



GOVERNMENT OF THE REPUBLIC OF LIBERIA

MINISTRY OF EDUCATION

RESETTLEMENT POLICY FRAMEWORK (RPF)

**For the proposed
LIBERIA LEARNING FOUNDATIONS PROJECT
Project ID No: P172705**

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ABBREVIATIONS AND ACRONYMS

AF	Affected Family
AP	Affected Person/Aggrieved Party
ARAP	Abbreviated Resettlement Action Plan
CBO	Community Based Organization
CEO	County Education Officer
CSA	Civil Service Agency
DEO	District Education Officer
DHS	Demographic and Health Survey
DLIs	Disbursement Linked Indicators
ECE	Early Childhood Education
EMIS	Education Management Information System
EPA	Environmental Protection Agency
ESA	Education Sector Analysis
FA	Fully Affected
GER	Gross Enrolment Rate
GoL	Government of Liberia
G2B-ESP	Getting to Best Education Sector Plan
GPE	Global Partnership for Education
GPE-G2B	Global Partnership for Education-Getting to Best in Education
GPI	Gender Parity Index
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
IVA	Independent Verification Agent
JESR	Joint Education Sector Review
LEG	Local Education Group
LLC	Liberia Land Commission
LLFP	Liberia Learning Foundations Project
LRA	Liberia Revenue Authority
MCA	Maximum Country Allocation
M&E	Monitoring and Evaluation
MFDP	Ministry of Finance and Development Planning
MIA	Ministry Internal Affairs
MoA	Ministry of Agriculture
MoE	Ministry of Education
MoH& SW	Ministry of Health and Social Welfare
MoM&E	Ministry of Mines and Energy

MPW	Ministry of Public Works
NGO	Non-Governmental Organization
OP	Operation Policy
PA	Partially Affected
PAPD	Pro-Poor Agenda for Prosperity and Development
PAP	Project Affected Person
PDOs	Project Development Objectives
PDT	Project Development Team
PFMU	Project Financial Management Unit
PIU	Project Implementation Unit
RAP	Resettlement Action Plan
RF	Results Framework
RPF	Resettlement Plan Framework
RTTIs	Rural Teacher Training Institutes
SMT	Senior Management Team
SQA	School Quality Assessment
USAID	United States Agency for International Development
WASSCE	West African Senior Secondary Certificate Examination
WB	World Bank

RESETTLEMENT TERMS AND MEANING

Term	Meaning
Contracting Entity	The Contractor or corporate body whose bid to carry out the works and services has been accepted by the employer.
Involuntary resettlement	“Involuntary Resettlement” refers to both physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or means of livelihoods) because of land acquisition undertaken specifically for a project. Resettlement is involuntary when affected individuals or communities do not have the right to refuse land acquisition, which results in their physical and/or economic displacement. This occurs in cases of expropriation and negotiated settlements in which the buyer can resort to expropriation. All resettlement losses are compensated in-kind or in-cash, depending on the context.
Land acquisition	The ESS5 and other similar international requirements clarify that “land acquisition” covers both full purchases of property as well as the permanent purchase of rights other than full property rights, such as rights-of way, easement and certain usufruct rights. Land acquisition can be permanent or temporary.
Monitoring Consultant	A legally established professional entity or firm selected by the client to provide the services under the signed contract
Physical displacement	Loss of dwelling or business as a result of project-related land acquisition, which requires the affected person(s) to move to another location. Physical displacement of businesses typically entails economic displacement too
Economic displacement	Loss of assets (including land) or access to assets that leads to loss of income sources or means of livelihood as a result of project-related land acquisition or restriction of access to natural resources. People or enterprises may be economically displaced with or without experiencing physical displacement
Stakeholder	All Persons or groups, affected by the project directly or indirectly and/or with interests in the project and who may be able to influence its outcome either positively or negatively

Term	Meaning
Project Affected Person (PAP)	Project Affected Person: Person or enterprise experiencing either physical or economic displacement or both as a direct result of the project.
Vulnerable groups	Vulnerable or “at-risk” groups includes people who, by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage or social status may be more adversely affected by displacement than others and who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits. The RPF therefore provides differentiated assistance to assist each category of vulnerable persons during resettlement.
Cut-Off Date	<p>The date that establishes eligibility for compensation and other benefits related to land acquisition. Best practice suggests using the date on which the census and assets inventory is started in a community or area.</p> <p>In order for the Cut-Off Date to be valid, PAPs are notified. According to the World Bank’s the census conducted at a declared Cut-Off Date is, as a rule, valid for a period of two years from the start of the census.</p>
Compensation	Payment in cash or in kind for loss of land, access to land, and immovable asset or a resource that is acquired or affected by the project.
Allowance	Cash paid to defray resettlement related expenses other than losses of immovable assets. For example, tenants can be provided with a cash <i>allowance</i> to support their effort to secure alternative housing. A moving <i>allowance</i> can be paid to people who have to relocate as a result of Project land acquisition. An <i>allowance</i> is distinguished from compensation, which reimburses the loss of an immovable asset or land
Livelihood	A livelihood comprises the capabilities, assets (including both material and social resources) and activities required for a means of living. A livelihood is sustainable when it can cope with and recover from stress and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base.
Livelihood restoration	Specific activities intended at supporting displaced peoples’ efforts to restore their livelihoods to pre-project levels. Livelihood restoration is distinguished from compensation. Livelihood restoration measures typically

Term	Meaning
	include a combination of cash or other allowances and support activities such as training, agricultural assistance or business enhancement. Livelihood restoration is often referred to as economic rehabilitation
Resettlement Policy Framework (RPF)	Where a project or sub-project is not defined to such a level that a final footprint is available and or detailed data are missing, an RPF defines the principles with which any Resettlement Action Plan will accord and outlines the expected impacts and compensation, physical relocation and livelihood restoration programs.
Resettlement Action Plan (RAP)	<p>Resettlement Action Plan outlines how the resettlement will be managed to fulfil the objectives of ESS5</p> <ul style="list-style-type: none"> • identifies the impacts, types and levels of compensation and other measures based on the value of assets that will be lost • Includes action plan for allocating compensation and budget for implementation, compensation etc.
Full replacement value	<p>The current market value of the asset plus transaction costs (e.g. taxes, stamp duties, legal and notarization fees, registration fees, travel costs and any other such costs as may be incurred as a result of the transaction or transfer of property). In applying this method of valuation, depreciation of structures and assets is not taken into account. For losses that cannot easily be valued or compensated for in monetary terms, in-kind compensation may be appropriate. However, this compensation should be made in goods or resources that are of equivalent or greater value and that are culturally appropriate. With regard to land and structures, replacement costs are defined as follows:</p> <p><i>Agricultural land</i>—the market value of land of equal productive use or potential located in the vicinity of the affected land, plus the cost of preparation to levels similar to or better than those of the affected land, and transaction costs such as registration and transfer taxes.</p> <p><i>Residential land</i>—the current market value of land of equivalent area and use, with similar or improved infrastructure and services preferably located in the vicinity of the affected land, plus transaction costs such as registration and transfer taxes.</p> <p><i>Houses and other structures</i>—the cost of purchasing or building a new structure, with an area and quality similar to or better than those of the affected structure, or of repairing a partially affected structure, including labor and contractors' fees and transaction costs such as registration and transfer taxes.</p>

EXECUTIVE SUMMARY

Background

The RPF stated that the project is likely to require additional small size land for the construction of 54 ECE classrooms, 18 latrines, 18 water systems in 18 sites in order to fit in some structures as per the design, usability or other technical requirements of subprojects. The exact locations for subprojects including all 18 sites and the magnitude of impact of the land take is not yet known, so RAP can not be prepared.

This Resettlement Policy Framework (RPF) establishes resettlement objectives and principles, organizational arrangements, and funding mechanisms for resettlement operation that may be associated with construction activities. The RPF also estimates the probable number of affected persons and resettlements and assesses the institutional capability to design, implement, and oversee resettlement operations during the preparation and implementation phases of the Liberian Learning Foundations Project (LLFP). It provides guidance for examining the extent of impacts of construction activities on properties and livelihoods. It will guide the preparation and implementation of the RAP or ARAP, depending on the scale and severity of impacts.

The LLFP aims to improve equitable access to and enhance the quality of Early Childhood Education (ECE) and primary education services in targeted counties with system accountability improvement. Its primary beneficiaries are ECE students in the six targeted counties (approximately 40,000) as well as those targeted by the accelerated learning program (5,600 students) and ECE classroom construction (approximately 2,538 students). Additional beneficiaries include the 300 accelerated learning program teachers and principals to be trained under the project.

The LLFP builds upon the Global Partnership for Education - Getting to Best in Education Project (GPE-G2B) which aims to improve equitable access to Early Childhood Education (ECE) and teacher quality in ECE and primary education in targeted counties (Bomi, Grand Kru, Maryland, River Cess, River Gee, and Sinoe), and strengthen national school accountability systems in Liberia. Like the LLFP intends to do, the GPE-G2B Project supports key components of Liberia's Getting to Best Education Sector Plan (G2B-ESP, 2017-2021) and is implemented by the Ministry of Education (MoE). The GPE-G2B has completed Year Two of implementation. While the project implementation continues, the GPE has informed the Government of Liberia through the Ministry of Education of an increase in the maximum country allocation (MCA) of US\$5.6 million which the Government intends to use to embark on LLFP. The LLFP is expected to complement the existing GPE-G2B Project in line with the priorities in the G2B-ESP. Specifically, the LLFP will allow the MoE to revise and/or scale-up its result-based financing targets in the existing GPE-G2B project, and in consultation with the Local Education Group (LEG) developed new activities for implementation with the aim of increasing the development impact of GPE interventions in Liberia.

Project Components

The LLFP has three components as described below.

Component 1: Improving the quality of and access to ECE in targeted counties

This component aims to strengthen ECE foundations in targeted disadvantaged counties, in alignment with the ESP ECE objectives. To meet the component objective, three sub-components will be financed: (i) construction of ECE classrooms, latrines and water systems; (ii) accelerated education for overage students; and (iii) provision of ECE teaching and learning materials (TLMs).

Sub-component 1.1: Construction of ECE classrooms, latrines and water systems (US\$1.699 million)

This sub-component will address a priority need identified in the ESP for additional ECE classrooms and water, sanitation and hygiene (WASH) facilities in schools with overcrowding or which lack ECE infrastructure. The sub-component aims to reduce ECE overcrowding and improve infrastructure quality at 18 school sites, each of which will receive a package of three ECE classrooms (one per ECE grade), furnishings and basic equipment, one latrine (consisting of four age-appropriate toilets) and one water system. The 18 schools are also benefiting from the placement of qualified ECE teachers under the G2B Project and have been assessed as having adequate land and topography, no land tenure issues and the necessary population density to justify additional classrooms.

Sub-component 1.2: Provision of ECE teaching and learning materials (US\$0.48 million)

The objective of sub-component 1.2 is to increase access to ECE teaching and learning materials (TLMs) in the six targeted counties. This sub-component addresses the widespread lack of curriculum materials for play-based learning and further enhance the impact of the ECE grants, construction and teacher training TLMs, including curriculum and teachers' guides, supplementary ECE reading books, and assorted classroom learning aid materials for pretend play, sensory play, blocks play, reading and counting, will be distributed across the same schools receiving school grants under the G2B Project.

Sub-component 1.3: Accelerated education for overage students (US\$0.90 million)

This sub-component will support the MoE's plans to expand its accelerated learning program (ALP) for overage ECE students and also complements the MoE's COVID-19 response plan. The G2B-ESP identifies overage enrollment as a persistent challenge to improving access, efficiency and quality in the education sector. The phenomenon begins in ECE and impacts every grade, driven by low levels of at-age enrollment, poverty and high rates of grade repetition.

Component 2: Achieving learning outcomes through increased equity, efficiency and accountability (US\$1.77 million)

This component focuses on consolidating education system accountability to increase equity, efficiency and learning outcomes in the education system through Performance-Based Conditions (PBC). Component 2 provides financing through three PBCs (formerly DLIs) as mandated under GPE requirements and guidelines known as the GPE variable part allocation. PBC 1 (equity) aims to increase the proportion of qualified ECE and primary teachers in the targeted counties by incentivizing the deployment of additional qualified teachers, teacher certification and replacement of unqualified or absent teachers. PBC 2 (efficiency) aims to improve the system of teacher payroll management by teachers linking teacher certification to teachers' biometric National ID. PBC 3 (learning outcomes) aims to further the implementation of a national primary student learning assessment for Grade 3 and 6. This component considers realistic expectations given progress to date under the G2B Project, the Government's fiscal situation, upcoming activities under the G2B Project and the COVID-19 response plan.

Component 3: Strengthening project management and sector support and coordination (US\$0.7 million)

This component will provide financing to support the implementation of activities under Components 1 and 2 and help to ensure the activities are sustainable beyond the life of the Project, including M&E, training and management. The component will fund M&E activities conducted by the MOE, county and district levels, as well as operational costs. A school infrastructure audit will be conducted to identify vulnerabilities to environmental risks, in line with the World Bank's E&S instruments (safeguards) requirements. Allocations will be made for technical assistance (TA), communications, an Independent Verification Agent (IVA), two JESR and additional activities to ensure the project is effectively implemented aligned to World Bank and GPE requirements.

The Project has no change in PDO and location from its parent G2B Project.

ESS5 Principles, Objectives, and Scope. The Bank believes that involuntary land acquisition, restrictions on land use and involuntary resettlement caused by infrastructure projects, if unmitigated, could give rise to severe economic, social, and environmental risks and impacts. In anticipation of these social risks and impacts, ESS5 provides risks mitigation measures to address and mitigate these impoverishment risks and impacts.

ESS5 provides risks mitigation measures to address and mitigate impoverishment risks and impacts. The LLFP shall fully adhere to the two ESS5 objectives 1) To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives; and 2) To avoid forced eviction.

While this RPF shall guide the preparation and approval of Resettlement Action Plans (RAPs)/Abbreviated Resettlement Action Plans (ARAPs), the scope of applicability of ESS5 shall be established during the subproject's environmental and social assessment under the umbrella of ESS1. Criteria that will lead to determination of the applicability of ESS5 are discussed under chapter three of this RPF.

Process for Preparing and Approving Resettlement Plans

The LLFP while carrying out resettlement tasks will put in place a systematic process and procedures to guide the preparation and implementation of the Resettlement Plans. The scope of the RAP/ARAP will be determined

by the magnitude of each subproject's impacts and the complexity of mitigation measures. A census of affected properties, persons and activities to be affected by subproject activities will determine the scope and complexity of resettlement and livelihood impacts.

To address the issues identified in the census, the LLFP will prepare a plan proportionate to the risks and impacts associated with the project.

The RAP/ARAP must contain or cover all minimum key elements of RAP/ARAP stated in Annex I of ESS5. The RAP/ARAP shall be approved by the World Bank, prior to disclosure and finalization.

Socio-economic Study

When preparing the RAP for components 1, subcomponent 1.1, the LLFP shall conduct a socioeconomic study targeting potential PAPs as well as carry out a census survey to: a) identify Project Affected Persons (PAPs) in the affected area, b) establish characteristics and typology of affected households, c) provide information on vulnerable groups and people, d) determine the magnitude of potential losses – partial or full and, e) establish communication systems to ensure two way communication channel from PAPs to the LREEAP and from LREEAP to PAPs.

Expected Social and Economic Impacts

In the six counties, civil work activities under subcomponent 1.1 are expected to affect the livelihoods of an estimated number of 250 PAPs, constituting 54% female and 46% male. One hundred and twenty of the PAPs are vulnerable people. Categories of losses likely to be caused by subcomponent 1.1 are anticipated to include, but may not be limited to, permanently or temporarily affected land, houses or other structures, crops, trees, or other asset

Standard and Legal Framework Analysis

In this RPF, the Ministry of Education (MoE) employs relevant Liberian laws and the relevant World Bank guidelines to provide the basis for resettlement and compensation for all categories of Project Affected Persons (PAPs). For example, the Liberian Constitution of 1986 provides the mandate for compensation of citizens whose lands have been expropriated by the Government, while the Land Rights Act of 2018 outlines the various means for land acquisition. The World Bank's E&S safeguards policies operate to prevent and mitigate potential adverse impacts associated with the Bank financed infrastructure projects.

Institutional Arrangements and Coordination

The institutional framework for the implementation of this RPF and subsequent RAP(s) involves government ministries and agencies as well as private institutions, but the MOE has overall responsibility. The MOE comprises personnel at central, county, and district levels, as well as staff (teachers and principals) working at the school level. The Senior Management Team (SMT) located at headquarters in Monrovia is the executive body of the MOE. It is responsible for overall policy direction and implementation decisions regarding the sector and, therefore, is the main decision-making body for LLFP implementation. At a sub-national level,

County Education Officers who oversee DEOs are responsible for their respective county and district’s schools and educational affairs, at their respective levels.

Specifically, the MoE’s Project Delivery Team (PDT) will be responsible for coordinating the implementation of all aspects of the LLFP. The PDT does not currently have an E&S Officer; therefore, all E&S issues are being handled by the Project Coordinator, and the M&E Specialist. However, with the inclusion of the LLFP to its portfolio, the PDT intends to hire an E&S Officer.

Government institutions to be involved in the implementation of the RPF and RAP(s) will, among others, include the Environmental Protection Agency (EPA), the Liberia Land Authority (LLA), the Ministry of Internal Affairs (MIA), and the Ministry of Agriculture (MOA).

Valuation Methods and Eligibility

When calculating compensation amount of affected properties and means of livelihoods, the LLFP shall follow the principle of full replacements cost. The valuation exercise will ensure that affected properties valuation is consistent with the ESS5 provisions and the valuation method shall be transparent.

The project does have some potential environmental and social risks. Much of the infrastructural activities will involve rehabilitation of pre-existing structures for which identification and acquisition of land would not be required. However, there are some new sites proposed for schools which will require vetting. The table below includes the allocation of sites across the six counties.

County	Allocation	Districts	Number of classrooms
Grand Kru	3 sites	Wedebo, Jloh & Sass Town (3)	9
Rivercess	3 sites	Monweh, Central Rivercess 1&2 (3)	9
Maryland	3 sites	Sodoken, Barrobo 1 & Barrobo 2 (3)	9
River Gee	3 sites	Tiempo, Webbo & Sarbo (3)	9
Bomi	3 sites	Senjeh, Suehn-Mecca & Dewoin (3)	9
Sinoe	3 sites	Sankwen, Central Kpanyan & Lower Kpanyan (3)	9
Total	18 sites	18 districts	54

PAPs who will be affected by subcomponent 1.1 shall be eligible to receive compensation and resettlement assistance. PAPs who: i) have formal legal rights to land or assets; ii) do not have formal legal rights to land or assets, but have a claim to land or assets that are recognized or recognizable under national law - such claims could be derived from adverse possession or from customary or traditional tenure arrangements; and iii) who have no recognizable legal right or claim to the land or assets they occupy or use, shall be entitled for compensations for lost assets and resettlement assistance.

Grievance Redress Mechanism and Consultation

The MoE will institute a Grievance Redress Mechanism (GRM) that allows project-affected and interested persons who are not satisfied with compensation and/or resettlement packages or procedures or quantification of the impacts as well as those with interest and concerns to lodge a complaint or a claim without cost and with the assurance of a timely and satisfactory resolution of that complaint or claim. There shall be Grievance Redress Committees (GRCs) at the community, district and national levels. If the grievance is not redressed at Grievance Redress Mechanism/Grievance Redress Committee (GRM/GRC), the aggrieved will have the right to go to the court of the country.

The Project Affected Persons (PAPs) will be consulted and involved in all resettlement activities: planning, implementation and monitoring. Their involvement provides them with greater understanding of the project, the resettlement issues and gives them opportunities to voice their concerns about the project, and they may offer alternatives and compromises that tend to promote implementation.

The MoE shall be responsible for disseminating information relating to RPF/RAP. The MoE will ensure that the RPF and subsequent RAPs are available at a place accessible to PAPs in a form, manner, and language that are understandable to them. Additionally, the MoE will ensure that the various comments are incorporated into the final RAP, and that copies of the final RAP are available and accessible to all agencies of the Government of Liberia, PAP and local NGOs.

Monitoring and Evaluation

Monitoring and Evaluation (M&E) shall constitute key components of RAP implementation. As such, the MoE shall take the responsibility to ensure that an M&E system is in place and effectively functioning. Monitoring is an integral part of the RAP implementation activities under GPE-G2B and will continue throughout the project period. Regular monitoring enables the MoE to assess resettlement implementation progress and challenges, take corrective action where and when necessary to keep the project on course, and to ensure achievement of the stated resettlement objectives as well as compliance with ESS5.

Budget and Implementation Linkages to Construction

The MoE will develop a Resettlement Action Plans (RAPs)/Abbreviated Resettlement Action Plans (ARAPs) that include a detailed budget for compensation and other rehabilitation entitlements. It will also include information on how funds will flow as well as provide a compensation schedule. The Government of Liberia is obligated and shall carry out its official responsibility for meeting the terms of this framework, including financial obligations associated with land acquisition and livelihoods restoration measures. The total cost of implementing this RPF is One Hundred, Thirty-Seven Thousand United States Dollars (US\$137,000.00).

CHAPTER ONE: PROJECT BACKGROUND

The Liberian Learning Foundation (LLFP) has completed Year Two of implementation and has made only initial progress towards achievement of PDO-level indicator targets due to challenges with project implementation, most notably, delays with hiring the Project Development Team (PDT) personnel and the departure of the Project Coordinator in November 2018. Progress on project activities has improved markedly since the appointment of a new Project Coordinator in February 2019.

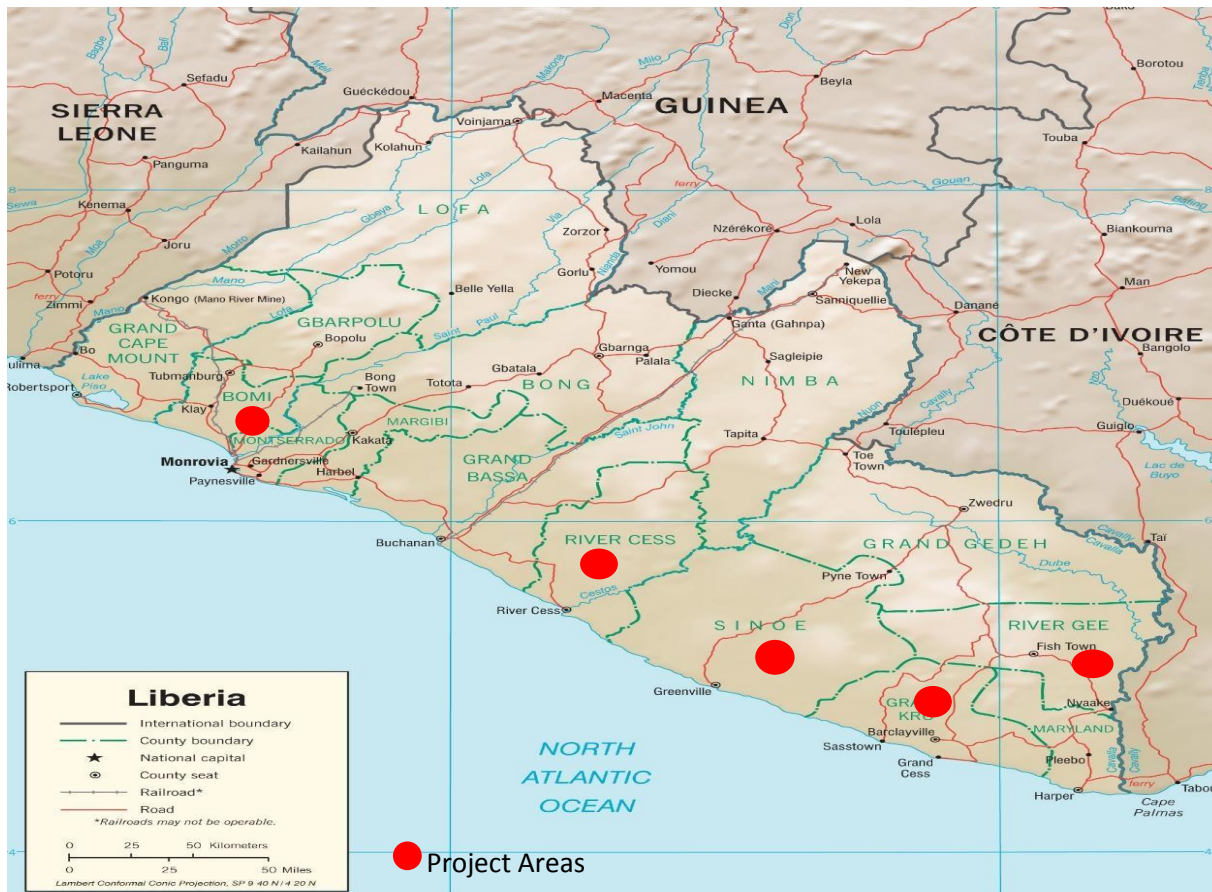
On June 27, 2018, the GPE informed the Government of Liberia through the Ministry of Education of an increase in the maximum country allocation (MCA) of US\$5.6 million which the Government intends to use to embark on the Liberia Learning Foundation project (LLF). The LLF is expected to complement the existing GPE-G2B Project in line with the priorities in the G2B-ESP. Specifically, the LLFP will allow the MoE to revise and/or scale-up its result-based financing targets in the existing GPE-G2B project, and in consultation with the Local Education Group (LEG) developed new activities for implementation with the aim of increasing the development impact of GPE interventions in Liberia.

1.1 Project Development Objective (PDO)

The PDO of the LLFP is to improve equitable access to and enhance the quality of Early Childhood Education (ECE) and primary education services in targeted counties with system accountability improvement.

1.2 Project Beneficiaries

The primary beneficiaries are ECE students in the 6 targeted counties (approximately 40,000) as well as those targeted by the accelerated learning program (5,600 students) and ECE classroom construction (approximately 2,538 students). Additional beneficiaries include the 300 accelerated learning program teachers and principals to be trained under the project.



1.3. Project Components

The project consists of the following three components: (i) improving the quality of and access to ECE services in targeted counties; (ii) improving learning outcomes through increased equity, efficiency and accountability; and (iii) strengthening project management and sector support and coordination.

1.3.1 Component 1: Improving the quality of and access to ECE in targeted counties (US\$3.0 million)

This component aims to strengthen ECE foundations in targeted disadvantaged counties, in alignment with the G2B-ESP's ECE objectives. To meet the component objective, three sub-components will be financed: (i) construction of ECE classrooms, latrines and water systems; (ii) provision of ECE TLMs; and (iii) accelerated education for overage students at the ECE level.

Sub-component 1.1: Construction of ECE classrooms, latrines and water systems (US\$1.669 million)

This sub-component will address a priority need identified in the ESP for additional ECE classrooms and water, sanitation and hygiene (WASH) facilities in schools with overcrowding or which lack ECE infrastructure. The sub-component aims to reduce ECE overcrowding and improve infrastructure quality at 18 school sites each of which will receive a package of three ECE classrooms (one per ECE grade), furnishings and basic equipment, one latrine (consisting of four age-appropriate toilets) and one water system. The 18 schools are also benefiting from the placement of qualified ECE teachers under the G2B Project and have been assessed as having adequate land and topography, no land tenure issues and the necessary population density to justify additional classrooms.

The Government recognizes that construction of additional classrooms and WASH facilities can help to address inequities in ECE provision and reduce overcrowding as well as complement the COVID-19 response. The proposed project, through this sub-component, aims to reduce overcrowding in ECE, reduce supply-side barriers to ECE services and contribute to the achievement of national targets in the G2B-ESP including the construction of additional ECE classrooms in areas of greatest need. This sub-component complements the G2B Project which provides annual grants to ECE schools to improve access to ECE and quality of ECE, primarily through reducing ECE school fees and providing resources for minor infrastructure improvements, materials and activities to support ECE students.

This sub-component will also benefit from a National School Infrastructure Strategy (NSIS) that is being supported through the IDA-financed IRISE Project. The NSIS will include design standards, drawings and specifications for all education levels including ECE and primary schools. The NSIS will establish norms and standards for future school construction in the country. The construction under this sub-component will adhere to the NSIS and will use a centralized procurement approach where the MOE will manage all of the procurement processes at the central level.

Sub-component 1.2: Provision of ECE teaching and learning materials (US\$0.48 million)

The objective of sub-component 1.2 is to increase access to ECE TLMs in the six targeted counties. This sub-component addresses the widespread lack of curriculum materials for play-based learning and further enhances the impact of the ECE grants under the G2B Project. Teachers' guides, supplementary ECE reading books, and assorted classroom learning aid materials for pretend play, sensory play, blocks play, reading and counting, will be distributed across the same schools receiving school grants under the G2B Project. The TLMs have already been developed under the leadership of the MOE through Open Society Initiative for West Africa (OSIWA)- and United States' Agency for International Development (USAID)-funded programs. The TLMs

created through these programs are available through Creative Commons as open source materials. The project will also procure and distribute student activity books, early grade readers, picture books and math manipulatives to support the implementation of the teacher planners and ensure every ECE classroom in the six counties has an adequate library of graded and contextualized reading books. Newly qualified teachers trained through the G2B project will be trained in the use of the teacher planners and reading materials.

To enable greater accessibility and penetration, a free TLM app will be adopted along with an online TLM platform to enable backend app support and maintenance. A new app will not be created as it is easier and more efficient to use one of the existing, proven apps such as Bloom Reader, Worldreader, Let's Read etc. Bloom Reader is the most accessible as it allows audio and sign language and does not require internet while being accessible from any device (mobile phones, computers or tablets). A decision on which app to use will be made during project appraisal.

Sub-component 1.3: Accelerated education for overage students (US\$0.9 million)

This sub-component will support the MOE's plans to expand its accelerated learning program (ALP) for overage ECE students to promote age-appropriate enrollment. This activity is aligned with the USAID-funded Accelerated Quality Education (AQE) Program which operates in 6 other counties, avoiding implementation in the same schools. This sub-component will strengthen the impact of the ECE school grants and ECE teacher training under the G2B Project and contribute to the achievement of national targets for reaching and addressing the learning needs of overage students.

One hundred public schools in five districts in three counties will be expected to run Level 1 ALP classes for 5,600 overage ECE students during the academic year. Schools in these districts will receive the ALP Level 1 package for 5,600 overage students. This will complement the G2B project ECE school grants to reduce the proportion of overage students in ECE. MOE expects two cohorts of approximately 2,300 overage ECE students to transition to Grade 3 in the second and third year of the proposed project's implementation, enabling space for at-age students to enroll. Students will complete a final assessment and receive a Level 1 certificate. On passing the assessment for Level 1, overage ECE students will transition to Grade 3.

MOE will coordinate trainings for ALP Master Trainers and teachers. The MOE will conduct a five-day training-of-trainers' session with 10 Master Trainers (two per district plus two County Alternative Education Supervisors) using the recently updated ALP materials produced by the USAID-funded AQE project. Master Trainers will be the District AE Coordinator and retired teachers and principals. Due to the age of the ECE students, the accelerated program will use ALP Level 1 (equivalent to Grades 1 and 2). Each teacher contracted under the ALP program will receive the ALP Level 1 teacher manual and each school will receive student workbooks, stationery and a mobile library box of reading books. All materials have already been developed by MOE and AQE. ALP Schools will have the flexibility to conduct classes during regular class time, after

school or on weekends. The AQE TLMs will be printed in advance of in-service teacher training in each district. AQE-trained teachers will receive a monthly stipend of US\$50 by mobile money for the additional workload. When schools re-open, the MOE will coordinate with the school feeding programs to ensure targeted schools receive school feeding support, if necessary, given that many children are not receiving meals at home and food insecurity remains a major concern. All targeted beneficiaries under this sub-component, estimated at 5,600 students during the life of the project, will be assessed annually. All activities under this sub-component will be coordinated with the EiETWG to ensure activities complement the COVID-19 response.

The implementation of Component 1 will be under the authority of the Minister's Office, the Department of Planning, Research and Development and the Department of Administration. Implementation of sub-component 1.1 will be under the joint authority of the Division of Physical Environment under the Bureau of Planning, Research and Development and the Ministry of Public Works (MPW) in coordination with the Bureau of Early Childhood Education. Sub-component 1.2 will benefit from the leadership and oversight of the Bureau of Early Childhood Education in coordination with the Center of Excellence for Curriculum Development and Textbook Research. Implementation of sub-component 1.3 will be under the authority of the Division of Alternative Education (AE). Master Trainers under sub-component 1.3 will conduct at least six monitoring and support visits to their schools during the academic year and will, in turn, be supported by quarterly visits from central office staff.

1.3.2. Component 2: Improving learning outcomes through increased equity, efficiency and accountability (US\$1.77 million)

Component 2 provides financing through three PBCs (formerly known as DLIs) as mandated by the GPE and known as the variable part allocation. The selected PBCs, aligned with the DLIs under the G2B Project, to incentivize improvements in equity, efficiency and learning outcomes in the education system PBCs (referred to as DLIs under the G2B Project). PBC 1 (equity) aims to increase the proportion of qualified ECE and primary teachers in the targeted counties by incentivizing the deployment of additional qualified teachers, teacher certification and replacement of unqualified or absent teachers. PBC 2 (efficiency) aims to improve the system of teacher payroll management by teachers linking teacher certification to teachers' biometric National ID. PBC 3 (learning outcomes) aims to further the implementation of a national primary student learning assessment for Grade 3 and 6.

For the equity PBC, inequalities in teacher deployment and difficulties in adding teachers to the payroll are persistent challenges. The proposed PBC constitutes a stretch for the MOE which will require capacity improvements at the central and sub-national levels to implement. Verifying the equity PBC will require annual data on teacher numbers and qualifications, which will strengthen the requirement for regular school monitoring and the annual school census. Overall, if the MOE achieves the scaled-up target, it will increase the proportion of qualified ECE and primary teachers from 45.77 percent (2015/16) to 70 percent (2021/22) in the six targeted

counties which is above the national average (58 percent in 2015/16). This is expected to have a positive impact on teaching and learning and reduce the inequitable distribution of qualified teachers.

Under the G2B project, the efficiency PBC (formerly DLI) aimed to address inefficiencies in the teacher payroll system. DLI 2.1 under the G2B project incentivizes the annual publication of a list of teachers on the Government payroll to improve transparency and teacher payroll management. DLI 2.2 under the G2B Project targets the removal of functionally illiterate teachers from the workforce who had been identified through a national verification and testing program in an effort to reduce inefficiencies associated with employing illiterate teachers. The verification exercise also discovered widespread problems with the authenticity of teacher qualification certificates. IVA verification for years 1 and 2 for the DLIs under G2B are expected by June 30, 2020.

To further improve the quality of the teaching workforce and reduce inefficiencies associated with having falsely qualified teachers on the public payroll, the project does the following. In 2020/21 (year 1 of proposed LLF implementation), the MOE will be rewarded for establishing a secure teacher certification system (US\$220,000). Activities will include a system for producing (and reprinting) unique biometric certificates. In 2021/22 (year 2 of proposed LLF implementation), the system will be implemented through biometric certification of all teacher trainees (US\$350,000). These two targets represent a transformative change for the teacher management system and are appropriate for results-based financing because they require strong local ownership. The process and output targets are considered to be stretch targets due to constraints in human and organizational capacity identified in the Education Sector Analysis. Achieving the targets would represent important steps to securing previous gains in workforce reform and ensure more efficient use of limited payroll and teacher education budgets.

Disbursement under PBC 3 is contingent on piloting and implementing a national primary student learning assessment system currently financed by the under G2B Project. The LLF Project will reward the implementation and publication of an additional national Grade 3 and 6 student assessment in English and Mathematics in 2021/22 with US\$500,000 disbursed for achieving the target. This will further institutionalize the practice of conducting and publishing national student assessments.

1.3.3. Component 3: Strengthening project management and sector support and coordination (US\$0.7 million)

Key project management and sector coordination activities are described as sub-components. These subcomponents will cover additional Project Delivery Team (PDT) salary and operational cost for managing new activities, additional IVA and PFMU cost, additional school and community communication and two further JESRs. To support effective project management and to build capacity, under sub-component 3.1, the project will finance TA, including targeted training for MOE staff and participating institutions– particularly in FM and procurement, environmental and social safeguards, and M&E responsibilities. In addition to

providing targeted support to bureau teams critical to project implementation, the project will finance expert consultants, as needed, to support effective project implementation.

The GA supervision costs will cover implementation support. This includes (including project M&E, review of IVA reports, safeguards and fiduciary oversight) and knowledge sharing by the World Bank as the designated GA.

1.4 Design Considerations to Avoid or Minimize Land Acquisition by Component 1

The project is intended to use the available land within the schools and government owned land, building and resources. In the process of site selection for new construction and identification of schools for rehabilitation, MoE will assess the requirements and coordinate with the technical team to avoid private or community land acquisition. If the acquisition of land is required, landowners shall be compensated at the market rate of the land / properties evaluated and as explained in the framework. The compensation for loss will follow the replacement cost payment method and other benefits as defined in this framework.

CHAPTER TWO: ESS5 PRINCIPLES, OBJECTIVES, AND SCOPE

2.1 Principle

The Bank believes that involuntary land acquisition¹, restrictions on land use² and involuntary resettlement caused by infrastructure projects, if unmitigated, could give rise to severe economic, social, and environmental risks and impacts such as adverse impacts on: production systems; loss of productive assets or income sources; access to land; the performance of community institutions and social networks; kin groups ability to live and work together; and cultural identity and; traditional authority. In anticipation of these social risks and impacts, ESS5 provides risks mitigation measures to address and mitigate these impoverishment risks and impacts.

2.2 ESS5 Objectives

While advancing subcomponent 1.1 of component 1, the LLFP shall fully adhere to the following ESS5 objectives:

- To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives.
- To avoid forced eviction.
- To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost and (b) assisting displaced persons in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.
- To improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure.³

¹ Land acquisition refers to all methods of obtaining land for project purposes, which may include outright purchase, expropriation of property and acquisition of access rights, such as easements or rights of way. Land acquisition may also include: (a) acquisition of unoccupied or unutilized land whether or not the landholder relies upon such land for income or livelihood purposes; (b) repossession of public land that is used or occupied by individuals or households; and (c) project impacts that result in land being submerged or otherwise rendered unusable or inaccessible. "Land" includes anything growing on or permanently affixed to land, such as crops, buildings and other improvements, and appurtenant water bodies.

² Footnote 2. "Restrictions on land use" refers to limitations or prohibitions on the use of agricultural, residential, commercial or other land that are directly introduced and put into effect as part of the project. These may include restrictions on access to legally designated parks and protected areas, restrictions on access to other common property resources, restrictions on land use within utility easements or safety zones.

³ "Security of tenure" means that resettled individuals or communities are resettled to a site that they can legally occupy, where they are protected from the risk of eviction and where the tenure rights provided to them are socially and culturally appropriate. In no event will resettled persons be provided tenure rights that are in effect weaker than the rights they had to the land or assets from which they have been displaced.

- To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable displaced persons to benefit directly from the project, as the nature of the project may warrant.
- To ensure that resettlement activities are planned and implemented with appropriate disclosure of information, meaningful consultation, and the informed participation of those affected.

2.3 Scope of ESS5 Application

While this RPF guide the preparation and approval of RAP/ARAP, the applicability of ESS5 shall be established during the environmental and social assessment under the umbrella of ESS1. Criteria that will lead to determination of the applicability of ESS5 are discussed in chapter three of this RPF. ESS5 applies to permanent or temporary physical and economic displacement resulting from the following types of land acquisition or restrictions on land use undertaken or imposed in connection with project implementation:

- Land rights or land use rights acquired or restricted through expropriation or other compulsory procedures in accordance with national law;
- Land rights or land use rights acquired or restricted through negotiated settlements with property owners or those with legal rights to the land, if failure to reach settlement would have resulted in expropriation or other compulsory procedures;
- Restrictions on land use and access to natural resources that cause a community or groups within a community to lose access to resource usage where they have traditional or customary tenure, or recognizable usage rights. This may include situations where legally designated protected areas, forests, biodiversity areas or buffer zones are established in connection with the project;
- Relocation of people without formal, traditional, or recognizable usage rights, who are occupying or utilizing land prior to a project-specific cut-off date;
- Displacement of people as a result of project impacts that render their land unusable or inaccessible;
- Restriction on access to land or use of other resources including communal property and natural resources such as marine and aquatic resources, timber and non-timber forest products, fresh water, medicinal plants, hunting and gathering grounds and grazing and cropping areas;
- Land rights or claims to land or resources relinquished by individuals or communities without full payment of compensation; and
- Land acquisition or land use restrictions occurring prior to the project, but which were undertaken or initiated in anticipation of, or in preparation for, the project.

ESS5 applies to all components of the LLFP project that result in involuntary resettlement, land acquisition and land access restriction, regardless of the source of financing. It also applies to other activities resulting in involuntary land acquisition and land access restriction, 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.

CHAPTER THREE: PROCESS FOR PREPARING AND APPROVING RESETTLEMENT PLANS

3.1 Screening, Preparing and Approving Resettlement Plans

The project while carrying out resettlement tasks will put in place a systematic process and procedures to guide the preparation and implementation of the Resettlement Plans when required as follows:

3.1.1 Sub-project Social Impacts Assessment

The social impact assessment will be undertaken before subproject approval to determine the magnitude of likely environmental and social impacts including: involuntary land acquisition, relocation or loss of shelter, loss of assets or access to assets, or loss of income sources and means of livelihood that will result from the sub-project activity.

Site specific social risks screening or census will be conducted and the exercise shall identify potential impacts of subprojects activities on PAPs. The exercise will be conducted by dedicated social safeguards officer, county education officers and district authorities as discussed in detail under the institutional and implementation chapter, working in conjunction with the community.

Once project proposed subprojects' specific locations are known in each of the targeted counties, impact screening exercises will be carried out by the PDT in consultation with the Bank. The first step will be to determine the potential subproject footprint and area of influence, including, particularly for the classrooms and water, sanitation and hygiene (WASH) facilities in schools with overcrowding or which lack ECE infrastructure under sub component 1.1 as well as the identification of any associated facilities.

3.1.2 Determining ESS5 Applicability

Once all components of the subproject have been identified and the decision is made on the determination of associated facilities, if any, the second step is to undertake a census and inventory of assets in the full area of influence of the sub component 1.1 subproject to help determine whether ESS5 applies to the proposed subprojects activities (including any associated facilities, if any) to be implemented by the project. The screening exercises for each subproject including any associated facility activity(ies) should provide answers to the following questions:

- a) *How much land area is required for advancing the subcomponent 1.1, including its activities and its associated facilities – if any?* If the subproject does not need any land, ESS5 is not or will not be applicable,
- b) *Are inhabited dwellings involved?* Wherever inhabited dwellings may potentially be affected by a sub-project, a documented effort will be made to relocate the activity to avoid any impact on such dwellings and to avoid displacement/relocation accordingly. However, in as much as such impacts prove unavoidable, the project will prepare the required RAPs.
- c) *Who owns the land?* If part of the land has private owners and the LLFP project intends to acquire the land using eminent domain, ESS5 is applied. If, however, all privately owned land is going to be sold voluntarily in the open market and the government is not going to use its right of eminent domain and if the potential PAPs have the option to refuse land acquisition or purchase, ESS5 is not applied.
- d) *If the LLFP requires publicly owned land, is this land subject to customary claim, squatters, or encroachers?* If all the land required for the project is state owned and is not subject to competing customary claims, grazing rights, or squatters or encroachers, ESS5 is not applied. However, if the land is state-owned but is subject to competing claims, ESS5 is applied,
- e) *How is the land, including publicly owned land, currently used?* This question helps to determine the scope of resettlement and livelihood issues in the case of private land and to identify possible temporary or seasonal use of state-owned land, even though the land may appear to be empty,
- f) *What is the rough estimate of resettlement impacts to result from subcomponent 1.1 land acquisition?* This question helps the LLFP assess the scale of resettlement and/or economic displacement and determine the proportionality and appropriateness of resettlement instrument to use,
- g) *Will the LLFP be able to identify, before subproject approval, all the land required for subcomponent 1.1?* This question helps determine the proportionality and timing of resettlement instrument required for the sub-project. If all the land parcels required for the sub component 1.1 cannot be identified before subproject approval, specific provisions will need to be included in the RAP prepared for the sub-component to ensure that any additional land is acquired and economic displacement compensated in accordance with ESS5, this RPF and specific provisions of the sub component RAP, that stakeholders are aware of the issues and that any additional land acquisition is minimized and well supervised;
- h) *If activities of subcomponent 1.1 of the LLFP are in a legally designated park or protected area, will the access of the people living inside or around the park be restricted?* If yes, ESS5 becomes relevant and a process framework is required, leading to agreed mitigation measures before the restrictions can be imposed.

The screening process for resettlement/livelihoods impact will be coordinated with the overall subproject screening.

3.2 RAP/ARAP Preparation

A RAP/ARAP may be required if subprojects activities require changes in existing land use whether temporarily or permanently. The scope of the RAP/ARAP will be determined by the magnitude of each subproject's impacts and the complexity of mitigation measures. A census of affected properties, persons and activities to be affected by subproject activities will determine the scope and complexity of resettlement and livelihood impacts.

To address the issues identified in the census, the LLFP will prepare a plan proportionate to the risks and impacts associated with the project:

- (a) For projects with minor land acquisition or restrictions on land use, as a result of which there will be no significant impact on incomes or livelihoods, the plan will establish eligibility criteria for affected persons, set out procedures and standards for compensation, and incorporate arrangements for consultations, monitoring and addressing grievances;
- (b) For projects causing physical displacement, the plan will set out the additional measures relevant to relocation of affected persons;
- (c) For projects involving economic displacement with significant impacts on livelihoods or income generation, the plan will set out the additional measures relating to livelihood improvement or restoration; and
- (d) For projects that may impose changes in land use that restrict access to resources in legally designated parks or protected areas or other common property resources on which local people may depend for livelihood purposes, the plan will establish a participatory process for determining appropriate restrictions on use and set out the mitigation measures to address adverse impacts on livelihoods that may result from such restrictions.

The PIU will assess and determine, at the earliest possible stage, the relative impact related to:

- a) Physical displacement (relocation, loss of residential land or loss of shelter) or
- b) Economic displacement (loss of land, assets or access to assets, changes or restrictions to land use leading to loss of income sources, access to natural resources, or other means of livelihood).

The resettlement impacts will be identified applying the information on sub-project respective land requirement including, for example, for the construction of the classrooms and water, sanitation and hygiene (WASH) facilities in schools with overcrowding or which lack ECE infrastructure. On the basis of these requirements, the preparation of RAP/ARAP will take the following steps:

- i. Determine whether subproject activities including any associated facilities are eligible,

- ii. Determine whether subproject activities entail involuntary land acquisition or restriction or land use change that cannot be avoided or minimized,
- iii. Take steps to prepare the RAP/ARAP—If ESS5 *applies* to the subproject, the PDT must complete following tasks:
 - a. Conduct a census and socioeconomic surveys to identify subprojects' impacts and the people that will be affected;
 - b. Finalize the resettlement entitlements for each category of impact;
 - c. Select adequate resettlement sites and income-improvement activities (if relocation is necessary or required);
 - d. Establish institutional mechanisms for delivering entitlements and for undertaking other resettlement and livelihood restoration activities;
 - e. Prepare budgets and plans to ensure the timely flow of funds for resettlement and livelihood restoration implementation;
 - f. Coordinate implementation arrangements among relevant agencies involved in the implementation of RAP/ARAP;
 - g. Establish mechanisms for continued participation of PAPs in resettlement and livelihood restoration, as well as for redressing of their grievances; and
 - h. Make arrangements for internal and independent monitoring of resettlement activities proportional to the risks and complexity of mitigation measures;
- iv. Coordinates the activities of agencies contributing to RAP/ARAP,
- v. Review and clear the resettlement planning documents—the LLFP or its consultants, and the Bank Social Development Specialists collaborate in preparing the resettlement documentation and arranging for their review and clearance,
- vi. Arrange for monitoring and supervision during implementation—Plans for Bank supervision, project monitoring, and independent resettlement monitoring should specify arrangements for responding to obstacles or opportunities arising during implementation.

3.3 RAP/ARAP Approval/Clearance/Disclosure

Once the magnitude of impacts of subprojects activities are determined, the proportionality of impacts mitigation measures is agreed upon and the required planning instruments are prepared, the following approval and clearance steps/procedures should be followed by the LLFP project:

- i. For subcomponent 1.1 activities (including any associated facilities-if any) a Subproject- or component-specific RAP/ARAP needs to be submitted to the Bank for approval as a condition of its financing of the respective subproject or component. The RAP/ARAP must contain or cover all minimum elements of RAP/ARAP stated in Annex I of ESS5,

- ii. For each subproject, evidence of satisfactory RAP implementation including payment/delivery of all compensations must be provided to the Bank before the site can be cleared and construction can start.
- iii. If subcomponent 1.1 activities impose restrictions of access to legally designated parks or protected areas, the PDT needs to submit a Process Framework (PF) as a condition for subproject approval. The PF must contain or cover all minimum elements of PF stated in Annex I of ESS5.
- iv. If sub component 1.1 sub-project activities (including any associated facilities – if any) impose restrictions of access to legally designated parks or protected areas, the specific plans of action describing the mitigation measures agreed to by the affected communities need to be submitted by PIU for World Bank approval before the restrictions can be imposed.
- v. The RAP/ARAP shall be approved by the World Bank, prior to disclosure and finalization.

3.4 Disclosure

This RPF and subsequent subprojects RAP(s)/ARAP(s)/PFs will be submitted to the World Bank for a ‘No Objection.’ Once cleared by the Bank, the Project Team will subsequently disclose the RAP(s)/ARAP(s) in the project area. A printed version of these safeguards’ instruments will be available to the public at MoE headquarters and subprojects’ areas. Upon disclosure in the subproject area, these instruments will also be disclosed on the World Bank’s website. Electronic copy of this RPF and RAP(s)/ARAPs shall be posted on MoE websites.

PDT is responsible for ensuring the quality, consistency, clearance, and for in country disclosure, of this RPF and all subproject RAP(s)/ARAPs in accordance with the ESS5 requirements. For any changes made to the approved RPF, and each RAP/ARAP, the same clearance and disclosure protocols will be followed.

CHAPTER FOUR: SOCIO-ECONOMIC CHARACTERISTICS

4.1 Population

Liberia has an estimated population of 4.81 million people with 40 to 54 percent of the population living below the poverty line based on different estimates. The population is growing rapidly with a fertility rate of 4.4 children per woman in 2020. More than two-thirds of the population are under the age of 35 and nearly one-half of the population lives in urban areas. There are acute disparities in income, health and education outcomes between rural and urban populations, exacerbated by poor infrastructure and limited domestic investments. Severe malnutrition is also prevalent with almost one-third (32 percent) of children under five years old being stunted. The composition of the population in the six targeted counties is presented in the table below:

Table 1: *Population Distribution by Gender*

Targeted County	Total Population	Male		Female	
		Population	%	Population	%
Bomi	102,674	51,078	49.7	51,596	50.3
Grand Kru	70,687	35,070	49.6	35,618	50.4
Maryland	165,923	79,915	48.2	86,008	51.8
Rivercess	87,282	45,318	51.9	41,965	48.1
River Gee	81,522	41,367	50.7	40,155	49.3
Sinoe	124,976	61,731	49.4	63,245	50.6
Total	633,064	314,479		318,587	

Source: Household Income and Expenditure Survey 2016

4.2. Size of Household Population

The average household size in the targeted counties vary from 4.1 persons in Bomi County to 4.9 persons in Maryland (LISGIS, 2017) with Bomi County having the highest proportion of female-headed household (29.2%) and Sinoe County the lowest (20.2%). The effects of the conflict are evident as well in the spatial distribution of disabled people as a percentage of the population.

4.3. Education

Since the end of the civil war, the Government has worked to rebuild the public education system with the aim of expanding access to education for all. In 2017, building on achievements and lessons of the previous decade, the Government developed a strategy focused on improving the equity, quality, and relevance of teaching and

student learning. This strategy is articulated through nine priorities outlined in the Getting to Best in Education Sector Plan 2017–2021 (G2B-ESP).⁴

However, the education sector still faces many challenges. The most significant include (a) low learning outcomes; (b) overage enrollment at the ECE and primary education levels; (c) disparities in access and completion at the basic education level; (d) inadequately trained and inequitable distribution of teachers; and (e) inadequate management and accountability systems at the central and school levels.⁵ For example, evidence points to pervasively low student learning outcomes at both the primary and secondary education levels. From 2008 to 2015, several programs conducted small-scale assessments of early grade students' literacy outcomes. In nearly all assessments, the mean score for Grade 3 students' oral reading fluency was lower than 25 correct words per minute—far below the MoE literacy benchmark of 45 correct words per minute.⁶

Regarding overage enrollment at ECE and primary education levels, approximately 250,000 children ages 6 to 11 are enrolled at the ECE level, according to the Education Sector Analysis (ESA). This distortion continues throughout the system, and stems largely from delayed entry into primary school and interruptions in schooling. Despite some improvement since 2008, 82% of students in primary grades are overage and 40% are more than three years' overage.

⁴ The G2B-ESP is based on the Liberia Education Sector Analysis (ESA), a comprehensive review and evidence-based analysis of the education sector from approximately 2000 till 2015. The G2B-ESP includes an implementation plan outlining roles and responsibilities for central, ministerial, and decentralized education administration.

⁵ Liberia MoE. 2016. Getting to Best in Education Sector Plan 2017–2021.

⁶ Liberia MoE and World Bank. 2015. Liberia Education Sector Analysis; King, S., M. Korda, L. Nordstrum, and S. Edwards. 2015. Liberia Teacher Training Program: End Line Assessment of the Impact of Early Grade Reading and Mathematics Interventions.

Table 2: Education Statistics of Project Counties

County	% Unqualified ECE Teachers	% Unqualified Primary Teachers	NER at ECE (%)	NER at Primary (%)	All Schools
Bomi	53	40	38	50	158
Grand Kru	73	57	39	49	142
Maryland	60	42	29	37	190
River Cess	73	54	16	30	130
River Gee	68	47	11	23	110
Sinoe	79	67	17	28	188

Source: EMIS (2015–2016)

4.4 Level of Poverty

Nearly 40% of the population lives on less than US\$1.90 per day (a figure 20 percentage points higher than other countries in Sub-Saharan Africa)⁷. Although gross national income per capita has nearly doubled since 2003, human development achievements continue to be extremely low. In 2016, Liberia received a value of 0.427 on the Human Development Index, giving it a ranking of 177 out of 188 countries.⁸

Table 3: Extreme Poverty and Severe Stunting⁹ in Project Counties

County	Extreme Poverty (Region Level %)	Severe Stunting (%)
Bomi	24	15
Grand Kru	39	11
Maryland	39	16
River Cess	13	16
River Gee	39	21
Sinoe	13	13

Source: Demographic and Health Survey (DHS) (2013)

⁷ Human Development Report.2016. <http://hdr.undp.org/en/countries/profiles/LBR>. Accessed February 17, 2018

⁹ Children (under age 5) whose height for age Z-score is below minus two standard deviations (–2 SD) from the median of the reference population are considered short for their age or stunted. Children who are below minus 3 standard deviations (–3 SD) are considered severely stunted. Stunting reflects failure to receive adequate nutrition over a pro-longed period and is also affected by recurrent and chronic illness. Height for age, therefore, represents the long-term effects of malnutrition (specifically, undernutrition) in a population and is not sensitive to recent, short-term changes in dietary intake. Liberia Demographic and Health Survey 2013. <https://dhsprogram.com/pubs/pdf/FR291/FR291.pdf>.

4.5 Life Expectancy

In Liberia, the average life expectancy at birth is 62 years. The country ranks 153 out of 157 countries on the HCI with a score of 0.31 (HCI, 2018). Infant mortality is 70 deaths per 1,000 live births (2013); and, maternal mortality rate is 770 deaths per 100,000 live births (2013). The HIV prevalence observed in the 2013 LDHS among adults age 15-49 is 1.9% compared to 1.5 % in 2009.

4.6 Social and cultural characteristics

Liberia's population is 97% indigenous people with only 3% as Americo-Liberians. Most indigenous tribes have held on to their beliefs and traditions; tribal culture is still prevalent in Liberia today. Each tribe has its own distinct languages and customs. The indigenous groups speak languages belonging to the Niger-Congo family of African languages, found throughout Sub-Saharan Africa. Traditionally, women hold very strong roles in tribal life, and most tribes commonly practice female circumcision. In Liberia, both monogamy (one man having one wife) and polygyny (one man having more than one wife at a time) are permitted and practiced. Among non-Western-educated Liberians, dating and marriage are regarded as somewhat of a practical social and economic arrangement between families. Marriage often involves payment of a bride price to the bride's parents at the time a marriage is agreed upon. There are 16 ethnic groups, and Christianity (85%), Islam (12%), and indigenous religions (3%) are practiced.

4.7 Land Use and Agriculture

Liberia has a total land area of 111,370 square kilometers, including 96,320 square kilometers of land (9.63 million hectares) and 15,050 square kilometers of water. About 28% of the total land area is agricultural land. Liberia's terrain comprises mangrove swamps and beaches along the coast, wooded hills and semi-deciduous scrublands along the immediate interior, and dense tropical forests and plateaus in the interior. The inland grassy plateau and swamplands support agriculture. Forests cover about 43% of the total land area (FAO 2016).

Agriculture is the primary livelihood for about 70% of Liberia's population, and provides sustenance for many households engaging in cassava, rubber, rice, oil palm, cocoa, or sugarcane production. More households engage in cassava production than any other crop. Rice and cassava are the primary staple food crops. The main cash crops and foreign exchange earners are rubber, cocoa, and timber. Rubber is one of the dominant generators of state revenues, accounting for 17.5% of the total export receipts in 2017 (CBL 2017).

4.8 Estimated Number of PAPs and Likely Impacts

Sub projects' civil work activities under subcomponent 1.1 are expected to affect the livelihood of an estimated number of 250 PAPs in the six counties.

4.8.1 Likely Impact by Gender

As shown in the table below, of the total 250 PAPs likely to be impacted, it is estimated that 54% are female while 46% are male. The total male and female populations in the six targeted counties are 314,479 and 318,587 respectively with an overall gender ratio of 98.7 (HIES 2016).

Table 4: Gender Ratios in Project Counties

County	Female	Male	Total	Gender Ratio ¹⁴ (Males to Females)
Bomi	23	20	43	99
Grand Kru	25	21	46	98.5
Maryland	29	22	51	92.9
River Cess	14	17	31	108
River Gee	19	21	40	103
Sinoe	22	17	39	97.6
Total	135	115	250	98.7

¹⁴ The gender ratio is an excerpt from LISGIS HIES 2016 showing the ratio of males to females in a population. A balanced ratio of one male to one female would be 100:100. In Liberia, there are approximately 96 males to every 100 females (i.e. gender ratio of 95.6).

4.8.2 Likely Impact by Vulnerable Groups

Of the total 250 PAPs likely to be impacted by subcomponent 1.1 activities, 120 are vulnerable. The composition of vulnerable groups by gender is shown in table below:

Table 5: Vulnerable PAPs by Gender and County

County	Female	Male	Total
Bomi	14	5	19
Grand Kru	16	9	25
Maryland	18	3	21
River Cess	14	7	21
River Gee	11	4	15
Sinoe	16	3	19
Total	89	31	120

4.9 Categories of Losses likely to be cause by subprojects are anticipated to include, but may not be limited to, the following:

- Permanently or temporarily affected land;
- Houses or other structures, crops, trees, or other assets;
- Small kiosk or any other small business or production; and/or,
- Income losses as a result of the Project.

CHAPTER FIVE: CATEGORIES AND ENTITLEMENTS

5.1 PAPs Classification

Affected persons may be classified as persons:

- (a) Who have formal legal rights to land or assets;
- (b) Who do not have formal legal rights to land or assets, but have a claim to land or assets that is recognized or recognizable under national law;¹⁰
- (c) Who have no recognizable legal right or claim to the land or assets they occupy or use. The census described in chapter three of this RPF will establish the status of the affected persons,

PAPs who belongs to one, two or all of the above classifications will be qualified for compensation and resettlement assistance as discussed below:

Category (a): Affected persons who have formal legal rights to land or assets are those who have formal documentation under national law to prove their rights or are specifically recognized in national law as not requiring documentation. In the simplest case, the land is registered in the name of individuals or communities. In other cases, persons may have a lease on the land and therefore have legal rights.

Category (b): Affected persons who do not have formal rights to land or assets, but who have a recognized or recognizable claim under national law can fall into a number of groups. They may have been using the land for generations without formal documentation under customary or traditional tenure arrangements that are accepted by the community and recognized by national law. In other cases, they may have never been provided formal title or their documents may be incomplete or lost. They may have a claim for adverse possession if they have occupied land for a certain number of years defined by national law as long enough, without the formal owner contesting the occupation. In such cases, national law on land rights often has legal procedures by which such claims can become recognized.

Category (c): Affected persons who have no recognizable legal right or claim to the land or assets they occupy, or use are eligible for assistance under ESS5. These can be seasonal resource users, such as herders, grazers, fishers, or hunters (although if the rights of such users are recognized by national law, they may fall into category (a) or (b)). They can also be persons occupying land in violation of applicable laws. Affected persons in these groups are not eligible for compensation for land but are eligible for resettlement and livelihood assistance and compensation for assets.

¹⁰ Such claims could be derived from adverse possession or from customary or traditional tenure arrangements.

Initial estimation of the probable number of affected persons suggests that household members of 250 PAPs with an average household size of 5 will be impacted by sub component 1.1 sub projects(s).

The table below shall be used to preset each category of PAPs:

Table 5.1: PAPs Categories

PAPs Categories	Female	Male	Total
With formal legal rights to land	33	34	67
Without formal legal rights to land	41	25	66
Loose livelihood resources or employment	33	39	72
Those who have no recognizable legal right or claim to the land	28	17	45
Total	135	115	250

Persons covered under (a) and (b) above are to be provided compensation (at full replacement value) for the land and assets they lose, and other assistance in accordance with the entitlement matrix provided in this RPF. Likewise, persons in category (c) are compensated for loss of economic resources in accordance with the entitlement matrix provided in this RPF. Persons in category (d) are to be provided with resettlement assistance in lieu of compensation for the land they use/occupy, as well as other assistance as necessary, if they have occupied the area prior to an agreed cut-off date for entitlements. All persons included in categories (a), (b), (c) and (d) are to be provided with compensation for loss of assets other than land (including those attached to land such as structures, crops, improvements, etc.).

PAPs who suffers direct economic and social impacts¹¹ that both result from Bank-financed infrastructure projects causing a) the involuntary taking of land resulting in (i) relocation or loss of shelter and, (ii) loss of assets or access to assets; b) loss of income sources or means of livelihood, whether or not the affected persons must move to another location and; c) the involuntary restriction of access to legally designated parks and protected areas resulting are all eligible for compensation and resettlement assistances.

Table 5.2 below presents an entitlement matrix with possible impacts that could result due to the different categories of losses that the PAP may be exposed. Specific PAPs and the respective entitlements will only be identified and verified during the RAP/ARAP development.

¹¹ Where there are adverse indirect social or economic impacts, it is good practice for the borrower to undertake a social assessment and implement measures to minimize and mitigate adverse economic and social impacts, particularly upon poor and vulnerable groups. Other environmental, social, and economic impacts that do not result from land taking may be identified and addressed through environmental assessments and other project reports and instruments.

Table 5.2: Entitlement Matrix

Type of Loss	Application	Eligibility Criteria	Compensation	Entitlement
Land				
Permanent loss of agricultural and non-agricultural land	PAPs permanently losing agricultural land regardless of impact severity	Person with formal right to land (certificate of occupancy/right of occupancy) or without formal legal right to land but have recognizable claim to land recognized under the prevailing local land tenure	<p>PAP will be entitled to:</p> <p>alternative land of the same value as the one being displaced.</p> <p>Where alternative land is not feasible, PAP will be paid compensation for the land at full replacement cost (including compensation for the value of improvements on the land, lost assets, losses incurred under lease arrangement and any assets lost as indicated in this entitlement matrix)</p>	<p>Entitled to the cost of preparing the land to levels similar or better to those of the affected land, plus the cost of any registration and transfer taxes</p> <p>Notice to harvest standing seasonal crops. If notice cannot be given, compensation for loss of crops will be provided;</p>
		tenants/sharecroppers	<p>Tenants: Reimbursement of rental deposit or unexpired lease - such amount will be deducted from the compensation of landowners. Assist tenant or leaseholders to find alternative land</p> <p>ALL: compensation for improvements, crops, assets; resettlement assistance</p>	<p>PAPs will not be entitled to alternative land or compensation for land but shall be entitled for improvements of land they have made such as structures, crops, economic trees.</p> <p>Cash compensation for temporary loss of income as well as other assistances such as income generating support, transition allowance, etc.</p>
		PAPs who have no recognizable legal right or claim to the land they are occupying using or getting their livelihood from.	No compensation for the land but will receive compensation for assets and structures and resettlement assistance to restore pre-resettlement conditions (including some land where appropriate)	Same as tenants

Type of Loss	Application	Eligibility Criteria	Compensation	Entitlement
Temporary loss of agricultural or other livelihood supporting land	PAPs temporarily losing agricultural land (no dwellings)	Rights holders	Lease payments at market value	Signed contract and return of land in agreed conditions
Communal properties/ grazing land	Restriction/Loss of grazing grounds	All PAPs including those who have no recognizable legal right or claim to the land they are occupying using or getting their livelihood from.	<p>Replacement or restoration of the affected community facilities, 60 days advance notice regarding construction activities, including duration and type of disruption</p> <p>Restoration of access / provision of alternative access to common facilities/resources.</p> <p>Communities to benefit from a livelihood restoration program</p>	<p>Assistance to create grazing reserve elsewhere in consultation with PAPs</p> <p>Cash compensation for temporary loss of income.</p>

Buildings/Structures and Sacred altars				
Loss of permanent immovable structures such as Residential/commercial buildings, public buildings and shops	PAPs permanently losing houses	Recognized/formal owner of affected structure irrespective of land ownership status	Compensation at full replacement value/cost for affected land, bindings/structures, sacred altars and associated facilities	In addition to the compensation amount for the affected land, structure and facilities, their PAPs will be provided with assistance covering: i) six-month income loss, ii) transition allowance, iii) provision for transportation costs, iv) provision for transaction costs. and, v) additional assistance or proportional deferential treatment for vulnerable group
	PAPs losing rental accommodations and rental income	Tenants		<p>The PAP will be given one-month grace period to vacate the house/or the impact site and shall be given six-month rental allowance based on existing rental rate plus cost of moving to the alternative location and Disturbance assistance (10% of cost of rent)</p> <p>Assistance finding new accommodations if needed</p> <p>PAPS shall be allowed to take the salvage material if they wish and shall be assisted with means of transportation or cost of transportation</p>
		Landlords	Should be compensated or structures	Should be compensated for lost income
Non-residential structures (bars, Fences, etc.)	PAPs losing non-residential structures	Recognized/formal owner of affected structure irrespective of land ownership status	Compensation in kind or in cash at full replacement cost for lost structures, (in addition to compensation for loss of land).	PAPS shall be allowed to take the salvage material if they wish and shall be assisted with means of transportation or cost of transportation
		Tenants/lease holder	PAPs shall be compensated for cost of improvements if they made improvements on the rental property	<p>Resettlement assistance</p> <p>PAPS shall be allowed to take the salvage material if they wish and shall be assisted with means of transportation or cost of transportation</p>

		Squatters/Non-legalizable users	Squatters shall be compensated for cost of improvements if they made improvements on the rental property	Squatters will receive compensation at full replacement cost of all structures built by the non-legalizable user
Loss of Public Assets	Buildings and other associated facilities	Various governmental entities, community and NGOs	Affected public, NGOs and community buildings and other facilities shall be compensated at full replacement value/cost of the affected properties. Where impact is reparable, the affected structure shall be repaired to at least previous condition or replaced – and the service possibly improved – in areas identified in consultation with affected communities and relevant authorities, in the impact location or relocation villages or other sites	Additional assistances if found necessary and if justified
Loss of Shrines and sacred structures		Recognized owner/priest of affected shrine/interested HH or community	Full replacement or relocation cost of the sacred structure	Provide with the cost of rituals or actions agreed to with the priest/traditional leader or PAP to appease/comfort
Loss of Community Infrastructure/Common Property Resources				
Loss of common property and/or resources	Community/ Public Assets	Community/ Government	Compensation for the affected asset or structure at full replacement cost	Reconstruction of the lost structure or in-kind compensation in consultation with community

Business and livelihood from crops and economic trees and employment				
Business income losses and livelihood restoration entitlements	Income loss	All PAPs regardless of legal status	<p>Compensation at full replacement value/cost for structures and associated facilities</p> <p>Compensation for loss of Income</p>	In addition to the compensation amount for the affected structure and facilities, PAPS will be provided with assistance covering: i) six-month income loss, ii) transition allowance, iii) provision for transportation costs, iv) provision for transaction costs., v) additional assistance to restore or establish alternative livelihood, and vi) additional payment to support the PAP under vulnerable group (s)
Crops	Standing crops affected or loss of planned crop incomes	All PAPs regardless of legal status	<p>When possible PAPs will be given enough time to harvest existing crops to avoid economic loss to them. Where not feasible, cash compensation for crops at full market current value in the locality will apply and will cover lost crops and lost harvests.</p> <p>Permanently or temporarily, harvesting of standing crops will be permissible with no deduction made from compensation payment, a once-off compensation/lump sum will be paid for the loss of the standing crops, including for fields and food gardens that have been cultivated but the seeds have not yet germinated. Compensation shall also be paid to PAPs for interruption in crops cycle, if planting is delayed by subproject activities.</p>	In addition to the compensation amount for crops, affected structure and facilities, PAPS will be provided with assistance covering: i) six-month income loss, ii) transition allowance, iii) provision for transportation costs, iv) provision for transaction costs. and, v) additional assistance or proportional deferential treatment if the PAP is in the category of vulnerable group

Trees	Trees affected	All PAPs regardless of legal status	<p>Cash compensation at market rate of estimated annual/seasonal yields/harvest of the tree multiply by the number of seasons it will take for a nursery to mature yielding; plus, the cost of planting and nurturing replacement trees (seedlings, inputs and labor).</p> <p>The compensation and entitlement shall be based on the present age, productive life and the current market value of timber or other tree products, plus any transaction costs. Additionally, PAPs will be provided with three (3) replacement saplings per tree, in addition to compensation for production losses as defined above.</p>	<p>In addition to the compensation amount for the affected structure facilities and trees, PAPS will be provided with assistance covering: i) six-month income loss, ii) transition allowance, iii) provision for transportation costs, iv) provision for transaction costs. and, v) additional assistance or proportional deferential treatment if the PAP is in the category of vulnerable group.</p> <p>PAPs will also receive the necessary inputs (include labour or a corresponding allowance) to replace the trees including seedlings based on the survival rates for young trees of the species being replaced.</p>
Employment disruption /lost wages	Loss of work due to land take, land use change or loss of access	Employees of relocated farms and businesses, not living on premises	Compensation for lost wages (6 months or time needed to reestablish livelihood)	<p>Assistance finding employment</p> <p>Livelihood restoration to reestablish HH income streams</p>
Allowances/Additional Assistancess				
All PAPs	Transport/transition costs	All PAPs to be physically relocated		Provision of allowance covering transport expenses and a livelihood expenses for the transitional period for 3 months equal to 3 months of minimum national wage subsistence income.
All PAPs	Transaction Cost	All PAPs incurring transactional cost		Transaction cost including any income taxes or VAT and registration fees or retitling fees will be paid to PAPs, where applicable.
Vulnerable People Allowances	Vulnerable People Allowances	Persons below poverty line, single mother headed households, disabled or elderly,		PAPs under vulnerable people category shall be assisted with allowance equivalent to 6 months of minimum national wage as well

		etc., as previously defined in this RPF		as assistance for income losses (rental, businesses, agricultural produces) and shall be given relevant differential treatments as it may be appropriate if he/she falls within vulnerable people categories and to any livelihood restoration assistance
Temporary use of land				
Temporary use of land during construction	Lease of land for project purposes (e.g. camps, storage)	All PAPs	<p>Temporary land use or lease by the project shall be compensated as follow:</p> <ul style="list-style-type: none"> • Compensation equivalent to the net average income/value of agricultural production that would have been obtained from the land during the period of temporary acquisition. • Restoration of the land to its original productive use or full compensation for the cost of restoration. • Compensation for other disturbances and damages caused to property. • The holders of land occupied temporarily and exclusively by LEC/DoE or their contractors will be compensated according to the same principles as people whose land is permanently acquired by the Project, for the required duration of the exclusive occupation. Where private land is required by the Project for a period of less than three months, the holder of the affected land rights will be compensated in the form 	In addition to the compensation amount for the lease and affected structure and facilities, PAPS will be provided with assistance covering: i) six-month income loss, ii) transition allowance, iii) provision for transportation costs, iv) provision for transaction costs. and, v) additional assistance or proportional deferential treatment if the PAP is in the category of vulnerable group

			<p>of a lump sum payment. The land will, as far as reasonably possible, be fully restored to its original condition before it is returned to the holder/authorities.</p> <ul style="list-style-type: none"> • Compensation equivalent. • Civil works Contractor will lease land required temporarily during construction Lease rates to be paid should be at current market rates, plus compensation for any loss of crops or trees at gross value of 2year's harvest of crops on the affected lands and any removed or damaged assets or improvements. It is also required that lands (or other assets) be fully cleared and restored following use 	
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5.2 Unit of Entitlement

A definition of the unit of entitlement is required. Examples include:

- For compensation against the loss of arable and residential land (the unit of entitlement is the landholder and those with usufruct rights);
- For resettlement assistance against the loss of arable and residential land the unit of entitlement is the affected Household
- For privately-held assets and resources – the unit of entitlement is the owner(s);
- For loss of employment – the unit of entitlement is the individual directly affected
- For livelihood restoration assistance – the unit of entitlement is a household and its members (it can also be an individual or a group or community). For example, where household subsistence and survival strategies may be disrupted through the loss of land or the relocation of business enterprises, loss of access to resources, etc., rehabilitation measures will be extended to the affected person and to adult

household member or members including the household head to support the restoration and diversification of household income streams and livelihoods.

- For loss of communal assets (pastureland, medicinal plants, thatching grass, trees, river sand, etc.) and impeded/constrained access – unit of entitlement is the affected community represented by local authorities and by representatives of the directly affected households.
- For affected gravesites – the unit of entitlement is the affected household/family or community.

The unit of entitlement for other losses will vary depending on the category of affected individual/group.

5.3 Cut-Off Date to Entitlements

It is necessary to publicly declare a cut-off date to determine eligibility and thus entitlements to resettlement compensation and assistance for each PAP. A public notice of the date of the census cut-off-date shall be displayed and communicated directly to local authorities and interested parties. The PIU in collaboration with local authorities shall put in place measures to limit influx/encroachment into project areas.

Compensation cannot be claimed for new occupancy after the cutoff date, new unauthorized structures constructed after the assessment procedure or new improvements made to structures of other investments on the land after the cut-off date has been publicized. The onus will be on a person who is not recorded in the verification studies to prove that s/he qualifies for project entitlements. However, if sub project implementation is delayed by two years or more from the census cut-off-date, necessary updates to the census, socio economic studies and accommodations to compensate for temporary use restrictions will be needed and should be agreed with local authorities and the affected groups/persons.

CHAPTER SIX: STANDARD AND LEGAL FRAMEWORK ANALYSIS

6.1 Liberia Legal Framework

The Liberian Constitution of 1986 and other Liberian Laws provide the basis for resettlement and compensation. When there is a discrepancy between the Liberian laws and ESS5, the regulation that gives the most protection and assistance to PAPs will prevail.

This section presents a detailed description of Liberia's legal framework relating to involuntary land taking and property rights.

6.1.1 Methods of Acquiring Land

The Liberian Government uses four ways to acquire land:

- (i) Mutual agreement: This is where two or more parties having claim to a land mutually agreed to be used for a particular purpose.
- (ii) Eminent Domain: This occurs when government makes a decision to forcibly take a private land for development purpose in the sole interest of the state and provide just compensation to the land owner;
- (iii) Donation: As the name denotes, this is when a private land is voluntarily given to government or an individual for use without money changing hands
- (iv) Reversion: When land is bought wrongly and the aggrieved party go to court and get power to own back such land.

The following Liberian Laws and land acquisition procedures comprise the legal framework:

6.1.2 The Liberian Constitution (1986)

Article 22 (a) of the Constitution vests in all individuals the right to own property either on individual basis or in conjunction with other individuals, if they are Liberian citizens. However, Article 22 (b) gives the right to noncitizen missionary, educational or other benevolent institutions to own property as long as the property is used for the purposes for which it was acquired. The right to own property however does not extend to mineral resources on, or beneath the land.

Article 24 states that, "expropriation may be authorized for national security issues or where the public health and safety are endangered, or for any other public purposes, provided." For the expropriation to be successful the following issues need to be addressed:

- That reasons for such expropriation are given;
- Prompt payment of just compensation;
- That such expropriation or the compensation offered may be challenged freely by the owner of the property in a court of law with no penalty for having brought such action; and
- That when property taken for public use ceases to be used for the intended purpose, republic shall accord the former owner, the right of first refusal to reacquire the property.

6.1.3 Land Rights Act (2018)

The Land Rights Act of 2018, among other things, defines land ownership and other rights, eligibility to own land or rights in land, the nature of land ownership, and the different types of customary lands in Liberia.

It defines four categories of land ownership in Liberia including Public Land, Government Land, Customary Land and Private Land. It also prescribes the means by which each of the categories of land may be acquired, used, transferred and otherwise managed.

According to the Act, private land may be acquired through purchase, donation, intestacy, gift, will or adverse possession;¹² provided that in all cases a valid acquisition of a private land may be only by persons qualified to hold private land in keeping with Article (15) of this Act. Article 15 states that “Private Land may be acquired, held or owned by a) Natural persons who are citizens of Liberia; b) Sole proprietorships and partnerships owned entirely by Liberian citizens; c) corporations owned entirely by Liberian Citizens; and d) missionary, educational or other benevolent institutions.”

The acquisition of Private Land by purchase may be done through privately negotiated sale or at public sale done by auction. However, the Act provides that a purchase from a private land owner shall not be valid and enforceable, unless:

- a. the Deed was executed by the legitimate owner (s);
- b. notice of the sale was published in a local newspaper and posted in conspicuous places in the community where the Land is located;
- c. the buyer obtains and retains documentary confirmation of the seller’s ownership of the subject land;
- d. the Seller produces, and the Buyer obtains and retains, documentary confirmation of the seller's payment of all taxes due on the land or the seller and buyer agree in writing that the buyer shall be responsible for the payment of all taxes due as of the date of the sale; and
- e. the transfer deed from the Seller to the buyer is duly probated and registered in keeping with law.

¹² A person acquires ownership of Private Land by Adverse Possession where (i) he or she occupies the said piece of Private Land under an asserted claim of right but without valid title where the use and occupancy is open, exclusive, notorious, continuous period and hostile to the rights of the Owner(s) for a period of fifteen (15) or more years without any legal objections from the Owner(s); or (ii) where he or she occupies the said piece of Private Land under an alleged color of title, which is not recognized by the Owner(s) and remains in open, notorious, continuous possession of the aforesaid Private Land for a period of fifteen (15) or more years without any legal objections from the Owner(s).

“Claim of right means any asserted ownership of Private Land whether supported by a document of title or not, while a “color of title” means any claim of ownership of Private Land founded on a written instrument such as a deed, a will or a judgment that is for some reason defective or invalid.

The Act also provides that a defined portion of a Customary land as a residential area may be acquired by a community member as private land, provided that no community member is deprived of a residential area.

6.1.4 Zoning Law

The Zoning Law prescribes designated sites for construction of specific structure. Construction of unauthorized structures is violation under this statute. Section 102 of the Law requires that Zoning Permit be obtained prior to construction of any structure. However, section 72 of the same statute also provide that a Temporary Permit could be obtained from the Zoning Council for a period not more than one year, to construct a non-conforming structure.

6.1.5 The Real Property Laws

The Real Property Laws of Liberia is based upon the doctrine of Eminent Domain which holds that Government owns the land within the borders of Liberia and that the Government of Liberia is the original granter of land in Liberia.

Under the Real Property Laws of Liberia, the only instrument of Title is the Deed.

Squatter Right does not cover Title. Squatter Right may be a city ordinance and it is not a law. Squatter's Right is only intended as a temporary arrangement for accommodation and not a Title.

The Government of Liberia granted land to settlers and aborigines based upon the doctrine of preemption, the measure in which prior occupancy accompanied by improvement gives superiority in ownership to land. Preemption has been abolished with the growth of population and now public land must be purchased from the Government in order to have Title.

In 1948, the William V.S. Tubman Administration demarcated public land in the then Hinterland among the tribal settlers by districts, clans, and towns, and made the tribal settlers, trustees of the public land of their respective locales. This makes the acquisition of public land in the Hinterland, now county areas, easier through tribal land certificate from the tribal authority.

6.1.6 Liberian Freedom of Information Act of (2010)

Freedom of Information Act Section 1.4 (b, c and d) states as follows:

- b) Everyone has a right of access to information generated, received and/or held by public bodies, subject only to such limitations as are necessary and narrowly established for reasons of an equally or more compelling public interest;
- c) The right of access to information includes both (1) a right to request and receive information, and (2) an obligation on the part of public bodies and officials to disseminate essential information that the public would generally want to know, including their core functions and key activities;

- d) The right of access to information applies to private entities that receive public resources and benefits, engage in public functions, and/or provide public services, particularly in respect of information relating to the public resources, benefits, functions or services.

6.2 ESS5

If the negative impacts are not mitigated properly, Project Affected Persons (PAPs) will face difficult economic, social, and environmental risks. Thus, ESS5 suggests to avoid, if could not be avoided then minimize, the acquisition and those risks and adverse impacts on PAPs and their livelihoods. The impacts must be mitigated or managed in the way that improve the condition of PAPs from their pre-project condition and if not improved, then at least restore it to the level of their pre-conditions.

The Bank requires the Government of Liberia (GoL) through the MoE to comply with the ESS5 provisions when carrying out subcomponent 1.1 activities entailing involuntary land acquisition and land restriction. Hence, this Resettlement Policy Framework (RPF) is to be applied during Project preparation and implementation phases. Furthermore, the Bank requires that where there are gaps between the legal frameworks of Liberia and that of the ESS5, the GoL will take supplementary measures to ensure that the project complies with the standards set in EES5.

6.3 Gap Analysis

The table below provides a summary of comparison between ESS5 requirements and the Liberian legal framework, highlighting key differences and measures to bridge these gaps.

Table 4: Comparison of Liberian Regulations with ESS5

Topic	Liberian Regulations	ESS5 requirement	Measures to Bridge Gaps
Land acquisition procedure	Liberian law has a provision on how private land is acquired for public interests which include providing: “private property owners with reasons for expropriation”	ESS5 provides guidelines on how to acquire land for public interest project	While the Liberian laws provide adequate basis for private land acquisition, the Bank’s guidelines will be used to supplement the existing national procedure.
Timing of compensation payment	Prompt payment of just compensation	Prompt compensation payment prior to commencing construction or before acquiring land and assets	follow ESS5 to pay compensation prior to commencing construction or before acquiring the land and assets.
Calculation compensation	Article 24 (a) 1: provision is made for prompt payment of just compensation. However, the provision is not very clear	Full replacement cost: a method used to determine the amount sufficient to replace lost assets and cover transaction cost.	In the absence of national law and lack of clarity on how compensation for various property on land to be acquired through the eminent domain law shall be handled, it is recommended that ESS5’s provision

	whether full replacement cost will be used to compensate PAPs.		on compensation criteria and full replacement cost principles are used.
Squatter	In Liberia law “Squatter Right does not cover Title. Squatter Right may be a city ordinance and it is not a law. Squatter’s Right is only intended as a temporary arrangement for accommodation and a Title.	Under ESS5, squatters are to be provided resettlement assistance (but no compensation for land).	In the absence of provision for squatters in the Liberian Laws, the ESS5 shall prevail. The issue of squatters will be clearly considered in the ARAP/RAP. Squatters will be provided resettlement assistance but not compensated for land.
Resettlement	There is no Liberian law mandating project proponent to develop resettlement action plan.	The preparation of a resettlement plan cleared by the Bank prior to the implementation of the resettlement activities is required.	In the absence of Liberian Laws to address involuntary resettlement, ESS5 shall prevail. Affected people should be offered various options for resettlement (not only one option) at least equivalent to the old property or site. Gap measures will be fully incorporated in the ARAP/RAP.
Resettlement assistance	No provision in Liberian Laws	Affected people are to be offered support after displacement, for a transition period.	In the absence of provision to provide assistance for transition period to PAPs, the ESS5 provision shall be applied. Gap measures will be fully incorporated in the ARAP/RAP.
Vulnerable groups	No provision in Liberian Laws	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children, indigenous peoples, and ethnic minorities.	In the absence of legal provision in Liberian Law to support vulnerable people, ESS5 shall be applied. The MOE shall pay special attention to vulnerable people in impact corridors.
Information and Consultation	Chapter 3 Article 17 of the Liberian Constitution (1986) provides the right to assemble and consult upon the common good... Section 1.4 (b, c, and d) of the Freedom of Information Act of Liberia states the principles which shall govern the construction, exercise, and	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementing, and monitoring resettlement.	Since common good is subject to different interpretations, it is important that land acquisition consultations are done under Bank financed projects observe that. affected groups should get access to full information about the resettlement process and options for compensation.

	protection of the right of access to information.		Participatory planning and decision making should be applied in resettlement options and compensation
Grievances	Chapter 3 Article 17 of the Constitution of Liberia provides venue for grievances.	Appropriate and accessible grievance mechanisms to be established.	There is a need for ensuring that affected people are offered the direct channel for grievance and receive redress in proper time prior to, during and after resettlement. Grievance Redress Mechanisms (GRMs) shall be established at project, local, county and MoE levels.

6.3.1 Squatter Rights

Liberia does not have legal provision to protect squatters or informal occupants of land. Investment of the land by Informal settlements are not protected by law or administrative policy.¹³

In the absence of provision for squatters in the Liberian Laws, the ESS5 shall prevail. The issue of squatters will be clearly considered in the ARAP/RAP. Squatters will be provided resettlement assistance and shall be compensated for structures and other investments on the land they occupy but not compensated for land.

6.3.2 Vulnerable groups

On the other hand, ESS5 specifically calls for paying special attention to the needs of vulnerable groups amongst those displaced, especially those below the poverty line, the landless, the elderly, women and children, ethnic minorities, or other displaced persons who may not be protected through national compensation legislation.

6.3.3 General Observations

As shown in table 3 and discussed in the gap analysis section, it is clear that there are differences between the ESS5 requirements and existing Liberian Legislations. Considering the above-mentioned differences, World Bank policy shall **complement** the existing Liberian legislation relating to:

- (a) the economic rehabilitation of all affected persons and affected families (AP/AF), including those who do not have legal/formal rights to land acquired by LLFP;
- (b) the provision of assistances for loss of business and income;

¹³ Focus on Land in Africa; Brief: on Liberia Using Land Policy to improve life for the Urban Poor; Bruce and Kanneh (2011) Page 4

- (c) the provision of special allowances covering PAP expenses during the resettlement process or covering the special needs of severely affected or vulnerable PAPs.

Should private land acquisition, temporary or permanent income loss be inevitable, or other impacts occur that could trigger the application of ESS5, a Resettlement Action Plan (RAP) will be developed in compliance with policies and procedures set out in this RPF, the ESS5 and Liberian Legislation. MOE shall be responsible for developing the RAP, if required, as well as its implementation.

No construction can start before completing resettlement and compensation assistances. All compensation resettlement assistance measures should be completed prior to start-up of construction activities. This shall include the following:

1. Structural demolition that would cause physical relocation of households or businesses shall be avoided or minimized as much as possible;
2. Without any regard to land registration and ownership, the PAP shall receive compensation or appropriate supports in accordance with the ESS5 and those of Liberian applicable legislations;
3. PAP shall be informed about their rights, options and alternatives;
4. PAP shall be consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives;
5. PAP shall be offered effective compensation at full replacement cost for losses of assets;
6. PAP shall be offered additional support in case impact is considered to be severe, to support their livelihood during the transition period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standards of living;
7. In all cases, special attention shall be paid to the needs of the vulnerable groups of PAPs including children, women, the elderly and those with disabilities.

A fair and accessible grievance redress mechanism will be developed and be operational in impact corridors at affected community/ project level, district, county and MoE levels.

CHAPTER SEVEN: VALUATION METHODS

7.1 Objective of Valuation

The objective of the asset valuation exercise is to determine the current market value of the asset to be impacted plus transaction costs, so that the amount for compensation will be equal to that which can adequately enable the affected persons to replace the asset at the current full replacement cost.

"Replacement cost"¹⁴ is the method of valuation of assets that helps determine the amount sufficient to replace lost assets and cover transaction costs. In applying this method of valuation, depreciation of structures and assets should not be considered. Where domestic law does not meet the standard of compensation at full replacement cost, compensation under domestic law shall be supplemented by ESS5 provisions as necessary to meet the replacement cost standard.

For losses that cannot easily be valued or compensated for in monetary terms (e.g., access to public services, customers, and suppliers; or to fishing, grazing, or forest areas), attempts should be made to establish access to equivalent and culturally acceptable resources and earning opportunities. Such additional assistance is distinct from resettlement assistance to be provided under ESS5 requirements.

Furthermore, if the impact to a structure is 20% or more, the compensation and resettlement assistance are provided as if the entire asset has been taken. The alternative assets are provided with adequate tenure arrangements. However, if the loss is less than 20% then compensation is paid for the repair of the affected structure). The cost of alternative residential housing, housing sites, business premises, and agricultural sites to be provided shall be cover by the RAP.

Valuation of assets to be affected by the implementation of subcomponent 1.1 subproject activities will be assessed using the general principle of full replacement cost to be followed in the formulation of the compensation valuation. The valuation method shall follow the ESS5 requirements that lost income and asset will be valued at their full replacement cost (including any transition expenses and transaction costs) such that the PAPs should not be worse-off in comparison to his/her situation prior to the project or prior to resettlement, and all efforts shall be made to ensure that PAPs are better-off than the pre-project level of standard of living.

Compensation and resettlement assistance to be paid/provided to PAPs will be calculated based on full replacement cost principles and the valuation method shall be: i) certified by independent certified valuer, ii)

¹⁴ "Replacement cost" is the method of valuation of assets that helps determine the amount sufficient to replace lost assets and cover transaction costs. In applying this method of valuation, depreciation of structures and assets should not be taken into account (for a detailed definition of replacement cost, see [Annex A](#), footnote 1). For losses that cannot easily be valued or compensated for in monetary terms (e.g., access to public services, customers, and suppliers; or to fishing, grazing, or forest areas), attempts are made to establish access to equivalent and culturally acceptable resources and earning opportunities. Where domestic law does not meet the standard of compensation at full replacement cost, compensation under domestic law is supplemented by additional measures necessary to meet the replacement cost standard. Such additional assistance is distinct from resettlement assistance to be provided under other clauses of para. 6.

based on updated properties value rates¹⁵ reflecting the current full replacement cost of the affected property and, iii) compatible with international good practices and valuation principles. The calculations will be based on market rates. Each category of the asset shall have its own methods of valuation, and the exercise of valuation shall be based on appropriately established property value rates by relevant experts. Valuations will be certified by an independent evaluator hired by PIU. The unit compensation rates will be assessed by the team of valuers based on clear and transparent methodologies.

7.2 General Land and Assets Valuation

Valuations of assets under each of sub-project to be undertaken by subcomponent 1.1 will be carried out in accordance with ESS5 requirement and the relevant Liberian legal provision, allowing for negotiations with affected property owners. Subcomponent 1.1 of the LLFP project is likely to affect the following types of assets:

- (a) Physical assets such as buildings, land and other structures. This category covers valuation of land, buildings and related structures such as houses, toilets, kitchens, and bathrooms, temporary structures made of wood and metal and animal enclosures. The PIU or its Agent will calculate compensation amounts based on prevailing construction cost estimates for a given area. Construction costs estimates will be prepared by qualified quantity surveyors based on market data. Compensation will be paid based on these replacement cost estimates.
- (b) Agriculture produce such as crops fruit trees, plantation crops, flowers. The valuation of people's crops and trees at market prices will be undertaken by a team of relevant professional experts at the District level. Additional expertise may come from Ministry of Agriculture (MoA).

The project will adhere to ESS5 requirement of fair market value for all assets that “cash compensation levels should be sufficient to replace the lost land and other assets at full replacement cost in local markets.” If the current compensation rates for land and assets acquisition established by GoL is not in line with the ESS5 principle and requirement, the PIU will work with MoA and Liberia Revenue Authority (LRA) to ensure their conformity with the ESS5. The valuation of assets will be based on a compensation policy developed for the LLFP project taking into account the experiences of on-going World Bank funded projects and approved by the Bank. These will be updated to include compounded inflation and other potential contingencies and any elements needed to conform to the principle of full replacement cost.

- a) For agricultural land, the PIU will establish compensation rates, based on specialised studies involving key stakeholders such as local authorities, representatives from potentially and currently affected communities and existing private land assessors/valuers. Such a study should ensure that such rates

¹⁵ The GoL has introduced new properties value rate in 2018 and the valuers need to confirm if that rate is still valid and represents the current market value of properties.

accord with the ESS5 requirement and provide for full replacement cost for land with similar locational advantages and productive potential.

- b) In the case of urban land and property where land markets exist, valuation will be carried out by valuers.
- c) In rural areas, valuation of lost assets will be made at their full replacement cost (equivalent reinstatement).
- d) To ensure fair compensation, determination of compensation rates for individual entitlements will be done not more than six months prior to property acquisition. Rates for compensation items and allowances will be adjusted monthly for price escalation, using the Consumer Price Index (CPI).
- e) Individual and household compensation will be made in cash, in kind, and/or through assistance. The type of compensation will be an individual choice although every effort will be made to instil the importance and preference of accepting in-kind compensation if the loss amounts to more than 20% of the total loss of subsistence assets.

7.3 Methods for Valuating Affected Assets

Determination of compensation value for loss of assets and other impacts associated to land acquisition and easement will be carried out by qualified valuers, one of whom will be the Government valuer. The valuations will be done in line with the requirements of ESS5 using the methodologies describe below:

7.3.1 Replacement value

The calculation of replacement costs of land and structures will be based on (i) fair market value at the time of dispossession, (ii) transaction/legalization costs, other taxes and fees, (iii) transitional and restoration (land preparation and reconstruction) costs, and (v) other applicable payments. As part of the valuation process, the PIU will ask community councils and local authorities to identify replacement land that meets the qualitative requirements of lost land and is acceptable to resettled persons and host communities and to determine the costs for PAPs or the project to obtain the land. Where replacement land cannot be found locally, a value for monetary compensation shall be developed. Regardless of whether land is replaced in kind or with monetary compensation, valuation shall include the cost to prepare the land to a level similar to that of the affected land, plus the cost of land registration, including any applicable taxes.

Valuation of structures shall consider size and construction materials used. In determining replacement cost or design of replacement structures, depreciation of the asset and the value of salvageable materials shall not be considered.

7.3.2 Valuation Principles

Valuation of land and assets shall consider the following:

- Applicable current market prices
- Loss of future income or value

- Applicable current local rates for land values obtained from LRA; if available, up to date and relevant to replacement objective or more advantageous to PAPs
- Applicable current rates for valuing structures, crops, and trees from local municipalities, MoA and LRA, if available, up to date and relevant to replacement objective or more advantageous to PAPs

The calculation of unit value will be done keeping in consideration the current market rate to meet with the replacement cost of the land and lost assets etc. The approach of the valuer will consider the assessment for each type of land and assets by location. The valuation shall be carried out only when detailed designs are available for the respective sub-projects. This team of valuers will undertake site visits for physical verification of each category of the losses. The valuers will also consider the reference of previous valuation, if available, and use latest release of market survey. Based on this methodology the unit rate will be determined.

The methodology for assessing unit compensation values of different items is as follows:

Structures: Value of residential dwellings, commercial structures, and other affected structures (such as barns, fences, and outdoor cooking facilities) will be valued at replacement value based on construction type, cost of materials, labor, transport and other construction costs. No deduction for depreciation and transaction costs will be applied. For the partial impact (if the loss is less than 20%, then compensation is paid for the repair of the affected structure). Valuation of replacement dwellings shall include the cost of sanitation facilities. Valuation also shall include the cost of access to water supply and other services (such as electricity, sanitation) if the displaced structure had access or if the replacement location does not provide access.

Estimated costs shall be sought from PAPs and other local residents and from contractors and suppliers in the affected areas. These estimates do not include the cost of land. Incomplete dwelling units or units that have collapsed and are not in use shall be valued based on replacement cost of materials. Monetary compensation only, not in-kind replacement, shall be offered for such units.

Houses and buildings: The team of valuers will determine market value for assets. Replacement cost will be identified considering market valuation as well as cost of materials, type of construction, labor, transport and other construction costs. No deductions will be applied for depreciation, salvaged materials and transaction costs.

Land: Market value + transaction costs, including any income taxes or VAT and registration fees. Agricultural Land will be valued at replacement rates according to two different methodologies depending on whether in affected areas active land markets exist or not.

- a. Where active land markets exist land will be compensated at replacement rate based on a survey of land sales in the year before the impact survey.

- b. Where active land markets do not exist land will be compensated based on the reproduction cost of a plot with equal features, access and productivity to the plot lost. A clear valuation methodology for these cases will be detailed in the RAPs.

For land in **urban and peri-urban areas**, valuation shall consider 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. Values are expected to vary by region/county and specific aspects of the land. Replacement cost of land will consider additional applicable transaction cost like registration with LRA.

Annual Crops:

- **Crops:** All crops will be valued using the MOA Tree Crop Pricing for Development Projects and paid for one year unless PAPs lose crops for more than a year in which case the number of years affected (or any fraction) will be paid. The PDT will contract an independent and impartial third-party specialist in agricultural land/crop values to identify market rates and value.
- **Trees:** They will be valued based on the type of tree, its age and productive value. The PDT will engage the experts from the ministry of agriculture and forestry to establish a typical production amount with botanists and a unit value for the species existing in the area. Trees will be valued according to different methodologies depending whether the tree lost is a wood tree or a productive tree.
 - i. Wood trees will be valued based on age category (a. seedling; b. medium growth and full growth) and timber value and volume according to market references.
 - ii. Fruit/productive trees will be valued based on age (a. seedling; b. adult-not fruit bearing; and c. fruit bearing). Stage (a) and (b) trees will be compensated based on the value of the investment made; stage (c) trees will be compensated at net market value of 1-year income x number of years needed to grow a new fully productive tree.

PAPs will also receive the necessary inputs (include labor or a corresponding allowance) to replace the trees including seedlings based on the survival rates for young trees of the species being replaced.

Land valuation for easement: agreements shall use market value or net present value as explained above. Where easement agreements allow future use of land for cultivation of low crops, compensation shall consider rental fees for the use of properties temporarily affected. . This compensation value is distinct from compensation for any trees or other crops that would be destroyed by initial use of an easement for construction. These crops would be compensated at full value. Compensation for easement agreements will address land value lost because of the temporary restriction of future uses during the construction phase of the project.

To ensure fair compensation and sufficient time for PAPs to decide and make future plans, MoE will establish compensation rates for individual entitlements at least six months prior to land acquisition.

Business: In a situation where the PAPs incurred losses of income from business, the compensation method should be the following:

- Estimate the net monthly profit of the business, based on records if any, on operator's statements, crosschecked by an assessment of visible stocks and activity,
- Multiply this net monthly profit by 6 months during which the business is prevented from operating,
- Allocate a disturbance allowance of 10% of total compensation,

Where Liberia law does not meet the standard of compensation at full replacement cost, compensation under Liberia law is supplemented by ESS5 to meet the replacement cost standard. In order to ensure payment of full replacement cost to PAPs for affected structures, the MoE will work with the Ministry of Finance and Development Planning (MFDP) to determine a standard price list.

7.4 Valuation/Assessment Team

MoE shall establish a valuation / assessment team for assessing and determining the value of assets and compensation amount to be paid to affected PAPs. The valuation team will comprise key MoA Engineers and Finance staff as well as the PDT Safeguard Specialist. While conducting the valuation exercise the team shall:

- Obtain, from MoE, copies the census report on the affected corridor(s),
- Assess the value of affected properties as and where necessary to ensure that the cash value placed on those properties is calculated based on full replacement cost,
- Ensure that tree crops are physically counted to ensure correctness and that the current US\$ rates provided by Ministry of Agriculture for various crops are applied,
- Collect from each Project Affected Person (PAP) a proof of ownership such as land deed, tribal certificate, or attestation issued by the Court for his/her affected property along with two passport sized photos;
- Fill in the RAP Verification Form containing the verification date, structure code, name of owner, sex, location of structure, total dimension (sq. ft), category, kind of structure, rate per sq. ft and total appraised value for each structure; the quantity and description will be applied if the affected property is tree crop and shall also include the applicable allowances and assistance benefits to each PAP;
- Ensure that every member of the valuation team and the PAP signed in spaces provided on each RAP verification form as a proof to acknowledge the appraised values thereof;
- Ensure that the PAPs' vouchers comprising of the valuation form, two passport-sized photos, structure photo and proof of ownership from the local court are submitted to MoE's Deputy Minister for Administration's Office for final vetting; and
- Upon approval by the Deputy Minister, PAPs' forms are then forwarded to the SMT for further action.

CHAPTER EIGHT: INSTITUTIONAL ARRANGEMENTS AND COORDINATION

8.1 Institutional and Implementation Arrangements

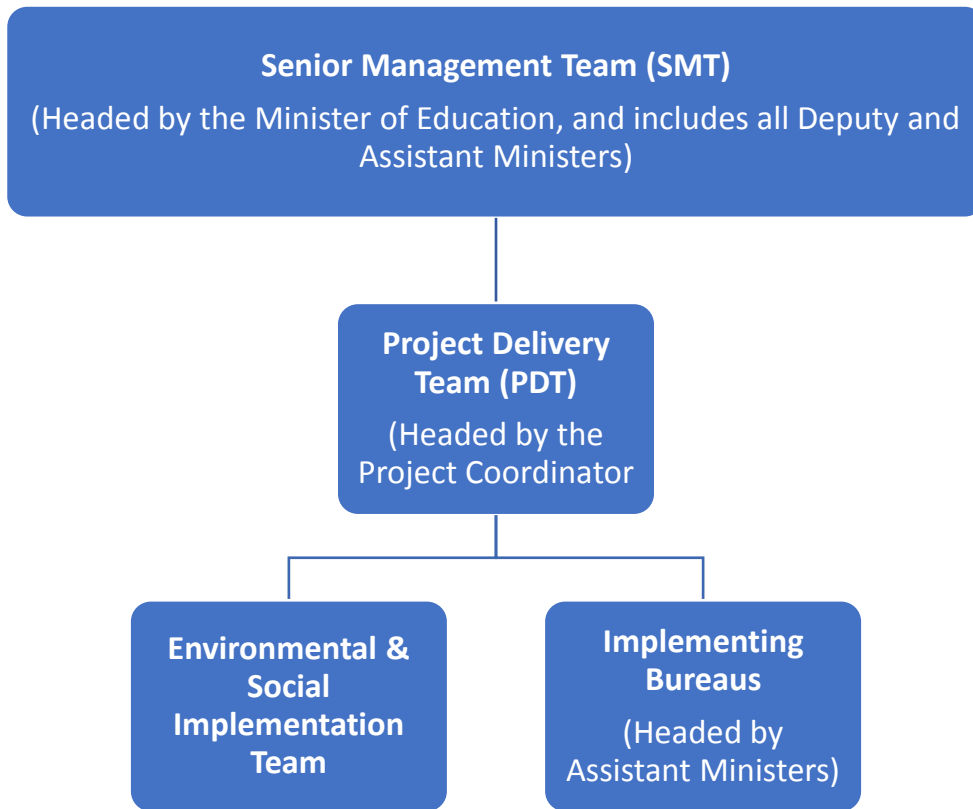
This chapter discusses institutional arrangements for preparing and coordinating RAP preparation and implementation as well as the organizational procedures for delivery of entitlements, including, line ministries, dependents, units, committees and the PDT.

In order to ensure efficient resettlement activities preparation and implementation as well as compliance with the Bank's ESS5 and the relevant Liberian legal provisions and policies, the following institutional and departmental arrangements shall be used to connect and mobilize resources and capabilities of all relevant organizations who will be involved in the preparation and implementation of the RAP associated with sub component 1.1 activities.

8.2 Project Delivery Team (PDT)

The PDT located at the MoE will execute project activities and will have an overall Project Coordinator who will be responsible for overall coordination and oversight of the project and consolidation of the information related to project implementation. The PDT will be responsible for executing the project day-to-day activities (including subproject screening and RAP implementation).

Figure 2: Implementation Diagram



8.2 Role and Responsibilities of the Social Development Officer

The Social Development Officer who will be the staff of the PDT will be part of and shall be embedded in the in the day-to-day implementation of the LLFP. Under the overall supervision of the PDT Coordinator, he/she will be responsible for overseeing the overall preparation and implementation of E&S safeguard instruments as well as lead the broader social development works for LLFP project respective Components. Major responsibilities to be performed by the Social Development Officer includes managing all social development aspects, including (i) ensuring highest standard of quality in social impact assessment and mitigation activities including screening of subprojects in accordance with the ESMF and this RPF, (ii) engagement of all stakeholders, (iii) project disclosure and outreach, (iv) grievance management, (v) implementing resettlement, compensation and livelihood restoration plans and measures, and (vi) guide consultants involved in resettlement

studies or preparation and implementation of RAP and ESMPs. Specific role and responsibilities of Social Safeguard/Social Development Officers are:

- Ensure that LLFP components are in full compliance with objectives, principle and requirements of the ESS5.
- Ensure that sub-project design and site selection includes all considerations and option to avoid and minimize land acquisition by the sub-projects.
- Where it cannot be avoided, conduct a socioeconomic study targeting potential PAPs as well as carryout a census surveys to: a) identify Project Affected Persons (PAPs) in the affected area, b) establish characteristics and typology of affected households, d) provide information on vulnerable groups and people, e) determine the magnitude of potential losses – partial or full, f) establish communication systems to ensure two way communication from PAPs to the LLFP project and from the LLFP to PAPs, and g) carry out consultations.
- Ensure that compensation and resettlement assistance cover all permanent or temporary physical and economic displacement resulting from land acquisition or restrictions on land use in connection with subcomponents 1.1 activities of the LLFP.
- Prepare, with the assistance of PDT engineers and consultants, Resettlement Action Plans (RAPs) and ensure their clearances and disclosures.
- Ensure that funding for RAPs is made available and deposited in a special and separate account and track and maintain compensation and resettlement assistance payments.
- Ensure prompt compensation and resettlement assistance payments to PAPs are made well ahead of civil work commencement.
- Ensure all PAP are fully compensated prior to taking of land and assets and the start of civil works.
- Monitor and oversee the performance Grievance Redress Committee (GRCs).
- Work on the broader social issues including ensuring that contractors' workers are fully sensitized on HIV/AIDs, STDs, GBV/SEA and are in compliance with the Code of Conduct (CoC) they signed.
- Prepare monthly and consolidated quarterly RAP implementation reports and social safeguards performance reports.

8.3 National level Institutional Arrangements

8.3.1 Ministry of Public Works (MPW)

The MPW will approve all drawings for civil works and issue construction licenses to works contractors under the project. The MPW is responsible for infrastructure development (road, bridges, buildings, railway etc.) and zoning regulation in Liberia. The near lack of zoning regulation is responsible for some of the critical

environmental issues such as reclaiming of urban mangroves, unplanned settlements, urban flooding etc. The Ministry of Public Works will be part of the screening and property valuation team.

8.3.2 Ministry of Finance and Development Planning (MFDP)

The MFDP will sign off Grant Agreement and oversee financial management services through its Project Financial Management Unit (PFMU). The MFDP will lead on project negotiation between the Government of Liberia and the World Bank.

The MFDP leads the implementation of the National Development programs and coordinates multilateral funding support to the GoL. The ministry is the principal authority on fiscal and development planning and executing agency of GoL development programs from the fiscal perspective.

The MFDP houses the Project Fund Management Unit (PFMU) which is responsible for fiduciary management of the Bank-supported projects. It supports the project to prepare a consolidated work plan and budget for the project on an annual basis. The work plans and budgets will include the planned project expenditures under each component. MoE's project management will be expected to coordinate and monitor the implementation progress against the work plan/budget. The PFMU will be part of the RAP payment team.

8.3.3 Ministry of Health (MOH)

The MOH through its department of Environmental and Occupational Health will handle matters relating to water and sanitation. It will conduct sanitary inspections in public schools to be constructed and provide community health education.

Health Centers at district level have been working in close collaboration with MoE on aspects of vulnerable people who are affected by infrastructure projects. Further coordination and partnership with district level healthcare facilities is an area the MoE would explore in order to advance the interest and well-being of vulnerable people who might be affected by the project. The MoH will be involved in the study of potential water contamination in the project proximity and support developing protocol for PAPs gathering, consultation and meeting from health perspectives and became crucial in the COVID-19 phase and later.

8.3.4 Ministry of Mines and Energy (MME)

The Ministry of Lands, Mines and Energy will supervise the development and management of water resources and conducts scientific and technical investigations required for environmental assessments where applicable. The implementation of water and sanitation activities is done through the Department of Mineral and Environmental Research. The Ministry's mandate dictates that it must be involved in Special projects on the evaluation of urban sanitation, particularly the provision of guidance for geotechnical investigation of solid wastes landfill disposal sites.

8.3.5 Environmental Protection Agency (EPA)

The EPA will oversee RAP of the project to ensure basic compliance on all relevant protocols during the project implementation. The EPA will issue compliance certificate to construction contractors under the project. The EPA is the main authority for the management of the environment, social and mandated to coordinate, monitor, supervise, and consult with the relevant stakeholders on all activities in the protection of the environment, social and sustainable use of natural resources. The Agency promotes environmental & social awareness and implements the national environmental policy and the EMPL. The EPA oversees the implementation of international environment & social related conventions.

8.3.6 Liberia Revenue Authority (LRA)

For land and assets verification, the LRA will play critical role in verifying and confirming the value of project affected assets. Their continuous involvement to advance work related to land and property verification valuation exercise is vital.

8.3.7 Ministry of Agriculture (MOA)

Relationship with the Ministry of Agriculture (MOA) will be cultivated. Staff of MOA will be part of the verification team in which they will assist with crops valuation exercise. Involvement of agricultural extension officers at the local level will be sought to support PAPs whose livelihoods focus on agricultural products. In circumstances where farmers are substantially affected by the project, the agricultural extension officers would work closely with MoE to assist and track progress of the affected farmers.

8.3.8 Ministry of Internal Affairs (MIA)

The role of the Ministry of Internal Affairs (MIA) at the local level has been and will continue to be very vital in advancing social safeguard works at district and community levels. Relationship with local authorities has been very pleasant and their contribution will continue to enhance the MoE work. Furthermore, their guidance and involvement in conflict resolution and reaching amicable solutions would remain very critical while handling compensation and resettlement related issues. Thus, coordination and close partnership with MIA local authorities will be strengthened during the implementation of GPE-G2B.

Details of the specific responsibilities of these different bodies will be discussed and finalized with the client (MoE).

8.3.9 Liberia Land Authority (LLA)

The LLA, subsumes land functions that were performed by several agencies of the Government, including the key land administration agencies - Department of Lands, Survey and Cartography of the former Ministry of Lands, Mines and Energy (MLME), now the Ministry of Mines and Energy, the Deeds and Titles Registry of the Center for National Documents Records Agency (CNDRA), and functions of County Land Commissioners from the Ministry of Internal Affairs. The LLA will assist with the settlement of land disputes and validation of land deeds and titles.

As the one-stop-shop for land matters in Liberia, the Act provides LLA with three key functions – land governance, land administration and land use and management.

8.4 RAP Entitlements Delivery and Resettlement Committee

8.4.1 Resettlement Committee

A resettlement Committee composed of the following stakeholders shall be constituted:

- MoE Deputy Minister for Administration: Chairperson
- GPE-G2B Project Coordinator: Deputy Chair
- County Education Officers: Members
- County Superintendents: Members
- Director of Physical Environment Member
- Social Safeguards Specialist (PDT) Member
- Two community representatives (1 man and 1 woman) from PAPs

The committee will meet every three months. It will carry out the following:

- Review resettlement progress and challenges,
- Evaluate grievances from affected persons regarding resettlement issues
- Discuss any pending and emerging E&S/social safeguard issues,
- Prepare and submit quarterly reports to the SMT and the Bank.

8.4.2 Verification Exercise

The MoE and the MFDP/PFMU organizational procedures and systems shall be used for delivery of entitlements to PAPs.

Initiating the process of compensation payment requests to PAPs shall be the responsibility of MoE. The following procedures are carried out during the verification process for the RAP:

- If prepared by the third party appointed by MoE and approved by the World Bank, the RAP verification team shall obtain a copy of the RAP Report covering assets affected by the project & subproject.
- The Team shall revalue the affected properties as and where necessary to ensure that the cash value placed on those properties are neither overstated nor understated and should reflect present day situation.
- Collect from each Project Affected Person (PAP) a proof of ownership such as attestation issued by the Court, Magistrate, Town Chief, City Mayor for his/her affected property along with two passport-sized photos of the property owner.
- Fill in the RAP Verification Form containing the verification date, structure code, name of owner, sex, location of structure, total dimension in square feet (sq. ft), category (fully affected - FA or partially

affected - (PA), kind of structure, US\$ rate per sq. ft and total appraised value for each structure and shall also include the applicable allowances and assistance benefits to each PAP.

- Ensure that every member of the RAP verification team and the PAP sign in spaces provided on each RAP Verification Form as a proof to acknowledge the appraised values thereof
- The PAPs' vouchers comprising of the RAP verification form, two passport-sized photos, structure photo and proof of ownership from the local court are submitted to the Deputy Minister for Administration's office for final vetting.
- Upon approval, PAPs' vouchers comprising of the RAP verification form, two passport-sized photos, structure photo and proof of ownership from the local court are then forwarded to the Finance Office (PFMU) for check-making.
- Upon receipt of verification reports along with a list of verified PAPs forms, MoE's Deputy Minister for Administration, shall approve the payment processing request.
- Following the approval of the Deputy Minister, the MoE shall make copies of all verified PAPs forms and shall submit compensation payment requests to PFMU/MFDP with appropriate justifications attached to each request.
- The PFMU, upon verifying documents submitted by MoE, shall process compensation payments,
- The PFMU pay-team, in collaboration with MoE, shall distribute compensation checks to PAPs.
- The team allowed the PAPs to register their names, cell phone number, date and signatures.
- Payment Forms are prepared for each legitimate PAP. PAPs are finger-printed and photographed holding their checks.

The following documentation shall be attached to each compensation payment request:

- i) **Probated and registered land deed** (where land or economic crops are to be compensated). Again, clearance from local authorities is required.
- ii) **Village chief and elderly attestation.** In circumstances where land ownership cannot be attested by district courts and probated land deed, the PAP shall present a clearance from the village chiefs and elders showing that he is the sole owner of that land. In the absence of court attestation and probated land deed, the attestation given by the village chief and elders to the PAP shall become proof of landownership for the PAP and shall serve the same purpose as that of district court attestation and probated land deed.
- iii) **Passport-sized photographs** of the PAPs shall be attached to the completed verification forms.

8.4.3 Compensation payment processing

Processing compensation payment to PAPs shall be the responsibility of MFDP/PFMU.

- Based on submission of verified list of PAPs accompanied by payment requests and the required documentation from the MoE, the PFMU shall proceed to write the compensation checks to PAPs,
- If the PFMU is not fully satisfied with compensation payment requests, it shall return those requests to MoE within five days after receipts with reasons for not proceeding with processing of the compensation payment request(s),
- The PFMU shall then requests the MoE to supply the needed documents,
- The MoE shall make the necessary corrections within five days of receipt of the said communication from PFMU and resubmit the compensation payment request to PFMU for the processing of checks.

8.4.4 Entitlement Pay Team

Carrying out door-to-door compensation payments to PAPs shall be the responsibility of the RAP pay team. The pay team shall comprise staff of the PFMU and the safeguards team of the MoE. The door-to-door compensation payment system has some risks. Some key risks factors include poor accounting for funds received and claims by some PAPs that they did not receive their payment. However, specific procedures have been put in place to mitigate these risks. When making door-to-door compensation payment to PAPs, the pay team shall follow the following procedures:

- Collect all checks and the required documents attached to the completed verification forms from the PFMU to use as a basis for identifying and paying affected structure owners.
- Go from house to house to pay the verified PAPs in front their affected structures or farms.
- Fill in payment form and have each legitimate PAP and members of the pay team sign in the spaces provided for their signatures.
- Have each PAP's fingerprint on the payment form and photograph the PAP holding his/her compensation check in front of the affected property.
- Send the signed payment forms or approved list of the PAPs paid to the Bank to enhance the encashment of their checks.
- No third-party payment shall be allowed.
- Return all checks for i) PAPs that fail to show up during compensation payment and ii) those that can't be disbursed due to dispute; payment report should include a list of all undisbursed checks with their numbers and the PAPs in whose names the checks are issued.
- Prepare and submit payment report to MoE and PFMU within three days after returning from the field.

8.5 Assessment of MoE Capacity

MoE has a Department of Physical Environment (DPE) with qualified engineers and draftsmen. The DPE shall recruit Environmental and Social/safeguards specialists (one for Environment and one for the Social) with appropriate qualifications and experiences to supervise and monitor risks and impacts of the LLFP and to

implement the agreed mitigation measures. The E&S safeguards specialists recruited in the Project Delivery Team (PDT) will also be part of the resettlement committee.

MoE will need some capacity building support for developing, preparing and implementing resettlement and the broader social development related tasks.. To this end, this RPF allocates a lump sum amount of US\$15,000.00 (Fifteen Thousand United States Dollars) to support the preparation of safeguard instruments for the project.

CHAPTER NINE: BUDGET AND IMPLEMENTATION LINKAGES TO CONSTRUCTION

9.1 RPF Implementation Budget

Resettlement Action Plans (RAP)/Abbreviated Resettlement Action Plans (ARAP) shall include detailed budget for compensation and other rehabilitation entitlements. It shall also include information on how funds will flow as well as compensation schedule. The Action plans shall also clearly state where the sources of funds will come from. As the Borrower, the Government of Liberia carries official responsibility for meeting the terms of this framework, including financial obligations associated with land acquisition.

The key budget items for this RPF are as follows:

No.	Budget Item ¹⁶	Amount (US\$)
1.	Subproject Screening Activities	\$80,000.00
2.	GRM implementation including stakeholder's consultation	\$12,000.00
3.	Capacity building measures	\$15,000.00
4.	Preparation of RAP/ARAP	\$20,000.00
5.	Monitoring and Evaluation	\$10,000.00
	TOTAL	\$137,000.00

9.2 RAP Implementation Linkage to Constructions under LLFP

MoE shall complete all RAP activities within 36 weeks' time and prior to the start of construction in each impact corridor or no construction should start until RAP is fully implemented and confirmed by post compensation and resettlement assistance payments verification exercise (RAPs audit). If more time is needed to implement RAPs, the matter will be discussed with the task team and PAPs will be duly informed of the task team decision.

Each eligible PAP will sign a verification/commitment form together with the verification/valuation team. The verification/commitment form, upon signature of all parties (the verification team and PAPs), shall constitute a mutual commitment as follow:

- **On LLFP's side:** The MoE shall sign in the commitment form indicating its agreement to pay the agreed compensation and resettlement assistances, including all its components (resettlement package, in-kind compensation and cash compensation). Resettlement assistances in in-kind will take longer than the 15 days allocated for cash/check compensation. The time required for completing in-kind assistances shall be addressed on case-by-case basis; and this consideration shall be reflected in the commitment form.

¹⁶ A separate budget for RAP/ARAP will be prepared when specific activities are identified.

- **On the PAP's side:** commitment to vacate the land once compensation is made for the affected assets/properties.

The format of verification/commitment form shall be simple and easy for PAPs to understand.

PAPs shall be required to move out of the affected structures four weeks after they have received their resettlement compensation payment. A written notice to that effect shall be given to PAPs during the compensation payment.

If the resettlement exercised entails physical relocation of PAPs, the MoE will ensure that sites are selected during the resettlement planning phase, in consultation with the affected persons. If site is selected during RAP preparation phase, the MoE will take full responsibility for preparing relocation sites before the date of the actual move, verifying that each affected household to be relocated is willing to occupy its new house. If the affected households find features of the specific sites and house highly disadvantageous or culturally inappropriate, site improvements or reallocation of sites may be considered in consultation with affected persons. This process shall be completed before construction starts and no construction shall start unless this process is completed

The MoE shall ensure that PAPs whose livelihoods are land-based and who are losing more than 20% of their total productive agricultural land are to be given an option allowing them to acquire comparable replacement land. PAPs may, at their option, choose cash compensation and economic rehabilitation, instead of land replacement. The MoE in collaboration with the Liberia Land Authority will assist those PAPs who opted for land-for-land option to find appropriate agricultural land prior to the start of construction and no construction shall start unless this process is completed.

A description of the project implementation process linking completion of resettlement activities to the commencement of construction is shown in Table 5 below.

Table 5: Example of a RAP Implementation Schedule

Activities ¹⁷	W 1	W 2	W 3	W 4	W 5	W 6	W 7	W 8	W 9	W 10	W 11	W 12	W 13	W 14	W 15	W 16	Responsibility
Recruitment of consultant																	MOE
Complete census																	MOE
Conduct consultation																	MOE
Complete valuation																	MOE
Grievance redress																	GRCs
Share and agree RAP (including valuation results) with PAPs																	MOE/PAPs
Clearance of RAP by World Bank																	WB
Start entitlement delivery																	MOE/PFMU/ MFDP
Complete compensation payments																	MOE/PFMU/ MFDP
Grace period for PAPs to vacate structures																	PAPs/MOE
Post compensation payment verification exercise/RAP Audit																	MoE
Hand over site to contractor																	MOE

Start component & construction																	Contractor
Monitoring of the RAP																	MOE

**W stands for week. As shown in the above RAP implementation schedule, the MoE shall complete the overall cash/check compensation payments exercise within a maximum period of 15 weeks. If more time is needed, the task team will examine the need for the additional time and the outcome shall be shared with PAPs.*

CHAPTER TEN: GRIEVANCE REDRESS MECHANISMS

10.1 Grievance Redress Mechanisms

Grievance here means any query, call for clarification, problems, or concerns raised by individuals or groups related to activities undertaken or processes applied by the project. These, when addressed, are expected to ensure support, results and sustainability of project activities. The goal is to create an avenue to prevent and address potential adverse environmental and social impacts emanating from project activities. The objectives are the following:

- To amicably resolve grievances raised by Aggrieved Parties (APs) during project implementation
- To ensure successful and timely completion of projects, without creating adverse environmental, social and health conditions on the community.

10.1.1 Scope of the Grievance Redress Mechanisms

The grievance mechanism applies to all project activities to be financed by the project activities. It includes issues related to environmental, involuntary resettlement and social issues that come up during project implementation.

The potential involuntary resettlement impacts of the LLFP will inevitably give rise to grievances among the affected population over issues ranging from rates of compensation and eligibility criteria to the location of resettlement sites and the quality of services at those sites. Timely redress of such grievances is vital to the satisfactory implementation of land acquisition and to completion of the project on schedule.

The Ministry of Education will install a Grievance Mechanism that will allow project-affected persons who are not satisfied with compensation and/or resettlement packages or procedures to lodge a complaint or a claim without cost and with the assurance of a timely and satisfactory resolution of that complaint or claim. The aggrieved also reserve to go to the court of law of the country at their own cost. To facilitate this process, the GRM will be at three levels: community, district and national level. Even though the district level is likely to be the main recipient of complaints, provision has been made to spread access to the use of the mechanism to the community and the national level. Details are as follows:

10.2 The Grievance Redress Committee

The following arrangements are outlined for the levels of grievance committees and the procedures to be followed.

There shall be a grievance redress committee at the community, district and national levels as follows:

10.2.1 Community level

The Chief, Youth Leader, Women's Leader, Chairman of the PTA (where applicable), Community Leader, two members of PAPs and a representative of a local NGO known in the community will constitute the committee.

10.2.2 District level

The Planning Officer, District Education officer (DEO), Civil Society representative, District Security official will constitute the committee. Overall responsibility is on the CEO

10.2.3 National level

The committee would be constituted under chair of Deputy Minister of The Ministry of Education, The Project Coordinator, One representative member from each Environmental Protection Agency (EPA), Liberia Land Authority, Ministry of Internal Affairs. Once constituted, each committee shall appoint/designate a registrar/develop an App to provide an accessible platform to the aggrieved and to handle the processing of complaints as detailed below. The Project Delivery Team will have overall responsibility for coordination.

10.3 Grievance Redress Procedure

As part of the methodology, meaningful consultation would be conducted throughout the life cycle of every sub-project. Generally, affected people can lodge complaints at the community levels, if it is not resolved then approach to district level where the District Education Officer in consultation with the County Education Officer and other Local Government Authorities receive and document for onward action. In order to streamline the process, the following structure is proposed:

- i. Community Level: Identified as the first level of grievance redress, complaints may be submitted to the chief/community leader of the community level representatives which will be recorded/filed and discussed at an agreed date for possible resolution within 7 days upon receipt of such complaints. The community representatives will meet at the community level- to discuss and address issues and complainant informed of outcome of resolution.
- ii. District Level: If complaint is not resolved at the community level, then it is elevated to the level of the district. The DEO receives and convenes a meeting with all representatives to address complaint or resolve the issue in consultation with the CEO. At this level, it is recommended that a representative of an NGO/CBO working in the community and in good standing should be invited as an independent witness. Maximum time for resolution should not exceed 10 days.
- iii. National Level: If issue is not resolved at the satisfaction level of complainant at the district level, then DEO forward the complaints and informs CEO about the issues. The CEO will inform the MoE. The MoE will convene the national committee for a final resolution within 20 days. Beyond this, the complainant has the option of seeking redress at the courts of law, if not satisfied with outcome of resolution at national level of GRM.

CHAPTER ELEVEN: CONSULTATION

11.1 Consultation

Consultations will aim to achieve the following objectives and shall be linked to the project's Stakeholders Engagement Plan (SEP):

- To provide information about the project and its potential impacts to those interested in or affected by the project, and solicit their opinion in that regard
- To manage expectations and streamline misconceptions regarding the project
- To agree on resettlement preferences, if any, and discuss concerns
- To ensure participation and acceptance of the project by the communities

Information obtained during consultations will be used to make an inventory of existing infrastructures and to collect information on land management, socio-economic activities, infrastructure, and expectations of the local residents.

11.2 Methodology

A team consisting of the staffs of MoE and representatives of the Environmental Protection Agency (if needed) will initiate a stakeholders mapping process. The team will identify stakeholders, decide time and venue for consultations, spread information about consultation, date and venue to ascertain maximum participation of stakeholders, disseminate information about the project, impacts, mitigation and management proposed and collect data for the consultations. Community opinion leaders will serve as key contacts to encourage meeting attendance.

The consultations shall include several community forums, and shall be interactive, with questions from the communities and answers and explanations from the MoE Staff and PDT. The meeting shall include diverse stakeholders, including men, women, girls, boys, the elderly, people with disabilities, and other vulnerable groups. A list of the people consulted is to be included in the final version of this document. The minutes of the consultation meetings, photographs of the consultation meetings, attendance would be attached in the RAP and continuous consultations shall be conducted to keep informed the stakeholders and making the process transparent.

11.2.1 Community & Participatory Consultation

The Ministry of Education will conduct consultations immediately after identification of project sites. These consultations are to be led by teams and integrated into the project awareness as a whole. The team expects to visit sites, meet with the chiefs, and interview local opinion leaders and community members and present the project plan in the local districts and address land acquisition processes, issues related to litigation on land in that district, assess. The impacts on public utilities to plan mitigation for public inconvenience.

11.2.2 Consultation with Stakeholders

A consultation meeting shall be held with project- affected residents in the six targeted counties as per the SEP. The purpose of the consulting PAPs is to provide understanding and clarity as to how compensation would be carried out for structures and means of livelihoods that would be impacted by the project, due to the implementation of the sub component 1.1 civil works. PAPs will be informed on the following:

- The extent of land requirement and impacts associated with it,
- The full replacement values of their properties and methods used to arrive at full replacement cost
- Availability of cash option for PAPs who prefer cash compensation for their affected properties,
- Availability of three months transition allowances for losses of: a) rental income (landlords), ii) business income, iii) rental shelter (Renters),
- Availability of special packages for three months transition period to vulnerable people,
- Information on their right to be informed about their choices and their right to make free and informed choice as well as their right to accept or reject what is offered to them by GoL (project),
- Availability of GRMs to file dispute and seek remedy when they are not satisfied with entitlements and assistance packages offered to them,
- PAPs of their rights and choices.

In addition to various consultation strategies outlined in the SEP, focus group discussions and individual consultations will be used to disseminate resettlement/entitlement information and to obtain PAPs views, i.e., the RAP team, including estimators, auditors, a structural engineer, social and environmental specialists addressed issues raised by the PAPs.

During the consultation exercise all stakeholders shall be allowed to fully participate and express their view. Their views shall be fully captured and disclosed.

11.2.3 Consultation Strategy

During consultations with stakeholders, various consultation methods stated in SEP shall be used, including: i) focus group discussions, ii) informal interviews and, ii) public consultations. In each of these consultation sessions question and answers sessions will be used to obtain their views and efforts shall be made to ensure that everyone's voice is heard, responded to and record of the consultation (s) will be annexed to the RAP/ARAP.

11.2.4 Resettlement Alternatives

During the consultation exercises as well as during face-to-face meetings, PAPs shall be offered with the following alternatives including choices related to forms of compensation and resettlement assistance.

11.2.5 Alternatives Offered

In line with ESS5 requirement as well as the national provision, PAPs have been offered with the following alternatives and the choices accepted and rejected shall be reported in the RAP/ARAP:

- i) Cash compensation for affected structures using full replacement cost of the affected structure;
- ii) Project take the responsibility for replacing the fully or partially affected structures;
- iii) Paying three months' net income loss for businesses that may be partially and fully affected;
- iv) Paying three months' rental/lease allowance for tenants who will be affected,
- v) Providing three months' rental, living and supplemental allowances to vulnerable people;
- vi) Allowing vulnerable people to have priority access to public services,

11.2.6 Choices Related to Compensation and Resettlement Assistance

Following the consultation processes to be carried out in the six targeted counties, the preference and priority of the PAPs shall be incorporated into the RAP/ARAP and taken care in compensating and considering resettlement assistance package.

11.3 Provision for Updating Information on PAPs

The Project Delivery Team of the Ministry of Education (PDT/MoE) is responsible for conducting public consultations and disclosure. The goal of consultations and disclosure shall be to inform affected people and to solicit feedback that will assist the implementation of the RAP. It shall include:

- Creation of communication method to identify and address project impacts on ongoing basis and bring forward community concerns including compensation and resettlement progress,
- Hosting meetings with PAPs and their representatives as it may require,
- Maintenance of an open-door policy through which PAPs can seek advice and lodge complaints. The focal point to be contacted on safeguard issues is the PDT/MOE E&S Officers/Safeguard Officers, Telephone numbers: (+231) _____.
- Creation of GRMs at different levels.

11.4 Disclosure and Information Sharing

The MoE shall be responsible for ensuring consultations with PAPs and for disseminating information relating to RPF/RAP. With regard to information dissemination and consultation about the RPF and other safeguard instruments, the MoE shall ensure that:

- the RPF and RAP will be available at a place accessible to PAPs and local NGOs, in a form, manner, and language that are understandable to them,
- copies of the final RPF and RAP will be available and accessible through ministry website.

CHAPTER TWELVE: MONITORING AND EVALUATION

12.1 Monitoring and Evaluation

Monitoring and Evaluation (M&E) shall constitute key components of the RPF/RAP implementation. As such, the MoE shall take the responsibility to ensure that an M&E system is in place and effectively functioning.

Monitoring will be an integral part of the RAP implementation activities under LLFP and will continue throughout the project period. Regular monitoring will enable the MoE to assess resettlement implementation progress and challenges, take corrective action where and when necessary to keep the project on course, and to ensure achievement of the stated resettlement objectives stated in ESS5.

Monitoring also encompasses regular consultation with and feedback from PAPs and other stakeholders regarding resettlement implementation progress or the lack thereof. Some techniques for stakeholder engagement and consultation will include one-on-one meetings/interviews, community meetings/group interviews, and focused group discussions.

Key resettlement monitoring indicators shall include the followings (see annex for detailed monitoring indicators):

- Number of PAPs relocated/resettled
- Number of vulnerable people assisted; type of supported provided during transitional period
- Type of assistance provided to PAPs
- Number and nature of complaints filed by PAPs; number of complaints amicably resolved; number of complaints unresolved/pending
- Existence and functioning of the GRM; PAPs access to the GRM
- Compensation payment processing and delivery time
- Number of PAPs who are better off as a result of the resettlement assistance; number of PAPs who are worse off as a result of the project
- Status of resettlement plan implementation

Where possible, data will be disaggregated and reported by gender, youth, people with disabilities and other disadvantaged groups. MoE is responsible for monitoring RAP(s) implementation. MoE shall be responsible for incorporating and tracking progresses on these indicators.

Table 6: RAP Monitoring Indicators

Monitoring	Specific indicator	frequency
Social and economic monitoring	On the basis of pre project's baseline survey, provide number of PAPS: i) whose livelihoods have been restored to pre-project level, ii) whose livelihoods have improved beyond pre-project level, iii) whose livelihoods are worse than pre-project level.	Annual
Private structures	Provide number of PAPS: i) whose private structures have been restored/constructed to pre-project level, ii) whose private structures made better / improved beyond pre-project level, iii) whose private structures are made worse than pre-project level	Monthly
Public Structures	Provide number of PAPS: i) whose private structures have been restored/constructed to pre-project level, ii) whose private structures made better / improved beyond pre-project level, iii) whose private structures are made worse than pre-project level	Monthly
Economic Crops	Track progress on: i) number and type of economic crops replanted by affected farmers, ii) number of farmers who have restored their income to pre-project level, iii) number of farmers who have not restored their income to pre-project level, iv) number of farmer whose income has been restored beyond pre-project level, v) number of affected farmers who have changed their livelihoods from farming to other livelihood activities,	Monthly
Assistance to Businesses	Track progress on: i) number of affected businesses that have resumed business operation, ii) number of businesses that have restored their net income to pre-project level, iii) number of businesses that have restored their net income beyond pre-project level, iv) number of affected businesses that have not resume operations.	Monthly
Vulnerable Groups	Provide number of vulnerable PAPS: i) whose livelihoods have been restored to pre-project level, ii) whose livelihoods have improved beyond pre-project level, iii) whose livelihoods are worse than pre-project level, iv) who have received assistance from the special package, v) who are sick and who benefited from health service in the project area, vi) number of disable friendly facilitates constructed by the project such as access ramp from main road to their living quarters or neighborhood,	Monthly
Tenants	Provide number of affected tenants: i) who have found new rental places, ii) who reported that the rental allowance is inadequate, iii) who showed satisfaction over their new rental places compared to the ones they occupied before the project, iv) number of tenants who have not yet found rental places.	Monthly
Grievances	Track grievances and report: i) number of cases at each impact location, ii) the number of cases resolved, iii) number of cases pending, iv) reasons for pending cases, v) frequency of GRMs meetings, vi) dscription of compliance to GRM procedures	Monthly
Post RAP Compensation Payment Audit	On the basis of the census and entitlement matrix, the post RAP compensation payment audit exercise will verify and confirm: i) overall total number of PAPS paid full compensation) total number of private structure owners (PAPS) paid full compensation ; iii) total number of public structures (fences and signboards) paid full compensation iv) total number of economic crops (rubber trees, oil palm trees and sugar cane) paid; v) total number of business owners (loss of income/revenue) paid compensation ; vi) total number of tenants paid three months rental assistance on ; vii) total number of landlords paid three months rental losses viii) total number of vulnerable people paid full special assistance (3 months rental, living and transitional allowances); ix) number of PAPS who are not paid full compensation ; x) compensation cases	Monthly

	disputed channeled to GRMs and status of each case; xi) potential and actual residual social risks and proposed mitigation measures.	
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12.2. Completion Audit

The MoE will conduct an audit to determine whether the efforts to restore the living standards of the affected population have been properly designed and executed. The audit will be independent / third party audit.

This completion audit will verify that all physical inputs earmarked in the RAP have been delivered and all services provided. The audit will also evaluate if the mitigation actions prescribed in the RAP have had the desired effect. The baseline conditions of the affected parties before the relocation will be used as a measure against their socio-economic status after the resettlement.

Prior to start of civil works, the completion audit will take place after all RAP activities have been completed including development initiatives, but before the financial commitments to the program are finished. This will allow the flexibility to undertake any corrective action that the auditors may recommend before the project is completed.

Evaluation of resettlement activities will be part of the general assessment and review activities undertaken for LLFP

REFERENCES

Land Rights Act, 2018

The Liberian Constitution, 1986. Articles 22 & 24

Liberian Freedom of Information Act, 2010

Liberia Institute of Statistics and Geo-Information Services. (2013). *Liberia Demographic and Health Survey*. Monrovia, Liberia

Liberia Institute of Statistics and Geo-Information Services. (2008). *National Population and Housing Census*. Monrovia, Liberia

Liberia's Ministry of Education. (2016). *Getting to Best Education Sector Plan: 2017-2021*. Monrovia, Liberia

Liberia's Ministry of Education and the World Bank. (2018). *Liberia Secondary Education Sector Analysis*. Monrovia, Liberia

ANNEXES 1-3

ANNEX 1: RAP VERIFICATION FORM

Sample RAP Verification Form

Property Code:		Location of Property:	
Name of Owner:			Sex:
*Type of Property (Farm/Crops or Structure/Building):			
Kind of Structure (mud, concrete, zinc, etc.):			
Kind of Crop:		Number of Trees:	
Total Dimension (in square feet (sqft)) :		Geographic Coordinates:	
Category (Fully Affected - FA or Partially Affected- PA):			
US\$ Rate per sqft/Crop:		Total Appraised Value for Structure:	
Signature of Owner:			
Verifier(s):			
Name		Signature	
1.			
2.			
3.			
4.			
Reviewed by:			
Name:		Signature:	
Verification Date:			

*Request for title deeds or other ownership documents, and take a picture of the property.

ANNEX 2: OUTLINE OF A RESETTLEMENT ACTION PLAN

Reference: ESS5, 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 the project component or activities that give rise to resettlement;
 - 1.2.2 the zone of impact of such component or activities;
 - 1.2.3 the alternatives considered to avoid or minimize resettlement; and
 - 1.2.4 the 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, labor, 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;

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

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 stated in ESS5.

7.2 Site selection, site preparation, and relocation. Alternative relocation sites considered and explanation to 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

ANNEX 3: Outline of Abbreviated Resettlement Action Plan (ARAP)

1.0 INTRODUCTION

- 1.1 General Description of the Project
- 1.2 Identification of the Project Area
- 1.3 Objectives of the ARAP
- 1.4 Detailed Methodology
- 1.5 Guiding Principles of the ARAP

2.0 POTENTIAL PROJECT IMPACTS

- 2.1 Project Components That Gives Rise to Resettlement
- 2.2 Anticipated Impacts
- 2.3 The Mechanisms Established to Minimize Impacts

3.0 SOCIO-ECONOMIC BASELINE CONDITIONS

- 3.1 Survey methodology and Approach
- 3.2 Population and Gender of PAPs
- 3.3 Vulnerable Group
- 3.4 Livelihood and Income of PAPs
- 3.5 PAPs Preferred Mode of Resettlement
- 3.6 Property in the Project Area
- 3.7 Land Tenure and Title Deed of PAPs
- 3.8 PAPs Support for the Project and Time Period to Relocate

4.0 LEGAL, POLICY & INSTITUTIONAL FRAMEWORK

- 4.1 Legal Framework
- 4.2 Policy Frameworks
- 4.3 Comparative Analyses between Liberian Legislations & World Bank Safeguard Policies
- 4.4 Institutional Framework

5.0 COMPENSATION FRAMEWORK

- 5.1 Key Principles
- 5.2 Criteria for Determining Eligibility and Entitlement of PAPs
- 5.3 Cut-Off-Date

6.0 DESCRIPTION OF RESETTLEMENT ASSISTANCE AND COMPENSATION PROCEDURES

- 6.1 Valuation of Assets
- 6.2 Mode of Compensation
- 6.3 Resettlement and Other Assistances
- 6.4 Unit Cost per Parcel of Land
- 6.5 Compensation and Entitlement Matrix

7.0 ARAP IMPLEMENTING INSTITUTIONS AND RESPONSIBILITIES

- 8.0 ARAP IMPLEMENTATION BUDGET and SCHEDULE
 - 8.1 Budget for the Implementation of the RAP
 - 8.2 Schedule of Implementation of the ARAP
- 9.0 PUBLIC PARTICIPATION AND DISCLOSURE
- 10.0 GRIEVANCE MANAGEMENT AND REDRESS
 - 10.1 Objectives of the Grievance Procedure
 - 10.2 Grievance Procedure
 - 10.3 Costs in the Grievance Redress Mechanism and Capacity Building
- 11.0 MONITORING & EVALUATION OF THE ARAP
 - 11.1 Internal Monitoring
 - 11.2 External Monitoring

ANNEXES

ANNEX 1: Notices of Intent for the Project

ANNEX 2: Sample Questionnaire

ANNEX 3: List of Affected Persons

ANNEX 4: Names/Contacts of Members of Resettlement Committee

ANNEX 5: Minutes & Attendance of Stakeholders Meetings

ANNEX 6: Names/Contacts of Members of the Grievance Redress Committee

ANNEX 7: Samples of Grievance Complaint Form and Grievance Proceeding Form