



GOVERNMENT OF GHANA

**GHANA PRODUCTIVE SAFETY NETS PROJECT  
(GPSNP)**

**RESETTLEMENT POLICY FRAMEWORK (RPF)  
(FINAL)**

APRIL, 2018

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**FINAL REPORT**

*APRIL, 2018*

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## ACRONYMS

AEA	Agricultural Extension Agent
AER	Annual Environmental Report
CAP	Community Action Plan
CCI	Climate Change Intervention Activities
CLASS	Complementary Livelihoods and Asset Support Scheme
CE	Citizen Engagement
CF	Community Facilitator
CMA	Case Management Assistant
CSOs	Civil Society Organisation
CWSA	Community Water and Sanitation Agency
DA	District Assembly
DADU	District Agricultural Development Unit
DE	District Engineer
DFR	Department of Feeder Roads
DSW	Department of Social Welfare
EA	Environmental Assessment
EHS	Environment Health and Safety
EIA	Environmental Impact Assessment
EM	Environmental Management
EMP	Environmental Management Plan
EO	Environmental Officer
EP	Environmental Permit
EPA	Environmental Protection Agency
E&S	Environment and Social
ESM	Environmental and Social Management
ESMF	Environmental and Social Management Framework
FC	Financial Controller
FR	Feeder Roads
GIDA	Ghana Irrigation Development Authority
GLSS	Ghana Living Standards Survey
GoG	Government of Ghana
GNHR	Ghana National Household Registry
GPSNP	Ghana Productive Safety Nets Project
GRM	Grievance Redress Mechanism
GSGDA II	Ghana Shared Growth and Development Agenda
GSOP	Ghana Social Opportunities Project
GSS	Ghana Statistical Service
HIV/ AIDS	Human Immuno-Deficiency Virus / Acquired Immune Deficiency Syndrome
ILO	International Labor Organization
IPM	Integrated Pest Management Plan
LEAP	Livelihood Empowerment Against Poverty
LI	Legislative Instrument
LIPWs	Labour Intensive Public Works
M&E	Monitoring and Evaluation
MDAs	Ministries, Departments and Agencies
M&E S	Monitoring and Evaluation Specialist
MESW	Ministry of Employment and Social Welfare
MISO	Management Information Systems Officer
MLGRD	Ministry of Local Government and Rural Development

MMDAs	Metropolitan, Municipal and District Assemblies
MoFA	Ministry of Food and Agriculture
MoF	Ministry of Finance
MTDP	Medium-Term Development Plan
NADMO	National Disaster Management Organization
NBSSI	National Boards for Small Scale Industries
NC	National Coordinator
NCBS	National Capacity Building Specialist
NCO	National Coordinating Office
NDPC	National Development Planning Commission
NEAP	National Environmental Action Plan
NGO	Non-Governmental Organisation
NIE	National Infrastructure Engineer
NMMB	National Museums and Monuments Board
NPSC	National Project Steering Committee
NSP	National Service Personnel
NYEP	National Youth Employment Program
OP	Operational Policy
OSH	Occupational Safety and Health
PEA	Preliminary Environmental Assessment
PIU	Project Implementation Unit
RC	Regional Coordinator
RCA	Regional Community Animator
RCC	Regional Coordinating Council
RCO	Regional Coordination Office
RIE	Regional Infrastructure Engineer
RoW	Right of Way
RPCU	Regional Planning Coordinating Unit
RPF	Resettlement Policy Framework
SA	Social Accountability
SCMO	Safeguards and Case Management Officer
SEA	Strategic Environmental Assessment
SEDD	Small Earth Dams and Dugouts
SMTDP	Sectoral Medium-Term Development Plan
TABs	Transparency and Accountability Boards
TOR	Terms of Reference
VSLA	Village Savings and Loans Associations

## GLOSSARY OF TERMS

<b>Term</b>	<b>Meaning</b>
<b>Abbreviated Resettlement Action Plan (ARAP)</b>	A planning document that describes what will be done to address the direct social and economic impacts associated with involuntary displacement. This term is applicable where the project affected persons are less than 200.
<b>Asset</b>	Any property owned by a person, group of persons or an institution/agency.
<b>Census</b>	A field survey carried out to identify and determine the number of Project Affected Persons (PAPs) or Displaced Persons (DPs) as a result of land acquisition and related impacts. The census provides the basic information necessary for determining eligibility for compensation, resettlement, and other measures emanating from consultations with affected communities and the local government institutions.
<b>Compensation</b>	The payment in kind, cash or other assets given in exchange for the acquisition of land including fixed assets, is called compensation. These include other impacts resulting from activities to rehabilitate or cushion the impacts from displacement.
<b>Compensation Matrix</b>	It describes the type of compensation to the different affected people, land, assets, livelihoods, temporary or permanent relocation.
<b>Cost of disturbance</b>	the reasonable expenses incidental to any necessary change of residence or place of business by any person having a right or interest in the land
<b>Cut-off Date</b>	The cut-off date is the date for termination of the census of PAPs or DPs within the project area. This is the date on and beyond which any person whose land/property is affected will not be eligible for compensation.
<b>Eligibility</b>	The criteria for qualification to receive benefits under a resettlement program.
<b>Environmental and Social Impact Assessment (ESIA)</b>	It is an integrated study examining how the biophysical, social and health environments are likely to be impacted by the Project.
<b>Grievance Mechanism</b>	The processes established under law, local regulations, or administrative decision to enable property owners and other displaced persons to redress issues related to acquisition, compensation, or other aspects of resettlement.
<b>Extent of Impact</b>	It describes the type of inconvenience borne by the project affected person or displaced person.
<b>Implementation Schedule</b>	Defines the duration and timing of the key milestones and tasks to be implemented. It is also referred to as an Action Plan.
<b>International Finance Corporation (IFC)</b>	A division of the World Bank Group, which provides investment and advisory services to private sector projects in developing countries, with the goal of ensuring everyone benefits from economic growth.
<b>Involuntary Resettlement:</b>	Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement.
<b>Land</b>	includes anything growing on or permanently affixed to land, such as crops and buildings;
<b>Land Acquisition</b>	process whereby a person is compelled by a public agency to alienate all or part of the land s/he owns or possesses to the ownership and possession of that agency, for public purpose, in return for a compensation.
<b>Market value</b>	the sum of money which the land might have been expected to realise if sold in the



<b>“Other damage”</b>	open market by a willing seller or to a willing buyer damage sustained by any person having a right or interest in the land or in adjoining land, by reason of severance from or injurious affection to any adjoining land.
<b>Project Affected Persons (PAPs) or Displaced Persons (DPs)</b>	Project affected persons (PAPs) or Displaced Persons (DPs) are persons affected by land and other assets loss as a result of the project activities. These person(s) are affected because they may lose, be denied, or be restricted access to economic assets; lose shelter, income sources, or means of livelihood. These persons are affected whether or not they will move to another location. Most often, the term DPs applies to those who are physically relocated. These people may have their: standard of living adversely affected, whether or not the Displaced Person will move to another location ; lose right, title, interest in any houses, land (including premises, agricultural and grazing land) or any other fixed or movable assets acquired or possessed, lose access to productive assets or any means of livelihood.
<b>Relocation</b>	A process through which physically displaced persons are provided with a one-time lump sum compensation payment/ an agreed upon structure for their existing properties and moved from the Project Area.
<b>Replacement cost</b>	<p>The rate of compensation for lost assets where compensation is calculated must be calculated at the market value of the assets plus transaction costs. Pursuant to the stipulations of OP 4.12, “<i>With regard to land and structures, “replacement cost” is defined as follows:</i></p> <p><i>For <u>agricultural land</u>, it is the pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes.</i></p> <p><i>For <u>land in urban areas</u>, it is the pre-displacement market value of land of equal size and use, with similar or improved public infrastructure facilities and services and located in the vicinity of the affected land, plus the cost of any registration and transfer taxes.</i></p> <p><i>For <u>houses and other structures</u>, it is:</i></p> <ul style="list-style-type: none"> <li>✓ <i>the market cost of the materials to build a replacement structure with an area and quality similar to or better than those of the affected structure, or to repair a partially affected structure,</i></li> <li>✓ <i>plus the cost of transporting building materials to the construction site,</i></li> <li>✓ <i>plus the cost of any labor and contractors’ fees,</i></li> <li>✓ <i>plus the cost of any registration and transfer taxes.</i></li> </ul> <p><i>In determining the replacement cost, depreciation of the asset and the value of salvage materials are not taken into account, nor is the value of benefits to be derived from the project deducted from the valuation of an affected asset</i></p>
<b>Replacement value</b>	the value of the land where there is no demand or market for the land by reason of the situation or of the purpose for which the land was devoted at the time of the

		declaration made under section 1 of the <i>State Lands Act 1962, Act 125</i> , and shall be the amount required for reasonable re-instatement equivalent to the condition of the land at the date of the said declaration.
<b>Resettlement</b>		A process through which physically displaced persons are provided with replacement properties at a designated site. Resettlement includes initiatives to restore and improve the living standards of those being resettled.
<b>Resettlement Assistance</b>		Resettlement assistance refers to activities that are usually provided during, and immediately after, relocation, such as moving allowances, residential housing, or rentals or other assistance to make the transition smoother for affected households.
<b>Resettlement Implementation Committee (RIC)</b>		This is a group of individuals who will see through the execution of the Abbreviated Resettlement Action Plan.
<b>Resettlement Framework (RPF)</b>	<b>Policy</b>	The RPF is an instrument to be used throughout the project's implementation. The RPF sets out the objectives and principles, organizational arrangements, and funding mechanisms for any resettlement, that may be necessary during implementation. The RPF guides the preparation of Resettlement Action Plans (RAPs), as needed, for sub-projects.
<b>Stakeholders</b>		Any and all individuals, groups, organizations, and institutions interested in and potentially affected by a project or having the ability to influence a project.
<b>Socioeconomic Survey</b>		A complete and accurate survey of the project-affected population. The survey focuses on income-earning activities and other socioeconomic indicators.

## EXECUTIVE SUMMARY

### Project Description

The Ghana Productive Safety Nets Project (GPSNP) is a successor project to the Ghana Social Opportunities Project (GSOP), which was implemented from 2010 to 2018. The Project Development Objective (PDO) of the GPSNP is to support the Government to improve livelihoods through a strengthened Safety Net system for poor households. The components of the project include; Social Protection Systems; Livelihood Empowerment Against Poverty (LEAP); Labor Intensive Public Works (LIPW); Productive and Financial Inclusion (P&FI); and Project Management, Coordination, and Capacity Building.

Out of the components outlined, activities of the Labour Intensive Public Works (LIPW) are the most likely to result in land acquisition and resettlement. These activities include;

(a) Rehabilitation and Maintenance of Small Earth Dams and Dugouts (SEDDs) with Accompanying Irrigation Facilities:

Small earth dams and dugouts are significant to improving access to irrigation and agricultural productivity in the Savannah belt of the country, where underground water sources are insufficient to provide for domestic and livestock needs through the dry season. Where dams allow for dry season irrigated agriculture, it has a dramatic impact on local livelihoods, greatly reducing the incentive to migrate away from the region during the dry season. The Project would select dams where the storage capacity does not exceed 250,000m<sup>3</sup> and a height of 5m.

(b) Rehabilitation and Maintenance of Rural Feeder and Access Roads

These assets are particularly useful for connecting remote communities to larger, commercial/urban centres. This boosts access to markets and improves labor productivity. The Project would preferably rehabilitate feeder roads between 3 and 5 km.

(c) Climate Change Mitigation Interventions

This would include seedling production, cultivation of fruit trees and cash crops (such as cashew), and wood lots on degraded communal and public land (preferably between 5 and 40 hectares) to mitigate climate change, support catchment and watershed protection and biodiversity conservation.

The coverage of the GPSNP is national, with interventions targeted at extreme poor households and expected to be implemented between 2018 and 2022. The Labour Intensive Public Works Component is expected to scale up from the 60 DAs of predecessor GSOP to 120 DAs and eventually to cover all MMDAs in the country.

### Rationale for the Resettlement Policy Framework (RPF)

As part of funding arrangements for the GPSNP (LIPW), two of the Bank's safeguards policies are triggered; Environmental Assessment (OP 4.01) and Involuntary Resettlement (OP 4.12) and they must apply. This is because the proposed works under LIPW (*rehabilitation and maintenance of feeder roads, small earth dams and dugouts and degraded community lands*) are likely to have impacts on land access, restriction of access to assets, displacement, and loss of livelihood among others. This is the basis for the preparation of this Resettlement Policy Framework (RPF). The RPF is required because although there is

general knowledge about the types of sub-projects likely to be implemented by DAs, their design specifications and features, specific locations and the type and zone of impacts cannot be determined at this stage of project preparation. The RPF would provide guidelines for screening all sub-projects for their potential resettlement impacts and streamline all the necessary procedures to follow in mitigating and minimizing resettlement impacts arising from their implementation including compensations.

### **Relevant Legal, Policy and Administrative Framework**

In Ghana, the following national legislative and institutional and administrative frameworks apply;

- National Legislative Framework
  - ✓ The Constitution of the Republic of Ghana, 1992 (Section 20 Sub-Section 1-6)
  - ✓ The Lands Commission Act 2008, Act 767.
  - ✓ The State Lands Act 1962, Act 125 and Amendments Act, 2000 (Act 586)
  - ✓ State Lands Regulation, 1962 (L.I. 230)
  - ✓ Survey Act 1962, Act 127
  - ✓ The Lands (Statutory Wayleaves) Act, 1963 (Act 186)
  - ✓ Land Title Registration Act 1986, PNDCL 152 and Regulations 1986 LI 1341
  - ✓ Administration of Lands Act, 1962 (Act 123)
  - ✓ Office of the Administrator of Stool Lands Act 1994, Act 481
  - ✓ Land Use and Spatial Planning Act, 2016 (Act 925)
  
- Institutional and Administrative Framework
  - ✓ Public and Vested Lands Management Division of the Lands Commission
  - ✓ Land Valuation Division (LVD)
  - ✓ Land Registration Division of the Lands Commission
  - ✓ Survey and Mapping Division of the Lands Commission
  - ✓ Environmental Protection Agency (EPA)
  - ✓ Land Use and Spatial Planning Authority (LUSPA)
  - ✓ Municipal/District Assemblies and Physical Planning Departments
  - ✓ Traditional Authorities

On the side of the World Bank, Involuntary Resettlement Policy (OP 4.12) provides the framework for resettlement planning. This policy covers direct economic and social impacts that both result from Bank-assisted investment projects, and are caused by:

- (a) the involuntary taking of land resulting in;
  - (i) relocation or loss of shelter
  - (ii) loss of assets or access to assets
  - (iii) loss of income sources or means of livelihood, whether or not the affected persons must move to another location
- (b) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons.

This policy applies to all components of the GPSNP (LIPW) that result in involuntary resettlement, regardless of the source of financing. It also applies to other activities resulting in involuntary resettlement that in the judgment of the Bank are;

- (a) directly and significantly related to the Bank-assisted project,
- (b) necessary to achieve its objectives as set forth in the project documents; and
- (c) carried out, or planned to be carried out, contemporaneously with the project.

There are significant gaps between Ghanaian regulations and World Bank Policy on Involuntary resettlement. The main differences lie within the terms and conditions of compensation, treatment of illegal settlers and accommodation for vulnerability in resettlement (Table 2.1).

### **Socio - Economic Characteristics and Land Tenure in Ghana**

Ghana is situated on the west coast of Africa and lies within longitudes 3°5'W and 1° 10'E and latitudes 4°35'N and 11°N, with a total area of 238 540 km<sup>2</sup>. It shares borders with Côte d'Ivoire to the west, Burkina Faso to the north, and Togo to the east. To the south are the Gulf of Guinea and the Atlantic Ocean. The country is divided into 10 administrative regions and 254 Metropolitan, Municipal and District Assemblies (target units for intervention for the Project).

Ghana's population as at 2010 stood at 24,658,823, comprising 12,024,845 (48.8%) males and 12,633,978 (51.2%) females, culminating into a sex ratio of 95.2. Currently in 2018, the county's population is estimated at 30,000,000. Of population aged 15 years and older, 71.1 percent are economically active and of these, most are employed (94.7%). According to Ghana Statistical Service, 2015, there is a high concentration of poverty in the North Western part of Ghana. Though incidence in the districts of the South Western parts is very low, there are however few districts with relatively high incidence. The concentration of poor persons is mainly observed in the northern than the southern districts of Ghana. In an effort to reduce poverty in Ghana, households in the poorest districts would be targeted for the GPSNP intervention.

Three types of land ownership exist in Ghana; customary ownership, state ownership; and split ownership. Land tenure in Ghana has however been bedeviled with a couple of challenges, which include; general indiscipline in the land market, absence of a national database on land ownership, chieftaincy disputes, weak land administration system and general lack of consultation with customary land owners. These issues would be considered in the acquisition of land for sub-projects under the Project.

### **Potential Project Impacts on Assets and Livelihoods and Mitigation**

The project is expected to have impacts on both assets and livelihoods. Provisions are made under this RFP to minimize all such impacts including those of socio- economic significance and on environmentally sensitive sites. Provisions are also made in this RFP to accommodate all potential situations, including cases that entail actual displacement and livelihood restoration assistance in accordance with the Ghana Legal Framework and World Bank Policy on Involuntary Resettlement, OP4.12. At this stage there is no sufficient information to estimate the number of PAPs. However based on an understanding of the social

structure of rural communities and the nature of the project activities, the categories of population most likely to be impacted include but not limited to owners of farmlands, pastoralists, hunters, palm wine tappers, and herbalists. The table below highlights some generic impacts anticipated during implementation.

	Impact	Impact severity	Mitigation Measures and Monitoring
1.	Involuntary Resettlement	Possible cases of involuntary resettlement are expected during construction/rehabilitation of infrastructure. This will mostly involve loss of agricultural land for CCI intervention and for expansion of reservoir and catchment areas for SEDD.	<ol style="list-style-type: none"> <li>1. Avoid relocation or displacement of dwelling or landed assets by changing facility location or rerouting.</li> <li>2. Prefer degraded lands for CCI projects</li> <li>3. Compensation of established landowners only where resettlement is unavoidable</li> <li>4. No land acquisition (involuntary or otherwise) should occur on land that is under dispute.</li> </ol>
		Cases of voluntary land agreements (customary land) resulting in restriction of access, use, customary ownership rights.	<ol style="list-style-type: none"> <li>1. Consultations with all relevant parties beyond the chiefs</li> <li>2. Proper E&amp;S screening undertaken to ensure sub-projects do not result in displacement or loss of assets or access</li> <li>3. Sufficient documentation to support the land donation consultations and agreement (including benefit sharing arrangements <i>if any</i>)</li> </ol>
2.	Local economy such as employment and livelihood, etc.	With land clearance, pastoralists would lose grazing land (especially in the south where degraded lands are not used). Hunters, palm wine tappers and other people who depend on the land for forms of livelihood would also be displaced.	<ol style="list-style-type: none"> <li>1. Allocation of alternative grazing grounds for animals</li> <li>2. Assist those who depend on the land for livelihood to identify and access similar resources with similar potentials elsewhere in consultation with them.</li> <li>3. Open as one of the alternatives, participation of those whose livelihoods are affected in LIPW.</li> </ol>
3.	Economic and non-economic trees	Project activities would also lead to loss of economic trees and non-productive fruit and shade trees. This would be the instance for all three sub-project types.	<ol style="list-style-type: none"> <li>1. Avoid the removal of trees especially in the cases of tree planting. Also avoid for SEDD and FR unless highly necessary.</li> <li>2. Translocation or replacement planting to compensate for the loss of any tree.</li> </ol>
4.	Land use and utilization of local resources	Land use will likely change from grazing land to plantations (in case of CCI). During or after project implementation, there would be conflicts between pastoralists and plantation managers in circumstances where not enough grazing lands are available.	1. Allocation of alternative grazing grounds for animals in consultation with pastoralists, farmers and local community leadership.
		Loss of access to medicinal plants may	1. Identification and avoidance of medicinal

	Impact	Impact severity	Mitigation Measures and Monitoring
		result.	plants for CC sub-projects 2. Replanting of plants for the case of FR and SEDD sub-projects
5.	Social conflict	Possible misdistribution of benefit among key stakeholders.	Consultation with stakeholders to reach an agreement.
6.	Cultural heritage	Culturally sensitive areas would be affected by the construction/rehabilitation of infrastructure, especially with the feeder roads and land take for the SEDDs	Avoid culturally sensitive areas

## Eligibility, Entitlements and Valuation

### *Eligibility Criteria*

Upon identification of the need for involuntary resettlement in a project, a census would be carried out to identify the affected persons, to determine who would be eligible for assistance, and to discourage inflow of people ineligible for assistance. These would be documented in an Abbreviated Resettlement Plan (ARAP) or Resettlement Action Plan (RAP) based on the number and complexity of the resettlement impacts. A Resettlement Action Plan (RAP) would be used where more than 200 individuals are displaced. An Abbreviated Resettlement Plan (ARP) would be used where less than 200 individuals are displaced. In some instances ARAPs are required where projects affect more than 200 people, but with minor land acquisition (10% or less of all holdings is taken) and no physical relocation is involved.

Displaced persons in the Project would be classified in one of the following three groups:

- (a) those who have formal legal rights to land (including customary and traditional rights recognized under the Lands Act);
- (b) those who do not have formal legal rights to land at the time the census begins have a recognizable legal right or claim to such land or assets.
- (c) those who have no recognizable legal right or claim to the land they are occupying.

### *Valuation Methodology*

Losses due to displacement would be compensated on the basis of replacement costs. Pursuant to the stipulations of OP 4.12, "With regard to land and structures, "replacement cost" is defined as follows:

- For agricultural land, it is the pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes.
- For land in urban areas, it is the pre-displacement market value of land of equal size and use, with similar or improved public infrastructure facilities and services and located in the vicinity of the affected land, plus the cost of any registration and transfer taxes.
- For houses and other structures, it is:

- ✓ *the market cost of the materials to build a replacement structure with an area and quality similar to or better than those of the affected structure, or to repair a partially affected structure,*
- ✓ *plus the cost of transporting building materials to the construction site,*
- ✓ *plus the cost of any labor and contractors' fees,*
- ✓ *plus the cost of any registration and transfer taxes.*

*In determining the replacement cost, depreciation of the asset and the value of salvage materials are not taken into account, nor is the value of benefits to be derived from the project deducted from the valuation of an affected asset.*

### **Resettlement Entitlement Policy**

Although the Lands Act provides for payment of compensation and resettlement of displaced people, whose lands or landed property are affected by projects being undertaken by the government, where there are gaps or discrepancies between the Lands Act and the World Bank resettlement and compensation policy, the World Bank's Resettlement and Compensation Policy would apply and a Resettlement Action Plan (RAP) prepared, based on the guidance set forth in the Resettlement Policy Framework (RPF).

### **Institutional Arrangements and Responsibilities**

The institutional arrangements would be built on existing structure in the MLGRD and the statutory government agencies responsible for the implementation of resettlement activities in Ghana as follows;

<b>Institution</b>	<b>Role in RPF Implementation</b>
Ministry of Local Government and Rural Development (MLGRD)	<ul style="list-style-type: none"> <li>• Oversight responsibility in the implementation of LIPW through PIU, RCOs and DAs</li> <li>• Monitor Project to ensure land acquisition and resettlement activities are adhered as stipulated in the RPF</li> </ul>
Project Implementation Unit, MLGRD	<ul style="list-style-type: none"> <li>• Core mandate of implementing the Project through RCOs and DAs.</li> <li>• Safeguards and Case Management Officer (SCMO) to oversee the implementation of the RPF</li> <li>• SCMO would prepare terms of references for the preparation of RAPs/ARAPs, prepare RAPs/ARAPs and would see to the implementation of these instruments with the RCOs and DAs.</li> </ul>
Environmental Protection Agency	<ul style="list-style-type: none"> <li>• Responsible for ensuring compliance with laid down ESIA procedures in Ghana in accordance with the EPA Act 1994 (Act 490)</li> <li>• In country approval of RAPs/ARAPs for implementation</li> </ul>
Regional Lands Commission	<ul style="list-style-type: none"> <li>• Responsible for effective and efficient land administration.</li> <li>• Valuation of land and properties and compensation assessment.</li> </ul>



Regional Coordinating Offices	<ul style="list-style-type: none"> <li>• Provide technical backstopping and monitoring to the implementing DAs.</li> <li>• Monitor land acquisition process and resettlement activities of DAs</li> </ul>
Consultants	<ul style="list-style-type: none"> <li>• Prepare RAPs/ARAPs with Lands Commission, DAs and Communities.</li> </ul>
District Assemblies (Physical Planning Departments - PPD)	<ul style="list-style-type: none"> <li>• Responsible for the implementation of the Project.</li> <li>• Land acquisition for sub-project implementation</li> <li>• Implementation of resettlement measures, including payment of compensation and other resettlement assistance</li> </ul>
Traditional Authority	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> </ul>
PAPs	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> <li>• Receipt of compensation and resettlement assistance</li> </ul>

## **Implementation and Monitoring Arrangements**

### *Implementation Schedule*

The PIU together with the RCOs, DAs and Communities would be responsible for the implementation of the RPF. The DAs would be directly involved in the implementation of sub-project RAPs/ARAPs with the communities, especially in terms of compensation payment and resettlement assistance.

Upon completion of screening of selected sub-projects within the beneficiary DAs of potential involuntary resettlement, for each sub-project that triggers the OP 4.12, a detailed implementation schedule of the various activities to be undertaken will be included in each sub-project's Resettlement Action Plan (RAP) to be implemented by the DA with the communities. Likewise each sub-project resettlement schedule will be coordinated with the civil works schedules applicable to LIPWs. Payment of compensation and provision for other rehabilitation entitlements (in-cash or in-kind), and relocation, if that is the case, will be completed at least one month prior to the scheduled start-up date of works at the respective work site.

### *Estimated Budget for RPF Implementation*

The estimated budget for training of key personnel responsible for implementing the RPF as well as awareness creation is One Hundred and Thirty Six Thousand Five Hundred US Dollars (\$136,500.00). The funds for the implementation of the RPF would be internalized as part of the project cost and made available by the PIU.

In terms of budget for preparation and implementation of RAPs/ARAP, it would be developed from the specific social assessment studies and mitigation/livelihood restoration measures to be developed. It would cover resettlement activities including compensation cost for affected assets. The cost will be derived from expenditures relating to (i) the preparation of the resettlement/compensation action plan, (ii) relocation and transfer, (iii) income and means of livelihood restoration plan and (iv) administrative costs (v) M&E costs, (vi) GRM, (vii) Consultations and disclosure and (viii) Contingency

#### *Public Consultation and Information Disclosure*

Public consultations have been carried extensively during the preparation of the RPF. Taking into cognisance the consultations that were carried out during the preparation of the RPF of GSOP (predecessor to GPSNP) in 2010, this round of consultation sought to build on it and not discard it. Consultations were held with key representative stakeholders at the national, regional, district and local levels.

Some highlights of the consultations with all these stakeholders include the following;

- Preference of DA, Communities and Traditional Authorities for Voluntary Land Donation (VLD) as practiced under GSOP
- Where VLD cannot be established Op 4.12 applies (DAs to pay compensation and resettlement assistance)
- Proper documentation of lands voluntarily donated to serve as a pre-requisite for DA qualification for interventions in the form of MoUs (including site plans)
- Agreements for enforceable benefit sharing arrangements amongst stakeholders to be part of MoUs to prevent social conflicts
- Individuals losing livelihood from land take to be employed as part of the beneficiaries undertaking the work.
- Avoid coercion in the acquisition of land.
- Engage all the necessary stakeholders and ensure proper documentation of land

The RPF would be disclosed in compliance with relevant Ghanaian regulations and the World Bank Operational Policy. It would be disclosed at the offices of the Chief Directors, MLGRD and MoGCSP, National, Regional and Zonal Offices of EPA, National Co-ordinating Office of GSOP, 5 No. Regional Coordinating Offices of GSOP and Offices of Participating DAs and in local language. Finally, it will be disclosed at the websites of the GSOP, the MLGRD and the World Bank's external website.

Consultations during resettlement action planning and implementation: Consultations with stakeholders including PAPs will be an integral part in the ARAP or RAP preparation, implementation and monitoring processes. Consultations will happen in local language where possible; gender specific consultations will be held as appropriate. The consultation process will ensure the participation of the youth, and groups at risk of exclusion.

RAP/ARAPs would also be disclosed at the various district offices, the website of the Project and local communities in a form that is understood and accessible.

### *Grievance Redress Mechanism*

Land acquisition and other project activities could lead to complaints, misunderstandings, conflicts and disputes. There would therefore be a grievance mechanism that would provide all aggrieved stakeholders a platform to raise their concerns. Information on the GRM as well as the measures put in place to protect them against any reprisal for its use would be made available as part of the project's information and education campaign activities in the beneficiary communities. Key activities will include town hall forums, local radio discussions, contact cards, and posters to be displayed at money transfer points, and through community monitoring visits.

Structures for grievance redress would be established at the community, district, regional, and national levels. At the community level, a CF and a 3 – Member Case Management Committee would see to the resolution of cases/grievances. At the DA level, the LIPW Desk Officer would act as a focal point for Case Management and would be required to liaise with the statutory Public Relations and Complaints Committee to resolve all LIPW related grievances that would be referred to the DA level. At the regional level, there would be a Case Management Assistant at each RCO who would receive all LIPW cases and refer same to the Regional Co-ordinator, who would in turn refer the case to the Regional Community Animator to follow up to ensure the resolution of these complaints. At the national level, the Safeguards and Case Management Officer would be responsible for the overall Case Management process of the Project. The SCMO would also liaise with the MoGCSP Single Window Case Management System (Call Centre) and see to the resolution of all LIPW case through that outlet. Key departments that have relations with resettlement activities would always be duly consulted, thus Physical Planning Departments for the DA level and Offices of Lands Commission, Land Use and Spatial Planning Authority and Environmental Protection Agency for the regional and national levels.

Grievances are expected to be submitted through walk-ins, letters, phone calls through “LIPW hotlines” and SP Call Centre toll free lines (0800 800 800 and 0800 900 900) and the LIPW Automated Case Management System (<http://case.gsop.gov.gh>). This information would be made available as part of the project's information and education campaign activities in the beneficiary communities and beneficiaries. Key activities will include town hall forums, local radio discussions, contact cards, and posters to be displayed at money transfer points, and through community monitoring visits.

### *Supervision, Monitoring and Evaluation*

The Project Implementation Unit (National/Regional) would be responsible for the monitoring and evaluation of the activities stipulated in the resettlement framework. The NPSC, MLGRD, Land Valuation Board, Ministry of Finance and the Environmental Protection Agency shall act as independent monitors.

In terms of frequency, the PIU (both national and regional) would conduct quarterly monitoring to ensure compliance with the RPF and report to the MLGRD and the World Bank as part of the Project's Quarterly Progress Reporting, whilst the DAs would embark on monthly monitoring schedules and feed the PIU. The MLGRD would embark on bi-annual monitoring regimes to confirm or otherwise reports from the PIU and suggest mitigation measures on the implementation of the resettlement policy.

Upon completion of the program, the Project Implementation Unit shall undertake impact and beneficiary assessment to determine whether the objectives of the resettlement policy have been achieved.

Further, the MLGRD/RCC Quarterly Review and Annual Performance Review Sessions will include a special session on the implementation of the resettlement policy. The special report on the RPF during annual performance reviews would cover progress and impacts in implementing activities such as the following:

- Consultation with stakeholders;
- Socio-economic survey and affected-person identification;
- Land acquisition;
- Compensation payment;
- Site selection and development;
- Plot distribution;
- Relocation of displaced persons;
- Income restoration programs; and
- Inputs, outputs, and outcomes for resettlement activities, involvement of the displaced persons, and evaluation of the impact of resettlement especially on the beneficiaries.

As an additional measure but not to substitute responsibility of the Project Coordination Unit, the World Bank will regularly, during each implementation supervision mission evaluate progress and impacts of RPF, identify constraints and suggest mitigation measures on the implementation of the resettlement policy.

## **1.0 PROJECT DESCRIPTION**

### **1.1 Project Rationale and Objective**

The Ghana Productive Safety Nets Project (GPSNP) is a successor project to the Ghana Social Opportunities Project (GSOP), which was implemented from 2010 to 2018, with a revised total IDA financing of US\$138.6 million. Its project development objective was to improve targeting of social protection programs and provide income support to poor households through LEAP grants and LIPW infrastructure in targeted districts. The project had four components namely; (i) Social Protection Policy and Systems Strengthening; (ii) LIPW implementation and Capacity Building; (iii) LEAP implementation and Capacity Building; and (iv) Project Management and Coordination.

The GPSNP directly contributes toward the goals of the Ghana's 'Coordinated Program of Economic and Social Development Policies (2017–2024)', which sets-out the Government's vision for 'a strong economy that expands opportunities, inspires people to start businesses, stimulates expansion of existing businesses, and ultimately leads to the creation of jobs, increased economic growth and aggregate incomes'. To this end, this policy document identifies four key goals towards building a prosperous country, namely; (a) creating opportunities for all Ghanaians; (b) safeguarding the natural environment; (c) ensuring a resiliently built environment and (d) maintaining a stable, united and safe country. Further to these commitments, the Coordinated Program identifies the role of social protection in reducing poverty, vulnerability, inequality, and enhancing shared growth and prosperity.

It also contributes directly to the Government's National Social Protection Policy, which aims to (a) reduce poverty by 50 percent through increased and improved effective and efficient social assistance for poor and vulnerable Ghanaians, (b) enhance employment opportunities through the promotion of productive inclusion and decent work to sustain families and communities, and (c) increase access to social security and social insurance for all Ghanaians. The Government recently formulated a ten-year program (Building a Functional Welfare System in Ghana) to guide programming in the sector. The objectives of the program are "to establish a functional and well-resourced welfare system that provides social protection and equal opportunities to meet the needs of the poor, weak, marginalized, vulnerably and socially excluded in society." The program encompasses ten sub-programs and has an estimated budget of US\$ 15.5 billion. The program document is currently in draft, awaiting submission to Cabinet.

The GPSNP will also directly contribute toward the World Bank Group's twin goals of ending extreme poverty by 2030 and boosting shared prosperity among the bottom 40 percent. It is also firmly aligned with the World Bank's draft Systematic Country Diagnostic (SCD), as well as pillar three of Ghana's Country Partnership Strategy (2013–2018) which aims to protect the poor and vulnerable and expand social protection through strengthening the relevant GoG institutions to increase efficiency in the use of resources designed for social protection, improve the mechanism by which individuals can take advantage of expanding opportunities, and withstand external shocks. Finally, the project is consistent with the World Bank's Social Protection Strategy (2012–2022), which promotes the development of a

social protection system that is equitable, fiscally sustainable, responsive, and scalable and the World Bank's Africa Social Protection Strategy (2012–2022).

The **Project Development Objective (PDO)** of the GPSNP is to support the Government to improve livelihoods through a strengthened Safety Net system for poor households. The project's performance in achieving its development objective will be measured through the following key outcome indicators:

- Percent of beneficiaries who initiated or expanded a household enterprise
- Percent of beneficiaries with a bank account
- Number of days of work created through the LIPW
- Percent of respondents reporting that the assets created through LIPW improved their livelihoods
- Percent of beneficiaries who are identified as extreme poor according to targeting criteria
- Percent of payments made to beneficiaries on time
- Number of beneficiaries of social safety net programs

## 1.2 Project Components

The proposed components of the GPSNP include;

### 1.2.1 Social Protection Systems

The objective of this component is to strengthen social protection delivery systems to improve the efficiency, effectiveness and transparency of the safety net interventions in Ghana. Progress has been made under GSOP in establishing the Ghana National Household Registry (GNHR), the Single Case Management Window and a draft M&E framework for the social protection sector has being formulated. GPSNP would further these investments. The introduction of a single payment service provider would be considered and a common approach to the development of management information systems (MISs), including ensuring interoperability of among MISs and databases, would be financed. Finally, the project would finance the activities to extend these core operational systems to communities.

### 1.2.2 Livelihood Empowerment Against Poverty (LEAP)

The objective of this component is to improve productivity among extremely poor households. The provision of LEAP grants to extremely poor households helps these households meet their basic needs. Securing the basic consumption of these households can enable them to engage in higher risk-higher return activities and invest in the human capital of their children thus breaking the intergenerational cycle of poverty. This would be achieved by supporting the Government's Livelihood Empowerment Against Poverty (LEAP), which is the Government's flagship cash transfer program. LEAP households have been progressively enrolled onto the program since its inception in 2008. Households were selected based on the presence of a vulnerable person in the households having pre-established categories and the poverty status of the household. Under this new phase of the

program, the poverty status of the household alone would determine its eligibility. A national character for the Programme would be maintained, reaching the poorest communities within each region of the country. The geographical coverage and budget allocation would follow the GLSS poverty map and amended by GSS from time to time. Communities and towns within those districts would be selected using the district poverty maps. Households within the communities would be selected on the basis of the GNHR data.

### *1.2.3 Labor Intensive Public Works (LIPW)*

The objective of this component is to extend employment opportunities to poor households through the LIPW. This component would thus provide income earning opportunities during the lean season in a manner that rehabilitates or maintains productive community or public assets. It would, therefore, finance wages for beneficiaries in exchange for their work on community or public assets. These districts would be selected according to their poverty ranking, starting with the poorest districts (GLSS VI). The final number of districts would be determined based on the available budget. The wage rate would be set above the minimum wage but below the agricultural casual labor market rate in the selected areas. Each beneficiary household would work for at least 90 person-days per year during the agricultural off-season/dry season. To deepen impacts, households would work on LIPW sites for two consecutive dry seasons over a two-year period. This work would be provided through the larger subprojects that require multiyear investments, where possible. Where only smaller projects are feasible, households would be transitioned to productive inclusion activities (see component below).

### *1.2.4 Productive and Financial Inclusion (P&FI)*

This would be made up of two sub-components: Complementary Livelihood and Asset Support Scheme (CLASS) and Linkages to Agriculture.

#### a) Complementary Livelihood and Asset Support Scheme (CLASS)

The objective of this subcomponent is to increase access to income-generating activities for extremely poor households. This subcomponent would finance: (i) life skills and microenterprise skills training, (ii) provision of start-up lump-sum cash grant, (iii) mentoring and coaching, and (iv) access to market opportunities. The implementation of this sub-component would be supported by a qualified service provider (private sector, CSO or NGO), which would be competitively selected.

#### b) Linkages to Agriculture

The majority LEAP and LIPW beneficiaries reside in rural areas and are engaged in agricultural activities. Improving the quality of support provided to these households through the agricultural extension system thus offers a means of improving the productivity of these households. This sub-component would establish a mechanism of referring LIPW and LEAP beneficiaries to a World-Bank supported project: the Ghana Commercial Agriculture Project (GCAP). The GCAP project, which aims to improve agricultural productivity and production of both smallholder and nucleus farms in selected project intervention areas, is implemented in areas where GPSNP beneficiaries reside. As such, this

component would (i) provide information to extremely poor farmers participating in LEAP and LIPW to form farmer-based organizations; (ii) engage a service provider to build capacity through coaching and extension services of the farmer-based organizations to use improved methods of farming, which would make them viable for GCAP activities; (iii) identify beneficiaries who are interested to participate in labor-intensive activities as part of GCAP irrigation development schemes and refer these to the contractors for hiring; and (iv) refer GPSNP beneficiaries to participate in the GCAP project.

### *1.2.5 Project Management, Coordination, and Capacity Building*

This component consists of two subcomponents.

#### a) MoGCSP Project Management.

The objective of this component is to finance project management, coordination, and capacity building of the GPSNP under the MoGCSP. This includes equipment, vehicles, fuel, rental of office space, communications costs, and incremental project-related operating costs under the MoGCSP for the implementation of LEAP and the social protection systems. This support will include the procurement of service providers to implement the operational aspects of the GNHR and LEAP, including data collection, electronic registration, payment mechanisms, and auditing. This component would also provide capacity building to key stakeholders at the central and local government levels. Specifically, the component would finance knowledge exchange events, including seminars at the central and local government levels, program and line ministry staff social protection training, line ministry staff travel costs and technical assistance support, and studies that would enhance the social protection dialogue in Ghana. This component would also strengthen coordination across relevant ministries and stakeholders, including providing relevant support to the national, regional, and district-level policy making, coordination, and implementation structures that are relevant to project implementation.

#### b) MLGRD Project Management.

The objective of this sub-component is to finance project management, coordination, and capacity building of the GPSNP under the MLGRD. This includes equipment, vehicles, fuel, communications costs, and incremental project-related operating costs under the MLGRD for the LIPW. This support would include the procurement of service providers to implement operational aspects of LIPW component. This component would also support capacity-building activities of regional project staff and DAs to ensure that frontline staff have the required tools to lead implementation, tracking, and reporting of subprojects. This would include on-the-job training for local government staff, small-scale contractors, and practical training at model sites for all category of persons who would be involved in the supervision of works. Training on the use and maintenance of technology would also be prioritized. This sub-component would also finance capacity building of the DA to monitor the quality of subproject implementation. Capacity building would be provided to the DA, facility management committees, and user associations as part of the hand-off procedures to ensure that the beneficiary districts and communities have the requisite knowledge to maintain the LIPW assets.



### 1.3 Major Project Activities

Out of the components outlined in Section 1.2, activities of the Labour Intensive Public Works (LIPW) are the most likely to result in land acquisition and resettlement. These activities include;

- a) Rehabilitation and Maintenance of Small Earth Dams and Dugouts (SEDDs) with Accompanying Irrigation Facilities:

Small earth dams and dugouts are significant to improving access to irrigation and agricultural productivity in the Savannah belt of the country, where underground water sources are insufficient to provide for domestic and livestock needs through the dry season. Where dams allow for dry season irrigated agriculture, it has a dramatic impact on local livelihoods, greatly reducing the incentive to migrate away from the region during the dry season. The Project would select dams where the storage capacity does not exceed 250,000m<sup>3</sup> and a height of 5m.

- b) Rehabilitation and Maintenance of Rural Feeder and Access Roads

These assets are particularly useful for connecting remote communities to larger, commercial/urban centres. This boosts access to markets and improves labor productivity. The Project would preferably rehabilitate feeder roads between 3 and 5 km.

- c) Climate Change Mitigation Interventions

This would include seedling production, cultivation of fruit trees and cash crops (such as cashew), and wood lots on degraded communal and public land (preferably between 5 and 40 hectares) to mitigate climate change, support catchment and watershed protection and biodiversity conservation.

### 1.4 Project Duration and Scope

The coverage of the GPSNP is national, with interventions targeted at extreme poor households and expected to be implemented between 2018 and 2022. The Labour Intensive Public Works Component is expected to scale up from the 60 DAs of predecessor GSOP to 120 DAs and eventually to cover all 254 MMDAs in the country.

### 1.5 Rationale for the Resettlement Policy Framework (RPF)

The Environmental Assessment (EA) Regulations of Ghana provide the general framework and procedures for EA and environmental management (EM) of development actions. Most Development Partners (DPs) and funding institutions, including the World Bank also have their respective EA requirements. Under the World Bank, the level of EA for the GPSNP (LIPW) is category B; implying that the potential environmental and social impacts will be minor, site-specific and manageable to a reasonable level.

As part of funding arrangements for the GPSNP (LIPW), two of the Bank's safeguards policies are triggered; Environmental Assessment (OP 4.01) and Involuntary Resettlement (OP 4.12) and they must apply. This is because the proposed works under LIPW (*rehabilitation and maintenance of feeder roads, small earth dams and dugouts and degraded community lands*) are likely to have impacts on land access, restriction of access to assets, displacement, and loss of livelihood among others. This is the basis for the preparation of this Resettlement Policy Framework (RPF). The RPF is required

because although there is general knowledge about the types of sub-projects likely to be implemented by DAs, their design specifications and features, specific locations and the type and zone of impacts cannot be determined at this stage of project preparation. The RPF would provide guidelines for screening all sub-projects for their potential resettlement impacts and streamline all the necessary procedures to follow in mitigating and minimizing resettlement impacts arising from their implementation including compensations.

During implementation of sub-project activities, **when required**, appropriate Resettlement Action Plans or Abbreviated Resettlement Action Plans would be developed to address specific social impacts and mitigation and compensation issues.

## 2.0 RELEVANT LEGAL, POLICY AND ADMINISTRATIVE FRAMEWORK

### 2.1 National Legislative Framework

The legal and institutional framework in Ghana over land administration, land tenure, and land expropriation is complex. The National Land Policy was prepared in 1999, and the on-going Land Administration Project (LAP) seek among other things, to streamline the myriads of laws regulating land administration and/ or establishing mandates for different land administration agencies in the country. Among the numerous land-related laws passed in the last 50 years, the most relevant to are:

➤ *The Constitution of the Republic of Ghana, 1992 (Section 20 Sub-Section 1-6)*

Article 20 of the 1992 Constitution of Ghana provides for the protection from deprivation of property unless such acquisition is made in the interest of defence, public safety, public order, public morality, town and country planning, or the development or utilisation of property to promote public interest.

Under the same Article 20 of the Constitution, such compulsory acquisition of property by the State should be made under a law which makes provision for prompt payment of fair and adequate compensation (Clause 2) as well as a right of access to a High Court by any person who has interest in or right over the property for the determination of his interest or right and the amount of compensation to which he is entitled.

➤ *The Lands Commission Act 2008, Act 767.*

The Lands Commission Act 2008 establishes the Lands Commission to integrate the operations of public service land institutions in order to secure effective and efficient land administration to provide for related matters. The objectives of the Commission include among others to:

- Promote the judicious use of land by the society and ensure that land use is in accordance with sustainable management principles and the maintenance of a sound eco-system; and
- Ensure that land development is effected in conformity with the nation's development goals.

Currently, the commission has the following divisions: Survey and Mapping; Land Registration; Land Valuation; and Public and Vested Lands Management.

➤ *The State Lands Act 1962, Act 125 and Amendments Act, 2000 (Act 586)*

The State Lands Act 1962, Act 125 vests in the President of the Republic the authority to acquire land for the public interest via an executive instrument.

In addition, the State Lands Act, 1962, details the different elements to be taken into consideration when calculating compensation and these include:

- "Cost of disturbance" means the reasonable expenses incidental to any necessary change of residence or place of business by any person having a right or interest in the land;

- “Market value” means the sum of money which the land might have been expected to realise if sold in the open market by a willing seller or to a willing buyer,
- “Replacement value” means the value of the land where there is no demand or market for the land by reason of the situation or of the purpose for which the land was devoted at the time of the declaration made under section 1 of this Act, and shall be the amount required for reasonable re-instatement equivalent to the condition of the land at the date of the said declaration; and
- “Other damage” means damage sustained by any person having a right or interest in the land or in adjoining land, by reason of severance from or injurious affection to any adjoining land.

➤ *State Lands Regulation, 1962 (L.I. 230)*

This law was made pursuant to the enactment of the State Lands Act (1962) Act 125. LI 230 provides general guidelines and directives for the better carrying into effect the provisions of Act 125 regarding compulsory acquisition and consequential compensation matters. The law makes provision for Site Advisory Committees (SACs), a technical body to consider all requests for compulsory acquisition of lands; and advise on their suitability for the intended projects. The SACs are composed of professionals from the State Lands Agencies, Public Work Departments and the Utilities.

➤ *Survey Act 1962, Act 127*

The Survey Act 1962, Act 127 relates to geological, soil and land survey. Part II of the Act deals with demarcation and survey of lands. Under the law, the sector minister may appoint official surveyors and the Chief Survey Officer (Director of Surveys) may license private surveyors. It is the official surveyor or licensed surveyor that shall certify plans for attachments to instruments of conveyance, leases, assignment, charge or transfer. Under the law it is an offence to damage, destroy or alter any boundary mark.

The Act 127 gave legal backing to the Director of Surveys to carry out cadastral and other surveys through official surveyors who work directly under him at the Survey Division of the Lands Commission. It also gave authority to the Director of Surveys to recommend from time to time experienced surveyors to the Minister responsible for Lands to be licensed to undertake surveys.

➤ *The Lands (Statutory Wayleaves) Act, 1963 (Act 186)*

The Lands (Statutory Wayleaves) Act 1963, Act 186 details the process involved in occupation of land for the purpose of the construction, installation and maintenance of works of public utility, and for the creation of right-of-ways for such works. The key elements of this Act include the following:

- The owner/occupier of the land must be formally notified at least a week in advance of the intent to enter, and be given at least 24 hour’s notice before actual entry;
- Any damage due to entry must be compensated in accord with the procedures established by the Minister unless the land is restored or replaced;

- In the case of highways, no compensation shall be paid, unless the land taken is more than one fifth of the total holdings of an affected person;
- Where a right of way must be established in the public interest, the President may declare the land to be subject to such statutory wayleave; and
- On publication of a wayleave instrument specifying the area required, and without further assurance, the land shall be deemed to be subject to wayleave. Compensation is then determined and paid, with the right of appeal to a Tribunal established by the President, in parallel with the Lands Act, 1962.

Further to this Act, the Statutory Wayleave Regulations, 1964, provide procedural details and address grievance mechanisms.

➤ *Land Title Registration Act 1986, PNDCL 152 and Regulations 1986 LI 1341*

The challenges arising from registration of instruments under the Land Registry Act 1962, Act 122 led to the promulgation of the Land Title Registration Act 1986, PNDCL 152 which would be an improvement on the registration of deeds. The Law provides for accurate parcel or cadastral maps which would reduce fraud, multiple registrations and reduce litigation. It also provides for publication and adjudication of conflicts. The certificate of title to the land is indefeasible and can only be cancelled by a court of law. The Land Title Registration Law provides for the registration of all interests held under customary law and also the common law. Under this law the registrable interests include (i) allodial title, (ii) usufruct/ customary law freehold, (iii) freehold (iv) leasehold, (v) customary tenancies and (vi) mineral licenses.

➤ *Administration of Lands Act, 1962 (Act 123)*

*It consolidates with amendments, the enactments relating to the administration of Stool and other lands.*

➤ *Office of the Administrator of Stool Lands Act 1994, Act 481*

The Act establishes the Office of the Administrator of Stool Lands as enshrined in Article 267 (2) of the 1992 Constitution and it is responsible for establishment of stool land account for each stool, collection of rents and the disbursement of such revenues. The Administrator is charged with the management of stool lands and in accordance with the provisions in the 1992 Constitution, 10% of the gross revenue goes to the Administrator of Stool Lands for administrative expenses whilst the remainder is disbursed as follows:

- 25% to the stool through the traditional authority for the maintenance of the stool;
- 20% to the traditional authority;
- 55% to the District Assembly, within the area of authority of which the stool lands are situated.

➤ *Land Use and Spatial Planning Act, 2016 (Act 925)*

This act revises and consolidates the laws on land use and spatial planning, provide for sustainable development of land and human settlements through a decentralised planning system, ensure judicious use of land in order to improve quality of life, promote health and safety in respect of human

settlements and to regulate national, regional, district and local spatial planning, and generally to provide for spatial aspects of socio economic development and for related matters. Section 104 (1a) provides for compensation of a person whose property is adversely affected by the operation of a scheme or by the execution of a work under a scheme under this Act.

## 2.2 Institutional and Administrative Framework

The key institutions responsible for administration of lands and or resettlement activities in line with this RPF include:

### ➤ *Public and Vested Lands Management Division of the Lands Commission*

The Public and Vested Lands Management Division of the Lands Commission – Ministry of Lands and Natural Resources (established by the Lands Commission Act, 2008, Act 767) is the principal land management organisation of the government. All public land is vested in the President of Ghana and held in trust by him for the people of Ghana. The Public and Vested Lands Management Division manages all public land on behalf of the President. In each of the ten regions of Ghana, a branch, known as the Regional Lands Commission, performs the functions of the Lands Commission. In addition to managing public lands on behalf of government, its other mandates includes among others:

- Advise the government and local authorities on policy matters, and to ensure that the development of individual parcels of land is consistent with area development plans; and
- Advise on, and assist in the execution of a comprehensive programme of land title registration.

The acquisition of any rights of exclusive possession over public lands would necessitate discussions with the relevant Regional Lands Commission for a lease over the selected site.

### ➤ *Land Valuation Division (LVD)*

It was established in 1986 (PNDC Law 42) as Land Valuation Board (LVB), through a merger of valuation divisions operating within different ministries. However, the LVB was brought under the Lands Commission as the Lands Valuation Division with the promulgation of the new Lands Commission Act 2008, Act 767. The LVD is responsible for all valuation services for the government, including assessing compensation to be paid as a result of land acquisition or damage to an asset in view of a government project. The Division keep rates for crops which are applicable nation-wide. The LVD has offices in all the ten (10no.) regions of Ghana and 44 district offices. The district offices are involved only in 'rating valuation' and that any valuation taking place has to be undertaken by the Regional offices which have certified valuers. The LVD also keep records of private sector certified valuers.

### ➤ *Land Registration Division of the Lands Commission*

It was established in 1986 as the Title Registration Advisory Board under Section 10 of the Land Title Registration Act, 1986. However, it was brought under the Lands Commission as the Lands Registration Division with the promulgation of the Lands Commission Act 2008, Act 767. The Division ensures registration of title to land and other interests in land; maintains land registers that contains records of land and other interests in land; ensures registration of deeds and other instruments affecting land, among other functions.

➤ *Survey and Mapping Division of the Lands Commission*

It was established in 1962 under the Survey Act 1962, Act 127 as the Survey Department. The Department was brought under the Lands Commission as the Survey and Mapping Division with the promulgation of the Lands Commission Act 2008, Act 767. The Division supervises, regulates and controls the surveys and demarcation of land for the purposes of land use and land registration. It also supervises, regulates, controls and certifies the production of maps. It is responsible for planning all national surveys and mapping among other functions.

➤ *Environmental Protection Agency (EPA)*

Under the of Ministry of Environment, Science, Technology and Innovation, the EPA is established under the EPA Act, 1994 (Act 490) is responsible for the protection of the environment and this include the human/ socio-economic environment as well. Its functions include the following amongst others:

- Advise the Minister on the formulation of policies on all aspects of the environment and in particular make recommendations for the protection of the environment;
- Ensure compliance with any laid down environmental impact assessment procedures in the planning and execution of development projects, including compliance in respect of existing projects;
- Act in liaison and co-operation with government agencies, district assemblies and other bodies and institutions to generally protect the environment; and
- To promote effective planning in the management of the environment.

The EPA is the main government body for receiving and reviewing all Environmental and Social Impact Assessment reports. Currently, Resettlement Plan reports sent to the EPA for review are usually attached to the mainstream Environmental Impact Assessment (EIA) Reports. The Agency is yet to develop a general guideline or format for the preparation of a Resettlement Plans as it has done for the preparation of an EIA report. The EPA has offices in all the ten (10no.) regions of Ghana.

➤ *Land Use and Spatial Planning Authority (LUSPA)*

Formerly of Town & Country Planning Department, it was established in 1945, with the responsibility for designing plans (planning schemes) and controlling settlements, which falls under the Ministry of Environment, Science, Technology and Innovation. It is no longer an independent department but currently forms part of the Assembly Structure (Physical Planning Departments). It is also present at the regional level as the Regional Landuse and Spatial Planning Authority. As an authority, it was given its mandate in August, 2017.

The Town and Country Planning Department have limited role in the process of land acquisition but responsible for designing plans and controlling settlements.

➤ *Municipal/District Assemblies and Physical Planning Departments*

Under the Ministry of Local Government and Rural Development, the MMDAs are charged with the overall development of the district. Both. The DAs currently have Physical Planning Departments which have the mandate of planning schemes and controlling settlements. This department would lead the DAs in the land acquisition process.

➤ Traditional Authorities

In the 1992 Constitution, chieftaincy together with its traditional councils is guaranteed and protected as an important institution in the country. This institution operates in tandem with the Ministry for Chieftaincy and Traditional Affairs, which is the official Ghanaian agency responsible the creation of linkages between the Government of Ghana and the traditional authorities in the country.

In Ghana land is owned predominantly by customary authorities (stools, skins, clans and families). Together they own about 78% of all lands while the State owns about 20% with the remaining 2% owned by the state and customary authorities in a form of partnership (split ownership), (Larbi W O, 2008). Article 267 (1) of the 1992 Constitution avers that all stool lands in the country shall vest in the appropriate stool on behalf of, and in trust of the subjects of the stool in accordance with customary law and usage. All revenue from stool lands are collected and disbursed by the Office of the Administrator of Stool Lands (OASL).

### **2.3 World Bank Safeguard Policy on Involuntary Resettlement (OP/BP 4.12)**

“Involuntary resettlement” refers to instances where project-related land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood) or both. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement.

According to the World Bank Policy on Involuntary Resettlement (OP 4.12), involuntary resettlement may cause severe long-term hardship, impoverishment, and environmental damage unless appropriate measures are carefully planned and carried out. For these reasons, the overall objectives of the Bank's policy on involuntary resettlement are the following:

- (a) Involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs.
- (b) Where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. Displaced persons<sup>3</sup> should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.
- (c) Displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

This policy covers direct economic and social impacts that both result from Bank-assisted investment projects, and are caused by:

- (a) the involuntary taking of land resulting in



- (iv) relocation or loss of shelter
- (v) lost of assets or access to assets
- (vi) loss of income sources or means of livelihood, whether or not the affected persons must move to another location

(b) the involuntary restriction of access to legally designated parks and protected areas resulting in adverse impacts on the livelihoods of the displaced persons.

This policy applies to all components of the GPSNP (LIPW) that result in involuntary resettlement, regardless of the source of financing. It also applies to other activities resulting in involuntary resettlement that in the judgment of the Bank are;

- (a) directly and significantly related to the Bank-assisted project,
- (b) necessary to achieve its objectives as set forth in the project documents; and
- (c) carried out, or planned to be carried out, contemporaneously with the project.

To address the impacts, the policy insists that a resettlement plan or resettlement policy framework is prepared that covers the following:

- a) The instruments should include measures to ensure that the displaced persons are:
  - (i) informed about their options and rights pertaining to resettlement;
  - (ii) consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives; and
  - (iii) provided prompt and effective compensation at full replacement cost for losses of assets attributed directly to the project.
- b) If the impacts include physical relocation, the resettlement plan includes measures to ensure that the displaced persons are
  - (i) provided assistance (such as moving allowances) during relocation; and
  - (ii) provided with residential housing, or housing sites, or, as required, agricultural sites for which a combination of productive potential, locational advantages, and other factors is at least equivalent to the advantages of the old site.
- c) Where necessary to achieve the objectives of the policy, the resettlement plan or resettlement policy framework also include measures to ensure that displaced persons are;
  - (i) offered support after displacement, for a transition period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standards of living; and
  - (ii) provided with development assistance in addition to compensation measures such as land preparation, credit facilities, training, or job opportunities

## 2.4 Comparison of Ghanaian Legal Framework with World Bank OP 4.12

There are significant gaps between Ghanaian regulations and World Bank policies. These are summarised in Table 2.1.

Table 2.1: Comparison of Ghanaian Regulations with World Bank OP 4.12 on Resettlement

Topic	Ghana Legislation Requirement	WB Policy Requirement	Gaps Filling Procedures for GPSNP
Timing of compensation payment	Prompt	Prior to displacement	Compensation payments are done prior to displacement.
Calculation of compensation	Fair and adequate	Full replacement cost	The Replacement Cost Approach (RCA) will be adopted for the calculation of compensation. Others will include cost of movement, disturbance cost, livelihood restoration measures etc depending on the type of impact (Table 6.1)
Squatters including settlers/Migrant	No provision. Are deemed not to be eligible	Are to be provided resettlement assistance (but no compensation for land)	Are to be provided resettlement assistance (but no compensation for land)
Resettlement	In the event where inhabitants have to be physically displaced, the State is to resettle them on <i>“suitable land with due regard for their economic well-being and social and cultural values”</i> .	Affected people who are physically displaced are to be provided with residential housing, or housing sites, or, as required, agricultural sites (...) at least equivalent to the old site. Preference to be given to land-based resettlement for displaced persons whose livelihoods are land-based.	Physically displaced PAPs are to be provided with housing sites at least equivalent to the old site. Preference to be given to land-based resettlement for displaced persons whose livelihoods are land-based (i.e. farmers, etc.)
Resettlement assistance	No specific provision with respect to additional assistance and monitoring.	Affected people are to be offered support after displacement, for a transition period	Affected people are to be offered resettlement support to cover a transition period
Vulnerable groups	No specific provision	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children.	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children.
Information and consultation	The owner/occupier of the land must be formally notified at least a week in advance of the intent to enter, and be given at least 24 hours’ notice before	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning,	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning,

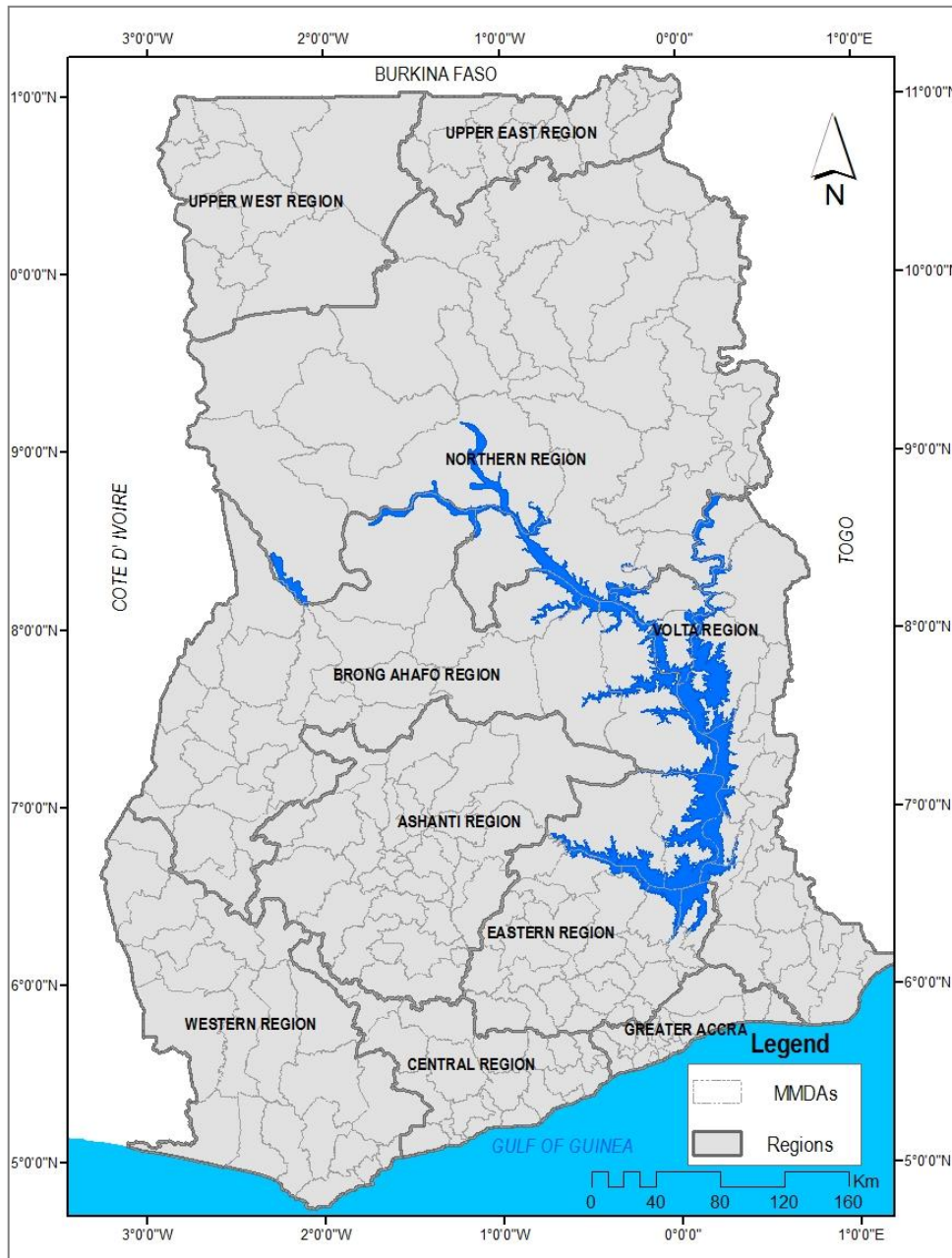
Topic	Ghana Legislation Requirement	WB Policy Requirement	Gaps Filling Procedures for GPSNP
	actual entry	implementing, and monitoring resettlement.	implementing, and monitoring resettlement.
Grievance	Access to Court of Law	Appropriate and accessible grievance mechanisms to be established	Appropriate and accessible grievance mechanisms to be established in the RPF.

### 3.0 SOCIO - ECONOMIC CHARACTERISTICS AND LAND TENURE IN GHANA

#### 3.1 Location and Size

Ghana is situated on the west coast of Africa and lies within longitudes 3°5'W and 1° 10'E and latitudes 4°35'N and 11°N, with a total area of 238 540 km<sup>2</sup>. The country has a north south extent of about 670 km and a maximum east-west extent of about 560 km. It shares borders with Côte d'Ivoire to the west, Burkina Faso to the north, and Togo to the east. To the south are the Gulf of Guinea and the Atlantic Ocean. The country is divided into 10 administrative regions and 254 Metropolitan, Municipal and District Assemblies (MMDAs), the units of targeting for the Project. (Figure 3.1).

Figure 3.1: Administrative Map of Ghana



### 3.2 Demographic Characteristics

Ghana's population as at 2010 stood at 24,658,823, comprising 12,024,845 (48.8%) males and 12,633,978 (51.2%) females, culminating into a sex ratio of 95.2. Currently in 2018, the country's population is estimated at 30,000,000. On regional basis, Ashanti Region is the most populous, with a population of 4,780,280, representing 19.4 percent of the country's total population followed by Greater Accra, with a population of 4,010,054 (16.3%). The least populous regions are Upper West with 702,110 persons constituting 2.8 percent of the total population and Upper East with 1,046,545 persons or 4.2 percent of Ghana's population. Population density stood at 103 persons per square kilometre in 2010. Average household size also stood at 4.4 (Ghana Statistical Service, 2012).

Ghana has a youthful population, thus consisting of a large proportion of children under 15 years, and a small proportion of elderly persons (65 years and older). The proportion of the population living in urban areas is 50.9 percent, with the level of urbanization varies from region to region

In terms of ethnicity, Akans are the predominant ethnic group in Ghana (47.5%), followed by the Mole Dagbani (16.6%), the Ewe (13.9%) and Ga-Dangme (7.4%). The Mande forms the smallest ethnic group (1.1%) in Ghana. For religion, 71.2 percent of the population profess the Christian faith, followed by Islam (17.6%). Only a small proportion of the population either adhere to traditional religion (5.2%) or are not affiliated to any religion (5.3%).

Literacy in Ghana is quite high, with majority (74.1%) of the population 11 years and older being literate. A large proportion (67.1%) of the population can read and write in English. About one-fifth (20.1%) can read and write in the English language only while 53.7 percent of the population can read and write in at least one Ghanaian language (Ghana Statistical Service, 2012).

### 3.3 Economic Characteristics

Of population aged 15 years and older, 71.1 percent are economically active and of these, most are employed (94.7%). Only 5.3 percent are unemployed. Females in this age group are more likely to be unemployed (5.8%) than males (4.8%). Most of the regions have relatively high proportions of economically active persons. However, the highest proportion of economically active persons is in the Brong-Ahafo Region (74.4%) and the lowest is in the Ashanti region (69.4%). The proportion of unemployed population is highest in Greater Accra (7.8%) and lowest in Upper East (2.8%).

About two-fifth (41.2%) of the economically active population aged 15 years and older are skilled agricultural, forestry and fishery workers. About 21 percent is also engaged as service and sales workers while 15.2 percent is craft and related trade workers. Skilled agricultural, forestry and fishery work remains the dominant occupation for both males (44.9%) and females (37.7%). However, a much higher proportion of females (31.7%) than males (10.2%) is engaged as service and sales work. This pattern is generally the same for most of the regions, with the three northern regions (Northern, 73.3%;

Upper West, 72.3%; Upper East, 70.1%) having relatively high proportions of the economically active population engaged as skilled agricultural, forestry and fishery workers.

According to Ghana Statistical Service, 2015, there is a high concentration of poverty in the North Western part of Ghana. Though incidence in the districts of the South Western parts is very low, there are however few districts with relatively high incidence. The concentration of poor persons is mainly observed in the northern than the southern districts of Ghana (Figures 3.2 and 3.3). Among the districts in Ghana, East Gonja in the Northern Region stands out as the district with most of the poor persons. Districts in the Southern Ghana on the other hand show very low concentration of poor persons, there are few districts with high number of poor persons, but these numbers cannot be compared to what pertains to districts in the northern part of Ghana.

Aside poverty incidence rate and number of poor persons, high depth of poverty is marked in districts in the northern half of the country as well. Across the country, inequality exists but follows no pattern. The poverty mapping exercise has revealed a striking pattern that would not have been apparent.

In an effort to reduce poverty in Ghana, households in the poorest districts would be targeted for GPSNP.

Figure 3.2: Incidence of Poverty in Ghana

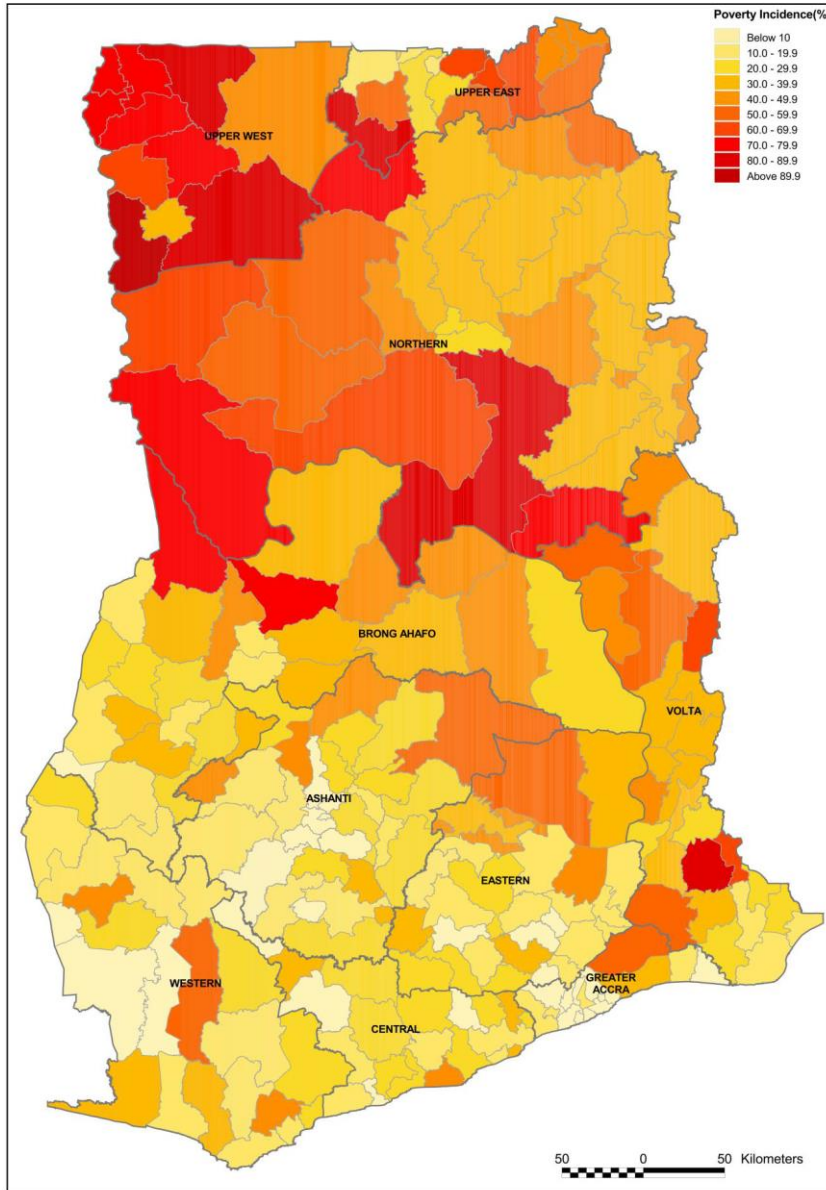
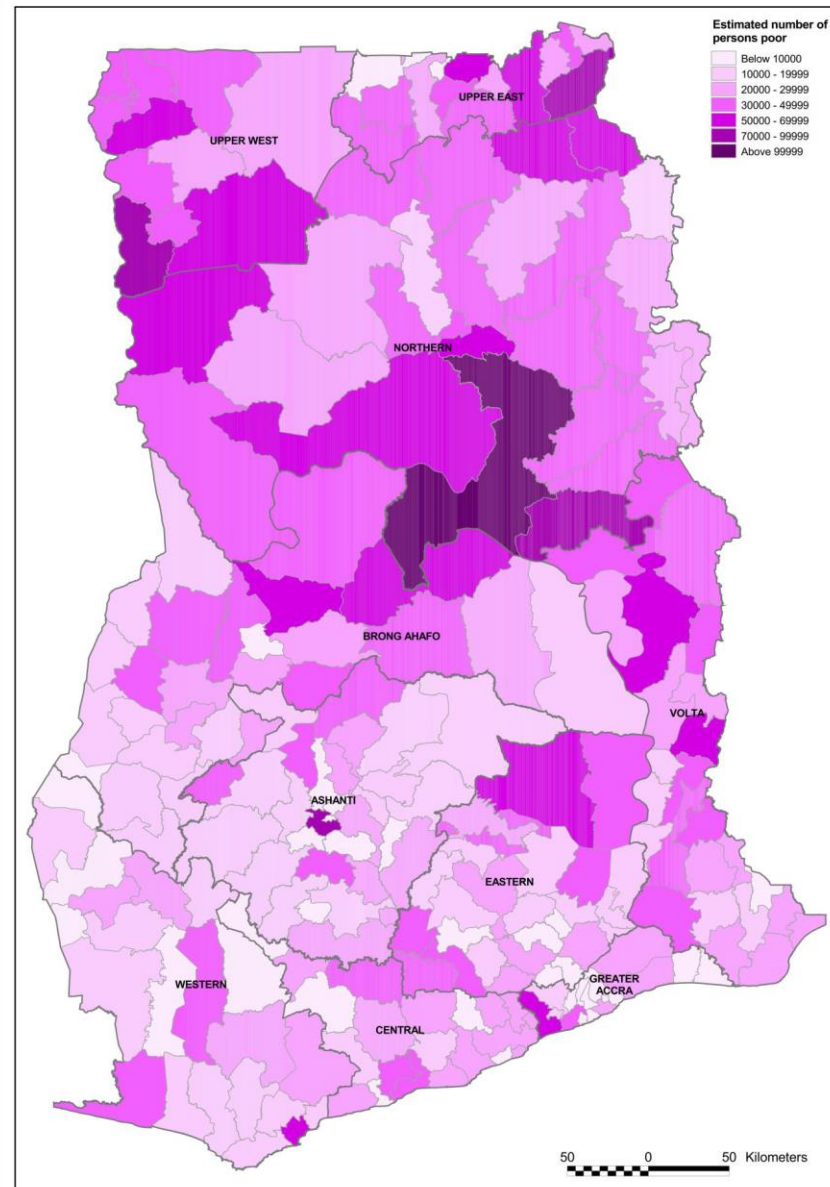


Figure 3.3: Estimated Number of Poor Persons in Ghana



Source: Ghana Statistical Service, 2015.

### 3.4 Property and Land Rights in Ghana

The Constitution states that everyone has the right to own property, either individually or in conjunction with a group, and that “no person shall be subjected to interference with the privacy of his home, property, correspondence, or communication except in accordance with law and as may be necessary in a free and democratic society for public safety or the economic well-being of the country, for the protection of the rights and freedom to others.” (Constitution, Article 18). There are three types of land ownership in Ghana and these would be taken into consideration in the acquisition of land for sub-projects under the Project:

1. Customary ownership;
2. State ownership; and
3. Split Ownership.

The Land Title Registration Law of 1986 recognizes four types of customary ownership in land (detailed below) whereas the other two categories only contain one form of ownership each.

#### 3.4.1 Customary Ownership

##### a) *Allodial Title.*

This is the highest interest recognized by customary law. It is normally communally owned and is generally held or vested in stools or skins. In other traditional areas, this interest is held by subgroups like sub-stools, clans, families, or individuals. The owner of the allodial land holds this land under no restrictions or obligations other than those imposed by the law of Ghana.

##### b) *Freehold Title.* This is divided into customary law freehold and common law freehold.

###### i) *Customary Law Freehold (Usufructuary Title).*

Refers to an interest held by subgroups or individuals in land that is known to be owned allodially by a larger community. It can be acquired by cultivation or succession. It is perpetual, inheritable, and the holder has the right to sell, lease, or grant agricultural tenancies on the land. The land holder can occupy the land and derive economic benefit from it. The government and/or the allodial land owner may terminate holding rights if the land holder fails to produce successors, through compulsory acquisition, if the holder abandons the land, or in rare circumstance where the holder denies the absolute title of the allodial owner.

###### ii) *Common Law Freehold.*

Refers to an interest in land that stems from the sale or gift to a person outside the community, by the community that holds the allodial title to the land. The land holder’s rights, and any dispute settlement mechanism, are defined by common law. This type of freehold is created by express grant. The grantor may impose terms on the grant, provided those terms are reasonable and not contrary to public policy. Only Ghanaian citizens may acquire freehold title to land.



c) *Leaseholds.*

This is the right to occupy and develop the land granted for a certain period of time. Ghanaian law specifies 99 years for Ghanaian citizens, and 50 years for non-Ghanaians. A lease may be granted either by the holder of the allodial title or a customary freeholder. It is a creation of the common law. The grantor may impose various terms on the lease, including the payment of rent.

d) *Customary Tenancy.*

Owners of the allodial title or customary freehold can create various lesser interests (than those described above). These types of tenancies are usually share-cropping arrangements. Under “*abusa*” tenancy, the tenant farmer is entitled to a third of the produce from the land. Under “*abunu*” tenancy, the farmer is entitled to half of the produce.

### 3.4.2 *State Ownership*

State land is the land which the state has compulsorily acquired for public purposes or in the public interest, as specified in the Constitution. Under such ownership, the allodial rights become vested in the government, which thus allows the government to, for example, lease or allocate the land to state institutions, individuals or organizations. Cadastral surveys are used to determine the boundaries of state lands.

### 3.4.3 *Split Ownership (Vested Lands)*

Split ownership occurs when the state takes legal ownership of the land, but the customary owner retains the equitable interest in the land. The state, as the legal owner, thus has the right to sell, lease, manage, and collect rent on the land. Although vested lands are generally managed in the same way as State Lands, the boundaries are not determined through cadastral survey (which can lead to confusion with regard to land ownership), and often cover large expanses of land.

## 3.5 **Critical Emerging Land Tenure Issues**

In Ministry of Lands And Forestry (2003), some emerging land tenure issues were discussed, which will be critical in understanding land tenure issues for the success of the Project.

➤ **General Indiscipline in the Land Market**

This is characterised by a high spate of land encroachments, multiple sale of residential parcels, unapproved development schemes, haphazard development, leading to environmental problems, disputes, conflicts and endless litigation.

➤ Absence of a National Database on Land Ownership

There is no national database on land ownership. This coupled with undetermined boundaries of customary lands and a lack of reliable maps and plans, result in the use of unapproved, old or inaccurate maps, leading to land conflicts and litigation among stools, skins and other land owning groups. There is no doubt at all that the custodians of customary lands know in general where their boundaries lie but since these boundaries have not been demarcated on the ground so much confusion arise when demand for land increases near the boundaries. There are so many land disputes in the country but when each is studied critically it will be realised that it eventually goes down to the boundaries between the major land owning groups – between Dagbon and Gonja, between Akyem and Ashanti, between Asokore and Effiduase, etc. The absence of national database is also reflected in a lack of documentation on various rights and interests in land - a basic shortcoming of customary tenure.

➤ Chieftaincy Disputes

Chieftaincy disputes affect customary ownership and disposition of stool and skin lands. A registrar at one of the Traditional Councils once indicated that about 70 percent of chieftaincy disputes have land issues – disposition of the land and accountability for the proceeds from the land – as one of the core reasons for preferring destoolment charges. This creates uncertainty regarding the right person to deal with for land. Sometimes some of the decisions on chieftaincy disputes also create problems for land administration. Where for example, after a chief has reigned for some time, his nomination, election and enstoolment is declared null and void *ab initio* without any consequential provisions on the acts the chief might have performed, including land dispositions whilst he was a chief. This leaves grantees of the destooled chief without any security of tenure and usually they have to re-negotiate for the land afresh. Sometimes where the land is not developed, it is re-granted to another person without taking into cognisance the acts of the destooled chief.

➤ Distribution of Stool/Skin Land Revenue

There is inequitable distribution of stool/skin land revenue in favour of the state rather than the landowners as provided in Article 267(6) of the 1992 Constitution, creating a lot of poverty among the landowners. Under this provision the stool/skin landowners are entitled to only 22.5% of the total revenue. The state takes 59.5% and the traditional council 18%. This remark is particular important at reaching terms of the benefit sharing arrangements under the Project after VLD.

➤ Weak Land Administration System

A weak land administration system characterised by lack of comprehensive land policy framework, fragmented institutions for land administration, reliance on numerous (quantitatively) but inadequate (qualitatively) and outdated legislation, lack of adequate functional and coordinated geographic information systems and networks, as well as of transparent guidelines, slow disposal of land cases by the courts, poor capacity and capability to initiate and coordinate policy actions, let alone resolve contradictory policies and policy actions among various land delivery agencies. There is lack of

consultation, coordination and cooperation among land development agencies, resulting sometimes in overlapping and duplication of functions and efforts.

➤ Lack of Consultation with Customary Landowners

There is lack of consultation with customary landowners in decision-making for land allocation, acquisition, management, utilisation and development, which has generated disputes between the state and the private land owning groups and within communities. The experience in the past has been the use of state structures to dominate the administration of land ownership, land rights, tenures and land development to the detriment of customary owners and adequate support and protection of customary practices.

## 4.0 POTENTIAL PROJECT IMPACTS ON ASSETS AND LIVELIHOOD AND MITIGATION

### 4.1 Assessment of Social Impacts

The project is expected to have both positive and negative social impacts on assets and livelihoods. Provisions are made under this RFP to minimize all the negative impacts including those of socio-economic significance and on environmentally sensitive sites. Provisions are also made in this RFP to accommodate all potential situations, including cases that entail actual displacement and livelihood restoration assistance in accordance with the Ghana Legal Framework and World Bank Policy on Involuntary Resettlement, OP4.12. At this stage there is no sufficient information to estimate the number of PAPs. However, based on an understanding of the social structure of rural communities and the nature of the project activities, the categories of population most likely to be adversely impacted include but not limited to owners of farmlands, pastoralists, hunters, palm wine tappers, and herbalists. The potential social benefits and negative impacts associated with the project are described in Tables 4.1 and 4.2 respectively.

Table 4.1: Potential Social Benefits

No.	Impact	Description of Potential Impact/Issue	Social Significance
1	Mass Employment	Large numbers of people and households would be gainfully employed during the slack agricultural period. This would significantly discourage rural-urban drift during such periods.	Major
2	Skills Development	Through the Productive Inclusion sub-component of the Project, varied vocational skills would be imparted onto the beneficiaries to enable them earn sustainable incomes aside the temporary employment the rehabilitation of the facilities offer. Such skills include; shea-butter processing, livestock rearing, rice parboiling and basket and hat weaving etc	Major
3	Female Empowerment	The predecessor Project had as one of its aim to employ more females and eventually ended up employing 61 percent of the participants as women. This would eventually lead to the economic empowerment of women, especially those that are household heads.	Major
4	Financial Inclusion	The Project would use electronic means (e-zwich) in the payment to beneficiaries, which would allow them to possess transaction accounts. Access to a transaction account is a first step toward broader financial inclusion since it allows people to save money and send and receive payments. A transaction account can also serve as a gateway to other financial services.	Moderate
5	Enhanced Institutional Capacity to Support	The support to community institutions would particularly enhance community involvement in decision processes affecting their interests, gender issues and other environmental and social related activities in their immediate neighborhoods.	Moderate

No.	Impact	Description of Potential Impact/Issue	Social Significance
	Decentralization		

Table 1.2: Potential Adverse Social Impacts

No.	Impact	Description of Potential Impact/Issue	Social Significance
1	Involuntary Resettlement	Possible cases of involuntary resettlement are expected during construction/rehabilitation of infrastructure. This will mostly involve loss of agricultural land for CCI intervention and for expansion of reservoir and catchment areas for SEDD.	Major
2	Local economy such as employment and livelihood, etc.	With land clearance, pastoralists would lose grazing land (especially in the south where degraded lands are not used). Hunters, palm wine tappers and other people who depend on the land for forms of livelihood would also be displaced.	Major
3	Economic and non-economic trees	Project activities would also lead to loss of economic trees and non-productive fruit and shade trees. This would be the instance for all three sub-project types.	Moderate
4	Land use and utilization of local resources	Land use will likely change from grazing land to plantations (in case of CCI). During or after project implementation, there would be conflicts between pastoralists and plantation managers in circumstances where not enough grazing lands are available.	Moderate
		Loss of access to medicinal plants may result.	Low
5	Social conflict	Possible misdistribution of benefit among key stakeholders.	Moderate
6	Cultural heritage	Culturally sensitive areas would be affected by the construction/rehabilitation of infrastructure, especially with the feeder roads and land take for the SEDDs	Low

#### 4.2 Mitigation Measures

The mitigation measures will consider issues such as (1) income levels of affected persons (2) other non-monetary sources of livelihood (3) constraints and opportunities for income generation (4) number of persons not able to revert to previous occupation and (5) existing skills of affected persons. Baseline and follow-up surveys would be conducted to ensure that livelihood restoration for PAPs is met. The proposed mitigation measures are captured in Table 4.3.

Table 4.3: Proposed Mitigation Measures for Potential Impacts

	Impact	Impact severity	Mitigation Measures and Monitoring
1.	Involuntary Resettlement	Possible cases of involuntary resettlement are expected during construction/rehabilitation of infrastructure. This will mostly involve loss of agricultural land for CCI intervention and for expansion of reservoir and catchment areas for SEDD.	<ol style="list-style-type: none"> <li>1. Avoid relocation or displacement of dwelling or landed assets by changing facility location or rerouting.</li> <li>2. Prefer degraded lands for CCI projects</li> <li>3. Compensation of established landowners only where resettlement is unavoidable</li> <li>4. No land acquisition (involuntary or otherwise) should occur on land that is under dispute.</li> </ol>
		Cases of voluntary land agreements (customary land) resulting in restriction of access, use, customary ownership rights.	<ol style="list-style-type: none"> <li>1. Consultations with all relevant parties beyond the chiefs</li> <li>2. Proper E&amp;S screening undertaken to ensure sub-projects do not result in displacement or loss of assets or access</li> <li>3. Sufficient documentation to support the land donation consultations and agreement (including benefit sharing arrangements <i>if any</i>)</li> </ol>
2.	Local economy such as employment and livelihood, etc.	With land clearance, pastoralists would lose grazing land (especially in the south where degraded lands are not used). Hunters, palm wine tappers and other people who depend on the land for forms of livelihood would also be displaced.	<ol style="list-style-type: none"> <li>1. Allocation of alternative grazing grounds for animals</li> <li>2. Assist those who depend on the land for livelihood to identify and access similar resources with similar potentials elsewhere in consultation with them.</li> <li>3. Open as one of the alternatives, participation of those whose livelihoods are affected in LIPW.</li> </ol>
3.	Economic and non-economic trees	Project activities would also lead to loss of economic trees and non-productive fruit and shade trees. This would be the instance for all three sub-project types.	<ol style="list-style-type: none"> <li>1. Avoid the removal of trees especially in the cases of tree planting. Also avoid for SEDD and FR unless highly necessary.</li> <li>2. Translocation or replacement planting to compensate for the loss of any tree.</li> </ol>
4.	Land use and utilization of local resources	Land use will likely change from grazing land to plantations (in case of CCI). During or after project implementation, there would be conflicts between pastoralists and plantation managers in circumstances where not enough grazing lands are available.	1. Allocation of alternative grazing grounds for animals in consultation with pastoralists, farmers and local community leadership.
		Loss of access to medicinal plants may result.	<ol style="list-style-type: none"> <li>1. Identification and avoidance of medicinal plants for CC sub-projects</li> <li>2. Replanting of plants for the case of FR and SEDD sub-projects</li> </ol>
5.	Social conflict	Possible misdistribution of benefit among key stakeholders.	Consultation with stakeholders to reach an agreement.
6.	Cultural heritage	Culturally sensitive areas would be	Avoid culturally sensitive areas

	Impact	Impact severity	Mitigation Measures and Monitoring
		affected by the construction/rehabilitation of infrastructure, especially with the feeder roads and land take for the SEDDs	

### 4.3 Impacts on Vulnerable Groups

Vulnerable groups in this context are those at risk of becoming more vulnerable due to the displacement, compensation, and resettlement process. Experience from implementation of GSOP and the field consultations identified vulnerable persons to include but not limited to;

- The elderly, usually above 60 years;
- Widows;
- Children;
- Disabled persons (mentally or physically)
- Women (especially landless women);
- Female heads of households;
- Herdsmen (Cattle rearers) and
- Migrant farmers (without land title).

Under GSOP, the LIPW programme deliberately involved Persons Living with Disability (PWD) and created work opportunities for them. The programme assigned tasks to them that were well within their abilities. In 2016, which was the peak year for LIPW implementation in Ghana, over 235 PWDs were engaged on the various sub-project sites as time keepers, first aid administrators, caretakers of crèches and at time manual work within their ability.

#### Identification of Vulnerable People

The project will identify vulnerable persons during census for the Resettlement Action Plan (RAP) or Abbreviated Resettlement Plan (ARAP) preparation when project scope and activities are properly identified and confirmed. This step is critical because often vulnerable people do not participate in community meetings (because most often they are shielded by the society and fronted by other individuals), and their disability/vulnerability may remain unknown.

Assistance to vulnerable persons will be outlined in the RAP following the census and may take various forms depending on the circumstance of their vulnerability and needs. Assistance to vulnerable people may include but not limited to the following:

- Similar to all PAPs, the project will ensure they participate in financial literacy training especially for women and assistance in compensation payment procedures (e.g., going to the bank with PAP to cash the compensation cheque);
- Assistance in the post payment period to secure the compensation money and reduce risks of misuse/robbery;
- Assistance in moving: providing vehicle, driver and assistance at the moving stage;
- Assistance in the locating and growing of fodder banks for the herdsmen for cattle grazing;

- Ensuring migrant and settler farmers are included in the consultations regarding the RPF/RAP and compensation and have their share of the compensation and assist in finding alternative sites for farming and also set as an option to incorporate them into activities of the Project;
- Assistance in building: providing materials, workforce, or building houses; and
- Health care if required at critical periods: moving and transition period.
- Provisions to be made in RAPs/ARAPs. Each RAP or ARP developed under the Project would make precise provisions with respect to assistance to vulnerable groups, for example amongst assistance possibilities listed above.
- Monitoring and continuation of assistance after resettlement and/or compensation, if required.

#### **4.4 Gender Assessment of Project Impact on Women**

The project recognizes that women rights to own and use land is an issue with lots of implications on their welfare. In some parts of Ghana, especially in the south, women are allowed to own land and cultivate crops. The key challenge in accessing land is however lack of capital. In northern Ghana however, women do not mostly own land but are actively involved in small holder farming. These make it intricate for gender issues to be mainstreamed in different aspects of the project. Otherwise, the target groups, especially women would most likely face the following adverse effects;

- insecurity in land acquisition and tenure;
- inability to expand their farms;
- continued operation at subsistence level using old and unproductive tools and farming practices;
- loss of farms without adequate compensation;
- loss of livelihood for entire families;
- resettlement without due regard to the welfare of the target groups;
- restricted access to improved economic and social infrastructural facilities;
- limited ability and capacity to diversify their operations;
- depressed employment opportunities especially for the youth;
- non motivation to form associations to improve their wellbeing;
- Increase gender disparities among men and women; and
- exposure to greater economic disparities resulting in worsening of poverty among the target groups.

The Project would commission a detailed gender assessment study to further understand the needs of women and ensure gender specific action plans are considered for resettlement planning and participation in project benefit.

In terms gender participation, the predecessor project, GSOP had as one of its key development indicator to employ at least 60 percent of women as beneficiaries on the LIPW component, which has been achieved at 61 percent. GPSNP, under the public works component would continue to give more opportunities to women. Under GSOP – LIPW, nursing mothers were also adequately accommodated on the activities with the provision of crèches at each sub-project site with designated caretaker (an elderly woman). GPSNP would enhance this innovation to support women needs on the Project.



## **5.0 ELIGIBILITY, ENTITLEMENTS AND VALUATION**

Under the GPSNP, efforts would be made to minimize impact on land, people and property, loss of livelihood, and access to resources due to the execution of civil works. However, in cases where land acquisition will cause adverse impact on people and property or people's access to land or property, the resettlement and compensation payment shall be made in accordance to the World Bank OP 4.12 as well as the Lands Act 1963 Section 6(1).

### **5.1 Description of Eligibility Criteria**

Upon identification of the need for involuntary resettlement in a project, a census would be carried out to identify the affected persons, to determine who will be eligible for assistance, and to discourage inflow of people ineligible for assistance. These will be documented in an Abbreviated Resettlement Plan (ARAP) or Resettlement Action Plan (RAP) based on the number and complexity of the resettlement impacts. A Resettlement Action Plan (RAP) will be used where more than 200 individuals are displaced. An Abbreviated Resettlement Plan (ARP) will be used where less than 200 individuals are displaced. In some instances ARAPs are required where projects affect more than 200 people, but with minor land acquisition (10% or less of all holdings is taken) and no physical relocation is involved.

Displaced persons in the Project would be classified in one of the following three groups:

- (a) those who have formal legal rights to land (including customary and traditional rights recognized under the Lands Act);
- (b) those who do not have formal legal rights to land at the time the census begins have a recognizable legal right or claim to such land or assets.
- (c) those who have no recognizable legal right or claim to the land they are occupying.

It is the policy of the Government of Ghana to pay compensation or offer resettlement assistance to people whose properties, lands or landed properties are affected by projects being undertaken by the government. Land for land will be provided where appropriate. The State Lands Act 1963 section 6(1) provides that any person whose property is affected by public projects shall be entitled to compensation. The same Act provides avenues for people who are not satisfied with compensation to seek redress.

### **5.2 Cut-off date**

In accordance with OP 4.12 and for each sub-project activities under GSNP, a cut-off date will be established, when the enumeration of persons and the inventory of their property and income sources in the identified project areas are carried out. In practice, this means persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. The cut-off date and its significance would be widely disseminated to PAPs and publicly disclosed. Because there is a time lapse between the cut-off date and the time actual productive investments (civil works, etc.) would start, there is the need for special attention to be taken to secure the sites from rush and opportunistic invasion.

### 5.3 Valuation Methodology

Losses due to displacement would be compensated on the basis of replacement costs. Pursuant to the stipulations of OP 4.12, “With regard to land and structures, “replacement cost” is defined as follows:

- For agricultural land, it is the pre-project or pre-displacement, whichever is higher, market value of land of equal productive potential or use located in the vicinity of the affected land, plus the cost of preparing the land to levels similar to those of the affected land, plus the cost of any registration and transfer taxes.
- For land in urban areas, it is the pre-displacement market value of land of equal size and use, with similar or improved public infrastructure facilities and services and located in the vicinity of the affected land, plus the cost of any registration and transfer taxes.
- For houses and other structures, it is:
  - ✓ the market cost of the materials to build a replacement structure with an area and quality similar to or better than those of the affected structure, or to repair a partially affected structure,
  - ✓ plus the cost of transporting building materials to the construction site,
  - ✓ plus the cost of any labor and contractors’ fees,
  - ✓ plus the cost of any registration and transfer taxes.

*In determining the replacement cost, depreciation of the asset and the value of salvage materials are not taken into account, nor is the value of benefits to be derived from the project deducted from the valuation of an affected asset.*

### 5.4 Land Acquisition Procedure and Compensation

As a result of the problems of both private treaty and compulsory acquisition, as well as the volatile nature of issues regarding land acquisition, a hybrid between private treaty arrangement and compulsory acquisition methods would be employed.

The acquisition would commence with private consultations similar to that of private treaty arrangement with the aim of achieving the following:

- Identifying the rightful owners
- Identification of the boundaries
- Current occupants
- Extent of loss to be suffered due to the project activities
- Negotiation of compensation and resettlement

Prior to the commencement of the compensation and resettlement activities an Executive Instrument should then be passed to confirm the acquisition. This procedure will reduce antagonism to the project and elicit the required co-operation from the project-affected persons, as well as to demonstrate to World Bank that the required steps have been taken to reduce the negative effects of the project.

### 5.5 Valuing Entitlement

Properties to be affected by the proposed GPSNP projects in the targeted regions and districts would be inspected/referenced or enumerated. This would be executed by the Land Valuation Board, which is the government's statutorily accredited valuation body. The valuation of buildings/structures would be based on open market valuation. Replacement Cost method of valuation would be used so as to arrive at values which could secure replacement properties for the affected persons.

The replacement cost method would be based on the following:

- Physical inspection of each of the properties affected;
- Average replacement costs of different types of buildings and related structures based on collection of information on the quantities and types of materials used to construct different types of structures (e.g., blocks, bricks, wood, steel plates, rafters, doors, etc.);
- Prices of these items, collected from different local markets and analysed to take account of the minor differences between the comparables and the subject properties;
- Costs of transportation and delivery of these items to acquired/replacement building site; and
- Estimates of construction of new buildings including labor required.

### 5.6 Procedure for Delivery of Entitlements

Entitlements for Project-Affected People (PAP) would range from cash payments and/or building materials to the provision of new land, new homes, and non-cash compensation for other lost properties in accordance with the identification of the impact on their property.

Subject to the final decision on the exact position of the site and its dimensions, the approved entitlements or amounts would be communicated to the implementing agency or unit for delivery or payment to the beneficiaries. Compensation would be paid before the owners/occupiers are made to vacate their properties for commencement of construction or works. The National Project Implementation Unit would ensure that no construction begins until project-affected persons have been resettled if physical relocation is needed and/or received their compensations (according to World Bank Operational Policies OP 4.12). All compensation, whether cash payments and /or alternative land and house provisions, would be given to project-affected persons prior to any request for vacation of land/property and before commencement of construction.

Compensation and resettlement would be funded by the Ministry of Local Government and Rural Development (through the DAs under the supervision of the RCCs) like any other activity eligible under the projects' administrative and financial management rules and manuals. The compensation process which would involve several steps would be in accordance with the individual project site resettlement plans. The compensation process would incorporate the following:

- **Involvement of Public Sector Agencies**

Institutions such as the EPA, District, Municipal and Metropolitan Assemblies and the Physical Planning Department must be involved in the process of resettlement and their roles clearly spelled out.

- **Notification** of land resource holders. Through a socio-economic survey, all property owners or users would have to be identified and located. The user or his representative should be informed through both a formal notification in writing and by verbal notification delivered in the presence of all stakeholders or their representative.
- **Documentation** of Holdings and Assets – DA Officers and Land Valuation Board would arrange meetings with affected individuals and/or households to discuss the compensation process. For each individual or household affected, officers of the implementing agency and LVB should compile a compensation dossier containing necessary personal information on, the affected party and those that s/he claims as household members, total land holdings, inventory of assets affected, and information for monitoring their future situation. This information should be confirmed and witnessed by EPA and District/Municipal Assemblies. Dossiers will be kept current and will include documentation of lands surrendered. This is necessary because it is one way in which an individual can be monitored over time. All claims and assets will be documented in writing.
- **Agreement on Compensation and Preparation of Contracts** – All types of compensation should be clearly explained to the individual or household. A land acquisition team comprising the Land Owner(s), the Local Community, Area Council, District Assembly with the support of the Regional Lands Commission and Land Valuation offices should draw up a contract listing all property and land being surrendered, and the types of compensation (cash and/or in-kind) selected. A person selecting in-kind compensation has an order form, which is signed and witnessed. The compensation contract should be read aloud in the presence of the affected party and other stakeholders prior to signing.
- **Compensation Payments** –The handing over of properties such as land and buildings and compensation payments will be made in the presence of the affected party and officials of EPA and the District/Municipal Assemblies.

### 5.7 Time Frame

Taking cognizance of the potentially low scale and scope of resettlement issues that would arise, the processing of compensation application for payment by the government would be expedited over an average maximum period of one month. Some additional one month would be allowed for exceptional circumstances where there could be some complexities or challenges. No construction will begin until project-affected people have been resettled if physical relocation is necessary and/or received their full compensation (according to World Bank Policy OP 4.12). Additionally, the property owners must be given adequate notice of not less than one month after payment of compensation to vacate affected assets and relocate depending on the nature of relocation or resettlement.

## **6.0 RESETTLEMENT ENTITLEMENT POLICY**

### **6.1 Legal Basis for Resettlement Entitlement**

Although the Lands Act provides for payment of compensation and resettlement of displaced people, whose lands or landed property are affected by projects being undertaken by the government, where there are gaps or discrepancies between the Lands Act and the World Bank resettlement and compensation policy, the World Bank's Resettlement and Compensation Policy would apply and a Resettlement Action Plan (RAP) prepared, based on the guidance set forth in the Resettlement Policy Framework (RPF).

### **6.2 Land Occupation for Sub-projects**

The lands to be acquired and used by the GPSNP would be governed by the Laws of Ghana as well as the Operational Policy OP 4.12 (Involuntary Resettlement). For the purposes of the project, administrative and financial concerns related to the acquired land shall be decentralized to the level of the DAs and beneficiary communities.

### **6.3 Entitlements Relating to Various Categories of Impacts**

#### *6.3.1 Entitlements Relating to Various Categories of Impacts*

Valuing methods for affected land and assets depend on the type of asset. The three land asset types identified under Ghanaian law in this policy framework are:

- State-owned land;
- Privately-owned land; and
- Assets held under customary rights.

State-owned land would be allocated freely (perhaps except for processing and registration fees); however the DAs and beneficiary communities would be expected to pay to acquire land in this category in cases where the state-owned land is being used by individual and or household farmers. Privately-owned property and land would have to be acquired at the market value. The guiding principle is that whoever was using the land to be affected by the project would be provided alternative land of equal size and quality or affected person would be paid compensation.

Compensation rates would be market rate as of the date and time that the replacement is to be provided. As such, current prices for cash crops would have to be determined. As part of the compensation processes under the GPSNP, a cut-off date would have to be established for specific resettlement action plans preparation. Compensation would not be made after the cut-off date in compliance with this policy. The Ministry of Local Government and Rural Development (through the participating DAs) would be responsible for compensations payment for affected assets and investments, including land, buildings, economic trees, crops, etc according to the provisions of the resettlement plan.

### *6.3.2 Compensation Payments and Related Considerations*

Individual and household compensation will be made in cash, in kind and/or through assistance. The type of compensation will be determined by the PAP/PAF, although every effort will be made to instill the importance of accepting in-kind compensation if the loss amounts to greater than 20 percent of the total loss of subsistence assets.

Making compensation payments raises some issues regarding inflation, security, and timing. One purpose of providing in-kind compensation is to reduce inflationary pressures on the costs of goods and services. Local inflation may still occur, thus market prices shall be monitored within the time period that compensation is being paid to allow for adjustments in compensation values. The question of security, especially for people who will be receiving cash compensation payment, needs to be addressed by beneficiary community or group, with oversight from the RICUs. Local banks and micro-finance institutions should work closely with the government at this level to encourage the use of their facilities, which will positively impact the growth of the local economies. The time and place for in-kind compensation payments shall be decided upon by each recipient in consultation with the DAs and beneficiary communities. Monetary payments should be paid at a time in relation to the seasonal calendar.

## **6.4 Compensation Process**

The compensation process shall involve several steps to be carried out in accordance with the measures set out in GPSNP RAPs. These steps include:

### *6.4.1 Public Participation*

Public participation of local communities shall be an on-going process throughout resettlement planning. PAPs shall be notified by DAs during the identification of sub-projects and consulted with as part of the screening process. The subsequent socio-economic survey would record all relevant information about PAPs, and ensure that this is accurately reflected in the RAPs in order to allocate the appropriate compensation. Periodic monitoring will ensure that PAPs have been consulted and that compensation and relocation have been carried out satisfactorily.

### *6.4.2 Notification*

Notification includes discussing the desire to acquire land for sub-projects, discussing alternatives and options, discussing compensation arrangements, and discussing grievance mechanisms, together with land owners. The cut-off date for affected prosperities enumeration and valuation for compensation payment shall be disclosed to affected parties and stakeholders as part of the notification process.

#### *6.4.3 Documentation of Holdings and Assets*

Officials and the local community shall arrange meetings with PAPs/PAFs to discuss the compensation process. For each individual or household affected, the local community shall complete a compensation dossier containing necessary personal information on the affected party and those individuals considered as household members, total land holdings, inventory of assets affected, and information for monitoring future arrangements. The dossier must be confirmed and witnessed by officials and shall be kept up to date. This is necessary as it is possible for an individual to surrender parcels of land over time and can eventually become eligible for resettlement. All claims and assets shall be documented.

#### *6.4.4 Agreement on Compensation and Preparation of Contracts*

The types of compensation would be clearly explained to, and agreed with PAPs/PAFs. A contract listing all property and land being surrendered, and types of compensation (cash and/or in-kind) selected and agreed upon by the PAP/PAF and the DAs and beneficiary communities would be prepared. This contract shall then be read aloud in the presence of the affected party and the chief and local leaders prior to signing. Agreed terms of compensation shall be signed by PAP/PAF, DA and AC under the appropriate supervision by the Regional Lands Commission and Land Valuation Board.

Table 6.1: Compensation Matrix

Asset	Type of Impact	Entitlement Units	Eligibility criteria	Entitlements	Monitoring & Evaluation
	Permanent acquisition of land	Landowner (individual, household, stool/skin)	Person with formal legal right to land/without formal legal right to land but have claims to property (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);	Replacement with an equivalent piece of land located in the vicinity of the affected area. If land is not available then cash compensation at full replacement value as well as disturbance allowance (10%)  Users, reallocation of use rights.  Community land – compensation to be granted to communities.	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
	Temporary acquisition of land	Landowner (individual, household, stool/skin)	Person with formal legal right to land/without formal legal right to land but have claims to property (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);	<ul style="list-style-type: none"> <li>• Full reinstatement to pre-project conditions;</li> <li>• Rent to be agreed upon for the period during which land is occupied.</li> <li>• Community land – compensation to be granted to communities.</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
	Acquisition of RoWs	Landowner (individual, household, stool/stool)	Person with formal legal right to land/without formal legal right to land but have claims to property (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);	<ul style="list-style-type: none"> <li>• Cash compensation to be negotiated based on value</li> <li>• Disturbance allowance (10%)</li> <li>• Community land – compensation to be granted to communities.</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
	Acquisition of land	Squatter	Person with no formal legal right to land have no claims to property	<ul style="list-style-type: none"> <li>• No compensation for land.</li> <li>• Undepreciated value of structure (if any) in cash + right to salvage materials+ costs of shifting + job</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure



Asset	Type of Impact	Entitlement Units	Eligibility criteria	Entitlements	Monitoring & Evaluation
				placement, skills training	transparency and adherence to the policy, subject to World Bank's approval
	Loss of access to resources (grazing land, wood, herbs, etc)	Tenant or farmer		<ul style="list-style-type: none"> <li>• Compensation shall be provided in the form of access to other, equivalent grazing land whenever possible</li> <li>• Plus cost of moving to the new site</li> <li>• Alternative sources of livelihood may also be offered, as agreed between the project and the PAP. Livelihood opportunities will be offered in a timely fashion before displacement.</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
<b>CROPS</b>	Destruction/damage of crops	Landowner/ tenant/ or farmer	Farmer	<ul style="list-style-type: none"> <li>• Cash compensation for crops not ready for harvesting at time of entry, and negotiated with LVB;</li> <li>• Disturbance allowance 10%</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
<b>STRUCTURE</b>	Destruction of permanent immovable structures	Owner	Confirmed owner (with evidence) of affected structure irrespective of land ownership	<ul style="list-style-type: none"> <li>• Resettlement to a similar dwelling in a similar location, or</li> <li>• Cash compensation at full replacement value of structure.</li> <li>• Cost of moving</li> <li>• Disturbance allowance (10%)</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
		Occupant	Tenant	<ul style="list-style-type: none"> <li>• Cost of moving</li> <li>• Disturbance allowance (3 months rent)</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval

Asset	Type of Impact	Entitlement Units	Eligibility criteria	Entitlements	Monitoring & Evaluation
	Temporary displacement of moveable structure	Owner/Tenant	Confirmed owner (with evidence) of affected structure irrespective of land ownership or tenant	<ul style="list-style-type: none"> <li>• Cost of displacing the affected structure</li> <li>• Cost of moving the affected structure back to project affected land</li> <li>• Disturbance allowance of 10%</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
<b>LIVELIHOOD</b>	Agriculture	Farmer as distinct from affected plot owner	PAPA have been using affected land for agriculture irrespective of ownership situation	<ul style="list-style-type: none"> <li>• Cash compensation of any loss of income</li> <li>• Assistance to livelihood restoration</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
	Businesses	Business person as distinct from owner of structure	PAP has been operating business on project affected land irrespective of ownership (includes squatters)	<ul style="list-style-type: none"> <li>• Cash compensation for temporary loss of income</li> <li>• Assistance to livelihood restoration</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval
	Use of communal resources	User of such resources(individuals /communities)	Use of communal resources for livelihood (e.g. Fulani Herdsmen and other vulnerable groups)	<ul style="list-style-type: none"> <li>• Assistance to identify and access similar resource elsewhere</li> <li>• Cash compensation of temporary loss of income</li> </ul>	The Regional Land Valuation Board with support from the PIU would review the compensation determination to ensure transparency and adherence to the policy, subject to World Bank's approval

## 7.0 IMPLEMENTATION AND MONITORING ARRANGEMENTS

### 7.1 Institutional Arrangements and Responsibilities

The institutional arrangements would be built on existing structure in the MLGRD and the statutory government agencies responsible for the implementation of resettlement activities in Ghana as follows;

- Ministry of Local Government and Rural Development (MLGRD)
- Project Implementation Unit, MLGRD
- Environmental Protection Agency
- Regional Lands Commission (Land Valuation Division/Survey and Mapping Division)
- Regional Coordinating Councils
- District Assemblies (Physical Planning Departments)
- External Consultants
- Communities
- Traditional Authority
- PAPs

Table 7.1 Institutional Arrangements and Responsibilities

<b>Institution</b>	<b>Role in RPF Implementation</b>
Ministry of Local Government and Rural Development (MLGRD)	<ul style="list-style-type: none"> <li>• Oversight responsibility in the implementation of LIPW through PIU, RCOs and DAs</li> <li>• Monitor Project to ensure land acquisition and resettlement activities are adhered as stipulated in the RPF</li> </ul>
Project Implementation Unit, MLGRD	<ul style="list-style-type: none"> <li>• Core mandate of implementing the Project through RCOs and DAs.</li> <li>• Safeguards and Case Management Officer (SCMO) to oversee the implementation of the RPF</li> <li>• SCMO would prepare terms of references for the preparation of RAPs/ARAPs, prepare RAPs/ARAPs and would see to the implementation of these instruments with the RCOs and DAs.</li> </ul>
Environmental Protection Agency	<ul style="list-style-type: none"> <li>• Responsible for ensuring compliance with laid down ESIA procedures in Ghana in accordance with the EPA Act 1994 (Act 490)</li> <li>• In country approval of RAPs/ARAPs for implementation</li> </ul>
Regional Lands Commission	<ul style="list-style-type: none"> <li>• Responsible for effective and efficient land administration.</li> <li>• Valuation of land and properties and compensation assessment.</li> </ul>
Regional Coordinating Offices	<ul style="list-style-type: none"> <li>• Provide technical backstopping and monitoring to the implementing DAs.</li> <li>• Monitor land acquisition process and resettlement activities of DAs</li> </ul>

Consultants	<ul style="list-style-type: none"> <li>• Prepare RAPs/ARAPs with Lands Commission, DAs and Communities.</li> </ul>
District Assemblies (Physical Planning Departments - PPD)	<ul style="list-style-type: none"> <li>• Responsible for the implementation of the Project.</li> <li>• Land acquisition for sub-project implementation</li> <li>• Implementation of resettlement measures, including payment of compensation and other resettlement assistance</li> </ul>
Traditional Authority	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> </ul>
PAPs	<ul style="list-style-type: none"> <li>• Provision of land for sub-project implementation</li> <li>• Assist in the preparation of RAPs/ARAPs</li> <li>• Receipt of compensation and resettlement assistance</li> </ul>

## 7.2: Sub-project Implementation Process and Institutions Involved

Task	Institution(s) Responsible
<b>A. Involuntary Resettlement</b>	
Sub-project screening	Project Implementation Unit (National and Regional), DAs and Communities
Preliminary assessment of resettlement issues	Project Implementation Unit (National and Regional), DAs and Communities
Assessment of the need for rerouting / re-siting certain sub-project components in case they affect inhabited dwellings, landed assets or other critical sites	Project Implementation Unit (National and Regional), DAs and Communities
Confirm need for resettlement/compensation actions	Project Implementation Unit (National and Regional), DAs and Communities
Prepare RAP/ARAP for National and World Bank approval	Project Implementation Unit (National and Regional), DAs (with the consultation of LVD)/External Consultants (with the consultation of LVD) and Communities/PAPs
Review Resettlement Plans	Project Implementation Unit (National and Regional), EPA, DAs
World Bank reviews and clears RAPs	World Bank Safeguards team and Regional Safeguards Advisor
Public Consultations and disclosure of RAPs (in-country and World Bank info shop)	Project Implementation Unit (National and Regional), EPA, DAs, WB
Use Resettlement Plans to comply with the process required to undertake land acquisition and compensation payment	Project Implementation Unit (National and Regional), Regional Land Valuation Division, DAs, Communities

Budgeting of costs	Project Implementation Unit (National and Regional), DAs
Payment of compensation	MLGRD, Project Implementation Unit (National and Regional), RCC, DAs.
Grievance Redress	Project Implementation Unit (National and Regional), Regional Land Valuation Division, DAs, Communities.
Incorporate social safeguards issues identified during subproject appraisal and their mitigation measures as clauses in contract	Project Implementation Unit and DA

## 7.2 Implementation Schedule

Upon completion of screening of selected sub-projects within the beneficiary DAs of potential involuntary resettlement, for each sub-project that triggers the OP 4.12, a detailed implementation schedule of the various activities to be undertaken will be included in each sub-project's Resettlement Action Plan (RAP). Likewise each sub-project resettlement schedule will be coordinated with the civil works schedules applicable to LIPWs. Payment of compensation and provision for other rehabilitation entitlements (in-cash or in-kind), and relocation, if that is the case, will be completed at least one month prior to the scheduled start-up date of works at the respective work site.

### 7.2.1 Preparation and Review of RAPs/ARAPs during Project Implementation

At this stage in project preparation, it is not possible to determine the number of RAPs that would be required during project implementation. Once sub-projects applications are submitted, through screening and feasibility studies or analysis, issues of involuntary resettlement applicable to specific projects would be determined and appropriate recommendations and the TOR (*See Appendix B3 for Sample*) for the needed RAP be prepared by the Project Implementation Unit (National and Regional) and the DAs in consultation with the World Bank. Accordingly, the required RAP would be prepared by the PIU or Consultant, approved by the World Bank (no objection) and implemented by the DAs. Sample outline for the preparation of RAP/ARAP is captured in Appendix B.

### 7.2.2 Annual Performance Audit

An annual performance audit would be carried out once a year, preferably by independent consultants to be hired by the Project Implementation Unit, in order to ensure that RAPs are being implemented in compliance with the Resettlement Policy Framework and the OP. 4.12, and that compensation payments have been carried out satisfactorily. The audit would also ascertain the impact of VLD. The audit report would be submitted to the PIU and to the World Bank for clearance.

## 7.3 Estimated Budget for RPF Implementation

### 7.3.1 Budget to Implement RPF

The estimated budget for implementing the RPF is presented in Table 7.3.

Table 7.3: Estimated Budget for RPF Implementation

Activity	Description	Item	Unit cost (\$)	Qty	Total Cost (\$)
Consultations and disclosure	Community, District, Regional and National Consultations	Workshops	Lump sum	10	7,000.00
Training and sensitisation on RPF	National Stakeholders	Workshop	5,000.00	1	5,000.00
	DA/Regional Stakeholders	Workshop	7,000.00	5	35,000.00
	Traditional Authorities, Communities, CFs	Community Sensitisations	Lump Sum	-	30,000.00
Awareness Creation	Radio Discussions	Local FM Stations	Lump Sum	-	3,000.00
	Advertisements	National Dailies	Lump Sum	-	5,000.00
Grievance Redress Mechanism	Formation and training of Community Grievance Committees and GRM Awareness	-	Lump sum	-	15,000.00
Monitoring and Evaluation	Safeguards monitoring and evaluation	Fieldwork	Lump sum	-	30,000.00
Contingency (5%)					<b>6500.00</b>
<b>TOTAL</b>					<b>136,500.00</b>

The funds for the implementation of the RPF would be internalized as part of the project cost made available by the PIU.

### 7.3.2 Budget for Preparation and Implementation of RAPs/ARAPs

The budget would be developed from the specific social assessment studies and mitigation/livelihood restoration measures to be developed. It will cover resettlement activities including compensation cost for affected assets. The cost will be derived from expenditures relating to (1) the preparation of the resettlement/compensation action plan, (2) relocation and transfer, (3) income and means of livelihood restoration plan and (4) administrative costs (5) M&E costs, (6) GRM, (7) Consultations and disclosure and (8) Contingency.

A template for the preparation of budgets to prepare and implement RAPs is provided as Appendix C. This cost of preparing the instruments would be borne by the Project, whilst the cost of implementing

the RAP/ARAP would be borne by the implementing DAs. This has been the practice under the MLGRD for World Bank projects and this project would rely on that already establishment.

## 7.4 Public Consultation and Information Disclosure

### 7.4.1 Public Consultation

Public consultations have been carried extensively during the preparation of the RPF. Taking into cognisance the consultations that were carried out during the preparation of the RPF of GSOP (predecessor to GPSNP) in 2010, this round of consultation sought to build on it and not discard it. Consultations were held with key representative stakeholders at the national, regional, district and local levels.

The national and regional level institutions consulted in the form of workshops in Bolgatanga and Accra included the Environment Protection Agency (EPA), Ghana Irrigation Development Authority (GIDA), Ghana Feeder Roads Authority (DFR), Regional Co-ordinating Council, Forestry Services Division, Ministry of Food and Agriculture, Labour Department, Ghana Health Service, Department of Community Development, Department of Social Welfare, Department of Co-operatives, Department of Gender, Environmental Health Department, Wildlife Services Division, Ministry of Trade and Industry (NBSSI), Representative of Regional House of Chiefs, Lands Commission, Contractors' Association Representative and Ghana National Fire Service.

The District Assemblies (DAs) consulted included Talensi and Bongo DAs in Upper East Region and Ajumako Enyan Esiam DA in Central Region. At the community level, Area Council and Unit Committee members, Traditional Authority, LIPW beneficiaries and community members were consulted. The communities consulted included; Gaare (Talensi DA) and Gorogo (Bongo DA), both in Upper East Region and Enyan Abaasa and Breman Essiam under Ajumako Enyan Esiam DA in Central Region. Appendix A of this RPF contains the list of persons/institutions consulted and gallery of consultations.

Some highlights of the consultations with all these stakeholders include the following;

- Preference of DA, Communities and Traditional Authorities for VLD as practiced under GSOP
- Where VLD cannot be established Op 4.12 applies (DAs to pay compensation and resettlement assistance)
- Proper documentation of lands voluntarily donated to serve as a pre-requisite for DA qualification for interventions in the form of MoUs (including site plans)
- Agreements for enforceable benefit sharing arrangements amongst stakeholders to be part of MoUs to prevent social conflicts
- Individuals losing livelihood from land take to be employed as part of the beneficiaries undertaking the work.
- Avoid coercion in the acquisition of land.
- Engage all the necessary stakeholders and ensure proper documentation of land

#### 7.4.2 RPF Disclosure

The RPF would be disclosed in compliance with relevant Ghanaian regulations and the World Bank Operational Policy. It would be disclosed at the offices of the Chief Directors, MLGRD and MoGCSP, National, Regional and Zonal Offices of EPA, National Co-ordinating Office of GSOP, 5 No. Regional Coordinating Offices of GSOP and Offices of Participating DAs and in local language. Finally, it will be disclosed at the websites of the GSOP, the MLGRD and the World Bank's external website.

Consultations during resettlement action planning and implementation: Consultations with stakeholders including PAPs will be an integral part in the ARAP or RAP preparation, implementation and monitoring processes. Consultations will happen in local language where possible; gender specific consultations will be held as appropriate. The consultation process will ensure the participation of the youth, and groups at risk of exclusion. RAP/ARAPs would also be disclosed at the various district offices, website of the Project and local communities in a form that is understood and accessible.

### 7.5 Grievance Redress Mechanism

#### 7.5.1 Rationale

Land acquisition and other project activities could lead to complaints, misunderstandings, conflicts and disputes. There would therefore be a grievance mechanism that would provide all aggrieved stakeholders a platform to raise their concerns. Information on the GRM as well as the measures put in place to protect them against any reprisal for its use would be made available as part of the project's information and education campaign activities in the beneficiary communities. Key activities will include town hall forums, local radio discussions, contact cards, and posters to be displayed at money transfer points, and through community monitoring visits.

#### 7.5.2 Institutional Framework for Grievance Redress

- Community Level
  - i. The appointment of Community Facilitators (CFs) at all LIPW sites as focal points for all LIPW-related grievances (CFs are to be provided with files and copies of Form "A" to record and document all cases). CFs would be appointed after a competitive selection process by the DAs.
  - ii. Provision for a 3 - member Case Management Committee at the Community level comprising;
    - The Chief's Representative
    - A women's Representative
    - A male Opinion Leader, preferably a member of the Unit Committee/Assembly member or Leader of the dominant religious sect.

The membership of this Committee would be validated by the Beneficiary Group/workforce). CFs are required to submit monthly reports on all cases that were recorded at the respective sites.



➤ District Level

At the DA level, the LIPW Desk Officer would act as a focal point for Case Management and would be required to liaise with the statutory Public Relations and Complaints Committee to resolve all LIPW related grievances that would be referred to the DA level. Key departments that have relations with resettlement activities would always be duly consulted, especially the Physical Planning Departments.

➤ Regional Level

There would be assigned to each regional office a Case Management Assistant who would receive all LIPW cases and refer same to the Regional Co-ordinator who would in turn refer the case to the Regional Community Animator, who would follow up to ensure the resolution of these complaints. Key departments that have relations with the implementation of resettlement activities would always be duly consulted, especially the Regional Offices of Lands Commission, Land Use and Spatial Planning Authority and Environmental Protection Agency.

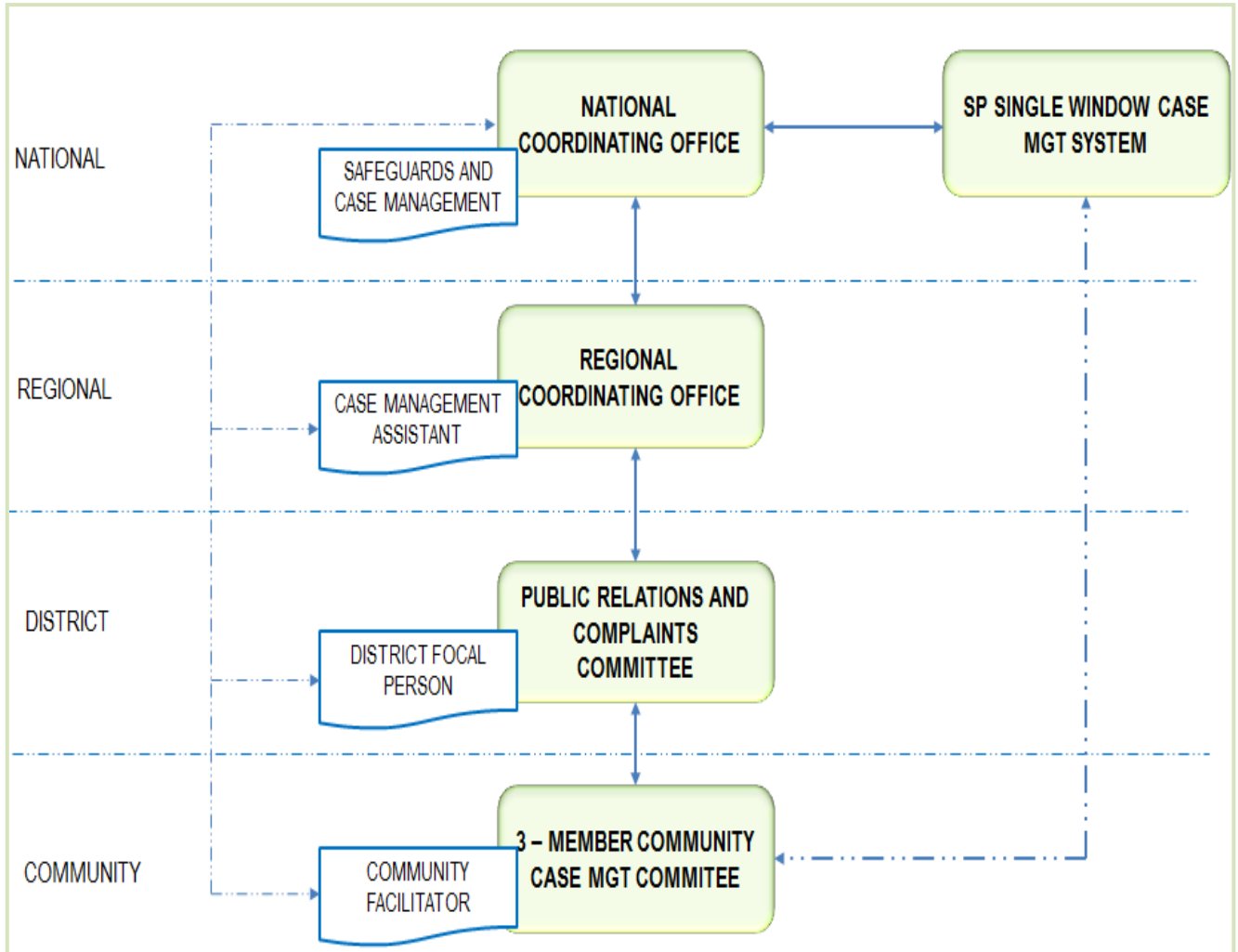
➤ National Level

There would be a Safeguards and Case Management Officer (SCMO) at the national office who would be responsible for the overall Case Management process of the Project (Figure 7.1). The SCMO would also liaise with the MoGCSP Single Window Case Management System (Call Centre) and see to the resolution of all LIPW case through that outlet. Key departments that have relations with the implementation of resettlement activities would always be duly consulted, especially Lands Commission, Land Use and Spatial Planning Authority and Environmental Protection Agency.

In the event that a PAP is still not satisfied with a resolution, the grievance would be sent to the MLGRD and subsequently to a court of law for redress.

Grievances are expected to be submitted through walk-ins, letters, phone calls through “LIPW hotlines” and SP Call Centre toll free lines (0800 800 800 and 0800 900 900) and the LIPW Automated Case Management System (<http://case.gsop.gov.gh>). This information would be made available during sensitization of communities and beneficiaries.

Figure 7.1: Institutional Framework for Grievance Redress



**7.5.3 Grievance Redress Process**

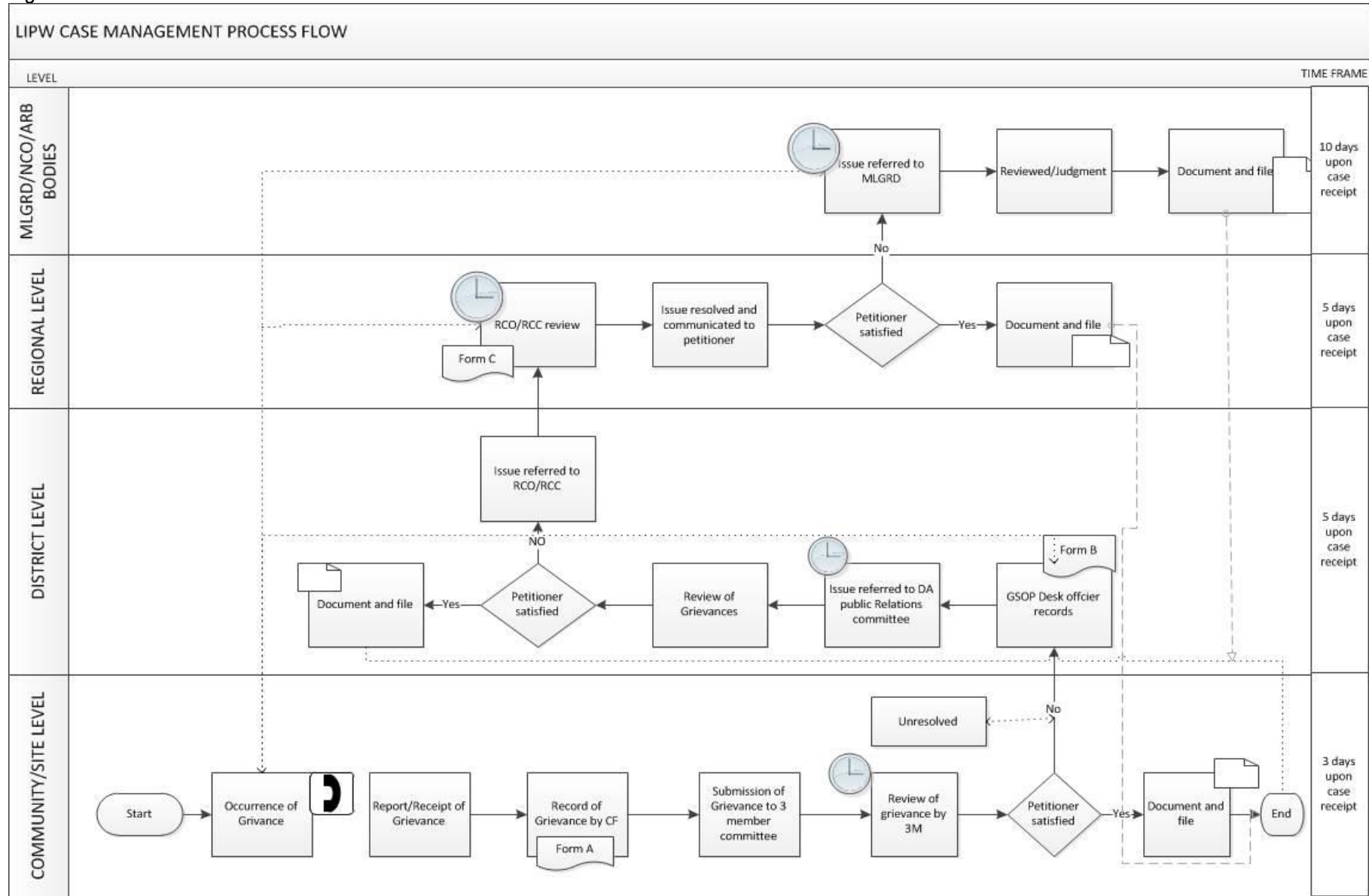
The Grievance Redress process indicates the process and levels of reporting, resolution and feedback response to a case or grievance. It explicitly shows the timelines for the resolution of a grievance at each level of the institutional framework (Figure 7.2).

**7.5.4 Grievance Documentation and Reporting**

Resolved and Escalated grievances/cases would be documented daily (as tickets) into the LIPW Automated Case Management System (See Appendix D) by the CMAs at the Regional Offices from the DAs and Communities and the SCMO, with the escalated grievances assigned appropriately for resolution. The SCMO would exercise an oversight over the system and tracks the resolution of all grievances/cases.

Monthly case/grievance reports would be generated from the system by the SCMO and report to the National Coordinator to inform management decisions. Quarterly reports would also be generated and reported to the MLGRD as part of the Project's Progress Reporting as well as the World Bank. Periodic reports would also be generated for stakeholders upon request irrespective of the period (e.g bi-annual, annual etc.)

Figure 7.2: LIPW GRM Flow Process



## **7.6 Supervision, Monitoring and Evaluation**

Supervision and monitoring of resettlement issues would be carried out systematically with the supervision and monitoring of the environmental and social issues as identified in this RPF and the ESMF. The monitoring of these issues will be incorporated into the performance evaluation of the overall project.

### *7.6.1 Arrangements for Monitoring and Evaluation*

Arrangements for monitoring would fit with the overall monitoring plan of the GPSNP, which includes National PIU monitoring at the national level and decentralized monitoring through the RCCs/RPIUs and DAs.

In terms of frequency, the PIU (both national and regional) would conduct quarterly monitoring to ensure compliance with the RPF and report to the MLGRD and the World Bank as part of the Project's Quarterly Progress Reporting, whilst the DAs would embark on monthly monitoring schedules and feed the PIU. The MLGRD would embark on bi-annual monitoring regimes to confirm or otherwise reports from the PIU and suggest mitigation measures on the implementation of the resettlement policy.

The monitoring would focus on the following:

- Whether affected individuals, households, and communities were able to maintain their pre-project standard of living, and even improve on it; and
- Whether local communities remain supportive of the project.

The primary aim of the M&E process is that the NPIU/RPIUs would carry out continuous process monitoring of the RPF in order to detect and rectify inconsistencies that might emerge in the implementation of the resettlement action plan. The monitoring of the RPF would provide the managers and other stakeholders with continuous feedback on implementation. Lessons learnt would be critical to informing PIU and other key stakeholders on the direction of the resettlement and a redesign of elements of the RPF if necessary.

The RPF's relevance, performance, efficiency, and impact (both expected and unexpected) in relation to the objectives shall be periodically monitored and evaluated. The evaluation would assess whether resettlement objectives were appropriate and whether they were met, specifically, whether livelihoods and living standards have been restored or enhanced. The evaluation strategy is to pay attention to timing, tasks, and achievement of RPF objectives. It is imperative to closely monitor asset loss, the income, and livelihood situations of affected persons throughout the resettlement process. Specific responsibilities would be assigned to independent consultants or NGOs/CSOs. As part of the evaluation process, there is the need to make provision to ensure the participation of the affected community in the monitoring and to use the response as a constructive resource for improvement. Feedback from the affected community is the best yardstick to assess the general satisfaction with the project. Participatory monitoring can be achieved through, for instance, including community

representative(s) in the monitoring team, regularly consulting key persons in the community or regular surveys among the affected persons. The resettlement evaluation shall take place during and after implementation.

To ensure an effective evaluation, particularly with reference to benefits to affected persons and communities, it is imperative that during socio-economic survey, baselines for monitoring are established. The baseline benefits indicators would include the following: patterns of occupation, production and resource use, income and expenditure patterns, cultural parameters, cost of living and vulnerable groups.

The Project Implementation Unit (National/Regional) would be responsible for the monitoring and evaluation of the activities stipulated in the resettlement framework. The NPSC, MLGRD, Land Valuation Board, Ministry of Finance and the Environmental Protection Agency shall act as independent monitors. Upon completion of the program, the PIU shall undertake impact and beneficiary assessment to determine whether the objectives of the resettlement policy have been achieved.

Further, the MLGRD/RCC Quarterly Review and Annual Performance Review Sessions would include a special session on the implementation of the resettlement policy. The special report on the RPF during annual performance reviews would cover progress and impacts in implementing activities such as the following:

- Consultation with stakeholders;
- Socio-economic survey and affected-person identification;
- Land acquisition;
- Compensation payment;
- Site selection and development;
- Plot distribution;
- Relocation of displaced persons;
- Income restoration programs; and
- Inputs, outputs, and outcomes for resettlement activities, involvement of the displaced persons, and evaluation of the impact of resettlement especially on the beneficiaries.

As an additional measure but not to substitute responsibility of the PIU, the World Bank would regularly, during each implementation supervision mission evaluate progress and impacts of RPF, identify constraints and suggest mitigation measures on the implementation of the resettlement policy.

#### *7.6.2 Monitoring Indicators*

The indicators to be monitored by the respective institutions under monitoring and evaluation (M&E) need to be selected to address the contents of the activities and entitlements matrix. Some relevant indicators according to the circumstances prevailing at the sites proposed for the construction works under the SOP shall be identified and included by the implementing agency.

The roles and responsibilities of institutions for monitoring and evaluation include independent or external monitors. For these categories of monitors such as EPA and the District/Municipal Assemblies, the relevant monitoring indicators should cover the following:

- Basic information on affected persons or households;
- Restoration of living standards;
- Restoration of livelihoods;
- Levels of affected person satisfaction;
- Effectiveness of resettlement planning;
- Develop and maintain mechanisms that promote data quality assurance; and
- Other impacts (including unintended ones).

To facilitate the monitoring procedure, the following indicators in the Table 7.4 will be used to evaluate the implementation of the RAPs.

Table 7.4: Indicators for Monitoring and Evaluating RAPs/ARAPs

Type of Monitoring	Basis of Indicators	Responsible Agency
Sub-project identification and screening	<ul style="list-style-type: none"> <li>• Have all Sub-projects been screened for E&amp;S risk?</li> <li>• How many sub-projects require the preparation of follow up RAPs/ARAPs after E&amp;S screening?</li> <li>• How many sub-project RAPs/ARAPs have been prepared and disclosed?</li> </ul>	PIU (National/Regional) & DAs
Budget and Time Frame	<ul style="list-style-type: none"> <li>• Have all land acquisition and resettlement team been appointed and mobilized for work on schedule?</li> <li>• Are resettlement implementation activities being achieved against implementation plan?</li> <li>• Are funds for resettlement being allocated to resettlement agencies on timely and adequate manner?</li> <li>• Have funds been disbursed according to RAP?</li> <li>• Has all land been acquired and occupied in time for project implementation?</li> </ul>	MLGRD, PIU (National/Regional) & DAs
Delivery Entitlements	<ul style="list-style-type: none"> <li>• Have all affected persons received entitlements according to numbers and categories?</li> <li>• Have the affected persons received payments on time?</li> <li>• Have all replacement land plots or contracts been provided?</li> <li>• Are income and livelihood restoration activities being implemented as set out in the income restoration plan?</li> <li>• Are the affected persons able to access cultural sites and activities?</li> <li>• Have affected businesses received entitlements including transfer and payments for net losses resulting from lost business and stoppage of production?</li> </ul>	PIU (National/Regional) & DAs
Consultation, Grievance and Special issues	<ul style="list-style-type: none"> <li>• Have consultations taken place as scheduled including meetings, groups, and community activities?</li> <li>• How many affected persons know their entitlements?</li> <li>• Have any affected persons used the grievance redress procedures?</li> <li>• How many complaints have been received?</li> <li>• Have conflicts been resolved within a stipulated time?</li> <li>• What were the outcomes?</li> </ul>	PIU (National/Regional) & DAs
Voluntary Land Donations	<ul style="list-style-type: none"> <li>• Number of subprojects requiring VLD</li> <li>• What is the size of land donated for each sub-project</li> <li>• Number of consultations held</li> <li>• Number of land donations processed and documented;</li> <li>• Delivery of entitlement or assistance in compliance with the terms and conditions for VLD if any.</li> </ul>	PIU (National/Regional) & DAs
Benefit monitoring	<ul style="list-style-type: none"> <li>• What changes have occurred in patterns of occupation, production and resource use compared to the pre-project situation?</li> <li>• What changes have occurred in income and expenditure pattern compared to pre-project situation?</li> <li>• What changes have taken place in key social and cultural parameters relating to living standards?</li> <li>• What have been the changes in cost of living compared to pre-project situation?</li> <li>• What changes have occurred for vulnerable groups?</li> </ul>	PIU (National/Regional) & DAs



### 7.6.3 Safeguards Reporting and Documentation

#### What to document

- All disclosed safeguards Instruments
- Minutes of all consultation and disclosure meetings and workshops (including pictures where feasible)
- Sub-project Environmental and Social screening reports/forms
- EPA permits
- RAP/ Compensation Reports
- New safeguards issues not anticipated during preparation
- Site Meetings, any meeting that discusses key project issues
- Changes in decisions regarding safeguards related matters
- Land lease agreement or MOU for voluntary land donations
- Grievance records
- Safeguards field visit reports etc

Safeguards updates will be part of the overall project reports. Separate safeguard report will be provided on request by the World Bank and for other relevant discussions.

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## APPENDICES

### Appendix A: Public Consultations

**A1: Meeting Held on Monday 26<sup>th</sup> February, 2018 with World Bank Safeguards Team for GSOP at the World Bank.**

*Attendance*

<i>Name</i>	<i>Designation</i>	<i>Email</i>
Desmond Duametu	National Capacity Building Specialist (NCBS) - GSOP	desduam@yahoo.com
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Gloria Malia Mahama	Social Safeguards, World Bank	gmahama@worldbank.org



**A2: Meeting Held on Wednesday 7<sup>th</sup> March, 2018 with District Staff of Talensi DA, Upper East Region at the Conference Hall of the DA.***Attendance*

<i>Name</i>	<i>Designation</i>	<i>Email</i>
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Benedict b. Yindol	PNL .TDA. Assembly	-
Christopher Amonzem	Physical Planning Officer	-
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Adwoa Boakye	Regional Coordinator (RC), BRCO - GSOP	adwoabee@yahoo.co.uk





**A 3: Meeting Held on Thursday 8<sup>th</sup> March, 2018 with District Staff of Bongo DA, Upper East Region at the Office of the DCE.***Attendance*

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Ayishetu Haruna	T & CP	
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Abdul-Rahim Abdulai	SCMO – GSOP, NCO	mingo8876@gmail.com
Adwoa Boakye	RC, BRCO - GSOP	adwoabee@yahoo.co.uk



<b>A 4: Meeting Held on Thursday 8<sup>th</sup> March, 2018 with Gorogo Community (SEDD &amp; CC) of Bongo DA, Upper East Region.</b>	
<i>Attendance</i>	
<i>Name</i>	<i>Designation</i>
Anebolga Teni	Community member
Apusiga Portia	Community member
Apika Mma	Community member
Anamoo Angelina	Community member
Asaane Akamkonge	Community member
Haruna Maria	Community member
Ananga Apogpika	Community member
Nyaaba Adongo	Community member
Ndoor Ayambila	Community member
Azaaga Abongo	Community member
Atoge Ananga	Community member
Azure Ernest	Community member
Akugre Azubila	Community member
Abalungo Asilga	Community member
Agombire Ayamga	Community member
Nsoh Amoah	Community member
Apana Abigail	Community member
Ayambulgo Akataaba	Community member
Awinduko Awurema	Community member
Asagbe Lariba	Community member
Awine Patricia	Community member
Ayamga Assibi	Community member
Amalibia Azure	Community member
Azure Philomina	Community member
Ayambire Esther	Community member
Amalbia Rita	Community member
Azure Aguzele	Community member
Ayamga Aguripoka	Community member
Awine Atampoka	Community member
Akasoba Aduko	Community member
Ayamga Mmalebna	Community member
Agongo Gifty	Community member
Awaliga Susaana	Community member
Azure Mark	Community member
Aduko Talata	Community member
Akansobe Akua	Community member
Ayeriga Elijah	Community member
Abelyinga Matina	Community member
Akolgo Azaaga	Community member
Aduko Azumah	Community member
Asankeno David	Community member
Ayamga Akuribire	Community member
Dasmani Sarifa	Community member
Azure Ernestina	Community member
Akugre Esther	Community member
Awinlooya Nkoo	Community member
Asaah Mary	Community member
Anafo Abugbire	Community member
Haruna Memuna	Community member

Anafo Azure	Community member
Anafo Anna	Community member
Akolbire Janet	Community member
Apika Akayane	Community member
Awunee Atampoka	Community member
Asaah Ayoka	Community member
Mmaa Nbeere	Community member
Adongo Ayelaganya	Community member
Akugre Abambila	Community member
Asampana Paulina	Community member
Akugre Akateri	Community member
Atiah Suzzy	Community member
Aviriba Atintone	Community member
Ayehase Mmaa	Community member
Azure Akansobe	Community member
Asaah Mbo	Community member
Ayamga Abane	Community member
Ibrahim Hawa	Community member
Alahire Aniah	Community member
Anyaaba Adongo	Community member
Atanga Awindenaba	Community member
Azure Daniel	Community member
Azure ALEX	Community member
Ayamga John	Community member
Azure Akolbire	Community member
Awaligabuno Asaah	Community member
Atiah Atule	Community member
Ayeliwine Atiah	Community member
Atanga Victoria	Community member
Ayoko Apogbila	Community member
Alenyurige Assibi	Community member
Apazire Diana	Community member
Baba Victoria	Community member
Abugre Mmabila	Community member
Akanyange Azumah	Community member
Nyaaba Jennifer	Community member
Azure Jennifer	Community member
Ayambulgo Alenyurige	Community member
Atanga Akolgo	Community member
Asampana Alberta	Community member
Aye Felicia	Community member
Aviriba Joel	Community member
Anafo Eric	Community member
Anafo Stephen	Community member
Akaribo Solomon	Community member
Afaaba Ibrahim	Community member
Abole Agurigo	Community member
Ae-Ra Adamkuure	Community member
Atanga Ndole	Community member
Ayamga Agartha	Community member
Ayamga Gideon	Community member
Akalga Adongo	Community member
Anafa John	Community member
Sulemana Salamata	Community member

Asoko Ernest	Community member
Agurigo Akaribila	Community member
Awine Akasoba	Community member
Desmond Duametu	NCBS – GSOP, NCO
Abdul-Rahim Abdulai	SCMO – GSOP, NCO
Adwoa Boakye	RC, BRCO - GSOP





<b>A 5: Meeting Held on Friday 9<sup>th</sup> March, 2018 with Gaare Community (SEDD and JSDF) of Talensi DA, Upper East Region.</b>	
<i>Attendance</i>	
<i>Name</i>	<i>Designation</i>
Samson Duon	Community member
Williams Bantung	Community member
Zanore Pang	Community member
Danloshba Gbandaan	Community member
Zeyaabah Nsoug	Community member
Roare Pang	Community member
Baba Wuniah	Community member
Yinnamya Nsoug	Community member
Abena Mban-Nyel	Community member
Paadeni Buyaabil	Community member
Diung Miteeb	Community member
Baan Napaabie	Community member
Azumah Zonaab	Community member
Tomtia Soribon	Community member
Malebna Mbemyire	Community member
Azumah Touh	Community member
Booh Naasaana	Community member
Laviba Tisabelle	Community member
Kuruug Zuut	Community member
Kodoog Sakyelihim	Community member
Bayaamave Zuut	Community member
Punyemani Man-Mave	Community member
Bayelim Paalyam	Community member
Yinvolima Zuog	Community member
Appial E-Tebameng	Community member
Guene Damologbon	Community member
Baarebon Teng	Community member
Nsohyin Puyang	Community member
Doamam Bafamde	Community member
Yinbil Duuh	Community member
Putewoola Balebwol	Community member
Dantohba Kugeema	Community member
Baan Wuniah	Community member
Boazoo Sinwon	Community member
Koare Wuniah	Community member
Yinzee Yidaan	Community member
Yenbey Komaa	Community member
Sikooleg Taa-Eya	Community member
Yidaan Pii	Community member
Biire Malebna	Community member
Billa Sapanzie	Community member
Kojo Denduug	Community member
Saate Barkela	Community member
Zuure Baleregmare	Community member
Sanwaa Felicia	Community member
Pihinemeya Danaabma	Community member
Apana Fausty	Community member
Puzooteba Ba-Amme	Community member
Zuurema Daa	Community member

Sapak Zong	Community member
Sapaabil Yidanbil	Community member
Christie Kolog	Community member
Lakamoya Sandoog	Community member
Naazie Tembil	Community member
Azumah Mwaegre	Community member
Kolog Yebil	Community member
Sampana Yelsabelik	Community member
Batemba Zongdaan	Community member
Bluhig Boka	Community member
Yinoya Pilugtoh	Community member
Gaamutug Sorbil	Community member
Yinpoka Nabil	Community member
Noah landolba	Community member
Kpa-agre Galing	Community member
Ommire Yen	Community member
Gusiimah Mbanboat	Community member
Yidanbil Boare	Community member
Kolbire Saab	Community member
Mbangya Zonaab	Community member
Kuruug Yin-nyeya	Community member
Yen Tobire	Community member
Tii Yinbon	Community member
Yinvoalmah-Duue	Community member
Kolpok Moses	Community member
Dok Mbamah	Community member
Naybila Gifty	Community member
Punantaaba Sapanpok	Community member
Nayzie Mary	Community member
Naab Doguriba	Community member
Batehimzaa Buyare	Community member
Yinyelob Yinmah	Community member
Fawan Ndaan	Community member
Batuoma Levigya	Community member
Apana Labre	Community member
Doughbon Puzeh	Community member
Mbayeu Tempok	Community member
Naybil Putoasoart	Community member
Yellateamya Bapaabimdi	Community member
Gaayiih Daaban	Community member
Mavis Tabil	Community member
Fidos Mubarak	Community member
Poanyangbil Koare	Community member
Yin Yidaan	Community member
Zuurebon Mwenko	Community member
Yinguut Saamere	Community member
Tisabelik Sangolik	Community member
Landolba Paahukzoya	Community member
Gbong Naamzaaya	Community member
Hanna Billa	Community member
Pii Ladameng	Community member
Labgariya Moses	Community member
David Nazure	Community member
Mbebo Kolsabelik	Community member

Nyaaba Sandoog	Community member
Naya Bembil	Community member
Desmond Duametu	NCBS – GSOP, NCO
Abdul-Rahim Abdulai	SCMO – GSOP, NCO
Adwoa Boakye	RC, BRCO - GSOP



**A 6: Meeting Held on Friday 9<sup>th</sup> March, 2018 with Regional Officers, Upper East Region at the Conference Room of the Regional Coordinating Council.***Attendance*

<i>Name</i>	<i>Organisation</i>	<i>Designation</i>	<i>Email</i>
Thomas Kugoriba	RCC	DPO	kugoribathom95@yahoo.com
Salifu Abelulai	Labour Dept.	Reg. Labour Officer	ba.salifu@yahoo.com
Yvonne W. Wonchus	RCC	AD II A	wonchuo@yahoo.com
Acto Douglas D. Koyiri	Fire Service	Reg. Fire Com.	koyirid@yahoo.com
Adoi Nathan Theophilus	Fire Service	Fire Safety Officer	spyk2g12@gmail.com
Stephen Quainoo	Dept. of Feeder Roads	Deputy Reg. Manager	stevequab@yahoo.com
Aduku Matthew	Dept. Community Development	SSDA	adukumatthew1960@gmail.com
Hamidu Abdulai	EPA	SPO	abdlaidehamid@yahoo.com
Paul Wooma	NADMO	Deputy Director	pidimswooma@yahoo.com
Francis Ennor	Dep't of Agric	Director	kojoennor7062@gmail.com
James A. Ayesake	Dept of Social Welfare	Ag. Reg. Director	jimmyyagambila@gmail.com
Philemon Yankson	GIDA	Reg. Manager	philyankson@yahoo.com
John Naada Majam	Wildlife Division	Regional Manager	jnaadamjan9@hotmail.com
David Yidama	FSD	Office Manager	nyaba_david@yahoo.com
Mana Bana	MOTI	A.I.P.O	awontem.8@yahoo.com
James Twere	DOG	Director	jamestwere1991@gmail.com
Roland Anyansu	Coops	Director	anyanaroland@gmail.com
Iddi Musah	RCC	ADIIB	iddimusah@gmail.com
Prince G. Osei-Yeboah	FSD	District Manager	sirpogy12gmail.com
Nii Lante Lamptey	NBSSI	Project Officer	nii2005@yahoo.com
Desmond Duametu	GSOP	NCBS – GSOP NCO	desduam@yahoo.com
Abdul-Rahim Abdulai	GSOP	SCMO – GSOP NCO	mingo8876@gmail.com
Adwoa Boakye	GSOP	RC, BRCO - GSOP	adwoabee@yahoo.co.uk





**A 7: Meeting Held on Sunday 11<sup>th</sup> March, 2018 with District Staff of Ajumako Enyan Esiam DA, Central Region at the Office of the DCE.***Attendance*

<i>Name</i>	<i>Designation</i>	<i>Email</i>
Ransford K. Nyarko	District Chief Executive (DCE)	honourableransford@gmail.com
Abdulai Mohammed K.	District Co-ordinating Director (DCD)	alala6622@yahoo.com
Yahaya Muniru	Human Resource Manager (HRM)	bignaros1@gmail.com
Kelvin Nkansah	Aid to DCE	-
Ben K. Odum	-	-
Osei-Asenso Noah	Assembly Member	kromaim-assembly@gmail.com
Samuel Kobina Forson	RC – GSOP ARCO	kobinaforson@yahoo.com
Abdul-Rahim Abdulai	SCMO – GSOP, NCO	mingo8876@gmail.com



<b>A 8: Meeting Held on Sunday 11<sup>th</sup> March, 2018 with Enyan Abaasa Community CC) of Ajumako Enyan Esiam DA, Central Region.</b>	
<i>Attendance</i>	
<i>Name</i>	<i>Designation</i>
Osagyefo Kwame Akonu X	Omanhene, Enyan Abaasa Traditional. Area
Nana Baam Ohembaa Akowa III	Nana BaamU III
Ebus. Kofi Amponsah	Wereph Ebusupanyin
Nana Amba Nkrumah III	Knkyidom Obaahemba
Nana Esi Nkrumah III	Kontsihemba
Nana Barimba Ananse Benpong	Akyerempem
Nana Ostiwah VII	Obatan
Nana Kojo Okyere IV	Gyaasehene
Nana Aban Eduamkoma	Saanahen
Nana Domfo Ebiasa V	Nyimfahen
Nana Abena Baduwa	Amankora Hembra
Adabo II	Tufohen
Kwesi Edumadze	Okyeame
Kofi Mensah	Okyeame
Rashid Jawula Alhassan	Assembly Member Brofo
Emmanuel Mensah	Assembly Member Opantsil
Stephen Dadzie	Unit Committee
Emmanuel Gyabi	Unit Committee
Samuel Otchere	Time Keeper/Unit Committee
Noan Quainoo	Community Facilitator/Unit Committee
Charles B. Hammong	Unit Committee
Kofi Essuman	Unit Committee
Openyi Ekor Seisi	Area Council
Francis Mintah Nyarkoh	Events Committee Member
Kojo Ashun	Events Committee Member
Kojo Abban	Events Committee Member
Samuel K. Adoko	Events Committee Member
Abraham Saah	Events Committee Member
Solomon Wilson	Drummer
Sabina Amoh	Beneficiary
Emmanuel Otchere	Beneficiary
Kojo Kwan	Beneficiary
Abena Nyanfuah	Beneficiary
Martha Asemah	Beneficiary
Abena Sekyiwa	Beneficiary
Kobena Ekwam	Beneficiary
Kweku Atta	Beneficiary
Samuel Ampiah	Beneficiary
John Kweku Koomson	Nana Sanahene/Client Supervisor
Phylis Obeng	Events Committee Member
Samson Nkrumah	The Chief's convoy
Henritta Acquah	Town Member
Ransford K. Nyarko	District Chief Executive (DCE)
Abdulai Mohammed K.	District Co-ordinating Director (DCD)
Yahaya Muniru	Human Resource Manager (HRM)
Kelvin Nkansah	Aid to DCE
Ben K. Odum	-

Osei-Asenso Noah	Assembly Member
Samuel Kobina Forson	RC – GSOP ARCO
Abdul-Rahim Abdulai	SCMO – GSOP, NCO



<b>A 9. Meeting Held on Sunday 11<sup>th</sup> March, 2018 with Breman Essiam Community (CC) of Ajumako Enyan Esiam DA, Central Region.</b>	
<i>Attendance</i>	
<i>Name</i>	<i>Designation</i>
Odeefo Afankora III	Omanhen, Breman Esiam Traditional Area
Nana Efua Esiwaa II	Obaaheneba, Breman Esiam Trad. Area
Nana Odum V	Obaatan Breman Esiam Trad. Area
Ebusupayin Dede	Ebusupayin
Ebusupayin Ebo	Ebusupayin
Ebusupayin Agepa	Ebusupayin
Opanyin Kwesi Kakraba	Gyasa Hwefo
Mt. Thomas Frimpong	Worker
Mr. Samuel Appiah	Worker
Saint Peter Kui Assan	Opinion Leader
Ibrahim Issakah	Opinion Leader
Mr. Prince Ankomah	Opinion Leader
Mr. David Odom	Worker
Miss Mavis Ankrah	Worker
Mr. John S. Mensah	Opinion Leader
Mr. Kojo Koranteng	Opinion Leader
Mr. Kofi Saasi	Opinion Leader
Mr. Nana Antwi	Opinion Leader
Okyemea Obonbi	Ebusupayin Kofi Fosu
Miss Rebecca Abaido	Worker
Miss Sarah Newtin	Worker
Obapayin Essimaa	Worker
Okyeame Asante	Omanhen Kyeame
Okyeame Abuushor	Omanhen Kyeame
Mr. Benjamin Baah	Opinion Leader
Hon. Christopher Mensah	Assembly Member
Hon. Kaleen Abdul	Assembly Member
Hon. Vivian Eduful	Assembly Member
Hon. Mathias B. Forson	Assembly Member
Ransford K. Nyarko	District Chief Executive (DCE)
Abdulai Mohammed K.	District Co-ordinating Director (DCD)
Yahaya Muniru	Human Resource Manager (HRM)
Kelvin Nkansah	Aid to DCE
Ben K. Odum	-
Osei-Asenso Noah	Assembly Member
Samuel Kobina Forson	RC – GSOP ARCO
Abdul-Rahim Abdulai	SCMO – GSOP, NCO





<b>A 10. Meeting Held on Thursday 15<sup>th</sup> March, 2018 with Regional Officers, Greater Accra Region at the Conference Room of the Regional Coordinating Council.</b>			
<i>Attendance</i>			
<i>Name</i>	<i>Organisation</i>	<i>Designation</i>	<i>Email</i>
Ernest Nyagbe	RCC, GAR	Chief Director	-
George G. Ackah	RCC, GAR	REPO	ggackah@yahoo.com
DO1 Ofori-Adjei	GNFS, Accra	Reg. Opts. Officer	e.oforiadjei@yahoo.com
Samson Asare-Boadu	REH&SD GAR	Regional Officer	boaduasare42@gmail.com
Memunatu Issah	RCC, GAR	Assistant Planning Officer	memunakeda@gmail.com
Naa Botwe Nartey	Dept. of Children	Assistant Programme Officer	naabotwe91@yahoo.com
Grace Sowah	Dept. of Community Dev't	Social Dev. Officer	sowah-grace@yahoo.com
Mohammed Munzamil	Land Use & Spatial Planning Authority	Spatial Planner	mmunzamil@gmail.com
Phyllis Senyo	Social Welfare	Reg. Director	emefasenyo@yahoo.com
Lena Alae	Dept. of Gender	Reg. Director	alaiakua@gmail.com
Michael Ntow Ayeh	Reg. Education Officer	Reg. PE. Co-ord	micaryeh@yahoo.com
Marian M. Dompey	Reg. Dept. of Agric	Deputy Director	mariankwaku@gmail.com
Joseph E. Miezah	Dept. of Feeder Road	Reg. Manager	kmiezah@gmail.com
Caleb Hayford	Labour Dept	Reg. Labour Officer	
Pamela E. Oddaye	NADMO	Administrator	pamelaevelynnoddoye@yahoo.com
Sophia N. Vanderpuge	EPA	Prin. Programme. Officer	vanpee30@yahoo.com
Dr. Charity Sarpong	GHS	RDHS	c_brako@yahoo.com
Mary Kaade Kafui	Dept. of Com.	Snr. Co-ord. Dev	kafuimey@gmail.com
Samuel Kobina Forson	GSOP	RC – GSOP ARCO	kobinaforson@yahoo.com
Abdul-Rahim Abdulai	GSOP	SCMO – GSOP NCO	mingo8876@gmail.com
Dorothy Quist	GSOP	Secretary - ARCO	dmkayissah@yahoo.co.uk



## Appendix B: Involuntary Resettlement Instruments

### B1: Outline of a Resettlement Plan (Refer to OP 4.12, Annex A)

1. Description of the sub-project and of its potential land impacts
  - 1.1 General description of the project and identification of the project area
  - 1.2 Potential impacts. Identification of
    - 1.2.1 Project component or activities that give rise to resettlement;
    - 1.2.2 Zone of impact of such component or activities;
    - 1.2.3 Alternatives considered to avoid or minimize resettlement; and
    - 1.2.4 Mechanisms established to minimize resettlement, to the extent possible, during project implementation.
2. Objectives. The main objectives of the resettlement program
3. Socio-economic studies and census of affected assets and affected livelihoods. The findings of socio-economic studies and census to be conducted with the involvement of potentially displaced people include:
  - 3.1 The results of a census survey covering current occupants of the affected area to establish a basis for the design of the resettlement program and to exclude subsequent inflows of people from eligibility for compensation and resettlement assistance;
  - 3.2 Standard characteristics of displaced households, including a description of production systems, labour, and household organization; and baseline information on livelihoods (including, as relevant, production levels and income derived from both formal and informal economic activities) and standards of living (including health status) of the displaced population;
  - 3.3 The magnitude of the expected loss—total or partial—of assets, and the extent of displacement, physical or economic.
  - 3.4 Information on vulnerable groups or persons as provided for in OP 4.12, para. 8, for whom special provisions may have to be made;
  - 3.5 Provisions to update information on the displaced people's livelihoods and standards of living at regular intervals so that the latest information is available at the time of their displacement.
  - 3.6 Other studies describing the following
    - 3.6.1 Land tenure and transfer systems, including an inventory of common property natural resources from which people derive their livelihoods and sustenance, non-title-based usufruct systems (including fishing, grazing, or use of forest areas) governed by local recognized land allocation mechanisms, and any issues raised by different tenure systems in the project area;
    - 3.6.2 The patterns of social interaction in the affected communities, including social networks and social support systems, and how they will be affected by the project;
    - 3.6.3 Public infrastructure and social services that will be affected; and
    - 3.6.4 Social and cultural characteristics of displaced communities, including a description of formal and informal institutions (e.g., community organizations, ritual groups, nongovernmental organizations (NGOs)) that may be relevant to the consultation strategy and to designing and implementing the resettlement activities.
4. Legal and Institutional Framework.
  - 4.1 Summary of the information included in this RPF
  - 4.2 Local legal specificities if any

- 4.3 Local institutional specificities
  - 4.3.1 Identification of agencies locally responsible for resettlement activities and NGOs that may have a role in project implementation;
  - 4.3.2 Assessment of the institutional capacity of such agencies and NGOs; and
5. Eligibility and entitlements. Based on the definitions and categorization in this RPF (see entitlement matrix), definition of displaced persons and criteria for determining their eligibility for compensation and other resettlement assistance, including relevant cut-off dates.
6. Valuation of and compensation for losses. The methodology to be used in valuing losses to determine their replacement cost; and a description of the proposed types and levels of compensation under local law and such supplementary measures as are necessary to achieve replacement cost for lost assets.
7. Resettlement measures:
  - 7.1 Description of the packages of compensation and other resettlement measures that will assist each category of eligible displaced persons to achieve the objectives of the policy (see OP 4.12, para. 6).
  - 7.2 Site selection, site preparation, and relocation. Alternative relocation sites considered and explanation of those selected.
  - 7.3 Legal arrangements for regularizing tenure and transferring titles to resettlers.
  - 7.4 Housing, infrastructure, and social services.
  - 7.5 Environmental protection and management.
  - 7.6 Community participation. Involvement of resettlers and host communities
  - 7.7 Integration with host populations. Measures to mitigate the impact of resettlement on any host communities
  - 7.8 Specific assistance measures intended for vulnerable people, to be identified for instance amongst those listed in section 9 of the RPF
8. Grievance procedures. Based on the principle mechanisms described in this RPF, description of affordable and accessible procedures for third-party settlement of disputes arising from resettlement; such grievance mechanisms should take into account the availability of judicial recourse and community and traditional dispute settlement mechanisms.
9. Organizational responsibilities. The organizational framework for implementing resettlement, including identification of agencies responsible for delivery of resettlement measures and provision of services; arrangements to ensure appropriate coordination between agencies and jurisdictions involved in implementation; and any measures (including technical assistance) needed to strengthen the implementing agencies' capacity to design and carry out resettlement activities; provisions for the transfer to local authorities or resettlers themselves of responsibility for managing facilities and services provided under the project and for transferring other such responsibilities from the resettlement implementing agencies, when appropriate.
10. Implementation schedule. Based on the template presented in the RPF, present an implementation schedule covering all resettlement activities from preparation through implementation, including target dates for the achievement of expected benefits to resettlers and hosts and terminating the various forms of assistance. The schedule should indicate how the resettlement activities are linked to the implementation of the overall project.
11. Costs and budget. Tables showing itemized cost estimates for all resettlement activities (see Section 13 of this RPF), including special assistance to vulnerable persons and other contingencies.

- 12 Monitoring and evaluation. Arrangements for monitoring of resettlement activities by the implementing agency, supplemented by independent monitors as considered appropriate by the Bank, to ensure complete and objective information; performance monitoring indicators to measure inputs, outputs, and outcomes for resettlement activities; involvement of the displaced persons in the monitoring process; evaluation of the impact of resettlement for a reasonable period after all resettlement and related development activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

**B2: Outline of an Abbreviated Resettlement Action Plan (Refer to OP 4.12, Annex A)**

1. Brief Description of the Sub-Project
  - 1.1. Sub-Project Land Needs
  - 1.2. Land Needs Justification and Minimization
2. Census Survey of Displaced Persons and Valuation of Assets
  - 2.1. Methodology
  - 2.2. Results
3. Affected Assets
4. Socio-Economic Features and Affected People's Livelihoods
5. Description of Compensation and Other Resettlement Assistance
6. Consultation with Displaced People
7. Procedures for Grievance Redress
8. Monitoring and Evaluation
9. Institutional Responsibilities and Arrangements for Implementation
10. Timetable, Budget and Funding Arrangements

### **B3: TORs for the RAP Preparation**

#### 1.0 Introduction

The Ghana Productive Safety Nets Project (GPSNP) is an IDA and GoG - funded project under the Ministry of Local Government and Rural Development and Ministry of Gender, Children and Social Protection, with a project development objective supporting the Government to improve livelihoods through a strengthened Safety Net system for poor households. It is a 4-year Project (2018 - 2022), with an IDA Budget of US\$60.0 million. The components of the project include; Social Protection Systems; Livelihood Empowerment Against Poverty (LEAP); Labor Intensive Public Works (LIPW); Productive and Financial Inclusion (P&FI); and Project Management, Coordination, and Capacity Building.

Out of the components outlined, activities of the Labour Intensive Public Works (LIPW) are the most likely to result in land acquisition and resettlement. These activities include;

- a) Rehabilitation and Maintenance of Small Earth Dams and Dugouts (SEDDs) with Accompanying Irrigation Facilities:

Small earth dams and dugouts are significant to improving access to irrigation and agricultural productivity in the Savannah belt of the country, where underground water sources are insufficient to provide for domestic and livestock needs through the dry season. Where dams allow for dry season irrigated agriculture, it has a dramatic impact on local livelihoods, greatly reducing the incentive to migrate away from the region during the dry season. The Project would select dams where the storage capacity does not exceed 250,000m<sup>3</sup> and a height of 5m.

- b) Rehabilitation and Maintenance of Rural Feeder and Access Roads

These assets are particularly useful for connecting remote communities to larger, commercial/urban centres. This boosts access to markets and improves labor productivity. The Project would preferably rehabilitate feeder roads between 3 and 5 km.

- c) Climate Change Mitigation Interventions

This would include seedling production, cultivation of fruit trees and cash crops (such as cashew), and wood lots on degraded communal and public land (preferably between 5 and 40 hectares) to mitigate climate change, support catchment and watershed protection and biodiversity conservation.

The Project is being implemented by beneficiary District Assemblies (DAs) with technical support from five (5) Regional Coordinating Offices and a National Coordinating Office manned by Specialists. Currently the project covers 80 poor rural District Assemblies (DAs).

#### 2.0 Background to the Project

GPSNP is an Environmental Assessment category B project that triggered OP 4.01 (Environmental Assessment) and OP 4:12 (Involuntary Resettlement) mainly due to activities under the Labour Intensive Public Works (LIPW). LIPW involves execution of infrastructural activities in the areas of feeder roads and small earth dams/dugouts and rehabilitation of community degraded lands.



At the time of project preparation, the exact locations for these LIPW activities were unknown. Consequently, an Environmental and Social Management Framework (ESMF) and a Resettlement Policy Framework (RPF) were prepared to guide the project in mitigating environment and social risks. These two frameworks were disclosed in April, 2018. Once the exact location of sub-projects are known the frameworks require the implementing agency to screen the sub-project prior to implementation of the sub-project. The purpose of the screening is to enable an identification of potential safeguards concerns likely to arise as a result of implementation of the sub-project. Action Plans are required where potential adverse social and environmental risks are identified from the screening report to prevent, avoid, mitigate or effectively manage site-specific impacts.

In seeking to implement LIPW sub-projects, the ..... District Assembly intends to comply with these frameworks and all relevant national environmental laws. The terms of reference have been developed for the purpose of selecting a consultant to prepare a **Resettlement Action Plan (RAP)/an Abbreviated Resettlement Action Plan (ARAP)** for the *(Insert name of sub-project)*.

*(Insert detailed description of sub-project and results of screening.)*

### 3.0 Objectives of the Assignment

The objective of the assignment is to:

- i. Develop instruments for stakeholder consultation; and
- ii. Develop RAP/Abbreviated RAP (applicable where PAPs are less than 200) which outlines the processes and actions to be taken to safeguard the PAPs.

### 4.0 Scope of Work

The assignment will take place in *(insert sub-project location)*.

The scope of work for the assignment for the RAP/ARAP includes the following:

- i. A **census survey** of displaced persons and valuation of assets: This involves carrying out a socio-economic census and survey of affected people and assets as well as identifies different types of impacts and establish cut off dates, and methods for the valuation of assets and livelihoods, etc
- ii. **Description and a matrix of compensation and other resettlement assistance** to be provided. Describe the type of compensation and to be paid to the different affected people, land, assets, livelihoods, temporary or permanent relocation, etc.
- iii. **Existing legal and policy framework for land acquisition and differences between National and World Bank policies:** describe applicable and relevant legal and policy issues for land acquisition in Ghana and describe any differences between World Bank and Ghana policies.
- iv. **Institutional arrangements and consultations with affected people about acceptable alternatives;** which institutions including NGOs, unit(s) within the ..... District Assembly, any sub-committee of the DA; will be involved in the process and their respective roles and responsibilities. For instance, who will be responsible for release of funding to pay for compensation and who will be in charge of ensuring that all affected persons have been duly compensated?

- v. **Development of a Grievance Redress Mechanism;** Describe a grievance redress system that will allow aggrieved persons to seek for redress should they have any issues.
- vi. **Arrangements for monitoring including indicators and implementation;** indicate how implementation of the RAP/ARAP would be monitored and provide the key monitoring indicators.
- vii. **Timetable and Budget:** provide a timetable for implementation of the RAP/ARAP, the time for PAPs to leave site after full payment of all compensation and what the actual budget should be. (Budget should include activities of grievance redress team)
- viii. **Annexes: people/institutions consulted,** (add pictures) issues discussed/responses given by ..... District Assembly and incorporated into the ARAP.

#### 5.0 Method of Assignment

The method to be adopted for carrying out the assignment must be participatory and include:

- i. Development of tools for consultation and data gathering including guided questions, focused group discussion and stakeholder map showing the different stakeholders interested and affected by the project; and
- ii. Consultation of various interested individuals and groups especially project affected persons (PAPs).

#### 6.0 Outputs

The outputs of the assignment are:

- i. A stakeholder map
- ii. Tools for consultation with project affected persons and other stakeholders
- iii. A final RAP/ARAP including items i & ii above and annexes.

#### 7.0 Timeframe

The assignment will commence immediately on signing of the contract and will be carried-out within **1-month duration**. The consultant will report to **the District Coordinating Director of the Assembly**. The consultant will be expected to work in close collaboration with the LIPW Focal Person

#### 8.0 Qualifications

The consultant shall possess a minimum of a Master's degree in environmental studies or social sciences with at least 5 years post-qualification experience in environmental and social safeguards or environmental and social assessment. The consultant must have a good knowledge of the World Bank Safeguards policies, social protection and procedures as well as national environmental policies, legislation and procedures. Knowledge of the local language would be an advantage.


#### 9.0 Clients Inputs

The client will provide all relevant information and documents that will enable the consultants to carry out their duties. The client will also facilitate the organization of consultation meetings with PAPs and stakeholders as part of the disclosure activities and will be responsible for the disclosure of the RAP/ARAP.

**Appendix C: Template for the Preparation of Budgets to Prepare and Implement RAPs**

No.	ITEM	GHC
<b>1.0</b>	<b>PREPARATORY PHASE</b>	
1.1	Inventory of affected persons, assets and livelihoods	
1.2	Valuation fees (LVB or private valuer)	
1.3	Preparation of resettlement plans or compensation reports	
<b>1.4</b>	<b><i>Sub- Total Cost: Preparatory Phase</i></b>	
<b>2.0</b>	<b>COMPENSATION</b>	
2.1	Compensation for permanent acquisition of land	
2.2	Compensation for temporary occupation of land	
2.3	Compensation for destruction of standing crops	
2.4	Compensation for destruction of permanent immovable structures	
2.5	Compensation for temporary displacement of moveable structures	
<b>2.6</b>	<b><i>Sub – Total Cost: Compensation</i></b>	
<b>3.0</b>	<b>LIVELIHOOD RESTORATION /MITIGATION MEASURES</b>	
3.1	Compensation for farmers ' loss of income	
3.2	Compensation for business persons ' loss of income	
3.3	Cost of special assistance to vulnerable persons	
<b>3.4</b>	<b><i>Sub-Total: Livelihood Restoration/Mitigation</i></b>	
<b>4.0</b>	<b>CAPACITY BUILDING &amp; IMPLEMENTATION COST</b>	
4.1	Capacity building for key stakeholders –local consultant	
4.2	Overhead cost for compensation disbursement/grievance redress/monitoring & evaluation	
4.3	Legal fees (in case of court dispute)	
4.4	Development of RAP/ARP	
<b>4.5</b>	<b><i>Sub-Total: Capacity Building &amp; Implementation</i></b>	
<b>5.0</b>	<b>TOTAL COST (addition of all subtotals)</b>	
<b>6.0</b>	<b>CONTINGENCY (5%-10% OF TOTAL COST)</b>	
<b>7.0</b>	<b>GRAND TOTAL COST (Total Cost + Contingency)</b>	


## Appendix D: Interface of LIPW Automated Case Management System



**GSOP**  
CASE MANAGEMENT SYSTEM


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Welcome to the Support Center


In order to streamline support requests and better serve you, we utilize a support ticket system. Every support request is assigned a unique ticket number which you can use to track the progress and responses online. For your reference we provide complete archives and history of all your support requests. A valid email address is required to submit a ticket.



**Report a new case**

Please provide as much detail as possible so we can best assist you. To update a previously reported case, please login.


Report a case



**Check Case Status**

We provide archives and history of all your current and past reported cases complete with responses.

Check Case Status



**GSOP**  
CASE MANAGEMENT SYSTEM

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Users
Tasks
Tickets
Knowledgebase

[Open \(3\)](#)
[Overdue \(3\)](#)
[Closed](#)
[New Ticket](#)

[advanced]

Sort

Open Tickets

Select: All None Toggle

Number	Last Updated	Subject	From	Priority	Assigned To
<input type="checkbox"/> 394183	10/26/17 8:45 AM	Underpayment of IPC	6 Safeguards and Case M...	High	Kwame Sarfo
<input type="checkbox"/> 911152	1/4/18 11:22 AM	CF monthly allowance delayed for...	2 Safeguards and Case M...	Normal	Samuel Mensah
<input type="checkbox"/> 115214	1/4/18 11:15 AM	CF monthly allowance delayed for...	2 Safeguards and Case M...	Normal	Samuel Mensah

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