence of financial incentives and regulatory mechanisms such as the ability to sell excess solar energy remains a major limitation.	Disandy, Vegas Electric, Blue Harbor, Comercial Flores

Date	Description of the Consultation	Venue	Objective of the Consultation	Summary of Meeting Outcomes	Participants
August - September 2025	Budget meetings with PDT	Virtual / Zoom	Identify the budgets for each of the project activities, as well as make adjustments to them when necessary, prior to the validation workshop.	Activities were adjusted and, based on previous exercises and the experience of the PDT members, budgets for the activities of the project components were identified.	IHT, BITB, RMP, CORAL, ICF
Sep 18 2025	Validation workshop in Tegucigalpa	Plaza San Martín Hotel	Validate project activities with national and Roatan stakeholders, present progress on the stakeholder engagement plan and safeguards, and align stakeholders on the next steps for the validation of the CEO Endorsement Request.	The theory of change was validated, and minor adjustments to project activities were proposed; attendees demonstrated a commitment to continue collaborating in subsequent project processes.	IHT, SERNA, DIGIPESCA, Alcaldía de Roatán, BITB, RMP, CORAL, BICA, ZOLITUR, ICF, CABEL, Banco Atlántida, CANATURH, CEM, UNAH, AHIBA