



Republic of Ghana

MINISTRY OF LANDS AND NATURAL RESOURCES

**FOREST INVESTMENT PROGRAMME
(FIP)- ENHANCING NATURAL
FORESTS AND AGROFOREST
LANDSCAPES**

ADDITIONAL FINANCING

Process Framework

Updated Report

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ACRONYMS AND ABBREVIATIONS

AfDB	African Development Bank
ASGM	Association of Small-Scale Gold Miners
ASM	Artisanal and Small-Scale Mining
CFC	Collaborative Forest Committee
CHRAJ	Commission for Human Rights and Administrative Justice
CIF	Climate Investment Funds
COCOBOD	Ghana Cocoa Board
CREMA	Community Resource Management Area
CRIG	Cocoa Research Institute of Ghana
CSIR	Council for Scientific and Industrial Research
CSOs	Civil Society Organisation(s)
DAs	District Assemblies
DEMC	District Environmental Management Committees
DGM	Dedicated Grant Mechanism for Indigenous People and Local Communities
DRM	Dispute Resolution Mechanism
EIA	Environmental Impact Assessment
EPA	Environmental Protection Agency, Ghana
ESIA	Environmental and Social Impact Assessment
ELCIR+	Engaging Local Communities in REDD+
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
EU	European Union

FAO	Food and Agriculture Organisation
FASDEP	Food and Agricultural Sector Development Policy
FC	Forestry Commission
FCPF	Forest Carbon Partnership Facility
FDMP	Forest Development Master Plan
FIP	Forest Investment Programme
FLEGT	Forest Law Enforcement, Governance and Trade
FORIG	Forestry Research Institute of Ghana
FP	Focal Point
FSD	Forest Services Division
GFTN	Global Forest and Trade Network (WB/WWF)
GHG	Green House Gas
GIS	Global Information System
GoG	Government of Ghana
GNFS	Ghana National Fire Service
GPRS I	Ghana Poverty Reduction Strategy
GPRS II	Growth and Poverty Reduction Strategy
GSBA	Globally Significant Biodiversity Areas
GTA	Ghana Timber Association
GTMO	Ghana Timber Millers Organisation
HFZ	High Forest Zone
IFC	International Finance Corporation
IUCN	International Union for Conservation of Nature
LI	Legislative Instrument
LVD	Land Valuation Division
LULUCF	Land use, Land Use Change and Forestry
MC	Minerals Commission
M&E	Monitoring and Evaluation
MESTI	Ministry of Environment Science Technology and Innovation
MLGRD	Ministry of Local Government and Rural Development
MLNR	Ministry of Lands and Natural Resources
MMDA	Metropolitan, Municipal, District Assemblies
MoFEP	Ministry of Finance and Economic Planning
MoFA	Ministry of Food and Agriculture
MRV	Monitoring Reporting and Verification
NCRC	Nature Conservation Research Center
NGOs	Non-Governmental Organisations
NREG	Natural Resources and Environmental Governance
NFF	National Forest Forum
NRCd	National Redemption Council Decree
NTFPs	Non-Timber Forest Products
NTSC	National Tree Seed Centre
OASL	Office of the Administrator of Stool Lands

PF	Process Framework
RCC	Regional Coordinating Council
REDD	Reducing Emissions from Deforestation and forest Degradation
REDD+	REDD plus sustainable management of forest, forest conservation, enhancement of carbon stocks
RMSC	Resource Management Support Centre
R-PP	Readiness Preparation Proposal
SEA	Strategic Environmental Assessment
SESA	Strategic Environmental and Social Assessment
SMEs	Small and Medium Enterprises
SRI	Soil Resource Institute of Ghana
SRA	Social Responsibility Agreement
TAs	Traditional Authorities
ToR	Terms of Reference
VCS	Voluntary Carbon Sequestration
VPA	Voluntary Partnership Agreement
WB	World Bank
WD	Wildlife Division
WRC	Water Resources Commission

EXECUTIVE SUMMARY

Introduction

Brief Project Description

The objective of Ghana's FIP (Forest Investment Program) is to 'reduce GHG emissions from deforestation and forest degradation while reducing poverty and conserving biodiversity', with a range of interventions in the High Forest Zone toward reducing deforestation through more sustainable management practices for forests, agro-forests and cocoa landscapes.

The project development objective of the Additional Financing is: to improve forest and tree management practices by cocoa farmers, CREMA communities and forest reserve managers to reduce forest loss and degradation and demonstrate rehabilitation of mined-out sites in selected landscapes in Ghana's High Forest Zone (HFZ). The Ghana FIP has four components: 1) Policy Reforms and Institutional Strengthening; 2) Pilot Investments for Improved Forest and Landscape Management with Communities; 3) Innovation, Capacity Building; and Communications; and 4) Project Management, Monitoring and Coordination. The proposed Additional Financing (AF) will follow the same structure. Component 2 (Pilot Investments for Improved Forest and Landscape Management with Communities), has two main program areas consisting of: (1) reclamation of degraded, mined-out areas through community engagement, reforestation and development of economically productive activities; and (2) plantation development, with focus on providing incentive for private plantation enterprise development.

The updated Process Framework (PF) is based on a review of the earlier PF prepared in 2014. The revised document addresses safeguard issues relating to the reclamation of degraded mined out areas in forests and the establishment of community and sector led tree plantations development in the Ashanti, Eastern and Western Regions of Ghana.

Purpose of the Process Framework

The Process Framework has been prepared because the project may result in restrictions in access to natural resources in legally designated parks and protected areas. The Framework establishes a process by which members of potentially affected communities participate in design of project components, determination of measures necessary to achieve resettlement policy objectives, and implementation and monitoring of relevant project activities. Specifically, the process framework describes participatory processes by which activities under the project will be accomplished

Key project activities and associated concerns

Key activities indicating the potential social issues and concerns which may be associated with the intended project pilots, and which have been described under components 2a and 2b as follows:

Component 2a. Pilot demonstration of clean up and reclamation practices with alternative livelihood support after forest and land degradation and loss due to ASM. This pilot activity aims to reclaim and rehabilitate mined- out areas in selected sites as a demonstration of appropriate technical approaches, analysis and testing technologies and policies, and clean up/ reclamation practices. Implementation will

be combined with effective engagement with landowners, traditional authorities, mine managers and workers, and community members.

Some specific activities may include:

- site selection and characterization for clean- up;
- community engagement in planning, collaboration and training;
- community engagement in implementation;
- alternative livelihood support;
- private sector engagement for lessons;
- guidance on improved practices.

Component 2b. Pilot for incentivizing investment and local level job creation in timber plantations. This pilot activity will provide financing incentives and technical assistance to support tree planting by small- and medium-scale plantation enterprises, including community-based efforts located, to the extent feasible in or nearby to mined-out degraded forest areas in existing FIP and REDD+ target areas, as in Component 2a above.

Locating Pilot 2a and 2b nearby to each other in the landscape will help to provide livelihoods support, increase engagement with communities and traditional landowners, and support productive enterprises for the medium term. It is envisaged that plantation developers who access the loan funds will provide employment benefits to nearby community members who will engage in site preparation, tree planting, plantation maintenance and other activities. This could reach up to 3,000 community beneficiaries.

Relevant national policies, regulations and institutions

The relevant national policies, legal instruments and institutional mandates have been described in the report and include the following:

- Forestry Commission Act, 1999 Act 571
- Minerals Commission Act, 1993, Act 450
- Timber Resource Management Act, 1997 - Act 547:
- Timber Resources Management Act 617 (Amendment) Act, 2002:
- The Constitution of the Republic of Ghana 1992

Some key institutions participating in the project will include:

- Ministry of Lands and Natural Resources;
- Ministry of Environment, Science and Technology, and Innovation;
- Ministry of Chieftaincy and Religious Affairs;
- Ministry of Finance and Economic Planning;
- Forestry Commission;
- Minerals Commission;
- FORIG;
- COCOBOD;
- Environmental Protection Agency;
- Traditional Authority;

- NGOs/ CSOs.

The project specific activities may comprise the following:

Reclamation of mined- out sites:

- testing of soil/ water for contaminants;
- earthworks which will involve spreading of stockpile of sandy/lateritic waste into pits;
- cutting and haulage of fill materials to top up to the required ground elevations;
- spreading of topsoil;
- construction of crest for river/stream course;
- raising of cover crops;
- tree planting (Phytoremediation);
- field maintenance;
- monitoring and evaluation.

Plantation development:

- establishment of tree plantations and enrichment planting;
- model forest nurseries for native species;
- migrate sacred groves to community dedicated forest reserves;
- shade trees integrated into cocoa farms and agricultural farming systems;
- landscape planning for corridors;
- cocoa marketing incentives and sustainability production;
- plantation field trials/ models/ innovations;

timber and non-timber innovation, community based enterprise trials. The participatory approach has been followed during the project preparatory phase. During the development of this Process Framework and other safeguards instruments, numerous one-on- one, group interviews and meetings were held with key officials and community opinion leaders to gauge level of awareness and involvement with the project, and their concerns about the project design and implementation. The consultations also served to gather information on the mandates and permitting requirements to inform the development of the project. The various community meetings in the Western and Eastern Regions also served to identify pertinent issues of concern to the communities and solicited their suggestions to mitigate potential adverse situations. These have been well documented in this report.

Such cases identified in the earlier PF document include ‘admitted farms’ and fringe communities who may be constrained from expanding their settlements and farms. Under the Additional Financing, communities may also not be permitted to access reclaimed lands within protected areas. The project will not support restriction of access to community sacred groves, or to convert existing lands into expanded reserve areas.

Issues concerning potential restrictions to access to natural resources during the planning and implementation of the projects and for which participatory mechanisms may address, include such ones as:

- *On-reserve rehabilitation*: affected farms and hamlets inside forest reserves. Both economic crops such as cocoa and food crops such as cocoyam, plantain, etc are cultivated in forest reserves.
- *Plantation development*: Depending on the current use of the land, local farmers, crops, hamlets/structures may be affected, through potential sale of land to third parties/investors in off reserve plantation development. Such land sales will not be financed by the project, however.
- *Ecosystem friendly cocoa production*: Improving shade trees in some existing cocoa farms may leave less space for cocoa trees to create space for shade trees; it is unlikely that cocoa trees would be removed to create space for shade trees. Farmers may expect compensation for affected cocoa trees or for planting cocoa trees less densely or allowing space for shade trees.
- *Improvement in law enforcement on FR encroachment*: Farms and hamlets in encroached FRs will be affected. The project has no plans to displace these farmers and those living in hamlets.

This Process Framework is based on the outcome of field-based consultations with project affected persons and communities/ institutions. Concerns raised by the communities provide guidance to the development, identification and implementation of possible eligible activities and how the communities in the project area will participate in implementation of the project components. Furthermore, community consultation has provided input into project design and identified both potential adverse impacts and possible mitigating measures. These criteria may be refined further through site-specific community consultations through which the affected persons will identify adverse impacts, establish mitigation measures, eligibility criteria and choose eligible mitigation measures, and procedures for specific activities and their phasing for particular project areas.

Potential social impact of the above activities includes the following: land tenure and ownership, maintaining livelihoods, farmer rights, forest management, security and safety, cultural heritage, resource access and possible restriction. The eligibility criteria and proposed measures to assist affected persons and communities including guidance on eligible activities and recipients for the livelihood restoration assistance have been provided in the report. The framework includes the livelihood restoration measures which will consider issues such as: (1) income levels of affected communities/persons; (2) other non- monetary sources of livelihood; (3) constraints and opportunities for income generation; (4) number of persons not able to revert to previous occupation; and (5) existing skills and project preferences of affected persons. Project component 2 specifically targets activities that will assist with livelihood restoration and development of alternative livelihoods. Communities will have the opportunity to manage land and wildlife under the CREMA institutional approach, under which the community members determine the management rules and guidelines.

Implementation of the PF

The Ministry of Lands and Natural Resources has the overall responsibility for preparing and implementing the PF with World Bank approval. It will ensure that all compensation, restoration and rehabilitation activities are carried out in a participatory manner and satisfactorily.

The MLNR/FC through the regional FSD and district MC will organize the regional and district orientation and training for the District FSDs and the various government departments likely to be involved in the process, to be ready to implement alternative livelihood schemes and the payment of compensation, and other activities in a timely manner. The regional FSD will ensure that progress reports reach the head office regularly.

Much of the work will be done at the district level. The Regional FSD through the District Assembly which is the local administrative authority, will ensure that:

- community participation mechanisms are convened regularly and feedback from the communities is integrated into the planning process;
- communities are properly and adequately informed in a timely manner;
- coordinate activities between different communities implementing project activities;
- ensure timely implementation of plans and provision of project benefits or activities;
- attend to any grievances submitted by the affected persons/ communities.

The District FSD through the community leaders and CREMAs will engage and involve all sections of the community in discussions on the plan. They will

- Convene open meetings, both information-sharing and planning and facilitate the meetings on specific issues and follow-up;
- Identify impacts on members of the community in terms of access to resources;
- Identify means by which community members can participate in various pilots and project activities.

A detailed administrative and institutional arrangement for implementing and addressing issues arising from restrictions imposed on individual and community access to resources has been described in Table 4.

Some of the participatory arrangements will include the following:

Alternative livelihood planning and implementation committee: The committee will comprise the MLNR/FC, MLNR/ MC, representatives of the affected persons/ community (2 persons.), representatives of the Metropolitan, Municipal, or District Assemblies (MMDA), Land Valuation Division (LVD), EPA and Traditional authorities. The committee will be chaired by the representative of the MMDA.

Consultations: The affected persons/ communities should be engaged in active consultations at the beginning of the project activities, continuing on previous consultations, and any planned or proposed access restriction should be well explained in advance and mitigation measures agreed on, including compensation and relocation, prior to commencement of any eligible activity.

Notification: Affected persons will be notified through both formal (in writing) and informal (verbal) manner, for example at community meetings called by MMDA.

Documentation: The names and addresses of affected persons in the community will be compiled and kept in a database. The MMDA as well as the RCC will maintain records of these persons.

Time Provisions: The affected community or persons may negotiate with the Planning Committee on time frames.

Redress of grievances: If affected communities/persons are not satisfied with proposed alternative schemes or its implementation, they can seek redress through their assembly members, MMDA or the MLNR/ FC. The MMDA will liaise with the MLNR/ FC to address any challenges. If the affected persons are still not satisfied they could take it up further with the EPA or the RCC and possibly, the CHRAJ. All grievances will be expressed in writing. Grievance redress approach will be consistent with the provisions in the ESMF for the FIP.

Financial obligations: It is the responsibility of the MLNR to finance the implementation of these schemes.

Grievance redress mechanism

The District FC will make public the GRM through community sensitization, particularly to the project affected persons and communities. This will be done in collaboration with the local assembly persons. The sensitization on the GRM will be done in the local languages as much as possible, to enable all stakeholders understand the content. This will ensure that approaches, ways and contact information for all stages of the GRM are clearly spelt out.

The GRM will consist of a 4-tier resolution arrangement as follows:

- Complaint lodged at District FC office;
- District Assembly level grievance resolution;
- Ministry-level grievance resolution; and
- National legal level.

The Alternative Dispute Resolution Act of 2010 is applicable under this project. The Act outlines dispute mediation procedures and customary arbitration procedures that are applicable to grievance redress. A party to any agreement may with the consent of the other party submit any dispute arising out of that agreement, to mediation by an institution or a person agreed on by the parties. This may be made in writing, or any other form of verbal or electronic communication. Mediation proceedings commence when the other party accepts the invitation for mediation. Mediation is invalidated if the second party fails to accept the invitation within 14 days.

Performance Monitoring and Evaluation

The participatory monitoring programme will provide regular feedback on the implementation of the Process Framework. Monitoring teams at the district and regional FSD levels will be constituted and led by appointed Focal Points, who will report regularly at the national level (MLNR) through the national Focal Point at the FC. The district team will comprise the DA, District FSD, community groups, and Regional FSD while the regional team will be constituted by the Regional FSD, DAs, and RCC. Details of key monitoring indicators and verification have been provided in Table 6 below.

An evaluation programme will be implemented periodically to also check on compliance with policy and provide lessons to amend strategies, especially in the longer term. The evaluation will be based on current WB procedures and also national provisions on access restriction /compensation. It will identify actions which will improve policy and offer higher guarantees of implementation success. The process will be incorporated in the general assessment and review usually undertaken for the project.

Conclusion

Though by the project design and planned interventions does not include activities that will require voluntary or involuntary resettlement, this report has outlines the potential activities which may restrict access to important resources in gazetted forest reserves and other forest estates in the project catchment area. The report has extensively provided a stepwise approach in the development of subproject through a participatory approach to ensure that project affected persons are not worse off. Adequate provisions have been made to ensure that project implementers and project affected persons have a better understanding of their role and responsibilities to ensure effective delivery of the project aims and objectives. Resources have been earmarked in the main project to provide alternative livelihoods for forest dependent communities. Additionally, a total budget of 296000 USD as indicated in the table below has been earmarked from the AF to support the implementation of the measures outlined in this report

Estimated budget for implementation of the PF

No	Activity	Description	Annual cost, US\$	Total Cost, US\$
1.	<ul style="list-style-type: none"> • <u>Training</u> • 1a. Awareness creation and Capacity building for MLNR (Secretariat), FSD regional project staff 	✓ Training workshop/ seminars on Programmes 1,3 and 4	10,000	10,000
	<ul style="list-style-type: none"> • 1b. Capacity building for district FSDs (safeguard officers) 	✓ Training workshop/ seminars on Programmes 1, 2 and 4	5,000 local, per region <u>10,000</u>	40,000
	<ul style="list-style-type: none"> • 1c. Capacity building for FSD, MC, MMDAs and RCC 	✓ Regional training workshops on Prog 1,4 ✓ (per diems, travel, workshop venue, materials, meals)	7,000 local, per region <u>14,000</u>	56,000
	<ul style="list-style-type: none"> • 1d. Awareness creation and capacity building for selected members of community 	✓ Community meetings and training	3,750 local, per region <u>7,500</u>	30,000
	<ul style="list-style-type: none"> • 1e. Capacity building for Plantation managers and 	✓ Training on preparation and implementation of ESMPs	3,000 local, per region 6,000	12,000

	Reclamation contractors			
2.	<ul style="list-style-type: none"> Guidance and tools 	✓ Guidance Documents, Checklists, Forms, TORs, Technical Planning Tips	7,000	28,000
3.	<ul style="list-style-type: none"> Communications 	✓ Radio, TV discussions, Newspaper adverts on issues relating to PPP/ ESMF/ RPF	5,000	20,000
4.	<ul style="list-style-type: none"> Monitoring and Evaluation 	✓ Safeguards component for M&E is addressing E&S due diligence and verification	12,000	48,000
5.	<ul style="list-style-type: none"> Contingencies (Recruiting ESIA consultants when necessary) 	✓ Consultant to undertake a full ESIA if a subproject meets the minimum requirement under the EA laws of Ghana	100000	100000
	TOTAL			296,000

1.0 CHAPTER ONE INTRODUCTION

This Chapter describes the rationale, strategic thrust and assumptions underlying the design and objectives of the Enhancing Natural Forests and Agroforestry Project and the complementary Additional Financing. It further describes the purpose and objectives for preparing the Pest Management Plan to ensure sound use and management of pest and pesticides.

1.1 Background of FIP and Additional Financing

The objective of Ghana's Forest Investment Program (FIP) is to 'reduce GHG emissions from deforestation and forest degradation while reducing poverty and conserving biodiversity'. The program supports a range of interventions in the High Forest Zone toward reducing deforestation through more sustainable management practices for forests, agro-forests and cocoa landscapes. Ghana's FIP aims to enhance and increase social benefits and community empowerment by focusing on groups that depend on natural resources. The FIP was designed in 2012 to work together in a programmatic, landscape level approach, managed by the Ministry of Lands and Natural Resources (MLNR) and has three components implemented by World Bank (WB), African Development Bank (AfDB) and International Finance Corporation (IFC). The FIP is part of an integrated financing package that aims to reduce deforestation and forest degradation, while also achieving livelihood and biodiversity co-benefits.

The development objective of the Additional Financing requested by the Government of Ghana is to improve forest, land and tree management practices by cocoa farmers, CREMA communities and forest reserve managers to reduce forest loss and degradation in selected landscapes in Ghana's High Forest Zone and parts of the transitional zone. It has two main program areas consisting of: (1) reclamation of degraded, mined-out areas through community engagement, reforestation and development of economically productive activities; and (2) plantation development. The plantation development component seeks to establish an investment fund and Technical Assistance (TA) program to incentive SMEs; support community-based tree planting & alternative livelihood programs; focus on degraded areas of the HFZ; focus where MLNR and FC already have comparative advantage (advising on how to establish and manage plantations); and learn from experience of Uganda Sawlog Production Grant Scheme (SPGS).

The updated Process Framework (PF) is based on a review of the earlier PF prepared in 2014. The revised document focuses on new activities particularly the reclamation of degraded mined out areas in forests and also, supporting the establishment of community and sector led tree plantations development in the Ashanti, Eastern and Western Regions of Ghana.

1.2 Purpose of the Process Framework

A Process Framework (PF) is prepared and implemented when projects are likely to cause restrictions of access to natural resources in legally designated parks and protected areas. The

restriction may have adverse impacts on livelihood and thus the purpose of the PF is to establish a process by which members of potentially affected communities are assisted in their efforts to restore or improve their livelihoods in a manner, which maintains the environmental sustainability of the natural resource in question. The PF thus describes the participatory process that ensures that eligible affected persons effectively participate in the design of project components, determination of measures necessary to achieve resettlement policy objectives, and implementation and monitoring of relevant project activities.

Specifically, the process framework describes participatory processes by which the following activities will be accomplished:

(a) project components will be prepared and implemented and briefly describes the project and components or activities that may involve new or more stringent restrictions on natural resource use. It also describes the process by which potentially displaced persons participate in project design;

(b) criteria for eligibility of affected persons will be determined. It establishes that potentially affected communities will be involved in identifying any adverse impacts, assessing of the significance of impacts, and establishing of the criteria for eligibility for any mitigating or compensating measures necessary;

(c) measures to assist affected persons in their efforts to improve their livelihoods or restore them, in real terms, to pre-displacement levels, while maintaining the sustainability of the park or protected area will be identified. It describes methods and procedures by which communities will identify and choose potential mitigating or compensating measures to be provided to those adversely affected, and procedures by which adversely affected community members will decide among the options available to them;

(d) potential conflicts or grievances within or between affected communities will be resolved. It describes the process for resolving disputes relating to resource use restrictions that may arise between or among affected communities, and grievances that may arise from members of communities who are dissatisfied with the eligibility criteria, community planning measures, or actual implementation.

Additionally, the process framework describes arrangements relating to administrative and legal procedures as well as monitoring and evaluation arrangements.

2.0 CHAPTER TWO BRIEF DESCRIPTION OF THE PROPOSED PROGRAM

This session elaborates on the project design and components. It throws light on planned interventions to achieve the objectives of the Project Development Goal

2.1 Project components design and description

There is evidence of success for many activities including the safeguards being implemented under the original FIP ENFAL, and at mid-term, progress towards the achievement of project development objective (PDO) has been rated as Moderately Satisfactory (MS). However, drivers of deforestation and degradation continue to degrade Ghana's rural landscape. The pace of expansion of illegal ASM in recent years has accelerated forest and agroforest loss in affected areas and the challenges associated with private plantation development persist. The FIP AF is designed to support demonstration pilots that can inform and influence the important steps that can help support to combat deforestation in the cocoa sector and commitments to address illegal mining through scaled up action. The proposed activities are designed to fit into the existing FIP ENFAL implementation structures, demonstration pilot approaches, community engagement efforts, land use planning and management processes, and outreach and communication tools. The proposed activities are focused on supporting the efforts to address the impacts of illegal ASM on forests, community agroforestry areas and natural landscapes through improved coordination and implementation of policies, testing of mine site clean-up and reclamation approaches, including tree planting and plantation establishment, with community and media engagement, and communication, outreach and training activities, while supporting the government's overall efforts to control illegal ASM for gold, known also as *galamsey*. Specifically, additional financing is supporting two new interventions: (i) supporting the rehabilitation of mined out areas towards reduction of degradation and deforestation due to illegal artisanal small-scale mining (ASM) in forest landscapes, and (ii) the enhancement of private investment in forest plantation development, with community job creation, in forest and cocoa landscapes in Ghana's High Forest Zone (HFZ), which includes areas of Brong-Ahafo, Western, Ashanti and Eastern Regions. The Government's renewed attention to these issues creates new opportunities for FIP to support action needed to accelerate implementation, replicate good practices, and roll out reformed policies on a larger scale.

Project Components

The Ghana FIP has four components: 1) Policy Reforms and Institutional Strengthening; 2) Pilot Investments for Improved Forest and Landscape Management with Communities; 3) Innovation, Capacity Building; and Communications; and 4) Project Management, Monitoring and Coordination. The proposed Additional Financing (AF) will follow the same structure.

Component 1: Policy reforms and institutional strengthening. Following the structure of FIP ENFAL, this Additional Financing (AF) will expand support for strengthening institutional coordination across a wider array of central, regional and local government agencies. This will

particularly include the Minerals Commission (MC) of MLNR and the Ministry of Environment, Science, Technology and Innovation (MESTI), which has a leadership role in the effort to control gamamsey, as well as the EPA, which has an important role in setting standards for reclamation activities, controlling water pollution and toxic materials associated with all types of mining. The Ministry of Chieftaincy and Traditional Affairs, local chiefs and traditional authorities, and District Assemblies will need to be more proactively engaged in addressing gamamsey issues. The AF will support additional analytical and policy studies that aim to assess the magnitude and geographical spread of ASM impacts on forest and draw lessons from previous and existing activities/strategies- including those of legally operating firms- with regards to rehabilitation and restoration of mined-out sites. Based on this, guidance for practitioners on the ground will be developed, taking a multi-stakeholder approach. Specific policy work is under discussion and could include analysis of existing policies and institutional arrangements to address the environmental footprint of gamamsey. Legal analysis and policy development will specifically look at putting in place a policy on mined-out lands; standards and guidance for mine site rehabilitation (based on international good practices); and systems and capacity at national, regional and local level to sustainably protect rehabilitated sites.

Component 2: Pilot Investments for Improved Forest and Landscape Management with Communities. Field- and community-based investments are the core of the project. These will aim to establish and demonstrate improved forest and landscape management practices, while building the case for wider replication in terms of results. These pilots represent up-front investments required to restore and protect forest cover and reduce deforestation, and thus build on the REDD+ Readiness Process. Pilots will be supported by efforts to consolidate lessons from implementation to improve policy implementation and institutional practices, as well as outreach efforts that encourage replication to landscapes beyond the target corridors. Demonstration activities will be implemented in two main landscapes: on farms and in communities in a specific landscape corridor and on Forest Reserves.

Component 2a. Pilot demonstration of clean up and reclamation practices with alternative livelihood support after forest and land degradation and loss due to ASM. This pilot activity aims to reclaim and rehabilitate mined out areas in selected sites as a demonstration of appropriate technical approaches, analysis and testing technologies and policies, and clean up/ reclamation practices. Implementation will be combined with effective engagement of landowners, traditional authorities, mine managers and workers, and community members. Specific activities may include:

- Site selection and characterization for clean- up. Mapping, prioritization and characterization of mining degradation in forest reserves and cocoa landscapes in the Western and Eastern Region. This may include site sampling and analysis and assessment of potential clean up approaches and techniques. The AF will support assessments and stakeholder consultations for site selection, for community engagement, and for organizing collective action.
- Community engagement in planning, collaboration and training. Engagement with local and traditional authorities and land use planning processes to improve district government collaboration with communities on forest and land protection; provision of training for communities, including miners, and local governments on responsible management and protection of reclaimed areas.

- Community engagement in implementation. Engagement with community and CREMA members in reclamation of selected sites, using appropriate land contouring and replanting approaches. Replanting efforts will consider appropriate crops and materials after analysis of site contamination requirements and the need to avoid uptake in potential food crops. Use of climate-smart agriculture or restoration of cocoa plantations may not be appropriate in some cases.
- Alternative livelihood support. Engagement with communities, particularly miners, to identify suitable and beneficial alternative livelihood activities that can complement reclamation efforts, such as nursery stocks for timber and bamboo planting, value added processing and sale of more beneficial natural resource products, equipment rental and operation for land contouring, monitoring and patrols to prevent re-entry into reclaimed sites (see Component 2b).
- Private sector engagement for lessons. Engagement with legally operating small- and large-scale mining operations for support, understanding of incentives, lessons on good practices from existing sites, technical assistance and potential visits to demonstration sites.
- Guidance on improved practices. Development and roll out of guidance materials on site assessment, clean up / reclamation approaches and success stories and preparation and studies needed in advance of reclamation efforts.
- These efforts will be supplemented with communication and awareness raising activities financed under Component 3. The project design will be further informed by the results of case studies of selected mining sites, development of criteria for the selection of pilot sites [e.g., strength of local institutions including both traditional and District Assembly; ownership and control of the land; representative land use issues; balance of on- and off- reserve sites; proximity of potential partner institutions (training, service delivery)] including lessons from existing mining reclamation experiences, particularly from private sector operations.

The transformative nature of this activity is to provide positive demonstrations of the potential for local community action to clean up and reclaim locally affected sites and waterways following the destructive impacts of ASGM/galamsey. The effort aims to raise awareness among landowners and land users of the beneficial alternative uses of land, the power of collective action, and the ability to control the negative effects of galamsey. These positive demonstrations, if successful, can lead to further GoG support in the follow on to MMIP, as well as potential support from other development partners.

Component 2b. Pilot for incentivizing investment and local level job creation in timber plantations. This pilot activity will provide financing incentives and technical assistance to support tree planting by small- and medium-scale plantation enterprises, including community-based efforts located, to the extent feasible in or nearby to mined-out degraded forest areas in existing FIP and REDD+ target areas, as in Component 2a above. Locating Pilot 2a and 2b nearby to each other in the landscape will help to provide livelihoods support, increase engagement with communities and traditional landowners, and support productive enterprises for the medium term. It is envisaged that plantation developers who access the loan funds will provide employment benefits to nearby community members who will engage in site preparation, tree planting, plantation maintenance and

other activities. This could reach up to 3,000 community beneficiaries. Specific activities may include:

- Financial assistance for (small and medium) private plantation developers (including nurseries) to expand planted areas, focusing on trees in high demand for specific markets. Firms will be selected based on interest, willingness, business model to promote local employment opportunities (targeting vulnerable groups and forest fringe communities) and to promote quality wood products for domestic markets. Support may include: low cost tree seedlings of economic species; transport and delivery of the seedlings; training, tools and equipment for site preparation, planting/spacing, and care. Low cost loans will also be considered for financially viable firms (based on financial assessment/due diligence and track record. The low cost loan funds will be held at the Bank of Ghana and will be managed by the Ministry of Lands and Natural Resources and the Forestry Commission. Following the learning of the Uganda Sawlog Production Grant Scheme (SPGS), this activity will provide both technical assistance and financial assistance for small-scale timber plantations companies. Incentive payments will be conditioned on compliance with seed quality and stand maintenance standards. The transformative nature of this activity is to stimulate private sector investment in tree planting which creates employment and supplies local markets. This will reduce pressure on natural forests, create alternative livelihoods at local level, and sequester carbon.
- Mobilization of community members (in targeted, degraded, mined out areas) to engage in planting of economic trees and plants (possibly including indigenous bamboo) that can contribute to short term livelihoods, longer term economic options, landscape restoration, and soil/stream bank stabilization. Support may also include local livelihood opportunities, including (carefully selected) crops that can be grown within plantation systems at the early planting stage before the canopy closes. Agricultural production assistance with plantation maintenance and weeding and provides an early income source in advance of the first thinning and timber harvest. As above, care must be taken to ensure that crops chosen are safe for human handling or processing when grown in degraded sites. This work will proceed in parallel with reclamation activities mentioned in Component 1, based on assessment, criteria development, and consultations with communities and decentralized government authorities. For communities organized into CREMAs, support may include technical assistance in business planning so that the tree/timber output is eventually used efficiently to contribute to local economic development (processing of timber into sawn wood, poles, building components and other value added/downstream markets). The transformative nature of this activity is to empower communities to engage in local timber production and processing, which will reduce pressure on natural forests, create alternative livelihood options, and at the same time rehabilitate degraded landscapes and sequester carbon.

Component 2c. Field Activity Monitoring and Technical Assistance. This sub-component will also finance professional monitoring, technical assistance and follow up to ensure that investments and plantation maintenance remain on track during the loan period. This activity is noted separately to indicate the different forms of financing available in this tranche of FIP financing, which includes

both grants and concessional finance. Technical assistance activities will focus on advising on tree planting and nurturing techniques, business planning, species selection, mapping and land titling services. In providing the technical assistance, the activity may build on the work of organizations that are currently working in this field, such as the Solidaridad, International Institute for Environment and Development (IIED), Nature Conservation Research Centre (NCRC), the Sustainable Trade Initiative (IDH); certification standards such as UTZ Quality Foods, Forest Stewardship Council (FSC), Rainforest Alliance and Roundtable on Sustainable Palm Oil (RSPO); research institutions and certification bodies.

Design of the plantation investment incentive scheme will be based on a review of best practices and lessons learned from prior efforts (e.g., Plantation Fund Board loan scheme and relevant approaches from agriculture). The design will lay out the types of support for tree planting to be offered (loan or grant); institution(s) involved in financial management of the funds; criteria and rules for program eligibility; modalities for fund disbursement and repayment; and technical assistance to be provided by the Government. As above, safeguard issues will be assessed and existing GoG safeguard instruments will be updated and revised as needed to address new issues introduced with the AF activities.

Component 3: Innovation, capacity building, and communications. Following the structure of FIP ENFAL, this AF will expand support for communication, outreach and regular reporting on trends and results of the activity by MLNR to coordination bodies and higher authorities engaged in the MMIP implementation and follow on planning, including MESTI, EPA, MC and others. It will support scaled up communication and outreach activities to engage communities and miners (both legal and illegal) with awareness campaigns about the government's plans and programs. Outreach activities will be designed to engage miners on good environmental practices in artisanal gold mining and mine site rehabilitation, including use of established, legal small-scale mining operations as learning sites and mentors (to the extent possible). Where useful, training programs will be conducted with communities, mine owners and workers, local and traditional authorities and others to introduce improved practices, raise awareness of health impacts, and raise awareness of environmental degradation costs and impacts.

Component 4: Project management, monitoring, and coordination. Additional support for management, monitoring and coordination recognizes the need to expand the G-FIP Steering Committee to include key agencies, such as MESTI, EPA, MC, Ministry of Chieftaincy and Traditional Affairs and others as needed. Project management and reporting functions will expand to ensure regular reporting on and integration of the FIP ENFAL- and AF-funded activities are aligned and integrated with larger scale Government programs to address and control the negative effects of illegal ASM in Ghana.

2.2 Implementing and collaborating institutions

The main responsible ministry is the Ministry of Lands and Natural Resources (MLNR) with the Forestry Commission (FC) as the lead implementing agency. The FC will work in close collaboration

with the Minerals Commission and the EPA. Other partners may include COCOBOD, private agents and extension agents and service providers (Solidaridad, NCRC, IUCN etc), research institutions (FORIG and CRIG).

2.3 Project stakeholders and benefits

The ultimate project beneficiaries are the rural communities (current and future generations) in the target Ashanti, Western and Eastern Regions who are currently being affected by the environmental damage and pollution associated with illegal Artisanal and Small-Scale Mining (ASM) practices. Community members engaged in ASM, including women, will gain access to greater awareness of risks, as well as new skills and economic opportunities through engagement in rehabilitation activities at illegally mined out sites, including opportunities created by tree planting and plantation establishment. Plantation establishment will further help to create jobs for community members, contribute to knowledge sharing and uptake, increase awareness of sustainable forestry management practices, and increase opportunities for promoting positive private sector contributions to the overall REDD+ effort. In the HFZ, the proposed activities will contribute to reducing pressure on high biodiversity areas. Communities, landowners, farmers and cocoa growers will gain through the reduced impact of mining activities on their production systems, as well as improvement of their local environment. MLNR, FC, EPA, and MC, charged with forest, landscape and mining management, will also benefit from clarified policies and guidance, capacity development programs, and outreach and communication programs. Other stakeholders, including the private sector and civil society, will benefit through improved stewardship of land, plus communication and outreach activities.

3.0 CHAPTER THREE RELEVANT LEGAL, REGULATORY AND ADMINISTRATIVE FRAMEWORKS

This chapter describes the relevant regulatory and administrative regimes that guide the implementation of the project as well as the use of pesticides in the context of national and international laws.

3.1 Relevant National Legislative Framework

Some key relevant laws are described briefly below.

The Constitution of the Republic of Ghana 1992

The Constitution of the Republic of Ghana 1992 makes provisions that protect the right to private property and sets principles under which citizens may be deprived of their property in the interest of the public.

Forestry Commission Act, 1999 Act 571

An Act to re-establish the Forestry Commission in order to bring under the Commission the main public bodies and agencies implementing the functions of protection, development, management and regulation of forests and wildlife resources and to provide for related matters.

Minerals Commission Act, 1993 Act 450

An Act to establish the Minerals Commission to be responsible for the regulation and management of the utilization of the mineral resources of Ghana and the co-ordination of the policies in relation to them.

Timber Resource Management Act, 1997 - Act 547:

An Act to provide for the grant of timber rights in a manner that secures the sustainable management and utilization of the timber resources of Ghana and to provide for related purposes.

Timber Resources Management Act 617 (Amendment) Act, 2002:

An ACT to amend the Timber Resources Management Act 1997 (Act 547) to exclude from its application land with private forest plantation; to provide for the maximum duration, and maximum limit of area, of timber rights; to provide for incentives and benefits applicable to investors in forestry and wildlife and to provide for matters related to these.

The following laws and regulations listed below have also been identified as part of the study.

Administration of Lands Act of 1962 (Act 123)

This Act consolidates the fragmented laws relating to the Administration of Stool lands and other lands in the Country. It defines the land tenure system of the country and the procedure to acquire land. Section 7 of the Act provides for vesting of land in the President of the Republic in trust for the people. It provides the basis for Government acquisition and compensation for lands from stools and skins for the overall benefit of the people of the Country. Such vesting are the Forest Reserves

and Protected Areas of the country which have been acquired through the provisions of this Act and respective stools or skins duly compensated.

The Local Governance Act 2016 (Act 936)

The Local Government Act, Act 936, 2016 provides for the decentralization and management of governance structures at the District Level. It provides the legal basis for the Local Government Service which is the Administrative and Implementation arm of the structures established under the law. This Act outlines the processes and procedures for local level planning and development. Part 1 section 40 provides for a participatory approach to planning and development and this is in line with the spirit and essence of the preparation of the process framework for project affected persons under the ENFAL project.

3.2 Institutional Framework

The main institutions with urgent bearing are described below:

Ministry of Lands and Natural Resources

The Ministry has the oversight responsibility for the land and natural resources sector and its functions include: Policy formulation, Co-ordination, Monitoring and Evaluation, Validation of Policies, Programmes and Projects, Supervision of Sector Departments and Agencies; and Negotiations with Development Partners.

The Ministry's aims and objectives are:

- develop and manage sustainable lands, forest, wildlife and mineral resources;
- to facilitate equitable access, benefit sharing from and security to land, forest and mineral resources;
- promote public awareness and local communities' participation in sustainable forest, wildlife and land use management and utilization;
- to review, update, harmonise and consolidate existing legislation and policies affecting land, forest and mineral resources;
- to promote and facilitate effective private sector participation in land service delivery, forest, wildlife and mineral resource management and utilization;
- develop and maintain effective institutional capacity and capability at the national, regional, district and community levels for land, forest, wildlife and mineral service delivery; and
- develop and research into problems of forest, wildlife, mineral resources and land use.

MLNR is the sector Ministry to which the Forestry Commission reports. It is also responsible for Ghana's Forest Investment Program (FIP). MLNR will serve on the Program's Coordination and Management Committee to ensure integration with FIP projects and related activities.

Ministry of Environment, Science and Technology, and Innovation

The Ministry adopted the following eight (8) policy objectives from the Ghana Shared Growth Development Agenda (GSGDA II):

1. strengthen institutional and regulatory frameworks for sustainable natural resource management;
2. reduce loss of biodiversity;
3. enhance capacity to adapt to climate change impacts;
4. promote green economy;
5. promote the application of Science, Technology and Innovation in all sectors of the economy;
6. strengthen the institutional framework to promote the development of research and its application;
7. strengthen policy formulation, development planning, and M&E processes for equitable and balanced spatial and socio- economic development; and
8. promote a sustainable, spatially integrated and orderly development of human settlements.

The ministry's core functions under this project comprise:

- provide leadership and guidance for Environment, Science, Technology and Innovation through its Agency, Forestry Research Institute of Ghana, one of the Implementing Partners of the ENFAL project.
- provide guidance and technical backstopping in the registration and permitting of subprojects under the ENFAL
- collaborates with the Project Management Unit to build capacity of key stakeholders on the issues of permitting and Strategic Environmental Assessment (SEA)
- serves on the oversight committee of the project and provides strategic leadership and advice towards the achievement of project development goals.

Ministry of Finance and Economic Planning

The Ministry is responsible for:

- Mobilization of external and internal resources necessary to pay compensation to project affected persons in the case of resettlement or restriction of access to economic resources.
- Ensures the timely releases of funds for payment of compensation to project affected persons.
- Serves as a strategic partner of the ENFAL project steering committee

Forestry Commission

The Forestry Commission of Ghana is responsible for the regulation of utilization of forest and wildlife resources, the conservation and management of those resources and the coordination of policies related to them. The Commission embodies the various public bodies and agencies that were individually implementing the functions of protection, management, the regulation of forest and wildlife resources. These agencies currently form the divisions of the Commission:

- Forest Services Division (FSD)
- Wildlife Division
- Timber Industry Development Division (TIDD)
- Wood Industries Training Centre (Forestry Commission Training School)

- Resource Management Support Centre (RMSC)

The Climate Change Unit, established in 2007 as a unit of the Commission has a mandate to manage forestry-sector initiatives related to climate change mitigation, including REDD+. It hosts the National REDD+ Secretariat and serves as the National REDD+ focal point.

It is the aim of the Commission to be a corporate body of excellence in the sustainable development management and utilization of Ghana's forest and wildlife resources meeting both national and global standards for forest and wildlife resource conservation and development.

Minerals Commission

In broad terms, the responsibility vested with the Mineral Commission is to oversee regulation and management of the utilization of the mineral resources of Ghana, and to co-ordinate the policies in relation to them. The main functions of the MC under the project include the following:

- provide technical advice to the Ministry of Lands and Natural Resource (PMU) on policy reforms necessary to catalyse transformational change in artisanal small scale mining.
- Leading the technical verifications of reclamation methods at the project Districts.
- provide information on mining leases and companies operating in the project area to avoid duplication of efforts and conflict of ownership.
- monitor and supervise the reclamation exercise to ensure that it follows all safeguards protocols put in place by the project.
- Participate and provide technical advice on the development of subprojects for project affected persons.
- perform such other functions as the project may assign to it.

A foremost responsibility of the MC is the administration of minerals rights. For this purpose, the MC maintains a cadastral system and a register of mineral rights. The various mining and mineral permits include reconnaissance license, prospecting license, and mining lease. Actual decisions in matters of mineral rights are taken by the Minister of Mining, but only after recommendation of the MC.

For the promotion and administration of Small Scale Mining, the MC maintains District Offices. The MC has been overwhelmed by the activities of illegal small-scale mining popularly known as galamsey and the Commission has not been able to bring it under control or get rid of it even with the recent introduction of the Presidential Task Force.

Environmental Protection Agency

As the law stipulates, the EPA is statutorily mandated to ensure that the implementation of all undertakings do not harm the environment. The Agency has eleven (11) regional offices, which are accessible and staffed and equipped to perform its functions. It is expected that sub-projects that will require the preparation of EIA will abide by statutory requirements and the implementing institutions will liaise sufficiently with the Agency to ensure compliance. The EPA is the National Focal Point for Climate Change and is responsible for all national communications to the UNFCCC.

Lands Commission

The Lands Commission manages public lands and any other lands vested in the President by the Constitution or by any other enactment or the lands vested in the Commission. The Commission advises the Government, local authorities and traditional authorities on the policy framework for the development of particular areas to ensure that the development of individual pieces of land is co-ordinated with the relevant development plan for the area concerned.

Under the ENFAL project, the lands commission plays the following roles:

- Liaise with the Forestry Commission, Traditional Authority to identify suitable conflict free lands for commercial plantation development.
- The Commission provides information on the status of lands selected for subproject development to avoid tenurial conflict.
- The Commission forms part of the team that vets documents submitted to project beneficiaries as proof of ownership of parcels of land.
- The Commission facilitates the registration of lands admitted for the development of subprojects to secure tenure particularly for women.
- Through the Land Valuation Division of the Commission, timely evaluation of crop damage and current valued prices are available for project affected persons in their application for payment of compensation for crop damage.

Water Resources Commission

The Water Resources Commission (WRC) was established by an Act of Parliament (Act 522 of 1996) with the mandate to regulate and manage Ghana's Water Resources and co-ordinate government policies in relation to them. The Act stipulates that ownership and control of all water resources are vested in the President on behalf of the people. The functions of the WRC as established under Act 522 among other things are to:

- Formulate and enforce policies in water resources conservation, development and management in the country;
- Coordinate the activities of the various agencies (public and private) in the development and conservation of water resources;
- Enforce, in collaboration with relevant agencies, measures to control water pollution; and
- Be responsible for appraising water resources development project proposals, both public and private, before implementation.

Forestry Research Institute of Ghana (FORIG)

This is one of the 13 institutes of the Council for Scientific and Industrial Research (CSIR). By Act of Parliament (Act 405) the Institute was transferred from the CSIR to the Forestry Commission in 1980. In 1993, by another Act of Parliament (Act 453) the Institute was reverted to the CSIR. The goals of the Institute include to:

1. conduct high quality user-focused forestry research that generates scientific knowledge and appropriate technologies;
2. disseminate forestry related information for the improvement of the social, economic and environmental well-being of the Ghanaian people;
3. to enhance the sustainable development, conservation and efficient utilisation of Ghana's forest resources;
4. to foster stronger linkages through collaborative research across disciplines among its scientists, stakeholders and external Institutions.

The Institute has research centres in 5 research stations strategically located in one or more ecological zones of the country – Benso in the wet/moist evergreen zone in the Western Region, Kubease, Amantia and Abofour respectively in the moist semi-deciduous-N/E, moist semi-deciduous-S/E and dry semi-deciduous in the Ashanti Region; and Bolgatanga in the northern savanna.

Ghana Cocoa Board (COCOBOD)

The Board is directly under the Ministry of Finance and the functions of COCOBOD Centre on the production, research, extension, internal and external marketing and quality control. The functions are classified into two main sectors; pre-harvest and post-harvest. The pre-harvest sector functions are performed by the Cocoa Research Institute of Ghana (CRIG), the Seed Production Unit (SPU) and the Cocoa Swollen Shoot Virus Disease Control Unit (CSSVDCU) deal with fundamental issues on actual cocoa production at the farm gate level.

The post-harvest sector functions are undertaken by the Quality Control Division (QCD) and the Cocoa Marketing Company (CMC) Limited. The post-harvest activities of COCOBOD start with quality control measures of QCD which farmers must observe to facilitate the acceptance of their produce at the buying centres by the licensed buying companies engaged in internal marketing of cocoa at the time.

Cocoa Research Institute of Ghana (CRIG)

CRIG is the research wing and a division of COCOBOD. CRIG's research policy and directions are underpinned by the following outcomes:

- increase productivity;
- facilitation of environmental sustainability;
- adaptation of farming practices to climate change;
- farmer's find CRIG'S mandated crops attractive.

Ghana National Fire Service

The objective of the Service is to prevent and manage undesired fire. For the purpose of achieving its objective, the Service shall organise public fire education programmes to create and sustain awareness of the hazards of fire and heighten the role of the individual in the prevention of fire; provide technical advice for building plans in respect of machinery and structural layouts to facilitate escape from fire, rescue operations and fire management.

The GNFS has the rural fire department which is expected to take care of bush/wild fires. However, the department has not performed effectively especially in the three northern regions where bush/wild fires are ripe due to lack of logistics and or funds.

Local Government Authorities

The Regional Coordinating Council (RCC) and the District Assembly (DA) are responsible for the overall development of the region and district respectively and their functions include: to prepare and submit development plans and budgets to superior institutions for approval and implementation. These institutions were set up by an Act of Parliament, to serve as the planning authority for the region and district respectively.

The Local Government Act, 2016 establishes a Local Government Service; to provide for the establishment and administration of the District Assemblies Common Fund; to provide for a National Development Planning System; to define and regulate planning procedures of District Assemblies; to coordinate, facilitate, monitor and supervise internal audit activities with District Assemblies and for related matters.

A key feature of this Assembly System is the involvement of communities or zones or whole villages who elect their representatives (Assemblymen) to the Assembly. The structure of the Assembly comprises Unit Committees which are usually formed at the community levels, and the Urban/Town/Area Councils.

With regard to environmental management at the district level, the District Environmental Management Committees (DEMC) has been set up by law (Act 462) to among other things:

- promote and provide guidelines for the establishment of community level environmental committees to put into effect the environmental programmes of the Assembly in the community;
- Plan and recommend to the DA, strategies and activities for the improvement and protection of the environment with emphasis on fragile and sensitive areas, river courses etc.

Traditional Authorities

Traditional Authorities (TA) encompass chiefs or traditional rulers, and traditional councils. In Ghana, the traditional authority system comprises:

- Chiefs;
- Queen Mothers;
- Linguists;
- Family/lineage/clan heads;
- Head of 'asafo' companies; and
- Priests and priestesses.

The TA under the ENFAL project play significant roles including:
Conflict resolution through the project Grievance Redress System

Provision of suitable lands for communal projects (i.e. model plantations).

Works closely with the Forestry Commission and Lands Commission to identify suitable and conflict free lands for subprojects.

Mobilizes community members for project durbars and awareness creation campaigns.

Private Sector

International and national private investors and entrepreneurs form an essential pillar of the development of the Ghanaian economy. Two major groups in the forestry sector include the Ghana Timber Association (GTA), which is made up of loggers and the Ghana Timber Millers Organisation (GTMO), which comprises of the milling and export companies. These bodies are managed on daily basis by an elected executive committee headed by an elected President. Other players in the industry include the Furniture and Wood Workers Association of Ghana (FAWAG) comprising of a wide range of members from small wood workers to large furniture companies. There are also the retailers of lumber in the domestic market forming the Domestic Lumber Traders Association (DOLTA).

Generally, investors and entrepreneurs focus on the breaking even of their investments and the generation of profits in relation to financial risks, rather than on sustainability. Mechanisms to promote responsible entrepreneurship such as timber processing and standard setting for the timber industry, which urge companies to minimise wastage and also comply with environmental norms need to be developed for the timber industry.

NGOs/ Civil Society

There are thousands of NGOs/Civil society groups both national and international in Ghana and can be found operating in all the ten regions of the country in one way or the other. According to the Department of Social Welfare, the official government agency charged with overseeing NGOs, there were some 4,463 registered NGOs in Ghana as of 2009. This is somewhere around one NGO to every 5,000 Ghanaians. Their activities cut across exploitation of natural resources (forestry, mining), agriculture especially the cocoa subsector, protection of water bodies to climate change issues. These NGOs or civil society groups have advocated for good governance in the natural resource sector, transparency, respect for human rights, fairness, accountability etc.

Within the forestry sector group alone, there are in total over seventy (70) registered NGOs (TBI, 2008). Some relevant international NGOs operating within the forestry sector and or on climate change related issues include IUCN, TBI, SNV, Solidaridad, Conservation Alliance, Oxfam, ROCHA Ghana, and Nature Conservation Research Center (NCRC). At the community level, one can identify such civil society groups as local forest users, traditional authorities (chiefs/landowners), women's groups, hunters and minor forest products' collectors such as herbalists whose livelihoods depend on forests.

Several civil society coalitions and platforms are also emerging. A key example is the Forest Watch Ghana, which claims a representation of civil society interests in ensuring good governance in the forestry sector. For example, under the FLEGT VPA process, the Forest Watch Ghana represents the civil society stakeholders in the VPA Steering committee and is consulted regularly on developments with respect to implementation of the VPA (Marfo, E., E. Danso and S.K. Nketiah. 2013).

Other groups that can be classified under CSOs include research and academic institutions such as KNUST, FORIG, UENR; professional bodies such Ghana Institute of Foresters; Religious associations, trade unions among others.

Development Partners

Development partners play a key role in the general development of the country by providing funding required to support the implementation of policies/plans/programmes/projects across almost all the sectors including forestry, which has been greatly influenced by donor support. These Bilateral and multilateral donors –e.g. World Bank, AfDB etc not only provide funding but also ensure that the implementation of the interventions satisfy their prescribed environmental and social safeguards or requirements or standards.

3.3 World Bank Safeguard Policy OP 4.12- Involuntary Resettlement

Bank experience indicates that involuntary resettlement under development projects, if unmitigated, often gives rise to severe economic, social, and environmental risks: production systems are dismantled; people face impoverishment when their productive assets or income sources are lost; people are relocated to environments where their productive skills may be less applicable and the competition for resources greater; community institutions and social networks are weakened; kin groups are dispersed; and cultural identity, traditional authority, and the potential for mutual help are diminished or lost. This policy includes safeguards to address and mitigate these impoverishment risks.

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

- involuntary resettlement should be avoided where feasible, or minimized, exploring all viable alternative project designs.
- where it is not feasible to avoid resettlement, resettlement activities should be conceived and executed as sustainable development programs, providing sufficient investment resources to enable the persons displaced by the project to share in project benefits. Displaced persons³ should be meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs.
- displaced persons should be assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher.

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

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

This policy applies to all components of the project that result in involuntary resettlement, regardless of the source of financing. It also applies to other activities resulting in involuntary resettlement, that in the judgment of the Bank, are:

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

In projects involving involuntary restriction of access to legally designated parks and protected areas, the nature of restrictions, as well as the type of measures necessary to mitigate adverse impacts, is determined with the participation of the displaced persons during the design and implementation of the project. In such cases, the borrower prepares a process framework acceptable to the Bank, describing the participatory process by which

- specific components of the project will be prepared and implemented;
- the criteria for eligibility of displaced persons will be determined;
- measures to assist the displaced persons in their efforts to improve their livelihoods, or at least to restore them, in real terms, while maintaining the sustainability of the park or protected area, will be identified; and
- potential conflicts involving displaced persons will be resolved.

The process framework also includes a description of the arrangements for implementing and monitoring the process.

To achieve the objectives of this policy, particular attention is paid to the needs of vulnerable groups among those displaced, especially those below the poverty line, the landless, the elderly, women and children, indigenous peoples, ethnic minorities, or other displaced persons who may not be protected through national land compensation legislation.

For projects involving restriction of access, the borrower provides the Bank with a draft process framework that conforms to the relevant provisions of this policy as a condition of appraisal. In addition, during project implementation and before prior to enforcing the restriction, the borrower prepares a plan of action, acceptable to the Bank, describing the specific measures to be undertaken to assist the displaced persons and the arrangements for their implementation. The plan of action could take the form of a natural resources management plan prepared for the project.

4.0 CHAPTER FOUR POTENTIAL PROJECT RESTRICTIONS ON ACCESS AND LIVELIHOODS

This chapter deals with the potentials of the project to restrict access of forest fringe communities to resources in the targeted areas for the project interventions. It describes the types of livelihoods likely to be affected by the project.

This PF is triggered in anticipation of the Additional Financing FIP sub- project activities impacting on assets and livelihoods and resulting in economic restrictions. No physical displacement is contemplated under this project. The PF makes provisions to minimize impacts through involvement of landowners, traditional authorities, illegal miners (galamsey), farmers and communities as a whole, where practical in order to minimize livelihood impacts and risks. The PF outlines the means by which the affected communities will participate in the planning and implementation of the sub-projects. The PF approach is consistent with the overall project approach of involving communities in identification and management of activities which will encourage the reclamation of degraded mined- out sites, development of plantations and reduction of forest degradation.

4.1 Potential cases of Restrictions of Access to Protected Areas

4.1.1 Rationale and Scope of Application of Process Framework

The development of the Process Framework is a requirement for projects that may entail restricted access to legally designated parks and protected areas that result in adverse impacts on the livelihoods of affected persons. Some activities to be undertaken under the FIP may restrict access of communities to legally protected areas which could result in adverse impacts on their livelihoods.

Such cases identified in the earlier PF document (2014) include communities already living within reserves (and therefore with ‘admitted farms’) and also fringe communities who may be constrained from expanding their settlements and farms. Under the Additional Financing, communities may also not be permitted to access reclaimed lands within protected areas. The project will not support restriction of access to community sacred groves, or to convert existing lands into expanded reserve areas.

A key activity under this study is to clearly indicate the potential social issues and concerns which may be associated with the intended project pilots, which were described earlier under components 2a and 2b as follows:

Component 2a. Pilot demonstration of clean up and reclamation practices with alternative livelihood support after forest and land degradation and loss due to ASM. This pilot activity aims to reclaim and rehabilitate mined-out areas in selected sites as a demonstration of appropriate technical approaches, analysis and testing technologies and policies, and clean up/ reclamation practices. Implementation will be combined with effective engagement of landowners, traditional authorities, mine managers and workers, and community members.

Some specific activities may include:

- site selection and characterization for clean- up;
- community engagement in planning, collaboration and training;
- community engagement in implementation;
- alternative livelihood support;
- private sector engagement for lessons;
- guidance on improved practices.

Component 2b. Pilot for incentivizing investment and local level job creation in timber plantations. This pilot activity will provide financing incentives and technical assistance to support tree planting by small- and medium-scale plantation enterprises, including community-based efforts located, to the extent feasible in or nearby to mined-out degraded forest areas in existing FIP and REDD+ target areas, as in Component 2a above.

Locating Pilot 2a and 2b nearby to each other in the landscape will help to provide livelihoods support, increase engagement with communities and traditional landowners, and support productive enterprises for the medium term. It is envisaged that plantation developers who access the loan funds will provide employment benefits to nearby community members who will engage in site preparation, tree planting, plantation maintenance and other activities. This could reach up to 3,000 community beneficiaries.

4.2 Description of some potential social impact issues associated with projects

4.2.1 Some specific community issues and concerns in the target areas

A rapid engagement process was undertaken in some of the potential project mining communities in the selected forest districts to identify baseline socio- economic conditions, which are summarily captured in the table below.

These communities among others, will be targeted for participation in sub- project activities, either through livelihoods support, training, participation in CREMA or planning discussions, or provision of improved inputs and skills to improve agricultural productivity, especially in cocoa production to substitute illegal mining activities. Table 1 below shows the socio-economic and governance information in the project areas.

Table 1: Socio- economic and Governance baseline survey- Population and Housing Data in Target Areas

No.	Forest District	Administrative District	Some Project Communities visited	Summary Description of Community Profile
1.	Tarkwa Forest District	Tarkwa Nsuaem Municipal Assembly (Western Region)	<ul style="list-style-type: none"> • Bonsa, • Wassa Agona, • Bonsawere • Sikaman, • Enyinase, and • Essuaso 	<ul style="list-style-type: none"> ✓ These are small communities with estimated populations ranging between 1,200 for Bonsawere Sikaman and 2,700 for Bonsa Community. The major occupation is cocoa farming though there are also oil palm and rubber plantations but on a smaller scale. Other staple crops like maize and cassava are cultivated on a subsistence level. ✓ In recent times, majority of the youths who have very little formal education were engaged in the illegal mining activities (Galamsey) as a major source of income. ✓ Most men are directly involved in mining and the women provide support services such as cooking, petty trading, etc. Few children in some of the communities are also involved in mining to raise funds to support their education. Most of the community members are engaged in mining primarily because: (1) it is a lucrative business; (2) incomes from the farming activities are low; (3) youth unemployment is high (few job opportunities).
2.	Bibiani Forest District	Upper Denkyira District Assembly (Central Region)	<ul style="list-style-type: none"> • Amobaka 	<ul style="list-style-type: none"> ✓ These are small communities with estimated populations ranging between 30 for Bunkaso to about 6,000 in Ansawinso community. ✓ The major occupation is Cocoa Farming with other crops like oil palm on a smaller scale. Staple local crops grown include plantains. Charcoal production is also common. Illegal mining is a major source of income for many families. It is common for children to drop out of school at the JHS level due to: (1) financial constraints; (2) teenage pregnancy among the girls; and (3) poor academic performances. ✓ Most illegal miners are migrants who have been invited and hired by community members to work for them. Children are usually not allowed to engage in mining though some few may be found in the business.
		Bibin- Anwiaso- Bekwai Municipal Assembly	<ul style="list-style-type: none"> • Aboabo, • Nkatieso, • Amobaka, • Ansawinso, • Bunkaso, • Nkatem and • Mpesiem 	
3.	Kyebe Forest District	East Akim Municipal Assembly	<ul style="list-style-type: none"> • Apapam, • Adadientem, • Aweniase, 	<ul style="list-style-type: none"> ✓ Major occupation is cocoa farming and others are engaged in lumbering. Staple crops grown include plantain. Until the recent ban, major source of income for the community members is illegal mining, especially the youth. Many of them drop out of

No.	Forest District	Administrative District	Some Project Communities visited	Summary Description of Community Profile
		(Eastern Region)	<ul style="list-style-type: none"> Asiakwa 	<p>school after JHS because of lack of family funds to continue their education. They therefore engage in illegal mining because: (1) there is lack of other job opportunities/lucrative jobs for the youths in the Municipality; and (2) low and unsustainable incomes from their farming activities. Most community members may be willing to support any programme to reclaim their degraded lands and forests but alternative livelihood opportunities must be available to them.</p>
		Atewa East District Assembly (Eastern Region)	<ul style="list-style-type: none"> Anyinam 	
4.	Kade Forest District	West Akim Municipal Assembly	<ul style="list-style-type: none"> Wamase, Kobrieso, Akanteng 	<p>✓ The main occupation is cocoa farming, as well as vegetables, and maize and cassava are grown for subsistence. Women are at the forefront in petty trading and marketing of the farm produce. Also, cottage level oil palm plantation and oil extraction is common.</p> <p>✓ Majority of the youths are not employable due to low level of education and therefore engage in illegal mining for quick cash. Illegal miners include migrants from all over the country. It is also common to come across children miners looking for money to support their education or their families. Illegal mining is mostly on farmlands on the periphery of the forest though some of their activities may extend into the forest. The reasons for illegal mining include: (1) lack of other job opportunities/lucrative jobs for the youths in the Municipality; and (2) low incomes from their farming activities.</p>

Table 2: Sub-project activities and potential social impact issues/ concerns

Sub-activities/interventions	Potential social Impact Issues/ concerns
<u>Reclamation of mined- out sites</u> <ul style="list-style-type: none"> • Testing of soil/ water for contaminants; • Earthworks which will involve spreading of stockpile of sandy/lateritic waste into pits; • Cutting and haulage of fill materials to top up to the required ground elevations; • Spreading of topsoil • Construction of crest for river/stream course • Raising of cover crops • Tree planting (Phytoremediation) • Field maintenance • Monitoring and evaluation 	<p><u>Land tenure and ownership</u></p> <ul style="list-style-type: none"> ✓ Lack of adequate documentation; ✓ Clear understanding of land use and occupancy; ✓ Conflicts in land claims; ✓ Increased values in land prices leading to economic displacement of poor land tenants; ✓ Transparent rules for benefit sharing of carbon payments between land owner and farmer tenants; ✓ Rules and agreements in place for traditional chiefs revenue sharing with locals and other stakeholders; ✓ Land acquisition and compensation issues; ✓ Discrimination, lack of grievance mechanisms for all land users and tenants. <p><u>Maintaining Livelihoods</u></p> <ul style="list-style-type: none"> ✓ Enhance food security through improved agriculture production on farmed lands to reduce forest pressures; ✓ Potential expansion of negative activities by admitted settlements and farms that result in biodiversity loss, ecosystem changes, depletion of natural resources; ✓ Increasing demand for forest lands for farming/ settlements by fringe communities because productive lands not available; ✓ Adequate, documented and transparent compensation for admitted farmers in order to vacate unauthorised sections of forest; ✓ Lost opportunity to earn income through illegal gold mining to maintain families. <p><u>Farmer Rights</u></p> <ul style="list-style-type: none"> ✓ Farmers to have bigger say in the harvesting of matured shade trees; ✓ Commensurate compensation for farmers for destroyed cocoa trees during harvesting of shade trees; ✓ Higher income from improved yields; ✓ No financial benefit to farmers for planting and nurturing shade trees; ✓ Difficulties in registering shade trees; ✓ Unreliable supply of seedlings; ✓ Long gestation period of native species. <p><u>Forest Management</u></p> <ul style="list-style-type: none"> ✓ Fire prevention and control and plantation security; ✓ Community inclusion in management decisions; ✓ Community participation in surveillance and enforcement; ✓ Protection of rights to use forest resources; ✓ Alternative uses for forest waste – charcoal and biogas. <p><u>Plantation development</u></p> <ul style="list-style-type: none"> • Establishment of tree plantations <p><u>Security and Safety</u></p> <ul style="list-style-type: none"> ✓ Safety and security of community informants/ whistle blowers;

Sub-activities/interventions	Project	Potential social Impact Issues/ concerns
<ul style="list-style-type: none">and enrichment planting• Model forest nurseries for native species• Migrate sacred groves to community dedicated forest reserves• Shade Trees integrated into Cocoa Farms and agricultural farming systems• Landscape Planning for corridors• Cocoa Marketing Incentives and Sustainability Production• Plantation Field Trials/ Models/ Innovations• On Reserve• Timber and Non-Timber Innovation, Community Based Enterprise Trials		<ul style="list-style-type: none">✓ Safety and security of FSD field staff✓ Delayed court processes and low fines which do not create proper structures to punish/deter violations;✓ Low motivation of FSD field staff – not proper incentive structure;✓ Unavailability and poor use of personal protective equipment and limited/ no enforcement process. <p><u>Occupational health and Safety</u></p> <ul style="list-style-type: none">✓ Lack of awareness creation programs on health and safety including chemical handling;✓ Unavailability and poor use of personal protective equipment and limited/ no enforcement process. <p><u>Cultural Heritage</u></p> <ul style="list-style-type: none">✓ Limited access to shrines;✓ Preservation of local cultural identity and heritage;✓ Compensation issues;✓ Community pride and support;✓ Community relinquishing/ sharing heritage for greater good. <p><u>Resource Access and Possible Restriction</u></p> <ul style="list-style-type: none">✓ Rights to question and have individual considerations addressed;✓ Possible alternative options;✓ Established grievance redress options.

5.0 CHAPTER FIVE PRELIMINARY ELIGIBILITY CRITERIA AND PROPOSED MEASURES TO ASSIST AFFECTED PERSONS AND COMMUNITIES

This chapter describes conditions precedence to benefiting from the subprojects or livelihood schemes proposed for project affected persons. It details the interventions and measures to support these affected persons

5.1 Description of Eligibility Criteria

This preliminary set of criteria provides guidance on eligible activities and recipients for the livelihood restoration assistance. These criteria may be refined further through site-specific community consultations through which the affected persons will identify adverse impacts, establish mitigation measures, eligibility criteria and choose eligible mitigation measures, and procedures for specific activities and their phasing for particular rehabilitation of mined-out areas. Consultations on livelihoods impacts and possible mitigation activities will discuss the following:

- identification and ranking of site-specific impacts;
- criteria and eligibility for livelihood assistance;
- the rights of persons who will be denied access to mining sites or using forest resources or the associated land to be respected;
- brief description and identification of available mitigation measures alternatives, taking into account the provisions of applicable local legislation, and the available measures for mitigation actively promoted via project activities and considering any additional *sound* alternatives, if proposed by the affected persons. Table 3 below describes the eligibility criteria to benefit from interventions earmarked for persons with restricted access to resources

Table 3: Eligibility criteria

Project interventions	Category of affected persons/ communities	Assets	Type of compensation
<u>Reclamation of mined-out sites</u> <ul style="list-style-type: none"> • Earthworks which will involve spreading of stockpile of sandy/lateritic waste into pits; • Construction of crest for 	✓ Communities denied access to reclaimed mined-out sites or forest resources.	Physical and non- physical assets such as productive lands, farm lands, communal resources, income earning opportunities, and social and cultural networks and	– – Agricultural inputs and extension to improve productivity of legally held lands /non-encroachment areas; – Assisted with land preparation; – Alternative livelihood schemes.

Project interventions	Category of affected persons/ communities	Assets	Type of compensation
river/stream course • Raising of cover crops • Tree planting (Phytoremediation) <u>Plantation development</u> • Establishment of tree plantations and enrichment planting; • Model forest nurseries for native species; • Shade Trees integrated into Cocoa Farms and agricultural farming systems; • Landscape Planning for corridors; • Cocoa Marketing Incentives and Sustainability Production; • Plantation Field Trials/ Models/ Innovations On Reserve.	✓ Forest fringe communities.	activities.	– Same as above.
	✓ Admitted settlements and farms.		– Same as above.
	✓ Communities with no legal rights (squatters) to resource.		– To be assisted to access alternative resources – Assisted with alternative livelihood schemes
	✓ Persons without formal legal rights to resource but have claims to property recognized by community leaders.		– Restoration of livelihood/ alternative livelihood schemes
	✓ Persons with no recognizable legal right or claim to resources.		– Assistance to access alternative resources
	✓ Persons/ communities encroaching on forest resources after the notification of boundaries.		– Not eligible for compensation or any form of assistance.

5.2 Restoration measures and access to alternative resources

The potential social impacts to be addressed within the context of preparing this framework document are generalized as previously shown in Table 2. The framework for the compensation/ restoration will then be applied incorporating specific (1) institutional arrangements, (2) livelihood restoration/ compensation eligibility criteria, (3) implementation procedures, (4) financial responsibilities, and (5) monitoring and evaluation plan.

The livelihood restoration measures will consider issues such as: (1) income levels of affected communities/persons, (2) other non-monetary sources of livelihood, (3) constraints and opportunities for income generation, (4) number of persons not able to revert to previous occupation, and (5) existing skills and project preferences of affected persons.

In the case of alternative resources, measures will include identification of these resources with the active involvement of the affected persons/communities and assistance to access these resources.

Project component 2 specifically targets activities that will assist with livelihood restoration and development of alternative livelihoods. Support (a combination of extension, inputs, certification, and incentives) will be scaled up to smallholder farmers to increase protection of existing trees, planting of new trees, practicing agroforestry and shade grown climate smart cocoa production. Communities will have the opportunity to manage land and wildlife under the CREMA institutional approach, under which the community members themselves determine the management rules and guidelines. Farmers and communities can choose the types of trees for shade, including fruit or other non-timber products, so as to encourage the development of sustainable forestry. For plantation development, especially at local/community level, farmers and communities will be involved in choosing species and scale based on local needs.

Under Component 3, training and information will support the development of alternative means of livelihoods consistent with the goals of the overall program. It will support the field demonstration activities.

Information and improved access to knowledge and specific cultivation techniques to improve the acceptability and uptake of native trees in landscapes and in plantations will support this shift away from non-sustainable practices. Communication efforts will be supplemented by technical know-how developed for practical uptake by farmers and landscape managers at the local institutional level. The combination of activities, investment and information, target a shift in usage and practices, rather than a complete substitution of one set of livelihood practices for another.

6.0 CHAPTER 6 PARTICIPATORY ARRANGEMENT TO IMPLEMENT PROPOSED MEASURES TO ASSIST AFFECTED PERSONS AND COMMUNITIES

Table 4 is a workable administrative and institutional arrangement to preempt future problems arising from restrictions imposed on individual and community access to resources is identified as follows:

Table 4: Institutional framework

No.	Institution	Responsibility –Implementation	Responsibility -Grievance Redress
1.0	• MLNR/ Forestry Commission	✓ Overall supervision of the PF and Restoration/Compensation Plans; ✓ To provide funds for restoration/ compensation activities.	– To assist in resolving issues referred to it by the Regional FSD or RCC
2.0	• Minerals Commission	✓ To assist with the identification of mined out sites and engagement with affected communities.	– To assist in resolving issues
3.0	• Regional FSD	✓ Regional supervision of Plan and reporting to head office.	– To assist in resolving issues referred to it by the District FSD/DA/RCC
4.0	• Environmental Protection Agency (EPA)	✓ Review and monitor Social Impact Assessment.	– -
5.0	• District Land Valuation Officers	✓ To assist in the valuation and compensation payment process and reporting.	– To assist in re-valuing disputed values of communal properties
6.0	• District Assembly	✓ To assist the FC oversee implementation of plans.	– To assist in resolving issues received directly or referred to it by the District FSD and communities
7.0	• District FSD	✓ Trigger the process through inventory of affected persons and assets and implement plan in close consultation with regional FSD/ Community/ Consultant.	– To receive complaints from community or affected individuals and liaise with DA and regional FSD to resolve issues
8.0	• Community leaders/ CREMA	✓ To represent community and assist in inventory of affected persons.	– To receive complaints at community level and liaise with District FSD and DA to resolve issues
9.0	• Consultant, if	✓ Prepare plans and assist with	-

	required	implementation capacity building.	and	
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The Ministry of Lands and Natural Resources has the overall responsibility for preparing and implementing the PF with World Bank approval. It will ensure that all compensation, restoration and rehabilitation activities are carried out satisfactorily.

The Regional FSD will organize the regional and district orientation and training for the District FSDs and the various government departments likely to be involved in the process, to be ready to implement alternative livelihood schemes and the payment of compensation, and other activities in a timely manner. The regional FSD will ensure that progress reports reach the head office regularly. The project administration and restoration planning will run concurrently.

Much of the work will be done at the forest district level. The District FSD through the District Assembly which is the local administrative authority, will ensure that:

- communities are properly and adequately informed (timely, and also their rights and options relating to their properties that may be affected by the project;
- coordinate activities between different communities implementing the restoration or compensation plans;
- ensure timely implementation of plans and provision of compensation, in cash and/ or kind;
- attend to any grievances submitted by the affected persons/ communities.

The District FSD through the community leaders and CREMAs will engage and involve all sections of the community in discussions on the plan. They will:

- schedule open meetings to ensure that all community members are informed, and they are fully aware of their rights and options regarding the reclamation/ restoration activities;
- identify impacts on lands and assets and the members of the community to be affected and to what extent they will be affected.

7.0 CHAPTER 7 PARTICIPATORY MONITORING INCLUDING DESCRIPTION OF INDICATORS

This chapter provides for the monitoring and supervision of the proposed activities to fully achieve the goal of the Process Framework

7.1 Sequence of implementation and responsibilities

The sequence of implementation activities and responsibilities is summarized in the table below:

Table 5: Sequence of implementation tasks and institutions

No	Task	Institutions
1.0	<ul style="list-style-type: none"> Identification of sub project and preparation of plans for reclamation and plantation development and other sub projects. 	✓ FSD/ FC/ Minerals Commission.
2.0	<ul style="list-style-type: none"> Preliminary assessment of reclamation/ restoration issues. 	✓ Regional FSD, District Mining Office.
3.0	<ul style="list-style-type: none"> Assessment of the need to re- design sub project. 	✓ Regional and district FSD/ MC/ community.
4.0	<ul style="list-style-type: none"> Re- design of sub- project. 	
6.0	<ul style="list-style-type: none"> *Confirm need for restoration/compensation actions. 	✓ Regional and district FSD/ MC/ community.
7.0	<ul style="list-style-type: none"> *Assess the restoration options. 	✓ Regional and district FSD/ MC/ community/ /District Land Valuation Board.
8.0	<ul style="list-style-type: none"> Assess the number of affected persons. 	✓ District FSD/ MC/ Community.
9.0c	<ul style="list-style-type: none"> *Prepare Action Plan for World Bank approval. 	✓ Consultant/District and Regional FSD/ MC.
10.0	<ul style="list-style-type: none"> Use RP to trigger the process required to undertake land acquisition and compensation payments, if any (Annex 1). 	✓ Regional and district FSD/ FC/ MC/ District Land Valuation Board/ DA.
11.0	<ul style="list-style-type: none"> Review Plans. 	✓ Regional and district FSD/ FC/MC/ DA.
12.0	<ul style="list-style-type: none"> Budgeting of costs. 	✓ FC/ Regional FSD/ MC.
13.0	<ul style="list-style-type: none"> Confirm arrangements for managing funds. 	✓ FC/ Regional FSD.
14.0	<ul style="list-style-type: none"> Implement Plans. 	✓ Regional and district FSD/ MC/ community.

* MLNR or FC may employ consultants to undertake some activities

7.2 Procedures for Implementation of Alternative Livelihood Schemes

Participatory plans for mitigation of restriction of community access to resources by provision of alternative livelihoods will consist of the following mechanisms:

- *Alternative livelihood planning and implementation committee:* The committee will comprise the MLNR/FC, MLNR/MC, representatives of the affected persons/ community (2 persons.), MMDA, LVD, EPA and traditional authorities. The committee will be chaired by the representative of the MMDA.
- *Consultations:* The affected persons/ communities should be engaged in active consultations at the beginning of the project and any planned or proposed access restriction should be well explained in advance. Their input to the process is essential and their cooperation will be forthcoming when the project objective is adequately explained to them. They should have access to the Livelihood Restoration Plan and be encouraged to provide input.
- *Notification:* Affected persons/ communities will be notified through both formal (in writing) and informal (verbal) manner, for example at community meetings called by MMDA.
- *Documentation:* The names and addresses of affected persons in the community will be compiled and kept in a database including claims and assets. The MMDA as well as the RCC will also maintain records of these persons. The records are also important especially for future monitoring activities.
- *Time Provisions:* The affected community or persons may negotiate with the Planning Committee on time frames, but no construction work can begin until the alternative schemes have been fully provided.

7.3 Grievance Redress Mechanism

The World Bank is committed to enhancing opportunities for grievance redress, collaborative problem solving, and alternative dispute resolution on the projects it supports. Effectively addressing grievances from people impacted by World Bank projects is a core component of managing operational risk. Grievance Redress Mechanism (GRMs) can be an effective tool for early identification, assessment, and resolution of complaints on projects. Understanding when and how a GRM may improve project outcomes can help both project teams and beneficiaries improve results.

The Bank is supporting more effective approaches to problem solving to help strengthen its performance and development outcomes. This strengthened corporate approach focuses on a preventive approach to identify, track and resolve grievances early; and offering lower-cost, rapid citizen redress at the project and country level through mediation, facilitation or other problem-solving processes where it is most needed.

The approach proposes three interlinked steps: (i) a risk-based assessment of potential grievances; disputes or conflicts that may arise during project preparation and implementation; (ii) identification of the client's existing capacity for grievance redress; and (iii) an action plan that identifies priority areas for strengthening grievance capacity, or if necessary, establishing new mechanisms at the project level. Where applicable, dedicated resources should be allocated for realization of the action plan.

General grievance/ disputes

Grievances and disputes may arise due to one or more of the following situations:

- disagreement on land or property boundaries;
- disagreement on plot/property valuation and valuation rates applied;
- mistakes in inventorying or valuing properties;
- disputed ownership of a given asset (two or more people claiming ownership of an affected property);
- successions, divorces, and other family issues resulting in disputed ownership or disputed shares between inheritors or family members;
- disagreement on resettlement package (e.g. location of resettlement site not being suitable to them, proposed housing or resettlement plot characteristics/agricultural potential not adequate or suitable);
- Disputed ownership of businesses and business-related assets (e.g. owner and operator of a business may be distinct individuals, which gives rise to disputes in the event of compensation).

Objective

The objectives of the grievance process are to:

- provide affected people with avenues for making a complaint or resolving any dispute that may arise during the course of the implementation of FIP actions or projects;
- ensure that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants; and
- avoid the need to resort to judicial proceedings.

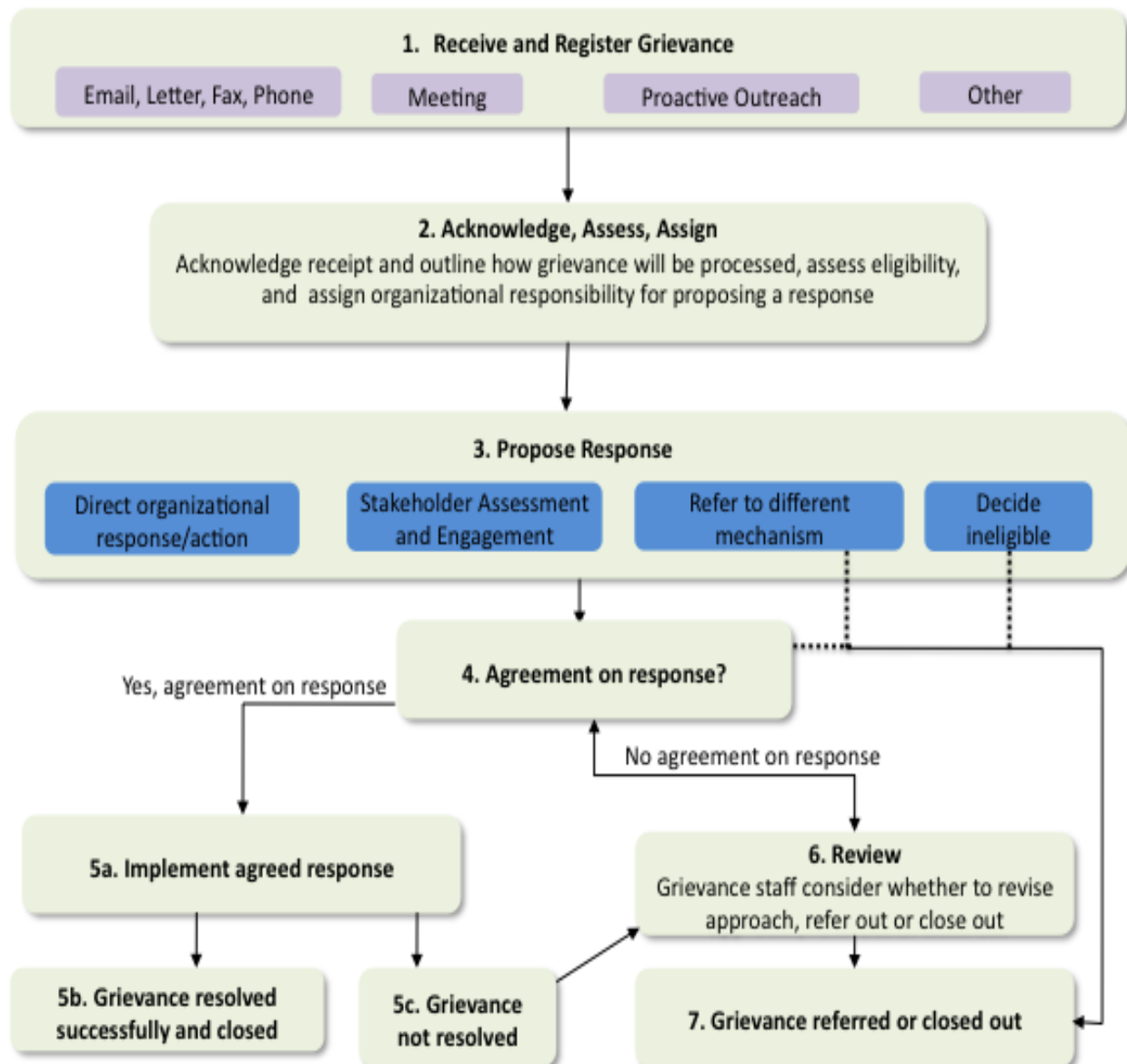
Court cases are known to be cumbersome and take a long time before settlements are reached and usually one party is still not satisfied. It is therefore proposed to adopt a simple procedure for affected persons to be able to follow easily, and which will provide aggrieved people with an avenue for amicable settlement without necessarily opening a court case.

Proposed grievance management and redress mechanism

The Forestry Commission engaged a consultant to specifically develop a Dispute Resolution Mechanism (DRM) for the REDD+ Mechanism in Ghana and the processes and procedures outlined for the FIP must be consistent with the REDD+ DRM document in addressing disputes and conflicts arising from resettlement/compensation related issues. The DRM for REDD+ also proposes amicable settlement/mediation as a first option, which is in line with the stated above objectives under this ESMF.

In compensation and resettlement operations, it often appears that many grievances derive from misunderstandings of project policy and procedures, land/asset valuations, property demarcations and boundaries among others as mention above, which can usually be solved through adequate mediation using customary rules and some mediation. This is why a first instance of dispute handling will be set up with the aim of settling disputes amicably.

Figure 1 below is the proposed DRM for the FIP which is consistent with the REDD+ Strategy and modalities of implementation in the country is recommended for use. .ovided



Source: Proposed DRM model for REDD+ presented at the SESA Workshop in Kumasi- Ghana, July 2014

The proposed DRM recommends four key steps as follows:

- receive and register grievances or complaints;

- acknowledge , assess and assign (acknowledge receipt of grievance, outline how grievance will be processed, assess eligibility and assign responsibility);
- propose response;
- agreement on response.
 - If agreement is reached, implement agreement,
 - If agreement is not reached, review case and if no agreement is reached under the review process, then the case can be referred to the law courts.

The proposed DRM also recommends various levels of institutional arrangements in addressing the disputes/grievance and these include:

- Options 1: Resolve disputes/ grievance within;
 - Community level (Community Resource Management Centres (CRMCs),
 - District level (District Dispute Resolution Team),
 - National level (National Dispute Resolution Team).
- Option 2: refer to outside bodies;
 - Use or delegate functions to Alternative Dispute Resolution (ADR) centres (National and District).

Details of the grievance resolution process, institutional arrangements, composition, and capacity needs requirements for all the levels (community, district, national) are all provided in the DRM which will be the basic document for addressing grievances and disputes under the FIP and also REDD+.

Dissatisfaction and alternative actions

Courts of law will be a “last resort” option, which in principle should only be triggered where first instance amicable mechanisms and review processes have failed to settle the grievance/dispute. However, the Constitution allows any aggrieved person the right of access to court of law.

Documentation and tracing

Annex 3 presents a template form for the grievance reporting. The Grievance Redress Management team at each level (i.e. community, district or national) will file the completed form appropriately as part of data keeping /documentation and for future reference to confirm resolution of grievance. It is also advised that photocopies of these documented resolved cases be collated on a quarterly basis into a database held at the Forestry Commission/REDD+ Secretariat.

Financing

The entire GRM process will be financed by the Ministry of Lands and Natural Resources in collaboration with the Forestry Commission.

Recommended grievance redress time frame

Resettlement and compensation issues or disputes are unique and may differ from the general REDD+ potential conflict issues such as land and tree tenure and carbon tenure conflicts, benefit sharing

conflicts, economic concessions-timber rights in project areas, illegal chainsaw milling, land clearing for agriculture, encroachments, social responsibility issues etc.

It is therefore recommended different timelines for addressing resettlement/ compensation disputes/ conflicts. The table below presents recommended timeframes for addressing grievance or disputes related to resettlement and compensation. It is envisaged that resettlement/ compensation disputes could be resolved at the community or district levels.

Table 6: Suggested time frame

Step	Process	Time frame
1	Receive and register grievance	within 5 Days
2	Acknowledge, assess grievance and assign responsibility	within 14 Days
3	Development of response	within 14 Days
4	Implementation of response if agreement is reached	within 1 Month
5	Close grievance	within 7 Days
6	Initiate grievance review process if no agreement is reached at the first instance	within 1 Month
7	Implement review recommendation and close grievance	within 2 Months
8	Grievance taken to court by complainant	-

7.4 Monitoring Plans and Indicators

The monitoring programme will provide a regular feedback on the implementation of the Process Framework. Monitoring teams at the district and regional FSD levels will be constituted and led by the appointed Focal Point, who will report regularly at the national level (MLNR) through the national Focal Point at the FC. The district team will comprise the DA, District FSD, community groups, and Regional FSD while the regional team will comprise the Regional FSD and MC, DAs, and RCC.

It is necessary to periodically juxtapose the objectives of the restoration plan alongside achievements regarding whether livelihoods and living standards have been restored or enhanced. In case deviations are observed, then appropriate correcting actions are immediately implemented to fall in line with the original intended results. The scope of monitoring will comprise social and economic considerations as well as technical components, which may further look at any physical infrastructure provided for the affected persons/ community.

The monitoring indicators will cover areas such as: (1) basic information on affected persons' households, (2) restoration of living standards and livelihoods, (3) levels of affected persons' satisfaction determined by number of grievances registered, and (4) effectiveness of restoration planning. Some

indicators are suggested in Table 6 below, which are consistent with provisions within the ESMF for the project.

An evaluation programme will be implemented periodically to also check on compliance with policy and provide lessons to amend strategies, especially in the longer term. The evaluation will be based on current WB procedures and also national provisions on access restriction /compensation. It will identify actions which will improve policy and offer higher guarantees of implementation success. The process will be incorporated in the general assessment and review usually undertaken for the project.

Table 7: Monitoring indicators and verification means

Potential Impact Issues/ concerns	Indicator	Verification
Land tenure and ownership	<u>Key indicators</u> ✓ Proper documentation available; ✓ Disputes registered; ✓ Grievances recorded and resolved.	– Field inspections, – Site reports, – Special audits by project, – Third party audits, – Annual monitoring by E&S Focal Point.
Maintaining Livelihoods	<u>Key indicators</u> ✓ Alternatives provided; ✓ Support and incentives available; ✓ Proper and acceptable results documented; ✓ Grievances recorded and resolved.	
Farmer/ Miner Rights	<u>Key indicators</u> ✓ Local customary land rights respected; ✓ Grievances documented and resolved.	
Cultural Heritage	<u>Key indicator</u> ✓ Cultural rites agreed and documented.	

8.0 STAKEHOLDER CONSULTATIONS

A stakeholder engagement process was followed during project preparation which included several interactions with affected communities. The methodology included desk studies and qualitative and quantitative survey in the project areas. This was based on focus groups and in-depth interviews with communities of the project areas, representatives of civic associations, local NGOs, and representatives of local commercial enterprises and district assemblies as well as gender advocacy groups.

In order to engage PAPs successfully, the strategies used included involving the assembly men/ women to assist in accessing the chiefs and people of communities and in the identification of PAPs/ contact persons/ stakeholders/ focal persons etc.

Other methods employed include: (i) national newspapers, (ii) local FM stations, (iii) beating of Gong-gong, and (iv) oral presentations at social gatherings (churches, mosques, funeral grounds, durbars etc).

The objective of these meetings was to: (a) assess the existing social conditions; (b) determine the potential negative impacts of the component, if any; (c) serve as a vehicle for community consultations and participation on the project; and (d) inform the ongoing component design.

The issues/ concerns arising out of the consultations in the Western and Eastern Regions are presented in the Annex 2. Below is a summary;

8.1.1 General issues raised during community consultations

Reclamation of mined-out areas

The communities generally agree that ultimately illegal mining practices are more harmful to their environment than the benefits they derived from it. The following were generally identified as some of the menace faced by the communities from their galamsey activities:

- pollution of the water bodies around the communities (e.g. the river Birim, from which GWCL sourced water for supply to the communities and River Supon, Akosi and other small streams/tributaries of the Birim);
- increase in water related diseases (malaria and bilharzia) due to standing water in the open pits;
- the open pits also serve as serious death traps to community members especially children and livestock, as these were mostly dug along farm routes and access roads to new settlements within the communities;
- increase in the rate of school dropouts and truancy among the children due to the attractive income earned from the galamsey activities;
- increase in the population of migrants with its accompanying increase in social vices such as drug abuse and teenage pregnancy.

The reasons stated by the community members for engaging in the galamsey activities are among the following:

- lack of other job opportunities for the youth;
- relatively low incomes from farming activities and therefore little interest in farming.

Impact of the recent ban on galamsey activities

The recent ban on galamsey activities have had both positive and negative impacts on the communities engaged. The communities consulted indicated that the ban has not made any significant positive impact to their environment as there were still some groups who were secretly engaging in the illegal activity. The following negative impacts which require immediate interventions were highlighted:

- increased unemployment and economic hardships in the communities;
- increase in robbery in and around the communities;
- increased school dropout rates especially for pupils who are financing their education themselves;
- less patronage of goods and services of farmers, petty traders and skilled artisans as most of the patrons have no money to fund their projects.

Alternative Livelihood

In discussing the alternative livelihoods 'Galamseyors' will be interested in, the following were mentioned:

- Expansion of the plantations (cassava, rubber, oil palm) and the establishment of processing factories which will employ most of the skilled and unskilled youths in the surrounding communities;
- instituting the modified Tangya system to allow more farm space for interested member who would like to engage in farming and/or expand their farms;
- training the youths and promoting crafts eg Bamboo crafts as there are vast bamboo plantation in various areas of the community;
- promoting aquaculture by converting the open pits into well designed fish ponds and engaging youths in operation, maintenance (O&M) and marketing of produce.

Willingness of community to engage in Reclamation

There is a general willingness to participate in any reclamation activities to be implemented since it will provide immediate employment to the community which will be engaged in the exercise. It was further recommended that the youth are employed/engaged in any afforestation exercise so as to encourage the community monitoring and maintenance role in any investment that will be made to safeguard the forest reserve. Furthermore, the benefits to the community and the local authorities must be explicitly made known.

The plant species that thrives well and recommended for the afforestation programme after the reclamation in the communities include Emre, Oframo, Teak, Odum and Cidrela. It was further recommended that trees with much economic value and that grows fast are considered for the afforestation.

Plantation development

In respect of the plantation development, the following concerns highlighted in the FIP are reiterated:

- many poor local communities cannot wait for so many years until they benefit from a land rehabilitation project. These community forests need to produce a variety of products and services from the early years on.
- commercial tree plantations often deny local communities from having access. In certain situations, women sometimes have to walk for miles to gather fuel wood as they cannot enter the tree plantations which have occupied the lands where they used to get their fuel wood from. It was clarified that project resources will not finance private commercial plantations.
- many rural households may not have the budget to buy their fuel. There is a clear need to support such communities in their efforts to develop small-scale, biologically diverse agroforestry systems, forest gardens and tree plantations which provide a diversity of goods and services to the community, including fuelwood, medicinal plants, soil fertility, wildlife, and construction materials. These communities also need market access for the sustainable products they produce.

With respect to the issue of admitted farms discussed above, in the Western Region, the Suhuma forest reserve has 25 admitted farms; Krokosua has 38 admitted farms, the Sui forest reserve has 58 admitted farms. E.g. Kofikron, an admitted settlement in a forest reserve in the Western Region has a population of about 834 persons. Kobo village, an admitted settlement in the Suhuma forest reserve covers an area of about 3.89 km².

The communities when interviewed suggest that, there is a general demand for forest lands for farming/settlement expansion as the farmers believe that forest lands are much fertile and produce good yield of food/cash crops and they need not incur any fertilizer cost. Fringe communities in general, face challenges with land for farming and other uses, mainly due to population increase and settlement expansion. Due to the rather weak enforcement of the law, community involvement in forest management and care has been centered largely on project basis and when such projects are over, community involvement also wanes/declines. The Community Forest Committees (CFC) appear to be limited in existence as they are mostly not functioning well. The communities indicated that the support expected from the FC for the CFC was not forthcoming. The CFCs were identified with production forest reserves while CREMAs were identified with protected areas. The CREMAs appear to be more organized and empowered than the CFCs. Many of the communities consulted especially in the Western Region allege that mostly the safety and security of community informants/whistle blowers are not sufficiently assured (see notes on community consultations in the annex 2). Informants are usually identified and assaulted and therefore most people are not willing to give out information about forest encroachers. The community believes FC officials are also to be blamed for divulging names and these informants do not receive any reward or benefit for their efforts. The safety and security of FC field officers is also problematic. The FSD forest guards and range supervisors are not armed unlike their counterpart with the Wildlife Division. Some communities tend to be hostile to FSD field officers who also live in the communities and this usually does not encourage them to implement the law. Historically, key areas that have generated grievances pertaining to forest resource management in Ghana are illegal logging, community-FSD interactions, benefit sharing arrangements and community forestry.

Farmers who have encroached upon forest reserves usually prefer court action rather than the FSD dispute resolution process. Unfortunately, court procedures take so long such that illegal activities

rather thrive. For example, when an encroacher clears part of a forest reserve and plants cocoa and such an illegal activity is identified by the forestry guards and earmarked for destruction, the farmer quickly goes to the law courts to seek an injunction to stop the FSD from destroying the illegal farm. The delays in the court process sometimes enable the farmer to harvest the cocoa before ruling is given. If the ruling does not favour the farmer, an appeal is made which further delays the justice process. Court penalties are also not deterrent enough and do not encourage district FSD staff to ensure that illegal activities are checked. Finally, FC officials believe their current salaries/wages are not commensurate with the work they do. This indicates a need for more timely intervention/response to new encroachment, more effective engagement with admitted farmers and communities, more use of traditional conflict adjudication mechanisms and grievance redress mechanisms.

The table below lists some significant potential social impact issues summarized from community consultations and subsequent analysis (see also notes from community consultations provided in the annex 2). While many of these potential impacts would not derive from FIP project activities, the range of concerns provides guidance to the overall concerns of communities in the target areas.

Conclusion

There is a general demand for forest lands for farming/settlement expansion as the farmers believe that forest lands are much fertile and produce good yield of food/cash crops and they need not incur any fertilizer cost. Fringe communities in general, face challenges with land for farming and other uses, mainly due to population increase and settlement expansion. With respect to admitted farms and farmers, those who have encroached upon forest reserves usually prefer court action rather than the FSD dispute resolution process. Unfortunately, court procedures take so long such that illegal activities rather thrive. Historically, key areas that have generated grievances pertaining to forest resource management in Ghana are illegal logging, community-FSD interactions, benefit sharing arrangements and community forestry. For example, when an encroacher clears part of a forest reserve and plants cocoa and such an illegal activity is identified by the forestry guards and earmarked for destruction, the farmer quickly goes to the law courts to seek an injunction to stop the FSD from destroying the illegal farm. The delays in the court process sometimes enable the farmer to harvest the cocoa before ruling is given. There is need for more timely intervention/response to new encroachment, more effective engagement with admitted farmers and communities, more use of traditional conflict adjudication mechanisms and grievance redress mechanisms, and this process framework seek to ensure that due processes are followed in resolving issues amicably.

8.2 Disclosure Requirements

The resettlement instrument will be disclosed in compliance with relevant Ghanaian regulations and the World Bank resettlement policy. The public/ community will be allowed up to 21 days to comment on any proposals prior to implementation. The documents will be available at the respective district assemblies, district MC and FC offices, regional EPA offices and RCC as well as MLNR, FC, MC national offices in Accra.

9.0 CONCLUSION

Though by the project design and planned interventions does not include activities that will require voluntary or involuntary resettlement, this report has outlines the potential activities which may restrict access to important resources in gazetted forest reserves and other forest estates in the project catchment area. The report has extensively provided a stepwise approach in the development of subproject through a participatory approach to ensure that project affected persons are not worse off. Adequate provisions have been made to ensure that project implementers and project affected persons have a better understanding of their role and responsibilities to ensure effective delivery of the project aims and objectives. Resources have been earmarked in the main project to provide alternative livelihoods for forest dependent communities. Additionally, a total budget of 296000 USD as indicated in the table below has been earmarked from the AF to support the implementation of the measures outlined in this report

Table 8: Estimated budget for implementation of the PF

No		Activity	Description	Annual cost, US\$	
1.	•	<ul style="list-style-type: none"> • <u>Training</u> • 1a. Awareness creation and Capacity building for MLNR (Secretariat), FSD regional project staff 	✓ Training workshop/ seminars on Programmes 1,3 and 4	10,000	
	•	<ul style="list-style-type: none"> • 1b. Capacity building for district FSDs (safeguard officers) 	✓ Training workshop/ seminars on Programmes 1, 2 and 4	5,000 local, per region <u>10,000</u>	4
	•	<ul style="list-style-type: none"> • 1c. Capacity building for FSD, MC, MMDAs and RCC 	<ul style="list-style-type: none"> ✓ Regional training workshops on Prog 1,4 ✓ (per diems, travel, workshop venue, materials, meals) 	7,000 local, per region <u>14,000</u>	5
	•	<ul style="list-style-type: none"> • 1d. Awareness creation and capacity building for selected members of community 	✓ Community meetings and training	3,750 local, per region <u>7,500</u>	3
	•	<ul style="list-style-type: none"> • 1e. Capacity building for Plantation managers and 	✓ Training on preparation and implementation of ESMPs	3,000 local, per region 6,000	1

		Reclamation contractors			
2.	•	• Guidance and tools	✓ Guidance Documents, Checklists, Forms, TORs, Technical Planning Tips	7,000	2
3.	•	• Communications	✓ Radio, TV discussions, Newspaper adverts on issues relating to PPP/ ESMF/ RPF	5,000	3
4.	•	• Monitoring and Evaluation	✓ Safeguards component for M&E is addressing E&S due diligence and verification	12,000	4
5.	•	• Contingencies (Recruiting ESIA consultants when necessary)	✓ Consultant to undertake a full ESIA if a subproject meets the minimum requirement under the EA laws of Ghana	100000	5
		TOTAL			2

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ANNEX

ANNEX 1: Screening Checklist

Preliminary Environmental Information:	Yes/No	Refer to Process Framework	Comments
Will there be restrictions or loss of access to using natural resources in any traditional areas including medicinal plants or those of economic value for livelihoods?		✓	
Are there any new or changing forest management planning or activities?		✓	
Any cultural heritage/sacred sites in project area?		✓	

Preliminary Social and Land Information:	Yes/No	Refer to Process Framework	Comments
Has there been litigation or complaints of any environmental nature directed against the proponent or subproject?		✓	
Will the subproject require the acquisition of land?			
What is the status of the land holding (customary, lease, community lands, etc)?		✓	
Is there evidence of land tenure status of farmers and/or occupants (affidavit, other documentation)?		✓	
Are there outstanding land disputes?		✓	
Has there been proper consultation with stakeholders?		✓	
Is there a grievance process identified for PAPs and is this easily accessible to these groups/individuals?		✓	
Will there be any changes to livelihoods?		✓	
What are the main issues associated with farmer benefits and community benefits?		✓	
Will any restoration or compensation be required with "admitted" farmers?		✓	

ANNEX 2: Stakeholder Consultation

Stakeholder institutions and communities have been consulted in the two of the three regions to discuss the upcoming sub project activities as well as to learn lessons from current activities in the Western Region. These have facilitated the development of this additional financing ESMF and are described as follows:

Eastern Region

Key project stakeholders consulted include Mining communities, Municipal/District Assemblies, Forest District Officers and Non-governmental organizations. These comprise the following:

- Begoro Forest District
- East Akyem Municipal Assembly
- Adadientem mining community in the East Akyem Assembly;
- Mampon mining community in the – District;
- Women’s Group at Adadientem
- Youth Group at Adadientem
- Presby JHS Headmistress and school prefects in Mampon community; and
- A Rocha Ghana (NGO).

The design and format for the meetings were gender sensitive and discussions were centred on the following questions:

- General socio-economic profile of the municipalities and mining communities
- General menace of the ‘galamsey’ activities in terms of food security, health, education, water resources, and social vices
- Successes and challenges faced with the current national operation ‘Vanguard’ to stop illegal mining;
- Any intervention/Planned measures to reclaim mined out areas
- Knowledge/Ideas on World Bank’s safeguard issues
- Capacity of MA/Forest District Officers to implement safeguard issues

It is expected that Stakeholder consultation process will continue through various stages of the project implementation.

Meeting with East Akyem Municipal Assembly

The list of key Municipal Assembly (MA) staff present at the meeting is provided below:

List of key Municipal staff

No	Name	Designation	Contact
1.	Hon. Owusu Twum Ampofo	Municipal Chief Executive Officer	
2.	Paulina A. Agaah	Deputy Planning Officer	0543297900
3.	Vivian A. Adam	Human Resources Manager	0244969272
4.	Kwesi Kwakye Twum	Social Welfare & Community Development	0245696354
5.	Francis Onai	Municipal Works Engineer	0246062375
6.	Kwame Oteng Awuah	Forest Service Division-Begoro	0243373059

Highlights of the comments/discussions included the following:

- The Atewa forest is bounded by six (6) Municipal and District Assemblies (MDAs) namely the East Akyem Municipal, Atewa District, Suhum District, Kraboa Kotaa District, New Juabeng Municipal and Fanteakwa District Assemblies;
- Three MDAs are most affected by the galamsey activities, these are the East Akyem Municipal, Atewa District and Kraboa Kotaa;
- The main occupation of the people in the Akyem Municipality is farming and mining with others in the service industry, craftsmanship, trading activities;
- Both small and large-scale mining firms exist in the Municipality, these include Akooko/US Goldlines, X'tra Gold Gold Mining, Kibi Goldfields Limited, Mos Mining Limited, Managing God's Resource Limited and Narawa Mining Company;
- On a scale of 1 to 10 in terms of the impact of illegal mining (10 being the worst), the MA ranked the menace as 10 due to the severe negative effects on health, education, water resources, food security and social behaviour within the municipal assembly;
- Galamsey is carried out by both locals and migrants but with the current ban on their operations, in addition to the operations VANGUARD, the migrants have moved out of the Municipality;
- Some women are directly involved in the 'galamsey' activities while others trade in food and water at the mining sites;
- The MA in collaboration with A ROCHA Ghana and FSD, has carried out re-forestation of some degraded forest areas;
- The MA has constituted a mining taskforce responsible for monitoring and controlling the activities of 'galamsey' workers with limited success;
- After the conduct of an alternative livelihood assessment programme, plans are currently underway to use part of its internally generated funds to roll out support programs for some 'ex-galamsey' workers. This will be done in collaboration with AROCHA Ghana. Alternative livelihoods include animal farming, agro-processing cooperatives, etc.
- The Social Welfare and Community Development Unit of the MA undertakes periodic community sensitizations on the menace of galamsey;

- The MA key staff are knowledgeable in World Bank safeguard procedures learnt from the implementation of other World Bank projects. A safeguards committee has earlier been formed comprising the Planning Officer, Health Officer, Works Engineer, Procurement Officer and Budget officer. They have achieved limited success;
- Generally, individuals may own land under the stool land tenure system;
- The MA levies mining companies to generate revenue for developmental projects;
- The MA is happy with the government ban on small scale mining and the on-going operation 'VANGUARD' against illegal mining involving the military but would have wished to be part of the process;
- Generally, there is the perception that the native people belong to royalty and would not indulge in some activities not befitting their status as royals. Many such economic activities including farming are left to migrants;
- They are hopeful that the project would include sampling and analyses of environmental media in the degraded areas prior to reclamation to inform the methodology to be adopted for the reclamation process.



Plate 1: Meeting with key Forestry and Municipal Assembly staff

Meeting with Adadientem Community Chief and Elders

Adadientem has a population of about 2,500 persons who are mostly engaged in farming and trading prior to the onset of the intense mining activities. There is no health facility in the town as they visit the Kyebi health centre for medical attention. The only two basic schools in the town are the Roman Catholic Primary & JHS and one other Private Primary School. The people of Adadientem are predominantly Christians with about seven denominations in the community. Other discussions and comments from the community members included the following:

- There are six (6) boreholes within the community but which unfortunately have poor water quality (high iron content). Though the local Birim and Adensua rivers are highly polluted from mining activities, some community members are forced to use the water for some household chores. Water supply is therefore an urgent problem for the community;

- Mining activities including illegal mining has been very active in the community. Migrants from all over the country and beyond have invaded the community to mine for gold. However, the current ban has halted their activities and most of the migrants have fled the community.
- Women have been involved in illegal mining though most of them are usually traders at the galamsey sites;
- They confirmed that the impact of mining on the community include the following:
 - *Loss of farmlands*
 - *Dug pits filled with contaminated water serving as death traps for the people*
 - *Polluted water resources*
 - *Increased social vices*
 - *Health related issues due to breeding of mosquitoes from the ponds of water*
- Livelihood support options proposed by the community in the absence of 'galamsey' may include:
 - *Financial support for trading by the women*
 - *Support for poultry and other livestock rearing*
 - *Aquaculture*
 - *Support for transport businesses*
 - *Apprenticeship for dressmaking and hair dressing*
 - *Artisan training for the youth*
- The chief and elders pledged to protect the reclaimed lands and will ensure that any encroachers/trespassers are arrested and prosecuted.



Plate 2: Meeting with Elders and some community members Adadientem

Meeting with Adadientem Women's Group

The comments from the women included the following:

- Some women have been actively involved in galamsey activities;
- Women would require financial support for trading to support family;
- Women would need support to enter into apprenticeship to ensure their economic independence;
- The poor water quality of the existing boreholes is burdensome and expensive as some families are forced to buy imported sachet water for cooking;

- Food is expensive in the community due to unavailability of good lands and they are forced to travel to Kibi and other places to buy foodstuff. Most of their lands are contaminated from mining activities and local food may be unwholesome.
- The women agreed that illegal mining should not be tolerated. They pledged to if required, sign an undertaking to report encroachers on reclaimed lands to the Chief and Elders, and ensure their prosecution.

Meeting with Adadientem Youth Group

The youth commented as follows:

- They have abandoned the 'galamsey' work due to the ban and are currently unemployed;
- Promised to stop the 'galamsey' activities if alternative jobs are made available;
- They were willing to undertake poultry, transport business and artisan training when supported financially; and
- They are not happy with the effects of illegal mining on their community and therefore promised to form a watchdog committee to protect reclaimed land from further destructive mining operations by migrants or even among themselves.

Meeting with Akyem Mampon Community Chief and Elders

Mampong has a population of about 1,200 persons and farming has been the main occupation of the people prior to the onset of the mining activities. The Presbyterian Primary and JHS is the only basic school in the town. The people of Mampon are predominantly Christians.

- There are currently four (4) boreholes in the community, one is broken down and the remaining three have quality issues (metallic taste, bad smell and oily surface). The Birim River drains the community and its water quality is poor;
- Galamsey has been practised mainly by migrants though some locals are also involved;
- Usually, the individual land owner may negotiate with the migrant on the use of the land for farming purposes and subsequently the former will inform the Chief;
- The chief has participated in educational meetings and workshops on impacts of mining on the environment and expects that their soils will be tested to confirm suitability for food crop cropping;
- There is a decree from the paramount chief confirming that reclaimed lands by the government or the stool would revert to the stool and the owners may forfeit their right to all such lands, unless the land owners ensure that such lands are reclaimed by the miners. However, community members are of the opinion that to ensure sustainability and the success of the decree, land owners should be allowed to benefit from any future use of such lands after reclamation;
- There have been some initiatives to set up community cooperatives to promote community enterprises such as soap making by the women, but these have not been successful due to insufficient funding and lack of management skills;
- The perceived effects created by the galamsey operations on the community include:
 - *Increased poverty levels*
 - *Loss of farmlands*

- *Food scarcity*
- *High cost of living*
- *Lack of fuel wood*
- *Dug pits filled with contaminated water serving as death traps for the people*
- *Polluted water resources*
- *Increased social vices*
- *School drop out*
- *Health related issues due to breeding of mosquitoes from the ponds of water*
- *Increased Divorce cases*
- Livelihood support options proposed by the community in the absence of ‘galamsey’ include:
 - *Financial support for trading by the women*
 - *Support for poultry and other livestock rearing*
 - *Support for transport businesses*
 - *Apprenticeship for dressmaking and hair dressing*
 - *Artisan training for the youth*
- The chief and elders pledged to protect the reclaimed lands and will ensure that any encroachers/trespassers are arrested and duly prosecuted.



Plate 3: Meeting with Elders and some community members of Mampon

Interaction with Mampon Community JHS and Primary School

The school has a population of 36 pupil at the JHS level and 110 pupils at the Primary with six (6) teachers. Eleven (11) prefects including six (6) girls and five (5) boys, with ages between 12 and 16 years from both the Primary and JHS including the headmistress were met. The discussions and comments included the following:

- All students appreciate the problems associated with illegal mining in the community;
- Some of the students are involved in the business and use their income to support their families;
- They undertake the galamsey activities after school, from 2pm;
- Menace created by the galamsey activities in the community include:

- *Destruction of farmlands/forest reserves*
- *Teenage pregnancy in some girls who are lured by the 'galamsey' workers*
- *Dug pits filled with contaminated water serving as death traps for the students*
- *Polluted water resources*
- *Truancy in students*
- *Increased social vices*
- *School drop out*
- *Frequent malaria*
- *Unable to do assignments (homework)*
- One of the school prefects was not happy about the proposed reclamation works which would deny him access to cash because he uses the money to support his grandmother.



Plate 4: Interactions with Headmistress and School Prefects of Presby Prim. & JHS-Mampon

Meeting with A ROCHA Ghana (NGO)

A ROCHA Ghana is Christian Environmental NGO with a field base at Kibi purposely for the conservation efforts within the Atewa forest reserve. They have other field bases serving Lake Bosomtwi and the Mole National Park. Their ultimate objective is to inspire and empower people to care for nature while promoting and supporting sustainable natural resource management. Their activities and comments include:

- Afforestation activities for about 34ha land in Begoro area in collaboration with the Forestry Commission;
- The fight against illegal mining can be won if the authorities will maintain the pressure on galamsey miners and communities.
- Currently implementing a training programme for small scale miners on responsible mining in anticipation of the lifting of the ban on their activities soon;
- The NGO has provided alternative livelihood support programs for some community members in such areas as:
 - *Grasscutter rearing*
 - *Snail keeping*

- *Mushroom cultivation*
- *Rabbit rearing*
- The above programme has been met with mixed success as some reclaimed lands were later encroached upon while some animal rearing programmes were also not very successful;
- Community income from livelihood support programs is not comparable to that of galamsey work hence communities would invariably revert to mining unless strict disincentives backed by law are enforced;
- The involvement of traditional authority including the paramount chief (Okyehene) and his sub chiefs is crucial to help sustain reclamation activities;
- Previous work in the sector include recent field studies by FORM International (an NGO) on appropriate reclamation strategies which would be published soon;
- There is a recent directive from the office of the Traditional authority instructing that all mined out lands are to be reclaimed by the respective landowners OTHERWISE if the Traditional authority reclaims it those lands become the property of the Traditional authority and the individual then forfeits ownership to the authority;
- 'Grains of paradise' plantation within cocoa farms could also be considered for the alternative livelihood support programs;
- Okyeman Environmental Foundation is an NGO with similar objectives as A ROCHA Ghana in the Atewa Forest Reserve landscape in the Eastern Region.



Plate 5: Meeting with the Project Manager, A ROCHA Ghana

List of Elders and members of Adadientem during the community meeting

No.	Name	Position	Contact
1.	Lawrence Abokyem	Asafoakye Sripi	
2.	Aaron Ofori	Okyeame	0245444760
3.	Michael Ofori	Member	
4.	Benjamin Narh	Member	
5.	Bright Adomako	Asafoakye	

6.	Dominic Amanning	Youth Leader	0207318404
7.	Dickson Brobby	Member	
8.	Kumi Kingsford	Member	
9.	Asare Nicholas	Member	
10.	Antwi Dominic	Member	
11.	Prince Oware	Member	
12.	William Nuamah	Member	
13.	Gyasi Boadu	Member	0244764434
14.	Appianing Samuel	Member	
15.	Konadu Amoaning	Member	
16.	Mark Amaning	Member	
17.	Kwame Appiah	Member	
18.	Benjamin Zigler	Member	
19.	Dora Boadu	Member	
20.	Eva Opoku	NPP Women Organizer	0246052203
21.	Mary Adu	Member	
22.	Yaa Rose	Member	
23.	Susanna Ankomah	Member	
24.	Faustina Akoto	Member	
25.	Charity Amoakoa	Member	
26.	Vida Serwaa	Member	
27.	Mercy Yeboah	Member	
28.	Bernice Amemaa	Member	
29.	Mary Amponsah	Member	
30.	Mary Otomah	Member	

List of Elders and members of Mampon during the community meeting

No.	Name	Position	Contact
1.	Nana Kofi Asare	Abusua Panyin	0204499719
2.	Nkansah Buabeng	WATSAN Chairman	0246282111
3.	Amankwah Daniel	Member	0241415301
4.	Francis Oware	Member	0242347511
5.	Ante Bea	Member	
6.	Maame Boahemaa	Member	
7.	Kwadwo Buadu	Secretary – Water & Sanitation	0240773017
8.	Kwadwo Asare	Asafoakye	0262780651
9.	Op. Kofi Adweda	Member	
10.	Asamoah Joseph	Member	
11.	Yaw Owusu	Member	0242988981
12.	Maame Akosua Kesewa	Member	
13.	Kofi Kyei	Member	0246722668

14.	Maa – Abena	Member	0544076220
15.	Kwame Danso	Member	0245783929
16.	Esi Awuah	Member	
17.	Maame Abena Nkansah	Member	
18.	Kwame Ketewa	Member	
19.	Kwaku Asare	Member	
20.	Kwame Asamoah	Member	
21.	Kwadwo Boakye	Member	0546053139
22.	Kwasi Asare	Member	0249877286
23.	Kofi Asare	Member	0262790716
24.	Dorothy Amankwa	Member	
25.	Harrieta Effah	Member	0241764418
26.	Charles Ayim	Member	0504451137
27.	Kingsley Kwaku	Member	
28.	Bosompem	Member	0206150045
29.	Vera Ntowaa	Member	0204240239
30.	Shirley Effah	Member	
31.	Karim Issaka	Member	0554435658

List of pupils of Presby Primary and Junior High School the community meeting

No.	Name	Stage/Level/Class	Phone Number
1.	Ivy Constance Eghan	Headmistress	0240486419
2.	Babara Ohene Asare	Assistant Girls Prefect	-
3.	Harriet Owusu Asare	Office Girl	-
4.	Sandara	Girls Prefect	-
5.	Ashiagbor Christian	Assistant Boys Prefect	-
6.	Bosompem Richard	Boys Prefect	-
7.	Azuma Michael	Compound Overseer	-
8.	Opoku Isaac	Sports Prefect	-
9.	Derick Kissi	Class Prefect	-
10.	Boateng Richard	Class Captain	-
11.	Afi Precious	Girls Prefect	-
12.	Adjeibea Florence	Assistant Prefect	-

Meeting with AROCHA, KIBI

No.	Name	Designation	Phone Number
1.	Emmanuel Akom	Project Manager	0243422538

WESTERN REGION

Some local community members have been consulted during FIP activities in the Asankrangwa and Tarkwa Forest Districts in the Western Region. The consultations were aimed at identifying and assessing the benefits of GFIP to the local communities and other stakeholders including plantation workers. The outcome of the consultations is summarized below.

Outcome of Consultations at Asankrangwa

Workers of Emma Agyeiwaa Nursery

- The nursery is owned and operated by two women, Emma Agyeiwaa and Benedicta Boakye, who are natives of Asankrangwa.
- The nursery produces and supplies tree seedlings (Ofram, Asanfena, Teak, Cidrella, Mahogany, Edinam, Emre, Wawa, Black hyedua, etc.) for GFIP interventions.
- Prior to GFIP, the nursery was operated by Emma Agyeiwaa, producing seedlings for farmers on a small scale. It had only one (1) permanent staff and engaged casuals occasionally.
- With the onset of GFIP, the nursery has expanded and had approximately 120,000 tree seedlings at the time of visit.
- The nursery supplied 80,000 seedlings for GFIP interventions at Asankrangwa and 30,000 seedlings for Enchi in 2016. Seedlings for 2017 were yet to be supplied at the time of visit.
- FSD purchases the seedlings for GFIP interventions at a cost ranging from ₵0.75 to ₵2.50 per seedling.
- Emma Agyeiwaa Nursery now has a staff of thirteen (13), with eight (8) being permanent, comprising four (4) males and females each; and five (5) being casuals. The workers are all natives of Asankrangwa. The details of the workers engaged during the consultation are provided in the table below.
- The workers are provided with food daily and are paid ₵50 per week and also on commission (percentage of net income after selling seedlings).

Details of workers consulted at Emma Agyeiwaa Nursery

No.	Name	Occupation prior to FIP	Dependants
1.	James Tetteh	Farmer	5 (mother, 2 kids & 2 siblings)
2.	Augustina Boadu (Caterer for nursery)	Farmer	5 (mother, 2 kids & 2 siblings)
3.	Afia Pokua	Farmer	3 (mother & 2 kids)
4.	Mavis Amponsah	Trader	1 child
5.	Afia Sarpong	Unemployed	2 kids
6.	Emmanuel Addae	Farmer	17 (7 kids & 10 siblings)

The picture below shows the engagement with some of the workers of the nursery.



Owner and Wife of Akrofi Nursery

- The nursery is owned by William Akrofi and managed together with his wife, Paulina Akrofi.
- The nursery produces tree seedlings including Abakro, Edinam, Ofram, Mahogany, Emire, Nankom and Cidrella for GFIP.
- Prior to GFIP, the nursery was operated on a small-scale, producing seedlings for farmers.
- There were approximately 60,000 seedlings at nursery at the time of visit.
- The Akrofi nursery supplied 54,000 seedlings for GFIP in 2016. As at the time of visit, the nursery had supplied 11,000 seedlings for planting at Ankobem, Abura and Mamiri forests under GFIP.
- The nursery engages 5 casual workers from the community who are paid ₵20 per day.
- The owner has been trained by FSD on nursery management under GFIP.
- The GFIP has been beneficial to them. William Akrofi has purchased a motor tricycle (Motor King) from money earned from the GFIP. He uses it to supply the tree seedlings and also uses it for other jobs to earn additional income. He has also completed his building using proceeds from seedlings supplied for GFIP and saved the rest at the bank. According to his wife, she now gets more housekeeping money due to the GFIP project.

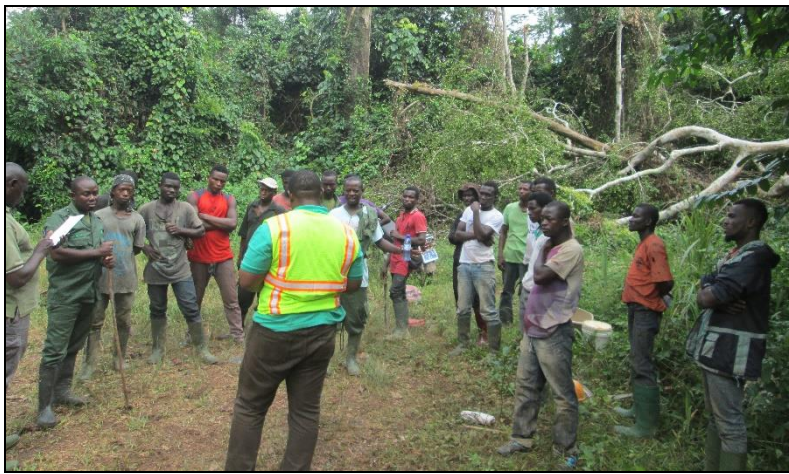
The following pictures show the engagement with William Akrofi and wife, and the purchased motor tricycle.



Supanso Work Gang

- The Supanso Work Gang carries enrichment planting in Compartments 15, 16 and 25 of the Bura Forest Reserve.
- The work gang is made up of twenty (20) members, who are all from the Supanso Community (nearest community to the Forest Reserve).
- Food and water is provided for the workers daily.
- They are also transported to and from the forest reserve daily to carry out their work.
- The women in the gang cook and carry the seedlings to the planting site.
- Wages are paid promptly.
- Gang members however complained that the wages are low. Though the project has provided them with jobs, other ventures in the area such as galamsey provide higher wages. Also, the planting season for GFIP coincides with the farming season, hence some of the gang members who are farmers go to their farms instead.

The following pictures show the engagement with the Supanso Work Gang



Work Gang Leader for Enrichment Planting at Angobin Forest Reserve

- The Gang Leader, by name Kwadjo Asante, claims the GFIP project has been very beneficial to him.
- He has purchased a tricycle (Motor King) from the money earned from the project. He uses the tricycle to work when they are not on the field to get additional income.
- His work gang involves twenty-two (22) members, twelve (12) females and ten (10) men, all from the local community.
- The women do planting and weeding.
- His challenge is that the gang members have not been supplied with PPEs.

The picture below shows the interaction with Kwadjo Asante by his motor tricycle.



Work Gang Member for Boundary Planting and Watershed Planting

- The worker, by name Augustine Bisa (25 years), was unemployed after completing Senior High School. He wanted to train in ICT but did not have money to purchase a computer.
- He joined the GFIP project to get money for a computer and further his education.
- He has been engaged on the GFIP project for about 7 months.
- He worked for three (3) weeks on the boundary planting and three (3) months on the planting of degraded watersheds.
- He earned ₵1000 for each of the projects and has been able to purchase a computer.

The picture below shows the interaction with Augustine Bisa.



Work Gangs for Planting of Degraded Watersheds

- Two (2) work gangs were engaged:

- Gonukrom Work Gang, with ten (10) members, all men; and
- Koduakrom Work Gang, with five (5) members, all men.
- Gonukrom work gang is headed by Kofi Nyonkopa who is also the Community Chairman for Gonukrom.
- Koduakrom work gang is headed by Paul Kweku.
- FSD provided wellington boots to the Koduakrom Gang on credit and the cost deducted from their wages.
- All the gang members are farmers and do the GFIP project on part time.
- The GFIP project has been beneficial to them through the additional income they earn.

The picture below shows the engagement with the Gonukrom and Koduakrom Gangs



Outcome of Consultation at Tarkwa

Work Gang Leader for Seed Orchard

- The GFIP project has been very beneficial through job creation and additional income for the workers.
- The establishment of the seed orchard involved the use of two (2) work gangs from the neighbouring Obengkrom and Buokrom communities.
- One (1) gang of twenty (20) people were involved in the land clearing and another gang of ten (10) were involved in the pegging and planting.
- The gang members received between ₵380 and ₵1100 based on the work done which span three (3) months.

The picture below shows the interaction with the work gang leader at the project site.



Lessons from Safeguards Implementation in the Western Region

- The selection, appointment and training of Regional and District level safeguards persons is crucial and should be carried out before the project begins to ensure proper implementation of safeguards measures at project sites, as well as monitoring and supervision.
- The frequent transfer of FSD staff who have been appointed and trained as Safeguards Focal Persons is a major challenge to safeguards implementation for the current GFIP project. As much as possible, transfers of such appointed staff should be avoided, and where unavoidable, the staff should be considered for transfer within the GFIP regions.
- The necessary forms for registration of farmers, tree registration, etc. should be made available at the various district offices for use to ensure proper documentation. At least MoUs should be signed with farmers, land owners and other project beneficiaries as a first step of documentation.
- The engagement of NGO's to work as community liaisons should be extended to all the GFIP regions to ensure effective safeguards implementation at the community level.
- Adequate budget has to be set aside for safeguards implementation to ensure effective monitoring and supervision by the Safeguards Focal Persons.
- The project should provide PPEs for workers' use at the project sites which should be enforced by the District Safeguards Focal Persons/project supervisors/gang leaders.

List of selected safeguards focal persons for the GFIP

Western Region			
Name	Designation	Region/District	Contact
Augustine Gyedu	Assistant Regional Manager	Western Region	0208170822
Michael Benni Kofi	Assistant District Manager	Bibiani	0244515172
Emmanuel Anim Brew	Assistant District Manager	Sefwi Wiawso	0208182715
Emmanuel Antwi	Assistant District Manager	Asankrangwa	-
Theodore Banoeyole	Assistant District Manager	Tarkwa	0234318635
Ishmael Boakye Agyemang	Assistant District Manager	Enchi	-
Baba Musa Mohammed	Assistant District Manager	Juabeso	0242524704
Kofi Asano Horatius	Assistant District Manager	Takoradi	0241423950
Brong Ahafo			
Clement Amo Omare	Assistant Regional Manager	Brong Ahafo	-
Edward Nyamah	Assistant District Manager	Goaso	-
James Kubasi Wuni	Assistant District Manager	Dormaa	0243541504
Raymond Ayipah	Assistant District Manager	Bechem	0243147632
Eric Asare	Assistant District Manager	Sunyani	0244419436
Ruth Vivian Azu	Assistant District Manager	Atebubu	0244892063
Gideon Yaw Woolie	Assistant District Manager	Kintampo	0244138788

ANNEX 3: GRIEVANCE AND RESOLUTION FORM

Name (Complainant):

.....

ID Number (PAPs ID number):

.....

Contact Information (house number/ mobile phone):.....

Nature of Grievance or Complaint:

.....

Details of Grievance:

.....

.....

.....

.....

.....

.....

.....

Name (Receiver): **Signature:**.....

Date:.....

Name (Filer): **Signature:**.....

Date:.....

Relationship to Complainant (if different from Complainant):

Review/Resolution Level 1 (District) ☐ **Level 2 (Regional)** ☐ **Level 3 (National)** ☐

Date of Conciliation Session:

.....

Was Filer/Complainant Present?: Yes No

Was field verification of complaint conducted? Yes No

Findings of field investigation:.....

.....

Summary of Conciliation Session Discussion.....

Issues:.....

.....

Was agreement reached on the issues? Yes No

If agreement was reached, detail the agreement:.....

.....

If agreement was not reached, specify the points of disagreement:.....

.....

Signed (Conciliator): Signed (Filer/Complainant):

Signed:
(Independent Observer eg. Assembly Member/Opinion Leader)

Date: