

REPUBLIC OF GHANA

MINISTRY OF FOOD AND AGRICULTURE (MOFA)

GHANA COMMERCIAL AGRICULTURE PROJECT

Updated Resettlement Policy Framework (RPF)

FINAL REPORT

February 2018



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LIST OF ACRONYMS AND ABBREVIATIONS

AP	Accra Plains
ARAP	Abbreviated Resettlement Action Plan
CGRC	Community Grievance Redress Committee
CSO	Civil Society Organisation
CWSA	Community Water and Sanitation Agency
DA	District Assembly
DDA	District Director Agricultural
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
EPA	Environmental Protection Agency
ESMF	Environmental and Social Management Framework
FAO	Food and Agriculture Organisation
FASDEP II	Food and Agriculture Sector Development Policy (Phase Two)
FBO	Farmer Based Organisation
FC	Forestry Commission
GBV	Gender Based Violence
GCAP	Ghana Commercial Agriculture Project
GIDA	Ghana Irrigation Development Authority
GoG	Government of Ghana
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
IDA	International Development Agency
LC	Lands Commission
LI	Legislative Instrument
M&E	Monitoring and Evaluation
MDA	Ministry Departments and Agency
MESTI	Ministry of Environment, Science, Technology and Innovations
MLNR	Ministry of Lands and Natural Resources
MoFA	Ministry of Food and Agriculture
NGO	Non-Governmental Organisation
PMP	Pest Management Plan
PPP	Public Private Partnership
RPF	Resettlement Policy Framework
SADA	Savanna Accelerated Development Authority
SESA	Strategic Environmental and Social Assessment
TA	Technical Assistant
TOR	Terms of Reference
UER/ UWR	Upper East Region/Upper West Region
WRC	Water Resources Commission

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EXECUTIVE SUMMARY

Introduction

The development of a Resettlement Policy Framework (RPF) is a requirement for projects that are likely to entail involuntary resettlement, acquisition of land, impact on livelihood, or restricted access to natural resources but the location specific details of likely and extent of impacts are not determined at the time of project preparation. The current PDO objective is to improve agricultural productivity and production of both smallholder and nucleus farms in selected project intervention areas of Ghana.

Brief Description of Project

This Project Paper seeks the approval of the Executive Directors to provide an additional credit in an amount of US\$ 50 million to the Republic of Ghana for the Ghana Commercial Agriculture Project (P114264; IDA Cr. 50770-GH) and an extension of the Closing Date by fifteen (15) months from September 30, 2019 to December 31, 2020. The proposed additional credit would be accompanied by a restructuring of the project, which will include the following changes: (i) simplification of the project structure by merging the existing seven (7) components into four (4) as described in Section C below; (ii) making changes to some outcome indicators and targets in the Results Framework (as described in detail under Annex 1) and (iii) reallocation of the project proceeds

The revised PDO is to improve agricultural productivity and production of both smallholder and nucleus farms in selected project intervention areas with increased access to reliable water, land, finance, and agricultural input and output markets. The current project has seven components: (i) Strengthening investment promotion infrastructure, facilitating secure access to land; (ii) Securing PPPs and smallholder linkages in the Accra Plains; (iii) Securing PPPs and smallholder linkages in the SADA Zone; (iv) Project management, monitoring and evaluation; (v) Investments in physical rehabilitation and modernization of selected public irrigation and drainage infrastructure; (vi) Support for the Restructuring and Strengthening of Public Irrigation and Drainage Institutions; and (vii) Support for the Development of Water Users Associations and Private Scheme Management Entities. GCAP is a World Bank category A project and a Ghana EPA ESIA – mandatory undertaking. World Bank safeguard policies require that MoFA effectively assesses and mitigates the potential environmental and social impacts of the projects proposed activities.

Project Components

Under the current restructuring which is to pave way for the AF, there will be four major components. **Component 1** deals with **Facilitating investment promotion in commercial agriculture**. Under the second restructuring, no changes are envisaged under this component. However, activities aimed at attracting private sector investment in the rehabilitated irrigation schemes will be strongly promoted with the help of the International Finance Corporation (IFC) working in collaboration with the Ghana Investment Promotion Agency (GIPC), the Ministry of Food and Agriculture (MOFA) and the Ghana Irrigation Development Authority (GIDA).

Component 2 looks at **Promoting private sector investments and small-holder linkages in selected areas**. This component is the result of the merger of the current components 2 and 3 and the new proposed component will have three sub-components as follows: (i) Sub-component 2.1:

Securing PPPs and Smallholder Linkages in the Accra Plains; (ii) Sub-component 2.2: Securing PPPs and Smallholder Linkages in the Accra Plains and (iii) Sub-component 2.3: Supporting the Planting for Food and Jobs Program (PFJ).

Component 3 concentrates on **Rehabilitation and modernization of irrigation schemes and reforming of irrigation institutions and management**. This component is made up of the merger of components 5, 6 and 7 under the current project. It was agreed that management of the rehabilitated and modernized schemes would be out-sourced to private scheme management entities selected through a competitive bidding process – with the exception of Tono and Veve schemes in the Upper East Region where a different management approach would be explored, as described under Sub-Component 3.3. The terms and conditions under which the private scheme management entities would assume responsibilities was to be studied in detail under the design phase of the selected schemes.

Component 4 is on **Project Management, Monitoring and Evaluation**. The increased staffing resulted in increasing the component cost. While the existing structure will be maintained as much as possible, based on business need as the project progresses, a detailed assessment has been undertaken to ensure improved cost-effectiveness. Furthermore, in order to strengthen the project's oversight by MOFA, the Ministry has proposed new arrangements to strengthen coordination and alignment of projects with the overall sector programs. The proposed new arrangements will be reviewed and advice obtained on how this will be incorporated in the implementation arrangements for this restructured projects. Necessary assessments will be undertaken to ensure that implementation capacity is strengthened.

Description of Project Areas

The project location is within the Savannah Accelerated Development Authority (SADA) Regions and the Accra Plains of Ghana. The SADA Regions comprise Upper East Region, Upper West Region, Northern Region, and northern parts of Brong Ahafo and Volta Regions. The Accra Plains project area extends across mainly 4 districts, i.e., Dangbe West and Dangbe East of Greater Accra Region, North and South Tongu of Volta Region.

Accra Plains

Most of the settlements in the project area are rural by population and function. The only exceptions to this general classification are Battor and Mepe which are urban by population and function. Aveyime is urban by population but elements of a rural agrarian economy manifest within the spatial configuration, housing characteristics and economic life of the town. Local populace in the project area is made up several ethnic groups. These are Ga-Dangmes, Ewes, Akans, Guan and Mole Dagbani. Ga-Dangme group is the majority of Dangme West and Dangme East District, and Ewe group occupies more than 90% in North Tongu District Land in the project area can be categorized under two tradition ownerships, Stool Lands and Family Lands. Customary land ownership in the form of family lands is the main type of land ownership within the project area.

SADA Regions

The main ethnic groups in the project pilot areas include the Dagbani, Mamprusi and Gonja in the Northern Region, Dagaaba and Sisala in the Upper West Region, Builsa, Kassena, Nankani, Grunnie, Nabdum and Kussasi in the Upper East Region. In all these ethnic patrilineal inheritance is the norm and traditional authority is vested in the chief, who sits on a skin, an acknowledged

symbol of identity of the group and authority. The majority of people in the three northern regions are traditionally crop and livestock farmers, growing cereals, root and tubers and keeping livestock, mainly goats, cattle and sheep for subsistence and gain. Outside farming season activities include farm produce processing and marketing, livestock grazing and "pastoralling", bush fire prevention and control and renovations/rehabilitation of residential accommodation. Cattle husbandry plays an important role in the socio-economic life of people of the three regions. In the Upper West and Upper East regions, ownership of land is vested in the Tindanas (Landowners), while in the Gonja area of the Northern Region the land-owning authority are the "skins" or chiefs. In most parts of the SADA regions undeveloped and unoccupied land may be described as communal lands and subject to common rights. These lands need to be allocated by the traditional authority and may be subject to traditional user rights of local communities.

Relevant Legal, Regulatory and Administrative Framework

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

- The Constitution of the Republic of Ghana, 1992;
- The Lands Commission Act 2008, Act 767.
- The State Lands Act 1962, Act 125 and Amendments;
- Survey Act 1962, Act 127;
- The Lands (Statutory Wayleaves) Act, 1963;
- Land Title Registration Act 1986, PNDCL 152 and Regulations 1986 LI 1341;
- Office of the Administrator of Stool Lands Act 1994, Act 481; and

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

- The Public and Vested Lands Management Division of the Lands Commission;
- Land Valuation Division of the Lands Commission;
- Land Registration Division of the Lands Commission;
- Survey and Mapping Division of the Lands Commission;
- Environmental Protection Agency;
- The Metropolitan, Municipal and District Assemblies;
- Department of Town & Country Planning; and
- Traditional Authorities e.g., Chiefs.

Potential Social Impacts Associated with the Project

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
Social Environment			
1	Involuntary Resettlement	<p>SADA Regions Possible cases of involuntary resettlement are expected during construction of warehouses and farmlands.</p> <p>Accra Plains Regions The project in the Accra Plains will involve the need to physically move people or displace their rights to use land as a result of the</p>	<p>Major</p> <p>Major</p>

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
		construction of irrigation canals and farmlands.	
2	Local economy such as employment and livelihood, etc.	<p>SADA Regions and Accra Plains Regions Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that pastoralists likely to lose grazing grounds for their livestock.</p> <p>Accra Plains Regions Animal husbandry is one of main source of local economy. Irrigation canals likely to block cattle grazing, if cattle crossing point is not provided.</p>	Major Moderate
3	Land use and utilization of local resources	<p>Condition of existing land likely to be changed to farming land. Possible change of land use in case of construction works.</p> <p>Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that Pastoralists likely to lose grazing grounds for their livestock and that may lead to potential conflicts between pastoralists and farmers.</p>	Major
4	Social institutions	<p>The influx of migrants into these communities as result of the project may dilute some local customary practices and beliefs.</p> <p>Accra Plains Regions For example, within the project area, the use a hoe for farming activities is prohibited on the fourth day of every week. The differences in religious beliefs and customs can lead to conflict between local beneficiary communities and migrants or among different ethnic groups.</p>	Major Major
5	Existing social infrastructures and services	<p>Increase influx settlers likely to put pressure on existing social facilities including educational, health, water and sanitation facilities in the project area.</p> <p>Accra Plains Regions There are water intakes for 3-Districts Water Supply Scheme and Aveyime Community Water and Sanitation Service at right side of the Volta river in Aveyime. If outlet of drainage of the irrigation project is installed near the water intakes, raw water is polluted.</p>	Major Major
6	The poor, local community and ethnic people	Livelihood of the people likely to be affected if they need to be relocated due to farm land cleaning and leveling.	Major
7	Gender inequality	Influx of skilled migrant/contract workers will lead to reduced opportunity of locals especially less skilled women from the project area.	Moderate
8	Misdistribution of benefit and damage	Possible misdistribution of benefit among communities. For example, some farmer may receive benefit from irrigation development; however some farmers may not receive benefit from irrigation development.	Major
9	Cultural heritage	<p>SADA Regions Buried cultural heritage resources could be damaged during trenching or ploughing.</p> <p>Accra Plains Regions There are culturally sensitive areas within the project area which may be affected by the development of the irrigation fields.</p>	Moderate Major
10	Local conflict of interests	The establishment of construction camp within project zone can generate social conflicts between site workers and local residents.	Moderate

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
11	Water Usage or Water Rights and Rights of Common	SADA Regions Increase water intake from dams will cause competition amongst the various water users.	Moderate
		Accra Plains Regions Irrigation development causes increase of water intake from Kpong Dam Reservoir. Possible competitions among water users.	Moderate
12	Sanitation	The poor disposal of human and constructional waste and the poor condition of construction camps is likely to exacerbate the incidence of sanitary and water related diseases like diarrhea. A poor sanitation method in the camps is likely to affect the health status of both the camp workers and local communities.	Moderate
13	Hazards(Risk) Infectious diseases such as HIV/AIDS	Uncovered trenches and manholes likely to develop during the construction of irrigation infrastructure including canals, and drains. These can serve as breeding grounds for mosquitoes that transmit malaria.	Moderate
		Possibility of transmission of communicable diseases such as HIV/AIDS from construction camp workers to the local population.	Moderate

Principles, Objectives and Processes

In line with the World Bank safeguard policy OP 4.12, GCAP will minimize displacement through the following design procedures:

- Wherever inhabited dwellings may potentially be affected by a component of a sub-project, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any impact on such dwellings and to avoid displacement/relocation accordingly;
- Wherever the impact on the land holding of one particular household is such that this households may not be sustainable in the long term, even if there is no need to physically displace this household, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any such impact;
- Minimization of land impact will be factored into site and technology selection and design criteria;
- Costs associated with displacement and resettlement will be set up and borne by the Government of Ghana from internally generated source of funding. To the extent possible, project facilities will be located on public spaces; a more participatory approach will be put in place for the communities to confirm where to site these facilities.
- Infrastructures required by the project will be routed inside existing right-of-ways, easements or reservations (roads, streets, power lines) wherever possible.

A Resettlement Action Plan (RAP) will be used where more than 200 individuals are displaced. An Abbreviated Resettlement Plan (ARP) will be used where less than 200 individuals are displaced. In some instances ARAPs are required where projects affect more than 200 people, but with minor land acquisition (10% or less of all holdings is taken) and no physical relocation is involved.

Eligibility, Entitlements and Valuation

Category of affected persons	Assets	Type of compensation
Persons with formal legal rights to land.	Physical and non- physical assets such as residential	To be provided compensation for land lost and other assistance

Category of affected persons	Assets	Type of compensation
Persons without formal legal rights to land at time of notification but have claims to property recognized by community leaders	structures, productive lands, farm lands, cultural sites commercial/ business properties, tenancy, income earning	To be provided compensation for land lost and other assistance
Persons with no recognizable legal right or claim to land they are occupying, e.g. squatters	opportunities, and social and cultural networks and activities	To be provided resettlement assistance in lieu of compensation for land occupied.
Persons encroaching on land after the notification		Not eligible for compensation or any form of resettlement assistance

The purpose of the valuation exercise is to assess the loss to the affected persons as part of the Assessment of Resettlement Issues under the project. The bases of this valuation are derived from the World Bank's Involuntary Resettlement Policy, OP 4.12; the Resettlement Policy Framework developed for the project; and Constitution of Ghana.

Land

The Market Comparison Approach (MCA) will be adopted for the valuation of land. It involves the direct comparison of the property's value determining features with those of the immediate and surrounding vicinity that sold recently.

Structures

The Replacement Cost Approach (RCA) will be adopted for the valuation of the structures. The RCA is based on the assumption that cost and value are related. It involves finding the estimate of the gross replacement cost of a structure which is the estimated cost of constructing a substitute structure, having the same gross area as that existing, at prices current at the relevant date plus the cost of transactions, registration, legal fees etc..

Livelihood (Supplementary Assistance)

Losses of income for businesses will be estimated from net daily/monthly profit of the business verified by an assessment of visible stocks and activities. In addition to the compensation, disturbance allowances at 10% of total compensation will be considered in accordance with the the LVD standards.

Economic Plants

The Enumeration Approach will be adopted for the crops affected by the project. The Enumeration Approach involves taking census of the affected crops and applying flat realistic rate approved by the Land Valuation Division.

Mitigation Measures

Detailed social assessment studies will be carried out within the communities as and when required. The framework for the compensation/ resettlement will then be applied incorporating specific (1) institutional arrangements, (2) resettlement/ compensation eligibility criteria, (3) implementation procedures, (4) financial responsibilities, and (5) monitoring and evaluation plan.

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

Vulnerable persons among the project affected persons (PAP) will be identified and special assistance offered during the compensation implementation process. Criteria include age-above 70 years, physical/mental disability, women farmers who do not have right to possess land due to cultural limitations, migrant farmers and herdsman, widows, orphaned children and bedridden or seriously sick persons.

Grievance Redress Mechanism (GRM)

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 and determination of entitlements of compensation and implementation of the project;
- Ensure that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants by using alternative dispute resolution (ADR) approach; and
- Avoid the need to resort to judicial proceedings at the courts.

The general steps of the grievance process comprise:

- Receipt of complaints;
- Determining and implementing the redress action;
- Verifying the redress action;
- Amicable mediation and settlement; and
- Dissatisfaction and alternative actions.

The implementation activities will be under the overall guidance of the office of the coordinator of the Ghana Commercial Agriculture Project (GCAP).

Estimated Budget for Consultation and Disclosure of RPF

The estimated budget for awareness creation and consultations on the RPF is estimated at US\$ 58,000. The budget for the preparation of RAPs/ARAPs will be developed from the specific social assessment studies and mitigation/livelihood restoration plans. It will cover resettlement activities including compensation cost for affected assets. The cost will be derived from expenditures relating to (1) the preparation of the resettlement/compensation plan, (2) relocation and transfer, (3) income and means of livelihood restoration plan, and (4) administrative costs. This cost will be borne by the Government of Ghana.

Participatory Monitoring and Evaluation Plan

To ensure that the implementation of the resettlement is carried out in accordance with the relevant requirements of this Resettlement Policy Framework, the actions will be monitored and evaluated internally by a Monitoring and Evaluation team (MET) to be constituted by the GCAP Coordination Office of the Ministry of Food and Agriculture, MoFA. The Monitoring and Evaluation team (MET) will be expected to develop and implement a Monitoring and Evaluation Plan (MEP).

The main indicators that the MEP will measure include: (i) impacts on affected individuals, households, and communities to be maintained at their pre-project standard of living, and better; (ii) improvement of communities affected by the project; and (iii) management of disputes or conflicts. The monitoring unit will submit periodic (preferably bimonthly) reports to the GCAP, and copied to the MoFA. The report will at least cover status of compensation disbursement, nature of complaints, redress actions and follow-ups.

Labour Influx and Potential Gender Based Violence

The rehabilitation and modernisation of the irrigation schemes is likely to draw a number of migrants/contract workers into some project locations. This may be the result of demand for skilled labour which may not be found locally within the project communities. As much as is feasible contractors will be expected to recruit unskilled labour from their respective areas of operations but the requirements of skilled labour will be determined by contractor needs and the lack of it within the local setting. Where there is likely to be a large influx of labour contractors will be required to prepare a Labour Influx Management Plan (LIMP). Requirement for this will be incorporated into contract documents prior to contract award. In addition, to the above measures there will be discussions between contractors and local communities on agreement for the possible number of labour intake during project implementation. Consideration will also be given for the different category of vulnerable groups to ensure social inclusion and acceptance. This will be done to ensure social support for the project.

The project will be closely monitored for any potential for violence, especially against women. The project has the potential to affect the existing socio-economic dynamics of the local communities. The Grievance Redress Mechanism (GRM) set up under the current project will be developed to include the recording of cases related to all forms of violence that may be project related. The documentation and disclosure of such information will be done with due consideration for the local circumstances and practices in order to ensure confidentiality of potential victims and confidence in the system.

Stakeholder Consultation and participation

The Consultants have carried out appropriate consultations with stakeholders during the preparation of this RPF (See Stakeholder Consultation Report). Stakeholders consulted include relevant Government agencies, local government authorities, non-governmental organizations, and civil society groups identified during the consultative period. Stakeholder consultations were undertaken from 22nd September to 13th October 2017. Earlier, public consultations were held in Greater Accra at Mepe (28th October, 2011) and in Northern Region at Tamale (31st October, 2011 and 1st December, 2011).

As provided under WB policy OP 4.12, information and consultation on the GCAP Resettlement Policy Framework were organized as follows:

- Circulation of the draft RPF for comments to all relevant institutions (e.g. MoFA, Lands Commission & the EPA, as appropriate) as well as the WB;
- Organisation of public stakeholder workshops and comments incorporated in the final RPF;
- Communication of comments to the Consultant for incorporation into a final RPF, together with WB comments.
- Public Disclosure of final RPF (reviewed and cleared by both GoG & World Bank) both in-country (in project sites and at the WB website prior to appraisal).

Detailed Disclosure Requirements

The resettlement instrument has been disclosed in the communities in compliance with relevant Ghanaian regulations and the World Bank operational policy. Further disclosure will be made through publication in the national Dailies and notices and the District Assembly levels are slated for February 2018. This will be as follows:

- a) Disclosure by publishing on the internet, placement of copies of disclosure notices in the offices of GCAP/PIU, the District Assembly and the community;
- b) District Assembly officials, PAPs, and all stakeholders will be invited to a disclosure workshop/forum at the district level.

1.0 INTRODUCTION

1.1 Background

The Government of Ghana is seeking to consolidate the gains made so far in the implementation of the Ghana Commercial Agriculture Project by seeking Additional Financing and extended term to complete and restructure selected ongoing activities under the project. The Additional Financing of the GCAP project preparation is under the overall responsibility of Ministry of Food and Agriculture (MoFA). The Project Development Objective (PDO) GCAP is to improve the investment climate for agri-business and establish inclusive Public Private Partnerships (PPPs) aimed at increasing on-farm productivity and value addition in selected value chains in both the Accra Plains and the Savanna Accelerated Development Authority (SADA) regions.

According to World Bank safeguards screening process, GCAP is a category A project that requires a full Environmental and Social Impact Assessment (ESIA). This also applies to Ghana EPA requirement which makes such undertakings ESIA mandatory. World Bank safeguard policies require that MoFA effectively assesses and mitigates the potential environmental and social impacts of the projects proposed activities. The following World Bank safeguard policies OP4.01, OP4.04, OP4.09, OP4.11, OP4.12, OP4.36, OP4.37, and OP7.50 have been triggered and MoFA is therefore required to prepare three major safeguards instruments comprising *Environmental and Social Management Framework* (ESMF), Pest Management Plan (PMP) and a *Resettlement Policy Framework* (RPF) for the entire project intervention areas. In addition a Riparian Notification Letter will be sent to all riparian countries of the Volta River as a mean to fulfil OP/BP 7.50 requirements.

This RPF document has been prepared with the aim of presenting the procedures to be followed when a sub-project activity involves:

- Involuntary land acquisition by the state for public infrastructure; or
- The assembling of tracts of land into commercial nucleus farms and associated outgrower schemes for investments supported or facilitated by the project.

With respect to the second type of sub-project activity mentioned above, the project will not support the involuntary acquisition of land for creation of commercial farms or outgrower schemes. Instead, it is expected that such land will be assembled through voluntary agreements between investors and land owners (chiefs, family heads) or by the use of land already previously acquired by the state. It is nonetheless anticipated that even in such cases, the land in question may be subject to a wide array of subsidiary claims (ownership, use rights, tenancy) by individuals or households holding land in accordance with local customary law or through other arrangements with the landowners or the state. In such situations it will be difficult for the project to ascertain that a given transactions represents an informed and voluntary choice on the part of the community as a whole – hence, this RPF will be applied to ensure that the procedural and substantive rights of local

people are appropriately addressed. Private sector parties whose investment in land is supported by the project through feasibility gap financing or otherwise facilitated by the project will, as a condition of such support, be required to apply and comply with this RPF. Involuntary resettlement may arise due to impacts from development projects and can give rise to social, economic and environmental risks with severe implications on the productive assets and livelihoods of people who may suffer physical or economic displacements. However, it will not always be feasible to avoid displacement or land acquisition during project implementation. Mitigation measures are therefore needed to help address or minimise impacts, hence this RPF.

1.2 Purpose of the Resettlement Policy Framework (RPF)

The objective of the RPF is to determine the framework and conditions to: (i) avoid or minimize involuntary resettlement where feasible, exploring all viable alternatives of project designs, (ii) help resettled people improve their former living standards, their ability to generate revenue or at least to cater for them, (iii) encourage community production in the planning and implementation of resettlement, and (iv) to provide assistance to affected people regardless of the legality or land tenure. The resettlement policy framework outlines the objectives, principles and procedures that govern the system of land acquisition for the development of public infrastructure. The RPF clarifies the rules for identifying people who may be affected by the implementation of project activities of the Project. It takes into account the requirements of the World Bank Policy OP 4.12, which deals with 'Involuntary Resettlement.' The RPF also includes the analysis of economic and social consequences that result from the implementation of project activities of the Project that can affect land available to people, especially the most vulnerable.

2.0 DESCRIPTION OF PROJECT AREAS

The project location is within the Savannah Accelerated Development Authority (SADA) Regions and Accra Plains Regions of Ghana. The SADA Regions comprise Upper East Region, Upper West Region, Northern Region, and northern parts of Brong Ahafo and Volta Regions. The location map of the project areas is illustrated by **Figure 1**.

2.1 Accra Plains

The Accra Plains is approximately 6000Km² and lies between longitude 0° 20'W and 0° 40' E and latitudes 5° 30' N and 6° 15' N respectively. It is bounded on the west and the north-west by the Akwapim -Togoland ranges, on the east-northeast by the River Volta and on the south by the Gulf of Guinea. The Accra Plain is generally flat and undulating with a few isolated inselberg that seldomly rise 70m above mean sea level. The Accra Plain extends about 156,000ha (approximately 200,000ha) along Right Bank of lower Volta River. The Accra Plains project area of about 11,000 hectares is bounded on the west by the river Dechidaw crossing Dawhenya that extends to Kpong dam. On the south, it is bounded by Accra-Ada Highway and on the North and East by Volta region. The plains are an advantageous area for irrigation because of its proximity to major agricultural products markets and also its easy access to the port and airport facilitates export. In addition, Accra plains are drained from their eastern border by Volta River downstream of Kpong hydropower dam.

The project area extends across mainly 4 districts, i.e., Dangbe West and Dangbe East of Greater Accra Region, North and South Tongu of Volta Region.

Physical Environment

The climate is characterised by two rainfall maxima. The major rainy season occurs between May and July with the peak occurring in June while the minor one occurs between September and October with the peak occurring in October. Generally the rainfall in the Accra Plains is low with mean annual rainfall of approximately 850mm per annum. The mean temperature is 26° C. The project area is part of the coastal savannah vegetation zone which is also referred to as the coastal scrub and grass. This zone is characterised by grass interspersed with scrubs and short trees. Major water bodies in the Accra Plains project area are the Volta River, Lake Mlangui, Lake Keli, Lake Aklamador, Lake Blanor and Lake Blaque (JICA, 2011).

Socio-cultural Environment

Most of settlements in the project area are rural by population and function. The only exceptions to this general classification are Battor and Mepe which are urban by population and function. Aveyime is urban by population but elements of a rural agrarian economy manifest within the spatial configuration, housing characteristics and economic life of the town. Local populace in the project area is made up several ethnic groups. These are Ga-

Dangmes, Ewes, Akans, Guan and Mole Dagbani. Ga-Dangme group is the majority of Dangme West and Dangme East District, and Ewe group occupies more than 90% in North Tongu District. **Table 1** provides the population of some major settlements within the project area.



Figure 1: Location of the project areas

Ministry of Food and Agriculture (MoFA)

Table 1: Population of some major settlements within the project area

Community	1984	2000				2009*				
		Total Population	Total Household Size	Average Household Size	Growth Rate (%)	Total Population	Male	%	Female	%
Aveyime	787	3262	580	5.6	8.8	7258	3509	48.3	3689	50.8
Mangoase	162	318	15	6.5	4.2	465	219	47.2	246	52.8
Manya	266	779	110	7.1	6.7	1426	688	48.3	738	51.7
Kekpoe	207	693	124	5.6	7.6	1367	629	46.0	738	54.0
Battor	1506	6043	979	6.2	8.7	13203	6181	46.8	7022	53.2
Mepe	1813	4724	956	4.9	6.0	8096	3667	45.3	4428	54.7
Dekpoe	65	24	2	6.3	-6.2	14	9	62.5	5	37.5
Lasivenu	46	446	67	6.7	14.2	1601	768	48.0	833	52.0
Hekpo	24	52	10	5.2	4.8	80	34	42.3	46	57.7
Kelekor	31	79	12	6.6	5.8	134	68	50.6	66	49.4
Afalikpo	48	196	45	4.5	8.8	432	174	40.3	258	59.7
Degorme	190	183	44	4.2	-0.2	179	77	43.2	102	56.8
Nuwloe	21	45	8	5.6	4.8	69	31	44.4	38	55.6
Aklamador	100	278	38	7.3	6.4	494	226	45.7	268	54.3
Bla Botikope	97	296	52	5.7	7.0	554	238	42.9	317	57.1
Atitekpo	61	88	14	6.3	2.3	108	52	47.7	57	52.3
Avegonu	13	29	9	3.2	5.0	46	17	37.9	28	62.1
Kumikpo	89	144	28	5	3.0	189	72	38.2	117	61.8

Source: 2000 Population and Hosing Census Report *Projected Populations based on 1984-2000 growth rates and sex structure

Land Tenure and Land Related Issues at Accra Plains Project Area

The precise locations within the Accra Plains Project Area for investments – meaning large consolidated areas for one or more nucleus farms as well as areas that will be devoted to smallholder development – have not yet been identified. Similarly, the sitings of the main irrigation canal and secondary canals have not been finalized, though it is expected that the main canal will be located toward the southern side of the project area, parallel to the river course. Final design of the project “footprint” will depend on the outcome of investor interest tests, feasibility studies, agreement on the PPP modality between private and public partners, and negotiations with local communities concerning their interest and willingness to make land available for investment.

To help inform this ongoing process and to ensure that project design and this RPF aligned with an understanding of the opportunities and challenges presented by the existing land use and tenure situation in the project area, a *Diagnostic Review of Land Ownership and Land Rights in the Accra Plains (November 2011)* has been carried out. As discussed in the Diagnostic Review, there are two broad categories of land in the project area:

- *State land*: Approximately 40% of the project area consists of land that was subject to government compulsory acquisition in the 1970’s, 80’s and 90’s.
- *Customary land*: Approximately 60% of the project area consists of land owned by customary land owning families.

These two categories of land present a number of similar and distinct opportunities and challenges for project implementation, described below. Both within the Accra Plains Project Area and in other project areas, the project intends to address these challenges in a number of ways. It will deploy this RPF to ensure that displacement is minimized, negative social impacts are mitigated and livelihoods are restored or improved. A minimum principle will be that no person will be required or asked to relinquish land that they are currently using to accommodate an investment or associated activities (such as the establishment of associated infrastructure or land development for preparation of smallholder plots) without being provided secure tenure over alternative land of at least equivalent quality. The project will also aim to design, test and refine “good-practice” approaches to due diligence in the ascertainment of existing land rights, securing the rights of outgrowers, benefit sharing, negotiation enhancement, transparent consultation and contract design.

(i) State acquired land

Since 1969, four takings by the government have been carried out affecting the project area to support a number of agricultural initiatives:

- a. **Akuse-Asutsuare Sugar Project (1969)**, comprising approximately 8292 total hectares, of which about [two-thirds] fall within the project area. This project was initiated but subsequently failed and was abandoned. Parts of this area have been leased by the

government to the Golden Exotic Company for banana production. Other parts of the land are being utilized by local communities for scattered farming of rice and vegetables.

- b. **Kpong Irrigation Project (1995)**, comprising approximately 1484.02 total hectares, all of which falls within the project area. The entire area has been allocated to 2,500 smallholder farmers for rice production.
- c. **Aveyime Cattle Ranch Site (1986)**, comprising 9916 total hectares, of which only a very small portions fall within the project area. 1000 hectares of this site are allocated to cattle ranching activities. The remainder (including the portion within the project area) continues to be used by local farmers in scattered plots for annual cropping and range cattle herding.
- d. **Agricultural Development Authority site** comprising 8,417.148 hectares , of which about 100 hectares fall within the project area. 2,000 hectares of this area have been leased by the government to Prairie Volta Rice Farms. There are a number of villages within the acquisition area and small-scale farming continues in the vicinity of the settlements.

The Diagnostic Review's account of the above state acquisitions and the current patterns of land use within the acquired areas reveal a number of issues that will require attention in order for the project to facilitate secure access to land for investors and to mitigate negative impacts on current users:

- There are substantial areas of land totalling 28,109.168 hectares previously acquired by the state in the 1970's and 1980's. The study shows, however, that on much of this land, the process of acquisition was incomplete or flawed. Compensation for two sites was paid more than 30 years late, and there are concerns that much of the compensation paid may not have reached the people affected. In other instances compensation has not been paid nor has the quantum been fully assessed.
- A significant number of people originally slated for resettlement have remained on site and have continued to use the land, particularly in areas where state projects never or only partially materialized.
- Poor geographical data makes the boundaries of state acquisitions in some cases difficult to determine precisely. In one instance, it appears that a large section of land was subjected to two overlapping government takings processes.
- Among some people residing in the Kpong Irrigation Project, there is a perception that migrants have been favored in the allocation process at the expense of so-called "indigenes" or members of the former landowning families.

Government efforts to identify and correct flaws in previous takings in the project area are ongoing but the status is uncertain. Going forward, under the project the Lands Commission will take the lead in investigating the status of any previously acquired state

land that the project may target for potential support, detailing the history and completeness of past acquisitions and the nature and incidence of persisting disputes surrounding that process, and developing possible strategies for efficient and appropriate remediation. As appropriate, this may include support for alternative dispute resolution (ADR) interventions, drawing upon expertise and capacity that has developed in this area in recent years among some civil society organizations, the judiciary and land sector agencies. The project will not support investments on land where there are persisting complaints stemming from prior state land acquisitions.

(ii) Land in customary ownership

The project area falls within the geographic jurisdiction of a number of traditional authorities and clans. However, as most land in the Accra Plains is categorized as “family land”, these upper levels of the traditional hierarchy do not have authority over the allocation of land. Instead, allodial ownership of the land and authority to transact it is vested in a significant and undetermined number of families belonging to the respective clans. The proposed project area is occupied by four main traditional authorities namely Osudoku Traditional Council, Battor Traditional Council, Mepe Traditional Council and the Mafi-Adidome Traditional Council. Within these traditional authorities are unspecified numbers of clans. The clans in turn comprise of customary law families. All these societies have patrilineal lineage relationships that influence land rights and land relations.

a) Osudoku Traditional Area

The Osudoku Traditional Area lies to the northernmost end of the proposed project area stretching from Natriku to Kasunya and beyond. The most authoritative literature relating to the Osudoku Stool and its customary structure is presented by the Gold Coast Gazette Extraordinary No. 95 dated Thursday, 1 December 1955. In the matter of the Stool Land Boundary Settlement Ordinance 1950 (No. 49 of 1950) and in the matter of Stool Land Boundary Settlement (Osudoku Order) 1954 (L.N. 83) and in the matter of Stool Land Boundary Settlement (Ningo Order) 1954 (L.N. 159), the Osudoku Traditional Council was noted to be consisting of Seven (7) clans made up of Tsangmer, Manya, Klekpa, Sewem, Dorsi, Owem and Buam. However during field interviews, there was a variation of the divisions into eight (8) comprising of Dorsi Dorm, Gbese Dorm, Klekpa, Lanor, Gbese Terkoursi, Kasunya and Tsangmer.

Land ownership in Osudoku is reputed to be vested in the individual families that makeup the clans. In the case of Kasunya however, it was difficult to discern the difference between the clan and the land owning family. Access to land for farming purposes requires express grant from the family head acting in counsel with his elders. Token sums in the form of a drink to seal grants are made by the family member to the family head and his counsel of elders and this is duly witnessed. The land therefore becomes the exclusive possession of the individual family member who has been so granted. Key towns that owe allegiance to

Osudoku include Amedeka, Akuse, Kadjanya (to the north), Osuwem, Gbese, Asutsuare, Nkonya, Atrobinya, Kasunya, Tsumkpo and Tordom.

b) Battor Traditional Area

Battor is the traditional headquarters of the Battor Traditional Area with Aveyime, Vume, Lasevenu-Blah, Many, Kolekpo, Atigonu, Ntekpo, Kanule and Kledeke. Like Osudoku, the Paramount Chief is the head of the stool and presides over a range of sub-chiefs who are heads of specific clans. Land ownership is also vested in the customary law families. Grants are specifically made by the head of family. Each member of the family has equal right to land within the confines of the family's land. There is no discrimination between the sexes with respect to the grant of lands.

Dispute resolution regarding land ownership is normally referred to the family head where it involves the same family members. However, where there are boundary disputes involving members from different clans, the two clan heads are brought in to resolve the dispute. Where there is a failure, it is referred to the Traditional Council for settlement. Reference of some disputes especially in the Aveyime area to the law courts is symptomatic of the fact that the traditional dispute resolution mechanism may be incapable of resolving emerging disputes especially where land values are beginning to show evidence of an upward rise.

c) Mepe Traditional Area

Mepe Traditional Area comprises of five (5) major clans made up of Djabaku, Adjektorwu, Gevie, Gbanvie and Akovie. It is reported that Djabaku and Adjektorwu clans are the major land owners within the Mepe Traditional Area. Like the Kasunya clan in Osudoku, the Djabaku and Adjektorwu clans have separate clan lands from family holdings. In the case of the Adjektorwu clan, all lands are held directly by the clan head in trust for all clan members. Grants of land are made to individual members of the clan/ families upon specific request and there is no discrimination between the sexes in accessing land. For commercial farming in this case, land in excess of four (4) hectares, a ram as well as schnapps and cash are offered even by family members.

d) Mafi-Adidome Traditional Area

The bulk of Mafi-Adidome Traditional Area lies to the east of the Volta River within the North- Tongu District. However, the villages of Devime and Dove form distinct traditional settlements across the river to the west. The Devime village comprises of the Gevie clan and within it there are five (5) customary law families namely Kuwornu family, Atitsuti family, Gakpo family, Akolor family and Dogbadzi family. However, there is a larger Gevie clan across the river to the east. Land administration is totally controlled by the clans of Devime independently of the larger Gevie clan to the east. In all, Devime is consisted of thirteen (13) villages and access to land for purposes of farming are rooted through the respective family heads. There is no distinction in access to land between men and women.

Mafi-Dove is another division under the Mafi-Adidome Traditional Area. Some of the villages include Aklawaya, Aflokope, Kpogazie, Ntektor, Kukudor, Dzikporu and Mafi-Kpedze. Access to land also referred to as the Tsidi-Gbenour lands or Mafi-Aklorbor lands by family members are through the Senior Divisional Chief of the Mafi-Aklorbor clans. Within the Tsidi Gbenour clan, each family has its own land for farming. However where land for large scale farming is required, the express permission of the Divisional Chief is sought.

While many family heads, as part of a “sensitization” campaign by GIDA, have indicated their willingness in principle to make land available to the project, there are a number of challenges affecting these areas to differing degrees:

- Some of the families have registered their ownership in government registries. However, consistent with customary practice, not all families have legal documents confirming their ownership, which will need to be rectified if they engage in commercial land transactions.
- There are a number of protracted disputes within and between customary landholding groups in some cases making it difficult to ascertain the legitimate owner of land, or the boundaries between adjacent landholdings.
- Traditional methods of dispute resolution have weakened, meaning that a number of the disputes affecting the customary sector have been referred to court.
- Migrant communities have largely resided peacefully within native communities, though there is increasing tension related in part to conflict between adjacent customary owners over land on which migrants reside, leaving them vulnerable to displacement by competing groups.
- There is a clear trend of increasing pressure on land in the area and competition from non-agricultural uses, which is likely to grow as the periurban area of Accra continues to expand.
- There is considerable interest among land-owners to participate in the project, but a need to ensure that an allocation process is transparent and represents the views and protects the interests of all land users.

Women Land Rights

In all the four Traditional Areas, women have access to land if requested from the respective family heads¹. There is no limit on the amount of land given except for the capacity of the person (woman) seeking the land. Mainly, women utilize these lands principally for farming and evidence from field surveys suggest that over 70% of the farmers within the proposed project area are women. The key limitation to accessing land is limited capital for land preparation (weeding and applying farm chemicals). Produce by these women are mostly cassava and vegetables notably okra, pepper and garden eggs. In

¹ in domains where women do not own lands culturally, they tend to lose compensation package on their farms as surface right users. Women therefore become vulnerable in such areas/situations.

the Asutsuare Sugar Project Area and in the Kpong Irrigation Area, the women are actively engaged in rice farming. Considering the Kpong Irrigation area alone, out of 2,500 farmers, 960 are women. Customary rules and regulations preclude women whose children's paternity does not emanate from native men. In the case of women for whom appropriate customary rights of marriage have been performed, their children are absorbed as natives. However, for those whose husbands are not natives, their children can only access lands for use only and are not capable of owning such lands.

Migrants/ Settlers Land Rights

Several migrants were found to be located within the proposed project area. There are old established settlements constituting migrant communities and the basis of whose occupation of those lands are unknown. Communities such as Amedeka, Atrobinya, Volivo, Akupom, Tenya, Atsiavanya, Ablorkope are all ewe migrants fully settled on Osudoku lands exercising all manner of rights over the land for production of crops and fishing but with uncertain ownership status. In the Mepe, Mafi-Adidome and Battor traditional areas, the villages of Kelekor, Dekpo, Kumikpo were all identified as migrants. However, they continue to enjoy the use of farmlands over several generations.

However, in the Osudoku area, limited access to irrigated farm lands is given rise to tensions against migrants who have secured plots for rice cultivation. It was not possible however to assess the proportion of migrants with access to irrigated lands as against locals. Migrants who wish to acquire lands within the project area irrespective of the traditional area or clan apply to the appropriate family. Upon acceptance of his request, he pays "drink money" to the guides who show him to the land. He also pays a consideration to the family head for the land he is granted as well as "drink money". There is no outright discrimination against migrants for lands. However in the Mepe area, Devime and Dove such request are hard to satisfy due to intense pressure on land for family members.

Land Disputes and Resolution Mechanisms

Even though land ownership by the paramountcies and clans in many cases appear to be just jurisdictional and not proprietary, disputes among clan heads against the paramountcies invariably affect land ownership. Currently, it is reported that there is disquiet over the status of the paramount chief of Osudoku. The traditional land dispute resolution mechanism enunciated by the various traditional authorities therefore does not appear to be effective in resolving land boundary and ownership disputes. There were many clan disputes being referred to the court in Kadjanya, Aveyime, Kasunya. Only in the matter of Asafotse Lawer K. Djababkor & Ano and Tettehngua families was the matter conclusively resolved in the courts. The use of GRM will be promoted in such areas to reduce probability of resorting to courts of law. In areas where application of ADR through GRM is not possible the project will have to avoid such situations and costs.

Land Use Issues affecting both State and Customary Land

- a) Peri-Urban Development
There is an emerging trend in the expansion of peri-urban Accra-Tema Metropolitan area into the Osudoku Traditional Area. Large swathes of peri-urban land are being acquired for development of residential communities. This generally could reduce the quantum of land for agriculture cultivation.
- b) Sand Winning
Sand winning along the Volta River between Natriku to Volivo poses great environmental damage to the communities and the natural vegetation. In addition, men are diverted from potential agriculture to this activity. However, it appears land security in these areas also contribute to the practice.
- c) Cattle Rearing
Increasing rearing of cattle in the area poses challenges to irrigation systems as they frequently break constructed canals to access water. There is need therefore to create watering holes and grazing areas to avoid conflicting uses with other farming activities.

Concerns of Migrants

- In the traditional scheme, migrants are welcome and can access land easily upon the payment of appropriate fees. However, with the state acquisitions especially the Kpong Irrigation Project and the Asutsuare project areas, tensions arise because of perceived favouritism in favour of migrants by the Ghana Irrigation Development Authority. The danger is that migrant communities may be inappropriately targeted.
- Customary land conflict among the Osudukus cause much distress to migrant communities as rival groups request forceful allotment of tenancy to each contending party. Resolution of such local conflicts will prepare the appropriate landlords for the migrants to deal with.

2.2 The SADA Regions

The Northern Savanna forms more than half of the total Ghana land surface cover of about 239,000 square km (23.9 million ha). The project area lies between latitudes 8^o and 11^o N and longitude 1^o E and 3^o W. Togo bound it to the east, Burkina Faso to the north, Cote d'Ivoire to the west and the high forest ecological zone to the south. The economy of the northern savanna ecological zone is based mainly on agriculture, which is the basis of livelihood for a majority of the population. The small-scale family holding is the basic unit of production. Most of the project area falls within the Guinea Savannah zone, although activities may extend into a small area of Sudan Savannah in the extreme northeast corner of the country.

Physical and Biological Environments

The Guinea and Sudan Savanna zones are both characterized by a unimodal rainfall regime lasting from April to October, although mean annual rainfall is higher in the Guinea Savanna zone (1000-1200 mm), than in the Sudan Savanna (900-1000 mm). The Northern Savanna Zone is mainly drained by the White Volta and its tributaries Morago, Red Volta, Atankwindi and Asibelika in the Upper East Region, Kulpawn with its tributary, Sisili in the Upper West Region and the Black Volta, Nasia and Oti in the Northern Region. The project area has savanna ecology, which extends into the neighbouring countries. It is classified into the Guinea savanna and the Sudan savanna ecological zones. The Guinea savanna covers more than 90% of the land surface area of the Northern Savanna Zone but not restricted to it. It stretches from the upper regions down south to the forest fringes. The zone includes the grassland of the north and the derived savanna on the fringes of the forests.

Socio-Cultural Environment

According to provisional results on the 2000 Population and Housing Census released by the Ghana Statistical Services Division, the population of the three northern regions (Northern, Upper East and Upper West) stands at 3,346,105. The Northern region carries the highest human population of 1,854,994, followed by the Upper East region with 917,251 and the Upper West region with 573,860 in that order. However, population densities follow the reverse order-104 persons/km² for Upper East, 31 persons/km² for Upper West and 26 persons/km² for the northern region. Land hunger is greatest in the Upper East, where soil productivity is lower and climate harsher than in the two other regions. The main ethnic groups in the project pilot areas include the Dagbani, Mamprusi and Gonja in the Northern Region, Dagaaba and Sisala in the Upper West Region, Builsa, Kassena, Nankani, Grunnie, Nabdam and Kussasi in the Upper East Region. In all these ethnic patrilineal inheritance is the norm and traditional authority is vested in the chief, who sits on a skin, an acknowledged symbol of identity of the group and authority (Acheampong, 2001).

On-farm livelihood activities

The majority of people in the three northern regions are traditionally crop and livestock farmers, growing cereals, root and tubers and keeping livestock, mainly goats, cattle and sheep for subsistence and gain. Outside farming season activities include farm produce processing and marketing, livestock grazing and "pastoralling", bush fire prevention and control and renovations/rehabilitation of residential accommodation. Cattle husbandry plays an important role in the socio-economic life of people of the three regions. Wealth is mostly invested in cattle. The number of cattle a person owns determines ones wealth. Cattle are used for bride price and on other important social occasions. Most cattle owners, therefore, put greater emphasis on the herd size, rather than the quality of their stock. To them large herds mean security, wealth and prestige in the community. This leads to overstocking in many parts of the northern savanna area. With respect to range tenure, grazing is on communal basis and anyone with animals may graze his/her animals on communal lands in the community where he/she lives. On the contrary, herders from other communities will have to obtain grazing rights from the village chief or head of the land-

owning group before putting their animals on communal lands to graze. For inhabitants of a village or community there are no restrictions to the use of the communal grazing lands provided that the user of the land does not change the land use form, for instance, into human habitation.

Traditionally, forage crops are not grown and livestock graze on communal pastures, for which no one has management responsibility. Communal lands are "common good" and are rather taken for granted as limitless gift of nature available to be used. Even in the communities, there is growing concern about the rate of deterioration of pastures, particularly in heavily populated areas (Acheampong, 2001).

Culture and Religion

Each region consists of at least three ethnic groups and spoken languages are varied accordingly. The major ethnic groups are each represented by a paramount chief. The Northern Region has four paramount chiefs who represent four major ethnic groups. Islam is the dominant religion in the Northern Region, whereas Traditional and Christian religions are prominent in the Upper East and Upper West Regions respectively. Aside agriculture, the people engage in the manufacture and sale of traditional artifacts and musical instruments. Blacksmithing and pottery are also common (CEHRT, 2010).

Land Tenure and Land Related Issues at the SADA Regions Project Area

In the Upper West and Upper East regions, ownership of land is vested in the Tindanas (Landowners), while in the Gonja area of the Northern Region the land-owning authority are the "skins" or chiefs. In most parts of the SADA regions undeveloped and unoccupied land may be described as communal lands and subject to common rights. These lands need to be allocated by the traditional authority and may be subject to traditional user rights of local communities.

The essential principle is that all lands, including wasteland and unoccupied land, are owned by the community or group on a communal basis. The Tindana determines new areas that are to be put under cultivation every farming season. Once a plot is allocated to an individual the person obtains a user's right and continues to till it for any number of years. An individual acquires land user's rights by purchase, gift or through inheritance but he cannot sell it to anyone outside the group. A person who obtains a user right to land cannot be deprived of the land without his/her consent - even by the owner of the allodial title. A person who does not belong to the land owning group can acquire stool or family land only by some form of grant; license or contract irrespective of whatever use it will be put to (Acheampong, 2001).

2.3 Gender and Vulnerable Groups Related Issues

Women's Rights to Own and Use Land

Gender challenges may be tackled from traditional point of view. In the Accra Plains, women are involved in farming, harvesting, marketing and all aspect of irrigation farming. They own land and usually priority is given to community members including women. Women mostly cultivate rice and vegetables. Owner of land is mainly patrilineal which is often the preserve of men. Women have access to land if requested from the respective family heads. The key limitation to accessing land is lack of capital. Most women have small holdings.

In the Accra Plains, customary rules and regulations preclude women whose children's paternity does not emanate from native men. In the case of women for whom appropriate customary rights of marriage have been performed, their children are absorbed as natives. However, for those whose husbands are not natives, their children can only access lands for use only and are not capable of owning such lands.

In most parts of the SADA regions, ownership of land is mainly patrilineal and is often the preserve of chiefs and Tendanans. Men front for women to acquire land and most women have small holdings 1-5 acres. In many parts of the SADA Regions, women do not have the right to own land. However, they do have a long established right to borrow land from their husbands or male skin to cultivate a crop of their own. If a woman is unable to obtain land from these men, she will negotiate the loan of land from another compound (Abaka-Yankson, 2009). With the introduction of the Water Users Association, women are increasingly getting involved in dry season irrigation farming which to a large extent represents a change in cultural behavior towards women. In Bongo Central for instance, women participation in dry season irrigation increased by 64% in four years (Abaka-Yankson, 2009).

Access to Agriculture Extension Agents and Credit Facilities

Extension services provided by MoFA are beneficial but insufficient due to small number of Agriculture Extension Agents (AEA) compared to the large number of farms for both Accra Plains and SADA Zone. In the Accra Plains and SADA Region sources of access to credit facilities include Rural Banks, Traders, Friends, relatives, spouse. In the SADA Zone, some of the women interviewed have access to small bank loans from the rural bank. However the mode of repayment which is monthly is problematic to them as they are unable to save over a long period.

Storage

In the Accra Plains, some parts of the project area Dangme West and Dangme East experience high rate of post-harvest losses, whilst respondents from North Tongu are able to sell their produce due to the limited volume of their produce and the size of their farms. Further they state that they are involved in the production of non-perishable crops (APIP

Gender Studies 2009, Focus Group discussion). With respect to storage facilities and warehousing in the SADA zone, there are organizations like 'Buffer Stock' which have rented or purchased and rehabilitated old warehouses and are storing large quantities of rice and maize by buying produce from the producers. A number of old warehouses still exist that could be rehabilitated for storage purposes. The women rice farmers in Chuchuliga also indicated that Technoserve has provided a warehouse for them where they store their produce for rather short periods as they need to market the produce to enable they get income for their daily upkeep and home maintenance. They also have access to technology through the use of tractors.

Income

Accra Plains indicate enough satisfaction from income 67.9%, even though almost all the income 92.9% is used for maintenance of the household. It is heartening to note 71.4% have control over such income – (APIP Gender Studies 2009). In the Northern Zone however, the female rice farmers especially were not happy with their income

Decision making

In the Accra Plains, a higher percentage of women at the project area take part in decision making. In SADA zone however, women farmers are not as assertive. They rely mostly on the few men among their group who act as secretaries or front for them to access land, information and other needs that demand literacy skills to speak on their behalf.

Youth Unemployment

The rate of youth unemployment in the Accra Plains is alarming. In the SADA zone, though there is youth unemployment, some opportunity for employment has been created through the introduction of 'Block Farming' by the 'Youth in Agriculture Programme' of the government.

Education

Most farmers in the Accra Plains project area – Dangme West, Dangme East, North Tongu and South Tongu are illiterate. In SADA also, both farmer groups from Tamale and Chuchuliga are illiterate so rely on the few men in their group for support where literacy issues are concerned. In the Accra Plains, there is absence of training for emerging women farmers. Many youthful women require training in farming and farming support activities.

Other Gender issues

There is a gradual breakdown of gender barriers in the Northern zone as more women are now involved in all aspects of agriculture with various crops on both small and large scale, while men are also getting more and more into marketing which used to be more female oriented in the immediate past

In general, women are estimated to constitute over 70% of the farming community but are constrained by lack of access to credit, poor road infrastructure, shortage of labour and

domestic roles of looking after kids and husbands. Other vulnerable groups in the project area include: Children, Orphans, Aged, Widows, Female Heads of Households, Migrant/Settler farmers, and Nomadic cattle herders.

Analysis of Potential Opportunities, Benefits and Adverse Impacts of Project Activities on Women and the Youth

Opportunities and Benefits

The PPPs envisaged in the GCAP offers numerous inherent opportunities and benefits for the intended target groups – especially women and youth who would be involved in the small-holder/out-grower contract schemes. The following are worth mentioning:

Opportunity to:

- participate equally in decision making in well-organized governance and management systems in matters that impact on their well-being;
- acquire access to land of economic size that would make them more productive;
- enhance their operational capacity through skill and innovative transfer acquisition of knowledge farming practices;
- access to improved agriculture inputs i.e. seeds, fertilizers, implements, extension services;
- access to adequate and improved economic and social infrastructural facilities namely farm to market roads, electricity, irrigation, potable water, storage, schools, health facilities day-care centres;
- access to credit facilities;
- access to enlarged and ready markets;
- form stronger and mutually beneficial social groups;
- generation of employment; and
- creation of more income, wealth and savings through diversified activities.

Adverse Effects

If gender is not mainstreamed in all the different aspects of the Project, the target groups, especially women, are most likely to suffer the under listed adverse effects.

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

- exposure to greater economic disparities resulting in worsening of poverty among the target groups.

2.4 Labour Influx and Potential Gender Based Violence (GBV)

Labour influx is common in newly established construction sites. In many cases, the influx continues until the project is commissioned and even thereafter. The rehabilitation and modernisation of the irrigation schemes is likely to draw a number of migrants/contract workers into some project locations. This may be the result of demand for skilled labour which may not be found locally within the project communities. As much as is feasible, contractors will be expected to recruit unskilled labour from their respective areas of operations but the requirements of skilled labour will be determined by contractor needs and the lack of it within the local setting. Where there is likely to be a large influx of labour, contractors will be required to prepare a Labour Influx Management Plan (LIMP). Requirements for this will be incorporated into contract documents prior to contract award. In addition, to the above measures, there will be discussions between contractors and local communities on agreement for the possible number of labour intake during project implementation. Consideration will also be given for the different categories of vulnerable groups to ensure social inclusion and acceptance. This will be done to ensure social support for the project.

The nature of the current has the potential for about Gender Based Violence (GBV). 'Gender-based violence' and 'violence against women' are terms that are often used interchangeably as most gender-based violence is inflicted by men on women and girls. 'Violence against women' is understood as a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. This situation is likely to be high with respect to economic deprivation. The project will be closely monitored for any potential for violence, especially against women. The project has the potential to affect the existing socio-economic dynamics of the local communities. The Grievance Redress Mechanism (GRM) set up under the current project will be developed to include the recording of cases related to all forms of violence that may be project related. The documentation and disclosure of such information will be done with due consideration for the local circumstances and practices in order to ensure confidentiality of potential victims and confidence in the system.

To minimize the potential for gender disparities and in adherence to local content by contractor, the safeguards monitoring system will analyse type of workforce required and the numbers recruited. Further analysis will be done on the locals that are engaged periodically and as well segregated by gender. This will serve as formative evaluation to measure and restore any imbalance with respect to quota agreed prior to recruitment of construction workers.

3.0 JUSTIFICATION AND DESCRIPTION OF THE PROPOSED PROJECT

3.1 Project Justification

Ghana's current agricultural policy framework and national development plan emphasizes the importance of graduating from a subsistence-based small-holder system to a sector characterized by a stronger market-based orientation based on a combination of productive small-holders alongside larger commercial enterprises engaged in agricultural production, agro-processing and other activities along the value chain. To maximize the impacts of private investment in agriculture on development, a particular focus is to facilitate small-holder linkages with other commercial businesses through, for instance, contract farming and out-grower schemes. Recognizing some of the challenges of past efforts, the Government is adopting a new approach of public-private partnerships (PPPs) in which complementary and targeted public support serves to leverage of facilitate private investment in the agriculture sector.

3.2 Proposed Project Development Objectives

The proposed project development objective of the current restructuring is to improve agricultural productivity and production of both smallholder and nucleus farms in selected project intervention areas of Ghana. The main outcomes/intermediate level indicator targets are as follows:

1. Area provided with improved irrigation and drainage services (disaggregated by New & Existing): An initial estimate of 10,000 hectares was expected to be provided with improved irrigation and drainage services. This figure was based on the estimated irrigable area at the original design of the schemes. After completing the designs for the four major schemes, the realizable area is now 7,540 hectares. The Government of Ghana therefore proposes to reduce the target from 10,000 to 7,540 hectares (of which 1,550 hectares is new development).
2. Area entered in the Land Bank: 15,000 hectares was expected to be entered in land banks by the end of the project in 2019. The implementation of land banks was discontinued following the cancellation of the development of the Accra Plains Irrigation Project under PPP arrangements; hence no data can be recorded for this indicator. This indicator will be dropped.
3. Area of inland valley (Nasia- Nabogo) developed: A target of 4,000 hectares was established during the restructuring of the project. However, due to the inability of the project to access the TF grants, and the change in the priorities of the Government of Ghana, it is proposed that the target is reduced to 600 hectares.
4. Length of canals rehabilitated/ newly constructed: This is related to the area provided with improved irrigation and drainage services which is reduced to 7,540 hectares. As such, this indicator is also reduced from 900 to 571.2Km.

5. Operational WUAs established and functional at Branch Canal level, and at Scheme level: This indicator is also linked to the indicator on the length of canals rehabilitated/newly constructed which is reduced to 571.2Km. As such the number of operational WUAs established and functional is also reduced to 50.

Indicators further disaggregated to improve their measurability and clarity:

- i) Yield per hectare of major crops on nucleus farms and in out-grower schemes: This is currently disaggregated by crop and location. The Government proposed that this indicator should further be disaggregated by gender.
- ii) Gross margins of selected crops: This is currently disaggregated by crop and location. The Government proposed that this indicator should further be disaggregated by gender.
- iii) Area under formal commercial arrangements: This is currently disaggregated by type of farmer (nucleus/ out-grower) and location. The Government proposed that this indicator should further be disaggregated by gender.

In order to capture the interventions for which project support has been provided, the second restructuring proposes to add some indicators at the intermediate outcome level. The Government proposed that some additional indicators (at the intermediate outcome level) should be developed to capture progress in other activities on which there is significant investment under the project, but do not have corresponding indicators to track their contribution towards the project development objectives. The following are the proposed additional intermediate outcome indicators:

- i) Number of storage facilities and storage space established. This is meant to capture the project's investment in storage capacity.
- ii) Percentage of storage capacity being utilized. This is meant to measure the functionality of the storage facilities provided under the project.
- iii) Number of staff trained for GIDA and ICOUR. The current indicators only track the person-days of training provided under the project, however it is important to track the number and caliber of persons trained as well.
- iv) Number of sub-projects complying with environmental safeguards. This is meant to capture the significant effort invested in ensuring compliance with environmental safeguards under the project/
- v) Number of sub-projects complying with social safeguards. This is meant to capture the significant effort invested in ensuring compliance with social safeguards under the project.
- vi) Land information database established and made part of the GIDA Digital Library, Lands Commission and Town and Country Planning Department. This is meant to capture information on land that has been generated from the various studies and interventions conducted.

- vii) Number of project beneficiaries trained. This will measure the nucleus and smallholder farmers trained in various aspects of their operations, including agronomic, environmental and social safeguards, business developments, etc.

3.3 Project Components

Component 1: Facilitating investment promotion in commercial agriculture. At the time of the first restructuring in November 2015, this component was frozen at the expenditure level of May 31, 2015 but the restructuring allowed for the completion of the activities which were already committed. This component has three sub-components/key activities: (i) Investment promotion and investment climate; (ii) improving land governance in support of inclusive land access; and (iii) support for out-grower arrangements. Under the second restructuring, no changes are envisaged under this component. However, activities aimed at attracting private sector investment in the rehabilitated irrigation schemes will be strongly promoted with the help of the International Finance Corporation (IFC) working in collaboration with the Ghana Investment Promotion Agency (GIPC), the Ministry of Food and Agriculture (MOFA) and the Ghana Irrigation Development Authority (GIDA). No additional financing is allocated for this component but existing IDA resources have been reallocated to strengthen the activities related to attracting private sector investment in the rehabilitated irrigation schemes.

Component 2: Promoting private sector investments and small-holder linkages in selected areas. This component is the result of the merger of the current components 2 and 3 and the new proposed component will have three sub-components as follows: (i) Sub-component 2.1: Securing PPPs and Smallholder Linkages in the Accra Plains; (ii) Sub-component 2.2: Securing PPPs and Smallholder Linkages in the Accra Plains and (iii) Sub-component 2.3: Supporting the Planting for Food and Jobs Program (PFJ). The proposed allocations under Component 2 are highlighted in the sections that follow. The interventions supported under this component are meant to promote sustainable land use and enhanced food security (i.e. through improved rainfed crop production technologies, rehabilitation and construction of agricultural storage infrastructure and support for commercial seed production, including targeted support for climate smart agricultural technologies focusing on the drier parts of the northern regions of the country.

Sub-component 2.1: Securing PPPs and Smallholder Linkages in the Accra Plains: During the first restructuring, this component was substantially changed in view of the unsatisfactory progress made to secure the interest of potential investors in large-scale commercial irrigation investments in the Accra Plains. As such the original sub-component 2.1 (Technical Assistance in support of PPP Transaction) was frozen at the May 31, 2015 expenditure level and unutilized funds were reallocated to the current sub-component 2.2 (Full Feasibility Study for the PPP and Transaction Advice). This sub-component was maintained but without the provision of a Transactions Adviser. It was meant to finance the full feasibility study for the PPP in the Accra Plains. Other support included an investor conference which was arranged to generate interest among global investors, including assessing alternative mechanisms for smallholder participation in the PPP arrangements in the Accra Plains. The other original sub-components i.e. 2.3 (Organizing smallholder participation in the PPPs and 2.4 (Viability Gap funding for the PPP) were removed/dropped and the unutilized funding was reallocated to the current component 5 (Investments in

physical rehabilitation and modernization of selected public irrigation and drainage infrastructure) which was introduced during the first restructuring. For the second restructuring, some funding will be provided to conduct feasibility studies for the Government's proposed Pipeline Irrigation Water Transmission Project which Government would like to explore as part of its efforts to scale-up irrigation development in the country.

Sub-Component 2.2: Securing PPPs and Smallholder Linkages in the SADA zone. During the first restructuring, this component was reduced in scope, comprising four specific activities, as follows:

- (i) **Assisting with financing of the establishment costs and facilitating the development of out-grower schemes and contract farming arrangements.** This activity will remain unchanged. Some additional support will be provided to farmers under the matching grants scheme to complement the completed interventions which have been successful.
- (ii) **Investing in land development for commercial agriculture.** This activity will remain although the funding will be reduced due to the significant reduction in the USAID TF.
- (iii) **Rehabilitation and construction of new agricultural storage infrastructure and processing facilities.** This activity will also remain but the funding will be reduced due to the reduction in the TF. Technical assistance will be provided to improve the capacity of farmers who have been supported with matching grants to construct storage infrastructure to ensure best practices in post-harvest management.
- (iv) **Business development services among agricultural service providers and investing in processing businesses.** This activity will remain and would be provided with more funds to enhance the provision of business development services, including developing private sector agricultural service provision capacity in such services as mechanical cultivation, access to off-grid energy sources (on demand-driven basis and on a small-scale pilot basis to learn lessons for further scaling-up) and provision of technical advisory services.

Sub-Component 2.3: Support for the Planting for Food and Jobs (PFJ) Program. The Government of Ghana launched "The Planting for Food and Jobs Campaign" in early 2017, with the aim to improve food production within the short to medium term. There are five main components/ pillars of the PFJ: (1) Seed access and development, (2) Fertilizers access and fertilizer systems development, (3) Extension Services, (4) Marketing, and (5) E-Agriculture. The Government has made the PFJ the flagship program to which all projects in the sector should align. As such, GCAP, as one of the key projects in the agricultural sector will align itself to some of the activities whose objectives and implementation modalities are consistent with the PDO. GCAP will support activities that focus on supporting commercial seed production, including climate-smart agriculture (CSA) technologies and monitoring & evaluation of PFJ to ensure that activity implementation is in line with the sector goals and objectives. The PFJ Secretariat under the Ministry of Food and Agriculture will be the implementing agency for this new sub-component. Procurement under this sub-

component will be undertaken by MOFA and funds under this sub-component will be applied towards the proposed activities in accordance with Bank procedures and guidelines.

Component 3: Rehabilitation and modernization of irrigation schemes and reforming of irrigation institutions and management. This component is made up of the merger of components 5, 6 and 7 under the current project. The original project design entailed that the rehabilitation and modernization of the selected public irrigation and drainage infrastructure would be undertaken by Government and the private sector (under PPP arrangements). During the first restructuring, when it was clear that the idea of the PPPs would not materialize, this component was introduced to allow the Government to fully finance the rehabilitation and modernization of the selected irrigation and drainage infrastructure using the project resources. However, it was agreed that management of the rehabilitated and modernized schemes would be out-sourced to private scheme management entities selected through a competitive bidding process – with the exception of Tono and Ve a schemes in the Upper East Region where a different management approach would be explored, as described under Sub-Component 3.3. The terms and conditions under which the private scheme management entities would assume responsibilities was to be studied in detail under the design phase of the selected schemes. The project’s support towards the rehabilitation and construction of new irrigation and drainage infrastructure which will help to reduce farmers’ exposure to the risk of drought. This component has three sub-components as follows:

- (i) **Sub-component 3.1: Rehabilitation/modernization of Irrigation and Drainage Infrastructure.** The project supported the preparation of detailed technical designs, cost estimates, construction drawings, bidding documents, safeguard documents as well as actual investments required for the physical rehabilitation/modernization of four large irrigation schemes namely Kpong Left Bank Irrigation Scheme (KLBIP), Kpong Irrigation Scheme (KIS), located on the left and right banks of the Volta River below the Kpong dam; Tono and Ve a Irrigation schemes both located in the Upper Eastern region of Ghana. The project will also support the preparation of detailed designs, cost estimates, construction drawings, bidding documents, safeguard documents for selected small-scale schemes in some parts of the country. A total of six small-scale schemes were proposed for support. While this support will remain, the project will review the scope in view of the availability of resources and potential of the selected schemes to generate substantive returns. All the funds from the additional financing are allocated to the activities under this sub-component. During the preparation of the Additional Financing, the Bank has reviewed the unit cost analysis for irrigation scheme rehabilitation²³⁴ and noted that the current higher unit costs are due to a combination of new area being developed for irrigation and drainage services (as is the case with KLBIP), the construction of scheme access roads and other design features related to modernization of the facilitates – i.e. instrumentation and automation of the water control facilities.

Sub-Component 3.2: Restructuring and Strengthening of Public Irrigation and Drainage Institutions. This sub-component was created during the first restructuring and it was meant to ensure the long-term sustainability of the rehabilitated irrigation schemes. This was to be achieved through reforming and strengthening the institutions responsible for irrigation development in Ghana. These include the Ghana Irrigation Development Authority (GIDA) and the Irrigation Company for the Upper Regions (ICOUR). The reforms entailed review of the organizational structures and mandates of the two institutions. In the current restructuring, this Sub-Component will include the following four activities, all of which are consistent with the activities under the existing project:

- (i) **Staff Retrenchment in GIDA and severance payments.** Based on agreements reached between MOFA and GIDA, and following studies carried out by Human Resources and Labour consultants, the GIDA Organogram was reviewed and significant downsizing has been undertaken. Most of the retrenchment has been undertaken and the establishment of modalities to ensure that the retrenched staff's severance and pension payments are handled according to the provisions in the country's labour laws. Under this second restructuring, all the outstanding issues related to the establishment of a Trust arrangement to cater for the existing staff will be completed. However, no further retrenchments are expected to be undertaken. Furthermore, under the second restructuring, the proposed modalities for scheme management by private sector entities will be fully worked out to ensure smooth transitioning of operational and management responsibilities from the Government institutions to private sector entities who would be identified through a competitive process.
- (ii) **Staff Retrenchment in ICOUR and Severance Payments.** ICOUR was formed in the 1980s to provide operation and management services for Tono and Veve schemes when they had just been constructed. The initial management contract was awarded to a United Kingdom (UK) based company, who later were tasked with setting-up of ICOUR, a Government entity, to take over their responsibilities. Overtime, ICOUR became over-bloated and Government decided to review their functions as part of GCAP mandate in order to improve their operational and management efficiency. Just like GIDA, the reforms of ICOUR also entailed the review of their organizational structure and institutional mandates. Most of the retrenchment has been undertaken and the establishment of modalities to ensure that the retrenched staff's severance and pension payments are handled according to the provisions in the country's labour laws. Under the second restructuring, all the outstanding issues related to the establishment of a Trust arrangement to cater for the existing staff will be completed. As per the harmonized SME structure, ICOUR may require further restructuring to further reduce their staff numbers and recruit the required skills to manage the rehabilitated and modernized schemes.
- (iii) **Strengthening the Technical and Managerial Capacity of the Restructured GIDA.** This support was meant to create and sustain a stronger and operationally efficient GIDA after the restructuring. The support is provided through training and study visits for staff, and establishing an office, with a fully functional digital

Library and provision of appropriate ICT. Under this second restructuring such support will be maintained. It has also been agreed that instead of constructing new offices for GIDA, as per the original project proposition, GIDA will occupy the office space currently occupied by the GCAP PIU when the project closes. This will help save some resources to be used for other activities, while also being consistent with the sustainability plan for the project activities, especially those related to irrigation development. However, Government will have to ensure that this commitment is made official in writing to GIDA management.

- (iv) **Strengthening the operation and maintenance and management capacity of restructured ICOUR.** This support was meant to create and sustain a stronger and operationally efficient ICOUR, capable of operating and maintaining the fully rehabilitated and modernized Tono and Vea schemes. Like GIDA, the support is provided through training and study visits for staff including pursuing a twinning approach with a modern irrigation district in an advanced country for a period of two years. During this period, experts from the advanced irrigation scheme will also visit the schemes being managed by ICOUR to provide in-field technical assistance. Under the second restructuring such support will be maintained, and it is important that all these support mechanisms are fully achieved before the rehabilitation and modernization of the schemes is completed.

Sub-Component 3.3: Development of Water-User Associations and Private Scheme Management Entities. This sub-component was also introduced during the first restructuring in order to facilitate the establishment of Water-User Associations (WUAs) and to develop modalities for private sector involvement in the operation and management of the larger irrigation schemes, once they were rehabilitated and modernized through Government support under the project. The passing of the Irrigation Water Users Association Regulation (IWUAR) L.I. 2230 supported under the project, is meant to provide the legal framework for the establishment of WUAs in the country. There have been no functional WUAs in the country. Irrigation Farmers' Associations (IFA) have been in existence but are not strong entities to ensure effective scheme management. The IFAs do collect irrigation service charges in their operational areas among their members, however the collection, submission and effective utilization of these charges for irrigation scheme operations and maintenance (O&M) has been a challenge due to organizational and governance challenges. As such the transformation of these IFAs into WUAs and attitudinal change through capacity building as already planned by GCAP will help overcome such challenges. Additionally, the proposed introduction of private scheme management entities will help to provide extensive handholding and continuous coaching of WUAs until they are firmly established and functional. MOFA/GIDA are aware of the challenges of identifying appropriate private irrigation management entities.⁵ Under this project the strategy is to start the process of identifying the potential scheme management entities on time through sensitization of the market. GIDA will be prepared to step-in to offer scheme management services working together with WUAs if the primary option of attracting private scheme management entities will prove challenging. This Sub-Component has two key activities, namely:

- (i) **Establishment and Operationalization of Water-User Associations.** At the time of the first restructuring, it was noted that some form of WUAs known as Irrigation Farmers' Association (IFA's) existed in most schemes but their existence was not underpinned by effective legislation. As such, support was provided under the project to finalize the legislation governing the formation of WUAs in the irrigation sector. Such Legislation is now in place. This has provided for the drafting of by-laws, rules and memoranda of agreement between water providers and WUAs i.e. LI 2230 has been ratified to regulate the establishment and management of Water Users Associations, with support under the project. The project will also support the establishment of effective implementation arrangements and resuscitation of WUAs where they existed, and the establishment of new WUAs where they did not exist, including the provision of relevant training and capacity building required to strengthen these local level institutions. Generally, this work is being undertaken by the design consultants and GIDA based on proposals laid out in the design reports for the schemes. However, at KIS, JICA is collaborating with GIDA in the strengthening of WUAs. Under this second restructuring, these activities will be maintained and their implementation accelerated to ensure all WUAs are in place and functional even before the rehabilitation and modernization of the schemes is completed.
- (ii) **Establishment and Operationalization of Private Scheme Management Entities.** Under the second restructuring, continued support will be provided to develop alternative workable models on how to promote private sector scheme management, including the development of necessary legal arrangements and procedures to ensure smooth collaboration between Government and private scheme management entities. Given the expected initial costs relative to returns to scheme management, the project will explore the possibilities of providing support for a limited period of time on a declining basis while the private scheme management entities will be establishing themselves. In case the studies show that this model is not workable, alternative approaches, based on best practices from other places would have to be explored to ensure appropriate operations and management of the rehabilitated/modernized schemes.

Component 4: Project Management, Monitoring and Evaluation. During the first restructuring, the structure, composition and skill-mix of the Project Implementation Unit (PIU) was revised and additional resources were provided to cater for salaries and operational expenses of the revised PIU. The increased staffing resulted in increasing the component cost. While the existing structure will be maintained as much as possible, based on business need as the project progresses, a detailed assessment has been undertaken to ensure improved cost-effectiveness. Furthermore, in order to strengthen the project's oversight by MOFA, the Ministry has proposed new arrangements to strengthen coordination and alignment of projects with the overall sector programs. The proposed new arrangements will be reviewed and advice obtained on how this will be incorporated in the implementation arrangements for this restructured projects. Necessary assessments will be undertaken to ensure that implementation capacity is strengthened.

3.4 Relevant Legal, Regulatory And Administrative Framework

3.5 Relevant National Legislative Framework

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

- The Constitution of the Republic of Ghana, 1992;
- The Lands Commission Act 2008, Act 767.
- The State Lands Act 1962, Act 125 and Amendments;
- Survey Act 1962, Act 127;
- The Lands (Statutory Wayleaves) Act, 1963;
- Land Title Registration Act 1986, PNDCL 152 and Regulations 1986 LI 1341;
- Office of the Administrator of Stool Lands Act 1994, Act 481; and

The Constitution of Ghana and the Protection of Individual Property

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

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

The Lands Commission Act 2008, Act 767

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

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

Currently, the commission has the following divisions:

- Survey and Mapping;

- Land Registration;
- Land Valuation; and
- Public and Vested Lands Management.

The State Lands Act 1962, Act 125

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

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

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

Survey Act 1962, Act 127

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

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

The Lands (Statutory Wayleaves) Act, 1963

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

- The owner/occupier of the land must be formally notified at least a week in advance of the intent to enter, and be given at least 24 hours notice before actual entry;
- Any damage due to entry must be compensated in accord with the procedures established by the Minister unless the land is restored or replaced;
- In the case of highways, no compensation shall be paid, unless the land taken is more than one fifth of the total holdings of an affected person;
- Where a right of way must be established in the public interest, the President may declare the land to be subject to such statutory wayleave; and
- On publication of a wayleave instrument specifying the area required, and without further assurance, the land shall be deemed to be subject to wayleave. Compensation is then determined and paid, with the right of appeal to a Tribunal established by the President, in parallel with the Lands Act, 1962.

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

The Land Title Registration Act 1986, PNDCL 152

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

Office of The Administrator of Stool Lands Act 1994, Act 481

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

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

The Act 481, the Administration of Lands Act, 1962 (Act 123), the Concessions Act, 1962 (Act 124) and the State Lands Act, 1962 (Act 125) and their amendments

3.6 Institutional Framework

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

- Lands Commission (The Public and Vested Lands Management Division, Land Valuation Division, Land Registration Division, and Survey and Mapping Division)
- Environmental Protection Agency;
- The Metropolitan, Municipal and District Assemblies;
- Department of Town & Country Planning; and
- Traditional Authorities e.g., Chiefs.

Public and Vested Lands Management Division of the Lands Commission

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

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

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

Land Valuation Division (LVD)

The LVD is established under the Lands Commission Act 2008, Act 767. The LVD is responsible for all valuation services for the government, including assessing compensation to be paid as a result of land acquisition or damage to an asset in under a government project. The Division also develops and maintains rates for crop valuations which are applicable nation-wide. The LVD has offices in all the ten (10) regions of Ghana and 44 district offices. The district offices are involved only in 'rating valuation' and that any valuation taking place has to be undertaken by the Regional offices which have certified valuers. The LVD also keep records of private sector certified valuers.

Land Registration Division of the Lands Commission

It was established in 1986 as the Title Registration Advisory Board under Section 10 of the Land Title Registration Act, 1986. However, it was brought under the Lands Commission as the Lands Registration Division with the promulgation of the Lands Commission Act 2008,

Act 767. The Division ensures registration of title to land and other interests in land; maintains land registers that contains records of land and other interests in land; ensures registration of deeds and other instruments affecting land, among other functions.

Survey and Mapping Division of the Lands Commission

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

Environmental Protection Agency (EPA)

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

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

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

District/Municipal Assemblies and Town & Country Planning Department

The current local government structure or the district assembly system is established by two main Acts, namely Act 462 and Act 480. Both Act 462 and Act 480 designate the District/Municipal/Metropolitan Assembly as the planning authority, charged with the overall development of the district. Both Acts provide that local people (communities) must participate in the formulation of the District Development Plan.

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.

The district assemblies have limited role in the process of land acquisition but may assist and support communities in the inventory of PAPs.

Town & Country Planning Department

Established in 1945, it is responsible for designing plans (planning schemes) and controlling settlements. It is no longer an independent department but currently forms part of the Assembly Structure. The Town and Country Planning Department have limited role in the process of land acquisition but responsible for designing plans and controlling settlements.

Traditional Authorities

In the 1992 Constitution, chieftaincy together with its traditional councils is guaranteed and protected as an important institution in the country.

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

Customary land represents all the different categories of rights and interests held within traditional systems and which includes stool lands, skin lands, clan lands, and family lands. The Common law rights include freehold, leasehold, licenses and easements. Customary lands are managed by a custodian (a chief or a ahead of family) with the principal elders of the community. Any decision taken by the custodian that affects rights and interests in the land, especially disposition of any portion of the communal land to non-members of the land holding community, require the concurrence of the principal elders.

The State exerts considerable control over the administration of customary lands. All grants of stool land to non-subjects of the stool require the concurrence of the Lands Commission to be valid. No freeholds can be granted out of stool lands. Foreigners cannot own more than 50 year leases in stool and state lands (Article 267(5) of the 1992 Constitution).

3.7 Administrative Frameworks

Ghanaian government ministries and key administrative bodies with responsibilities related to the project are listed below.

- Ministry of Food and Agriculture (MoFA) through the Ghana Irrigation Development Authority (GIDA and ICOUR);
- Ministry of Environment, Science, Technology and Innovations (MESTI) – represented through the Environmental Protection Agency (EPA);

- Ministry of Local Government and Rural development (MLGRD)-represented through the Regional Coordinating Councils (RCCs).
- Savannah Accelerated Development Authority (SADA)

Ministry of Food and Agriculture

The Ministry of Food and Agriculture is the ministry responsible for the development and growth of agriculture in the country. The primary roles of this ministry are the formulation of appropriate agricultural policies, planning and coordination, monitoring and evaluation within the overall economic development. The Ghana Irrigation Authority (GIDA) falls under this ministry.

Ministry of Environment, Science and Technology

The Ministry of Environment, Science and Technology exists to establish a strong, national scientific and technology base for accelerated sustainable development of the country to enhance the quality of life for all. The EPA is part of this ministry.

The Environmental Protection Agency (EPA)

The EPA was established under the Environmental Protection Agency Act (Act 490 of 1994) as the leading public body responsible for the protection and improvement of the environment in Ghana. It is responsible for enforcing environmental policy and legislation, prescribing standards and guidelines, inspecting and regulating businesses and responding to emergency incidents. It is responsible for issuing environmental permits and pollution abatement notices for controlling waste discharges, emissions, deposits or others sources of pollutants and issuing directives, procedures or warnings for the purpose of controlling noise. The EPA has the authority to require an EIA and is responsible for ensuring compliance with EIA procedures.

Ministry of Local Government and Rural development

The Ministry of Local Government and Rural Development exists to promote the establishment and development of a vibrant and well-resourced decentralised system of local government for the people of Ghana to ensure good governance and balanced rural based development. The Ministry is involved in:

- formulating, implementing, monitoring, evaluating and co-ordinating reform policies and programmes to democratise governance and decentralise the machinery of government;
- reforming and energising local governments to serve effectively as institutions for mobilising and harnessing local resources for local national administration and development;
- facilitating the development of all human settlements through community and popular participation;
- Facilitating the promotion of a clean and healthy environment;
- facilitating horticultural development and
- improving the demographic database for development planning and management. Promoting orderly human settlement development.

The Local Government Act, 2016 Act 936 establishes and regulates the local government system and gives authority to the RCC and the District Assembly to exercise political and administrative power in the Regions and District, provide guidance, give direction to, and supervise all other administrative authorities in the regions and district respectively. The Assembly is mandated to initiate programmes for the development of basic infrastructure and provide municipal works and services as well as be responsible for the development, improvement and management of human settlements and the environment in the district.

Savannah Accelerated Development Authority (SADA)

The Savannah Accelerated Development Authority (SADA) is to coordinate the Sustainable Development Initiative for the Northern Savanna. Following severe flooding in the north in 2007, 2008 and 2009, the NDI strategy was approved by Parliament in December 2009 as a comprehensive strategy for closing the development gap with the rest of the country whilst increasing resilience to climatic extremes. SADA is overseen by a Board with a small secretariat, and have a strategy, policy and coordination mandate within the savannah ecological zone, including the three northern regions and areas of Brong-Ahafo Region. An Act establishing the Authority, its mandate and working arrangements with other MDAs will be elucidated in an Act expected to be passed by Parliament before Project Approval.

4.0 WORLD BANK SAFEGUARDS POLICIES

4.1 World Bank Safeguard Policies

The World Bank is guided by policies/ procedures to ensure the safe development of projects it is funding. The relevant WB safeguard policies is grounded in OP/BP 4.12: Involuntary Resettlement - Assist displaced persons in their effort to improve or at least restore their standards of living. Avoid resettlement where feasible or minimise. Displaced persons should share in project profits

4.2 World Bank Safeguard Policy on Involuntary Resettlement

The operational policy OP / BP 4.12 «Involuntary Resettlement» must be followed when a project is likely to result in involuntary resettlement, impacts on livelihoods, land acquisition or restrictions on access to natural resources. The main requirements introduced by this policy are:

- Involuntary resettlement should be avoided or minimized by considering variations in the design of the project;
- When it is impossible to avoid resettlement, resettlement activities should be designed and implemented as sustainable development programs, by providing adequate resources for people displaced by the project to enjoy the benefits of the project. Displaced people must be consulted and should participate in planning and implementing resettlement programs.
- Displaced people should be assisted in their efforts to improve their living standard, or at least to restore it to its level before the displacement.

Thus, the policy is applicable where land acquisition and involuntary resettlement are unavoidable. Resettlement and compensation activities are required to be undertaken as a sustainable development programme that provides sufficient opportunity for the PAPs to participate in the planning and implementation of the project. The World Bank's Safeguard Policy OP 4.12 applies to all components of the project and associated activities.

The OP 4.12 further requires particular attention to be given to the needs of vulnerable groups, especially those below the poverty line including;

- Landless individuals and households
- Elderly persons
- Landless women and children
- Indigenous groups and ethnic minorities and
- Other disadvantaged persons

The World Bank's Policy requires that where OP4.12 is triggered a resettlement action plan shall be prepared and cleared by the Bank prior to the implementation of resettlement activities. It is a requirement of the Bank for adequate provision be made for compensation and other assistance to Project Affected Persons, to restore livelihoods when these are affected appreciably and this must be done prior to the

displacement of people. In particular, the policy requires that possession of land for project activities may take place only after compensation has been paid. Resettlement sites, new homes and related infrastructure, public services and moving allowances must be provided to the affected persons in accordance with the provisions of the RPF.

4.3 Gaps between Ghana Regulations and World Bank Policies

There are significant gaps between Ghanaian regulations and World Bank policies. These are summarised in **Table 2**.

Table 2: Comparison of Ghanaian Regulations with World Bank Policies

Topic	Ghana legislation requirement	WB policy requirement	Gaps Filling Procedures
Timing of compensation payment	Prompt	Prior to displacement	Compensation payments are done prior to displacement.
Calculation of compensation	Fair and adequate	Full replacement cost	The Replacement Cost Approach (RCA) will be adopted for the calculation of compensation.
Squatters including settlers/Migrant	No provision. Are deemed not to be eligible	Are to be provided resettlement assistance (but no compensation for land)	Are to be provided resettlement assistance (but no compensation for land)
Resettlement	In the event where inhabitants have to be physically displaced, the State is to resettle them on <i>“suitable land with due regard for their economic well-being and social and cultural values”</i> (reg 8)	Affected people who are physically displaced are to be provided with residential housing, or housing sites, or, as required, agricultural sites (...) at least equivalent to the old site. Preference to be given to land-based resettlement for displaced persons whose livelihoods are land-based.	Physically displaced PAPs are to be provided with housing sites at least equivalent to the old site. Preference to be given to land-based resettlement for displaced persons whose livelihoods are land-based (i.e. farmers, etc.)
Resettlement assistance	Established under these Regulations a Resettlement Monitoring Committee which consists of 9 members appointed by	Affected people are to be offered support after displacement, for a transition period	Affected people are to be offered resettlement support to cover a transition period

Topic	Ghana legislation requirement	WB policy requirement	Gaps Filling Procedures
	the Minister (reg 12)		
Vulnerable groups	No specific provision	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children.	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the landless, the elderly, women and children.
Information and consultation	The owner/occupier of the land must be formally notified at least a week in advance of the intent to enter, and be given at least 24 hours' notice before actual entry	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementing, and monitoring resettlement.	Displaced persons and their communities are provided timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementing, and monitoring resettlement.
Grievance	Access to Court of Law	Appropriate and accessible grievance mechanisms to be established	Appropriate and accessible grievance mechanisms to be established in the RPF.

5.0 POTENTIAL PROJECT IMPACTS ON ASSETS AND LIVELIHOODS

5.1 Overview

The project is expected to have extensive impacts on both assets and livelihoods. Provisions are made under this RFP to minimize all such impacts including those of socio- economic significance and on environmentally sensitive sites. Provisions are also made in this RFP to accommodate all potential situations, including cases that entail actual displacement and livelihood restoration assistance in accordance with the World Bank Policy on Involuntary Resettlement, OP4.12.

5.2 Assessment of social impacts

The potential social impacts associated with the project are described in the **Table 3** below:

Table 3: Potential adverse social impacts/ issues

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
Social Environment			
1	Involuntary Resettlement	SADA Regions Possible cases of involuntary resettlement are expected during construction of infrastructure, land leases with investors.	Major
		Accra Plains Regions The project in the Accra Plains will involve the need to move people or displace their rights to use land as a result of the construction of infrastructure, land leases with investors.	Major
2	Local economy such as employment and livelihood, etc.	SADA Regions and Accra Plains Regions Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that pastoralists likely to lose grazing grounds for their livestock and in addition women may lose access to gardens.	Major
		Accra Plains Regions Animal husbandry is one of main source of local economy. Irrigation canals likely to block cattle grazing, if cattle crossing point is not provided. Access to resources and livelihoods more broadly	Moderate
3	Land use and utilization of local resources	Condition of existing land likely to be changed to farming land. Possible change of land use in case of construction works.	Major
		Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that Pastoralists likely to lose grazing grounds for their livestock.	Major
		Possible conflicts between farmers and pastoralists at any time during project implementation, especially prior to or during harvest period. Women may lose access to gardens. Loss of access to medicinal plants may result.	Major Moderate
4	Social institutions	The influx of migrants into these communities as result of the project may dilute some local customary practices and beliefs.	Major
		Accra Plains Regions For example, within the project area, the use a hoe for farming	Major

No.	Type of Impact	Description of Potential Impact/Issue	Social Significance
		activities is prohibited on the fourth day of every week. The differences in religious beliefs and customs can lead to conflict between local beneficiary communities and migrants or among different ethnic groups.	
5	Existing social infrastructures and services	<p>Increase influx settlers likely to put pressure on existing social facilities including educational, health, water and sanitation facilities in the project area.</p> <p>Accra Plains Regions There are water intakes for 3-Districts Water Supply Scheme and Aveyime Community Water and Sanitation Service at right side of the Volta river in Aveyime. If outlet of drainage of the irrigation project is installed near the water intakes, raw water is polluted.</p>	Major Major
6	Potential labour influx	Due to the need to import labour in areas where skills requirements may require labour camps use of transient labour in project impact communities, especially during the rehabilitation of the irrigation schemes will put pressure on local amenities including accommodation. Also, individual job seekers will through the project area to increase the numbers. There will be the tendency for landlords to reject tenants or as well increase rent rates. Local people who do not have the means to pay for increased rents could face ejection from their places of abode.	Major
7	Potential increase in Gender disparities	Influx of skilled migrant/contract workers will lead to reduced opportunity of locals especially less skilled women from the project area.	Moderate
8	The poor, local communities and ethnic people	Livelihood of the people likely to be affected if they need to be relocated due to farm land cleaning and leveling.	Major
9	Misdistribution of benefit and damage	Possible misdistribution of benefit among communities. For example, some farmer may receive benefit from irrigation development; however some farmers may not receive benefit from irrigation development.	Major
10	Cultural heritage	<p>SADA Regions Buried cultural heritage resources could be damaged during trenching or ploughing.</p> <p>Accra Plains Regions There are culturally sensitive areas within the project area which may be affected by the construction of infrastructure, land leases with investors.</p>	Moderate Major
11	Local conflict of interests	The establishment of construction camp within project zone can generate social conflicts between site workers and local residents.	Moderate

5.3 Principles, objectives and processes

5.3.1 Principles and objectives of Regulatory Framework

These principles are intended to minimize negative impacts. However, it will not always be feasible to avoid displacement or land acquisition. In addition to impact minimization measures, mitigation measures are therefore needed, hence this RPF.

Regulatory Framework

Any impact of the GCAP on land and/or people (land acquisition, resettlement, and livelihood restoration of affected people) will be addressed in compliance with Ghanaian regulations and the World Bank safeguard policy on involuntary resettlement (OP 4.12). Where there are gaps or inconsistencies between Ghanaian laws and the World Bank policy, the provisions that provide the highest protection for the Project Affected People will be applied and in compliance with this RPF.

Minimization of Physical Displacement

In line with the World Bank safeguard policy OP 4.12, the GCAP will minimize displacement through the following design procedures:

- Wherever inhabited dwellings may potentially be affected by a component of a sub-project, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any impact on such dwellings and to avoid displacement/relocation accordingly;
- Wherever the impact on the land holding of one particular household is such that this households may not be sustainable in the long term, even if there is no need to physically displace this household, the sub-project shall be redesigned (facility relocation, rerouting) to avoid any such impact;
- Minimization of land impact will be factored into site and technology selection and design criteria;
- Costs associated with displacement and resettlement will be internalized into sub-project costs to allow for fair comparison of processes and sites;
- To the extent possible, project facilities will be located on community lands; a participatory approach will be put in place for the communities to confirm where to site these facilities. This participatory approach process will pay particular attention to representation and participation of women community members;
- Infrastructures required by the project will be routed inside existing right-of-ways, easements or reservations (roads, streets, power lines) wherever possible.

Cut-off date

In accordance with OP 4.12 and for each sub-project activities under the GCAP, a cut-off date will be determined, taking into account the likely implementation schedule of the sub-project. To ensure consistency between Ghanaian legal requirements and WB policies, this cut-off date should be the date of notification to owners/occupiers as provided under the Lands (Statutory Wayleaves) Act, 1963, where acquisition of land is involved.

Under the current policy (Reforming the World Bank Policy on Involuntary Resettlement, April 2013), people who settle in the project area after a designated cut-off date are ineligible for any compensation or assistance. The policy provision refers to the need for “an effective public dissemination of information on the area delineated, and systematic and continuous dissemination subsequent to the delineation to prevent further population influx” only when the cut-off date is the date the project area was delineated.

In line with OP 4.12, the following three categories of affected people will be eligible to Project resettlement assistance:

- a) those who have formal legal rights to land (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);
- b) those who do not have formal legal rights to land at the time of the cut-off but have a claim to such land or assets-provided that such claims are recognized under the laws of Ghana or become recognized through a process identified in the resettlement plan; and
- c) those who have no recognizable legal right or claim to the land they are occupying.

Persons covered under (a) and (b) above are provided compensation for loss of land and assets and other assistance as needed. Persons covered under (c) above are provided resettlement assistance in lieu of compensation for the land they occupy, and other assistance, as necessary, if they occupy the project area prior to the cut-off date.

In practice, this means that people usually considered in Ghana as “squatters” will be entitled to Project assistance as long as they are present on site at the cut-off date. However, persons who encroach on the area after the cut-off date are not entitled to compensation or any other form of resettlement assistance. All persons in the three categories above are provided compensation for loss of assets other than land (i.e. structures and crops).

Income and livelihood restoration

One paramount principle of World Bank safeguards policy is that where people are affected by land take, the aim of resettlement must be that they should be “no worse-off if not better off” after the resettlement has taken place. Where impact on land use is such that people may be affected in the sustainability of their livelihoods, preference will be given to land-for-land solutions rather than cash compensation.

This applies to people who are not necessarily physically displaced but who are affected by a land loss that affects their sustainability. Where necessary, affected people will be monitored in the rehabilitation of their livelihood during, and after the transition period. Livelihood restoration measures will be assessed in relevant Resettlement Action Plans (RAPs) and Abbreviated Resettlement Action Plans (ARAPs) depending upon the specific situation of the considered location. They may include the following:

- Agricultural development measures (agriculture, livestock),

- Micro-finance support (savings and credit), and other small business development activities,
- Skill development and training.

Where necessary links to existing programs will be facilitated and appropriate monitoring measures put in place.

Compensation payment

Compensation principles will be as follows:

- Compensation shall be paid prior to physical displacement / land entry;
- Compensation will be at full replacement value using the current market value or above.

By contrast with the depreciated or net value of a structure, the “replacement value” includes the full cost of materials and labour required to reconstruct a building of similar surface and standing. In other words, the affected person must be able to have their structure rebuilt in a different location using the compensation paid for the old building.

Costs related to resettlement and compensation will be paid by GOG.

5.3.2 Processes

Categorization of project activities with respect to land needs

From the initial observation of site conditions, as far as land needs and resettlement requirements are concerned, two different situations may be encountered in the course of the implementation of the GCAP:

- a. the project component has no land need other than already acquired State land (e.g. the critical access infrastructure including roads and power connections which will be laid in existing land reservations). In such cases, documentation of resolution of previous disputes will be required before these are approved.
- b. the implementation of the project component (e.g. critical access infrastructure including roads, power connections, primary irrigation facilities, the development of warehouse receipts system etc.) requires land acquisition (involuntary land acquisition from individuals and communities).

In situation a) above, the fact that there is no land acquisition involved under Ghanaian laws. Proposed processes will therefore be consistent with WB requirements only. Situation b) is more complex because it implies that both Ghanaian procedures and WB requirements are to be followed, hence the need for an integrated process.

Overview of the resettlement preparation process

The proposed process for project component with impacts on assets is summarized by **Figure 2** hereunder, and that for project component with land acquisition by **Figure 3**. As indicated in the figures, the process varies according to the following two parameters that will need to be checked early in the design stage through a field reconnaissance:

1. whether involuntary land acquisition is involved or not;
2. the number of affected people, which will determine whether the process is to include the preparation of a full RAP (200 affected individuals or more), or of an Abbreviated Resettlement Action Plan (ARAP)
3. In some instances ARAPs are required where projects affect more than 200 people, but with minor land acquisition (10% or less of all holdings is taken) and no physical relocation is involved.

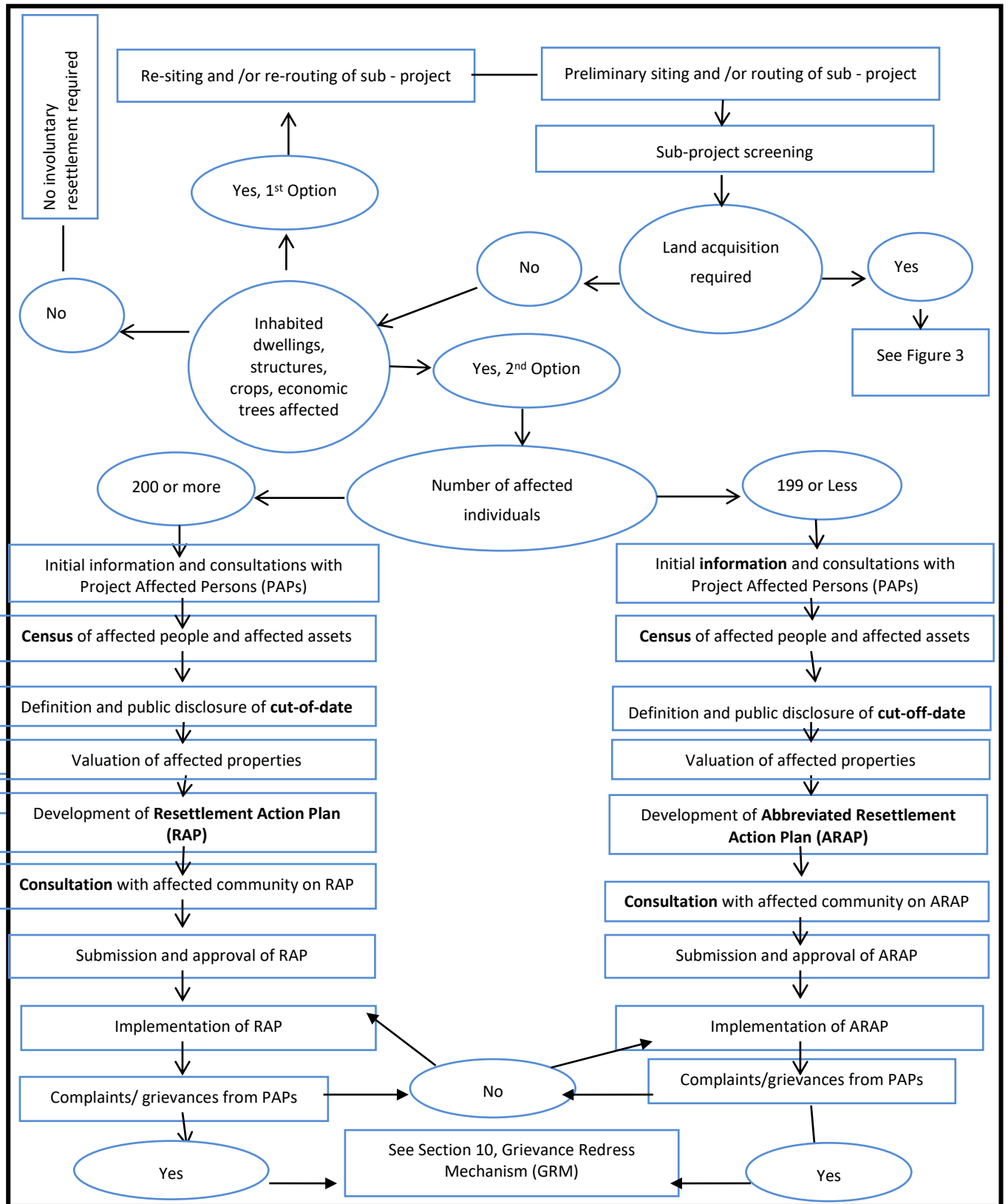


Figure 2: Involuntary resettlement process for project component with impacts on assets

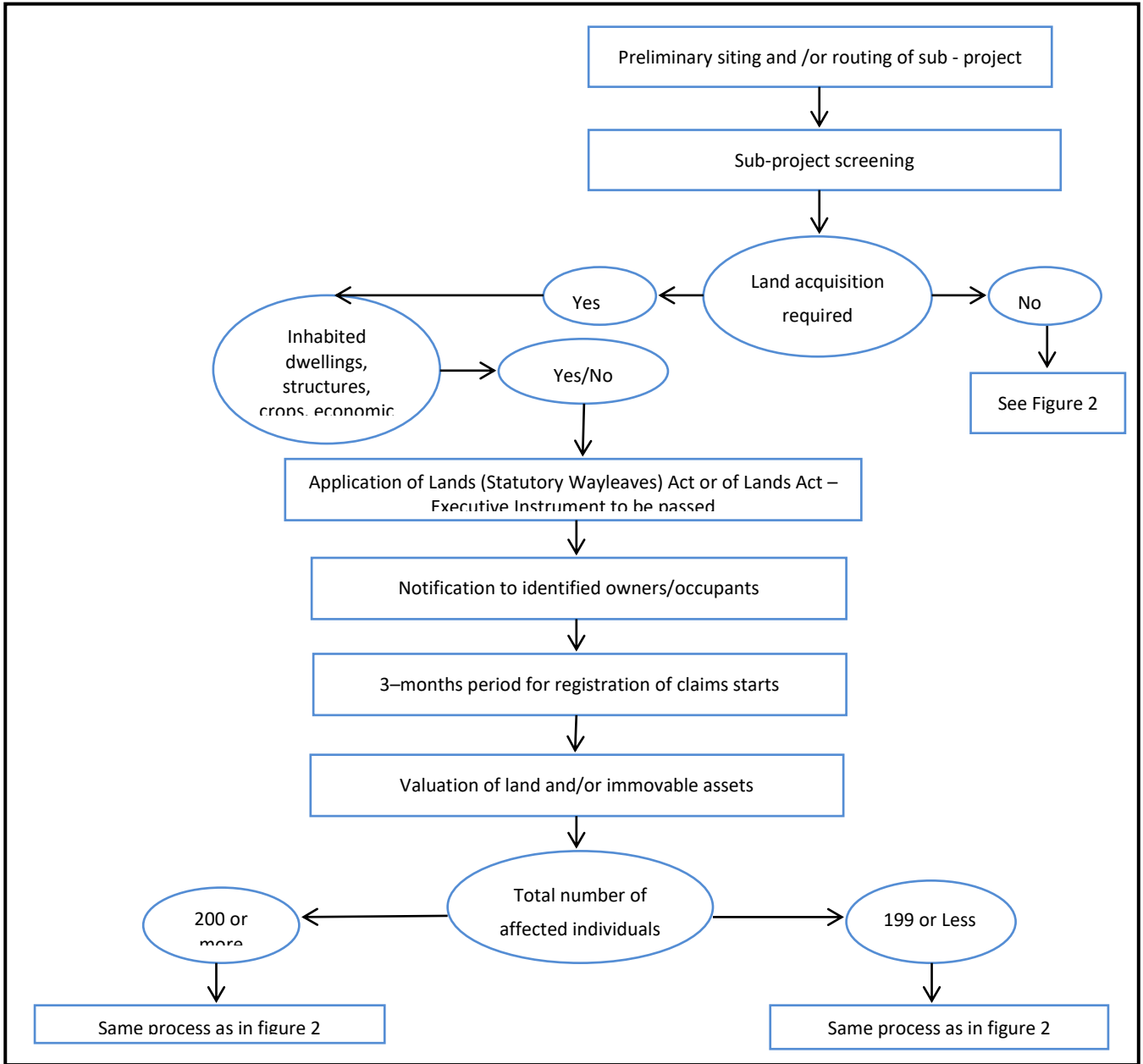


Figure 3: Proposed involuntary resettlement process for project component with land acquisition

Census of Affected Assets and Affected Households

In all events, a census will be carried out to inventory affected assets and affected households. **Annex 4** presents frameworks of forms to be used for this census, namely:

- Affected plot form,
- Affected structure form,
- Affected household form.

Resettlement Action Plan (RAP)

The Resettlement Action Plan will be used where more than 200 individuals are displaced. The outline of a RAP is given in **Annex 5**. All RAPs need World Bank approval prior to commencing resettlement activities. Resettlement activities must be completed before commencing civil works.

Abbreviated Resettlement Action Plan (ARAP)

The Abbreviated Resettlement Action Plan will be used where less than 200 individuals are displaced or less than 10% of affected land is lost. The outline of an ARAP is given in **Annex 6**. The project must keep documentation and provide reports that detail what actions were taken in these areas. All ARAPs need World Bank approval prior to commencing resettlement activities. Resettlement activities must be completed before commencing civil works.

6.0 ELIGIBILITY, ENTITLEMENTS AND VALUATION

The District Valuation officials will assist communities to calculate the rates based on government approved standards. However, **Table 4** provides the general guideline and method for the preparation of the costs.

Table 4: General guidelines and methods for costs preparation

Item	Types	Method
Land	Customary lands, private lands	1. Prevailing market value of the land to be acquired 2. Disturbance to the land owner (estimated at 10% of (1)) 3. Supplementary assistance representing loss of income where applicable
Building, structures	Cement, roofing sheets, doors, wood, paint, sand, stones etc.	Replacement cost method would be used to determine market value and will be based on (1) land value in comparable site, (2) drawings of buildings, related structures and support services, (3) average replacement costs of different types of buildings based on information on quantities and types of materials for construction, (4) prices of items on the local market, (5) costs of transportation, (6) estimates for construction of new buildings.
Businesses	Kiosks, containers, workshops, communication centres, chop bars, saloons	
Farm crops	Crops and fruit trees (cassava, oil palm tree, etc)	Market value as at the time of replacement
Standing trees	Coconut trees, etc.	Follow EPA requirement. Pay cash for every tree felled and in addition plant two more at location similar to where the other was felled.
Forests	Dedicated community forest areas, sacred groves, cemeteries, shrines	Replacement cost method would be used and should be done in consultation with and acceptable to the traditional authorities or community leaders.
Losses of income and livelihood	Farming, Fishing, etc.	Estimation of net monthly profit for business based on records; application of net monthly profit to the period when business is not operating.
Disturbance allowance	-	10% of total compensation ⁶

⁶ This percentage set by the LC on issues relating to farm compensation to forstall: (1) Arbitrary disturbance allowance (2) That the farmer who is relocated would incur costs relating to preparation of land documents and/ or acquisition of farm inputs (3) Avoid an officer setting low allowance rate for PAPs (4) That certain items might not have been captured.)Source: LVD of LC)

6.1 Description of Eligibility Criteria

Project affected persons are described as persons affected by land acquisition, relocation, or loss of incomes associated with the acquisition of land and/or other assets, and restriction of access to legally designated sites and protected areas.

It is not possible to provide an exhaustive list of such persons at this project preparatory stage. However, based on an understanding of the social structure of the rural community and the nature of the projects, it is possible to suggest that the most likely affected persons will comprise both individuals and communities as a whole including landless women, vulnerable groups and host communities.

Table 5: Eligibility criteria

Category of affected persons	Assets	Type of compensation
Persons with formal legal rights to land including customary leaders who hold land in trust for community members.	Physical and non-physical assets such as residential structures, productive lands, economic trees, farm	To be provided compensation for land lost and other assistance. Compensation to be granted to communities.
Persons with customary claims of ownership or use of property recognized by community leaders (including the landless and migrants)	lands, cultural sites commercial/ business properties, tenancy, income earning opportunities, and social	To be provided compensation for land lost and other assistance. Users to be provided with alternative lands to use.
Persons with no recognizable legal right or claim to land they are occupying, e.g. squatters	and cultural networks and activities	To be provided resettlement assistance in lieu of compensation for land occupied.
Persons encroaching on land after the notification		Not eligible for compensation or any form of resettlement assistance

6.2 Entitlement matrix

Table 6 hereunder presents the matrix of entitlements for the different categories of impacts, likely to be encountered.

Table 6: The entitlement matrix for compensation issues for the Projects is given in the Table below.

Asset	Type of Impact	Entitlement Units	Eligibility criteria	Entitlements
LAND	Permanent acquisition of land	Landowner (individual, household, stool)	Person with formal legal right to land /without formal legal right to land but have claims to property (including customary and traditional rights [recognize ownership and use systems inherent in customary land tenure systems] recognized under the laws of the country);	Replacement with an equivalent piece of land located in the vicinity of the affected area. If land is not available then cash compensation at full replacement value as well as disturbance allowance (10%) Users, reallocation of use rights. Community land – compensation to be granted to communities.
	Temporary acquisition of land	Landowner (individual, household, stool)	As above	<ul style="list-style-type: none"> • Full reinstatement to pre-project conditions; • Rent to be agreed upon for the period during which land is occupied. • Community land – compensation to be granted to communities.
	Acquisition of RoWs	Landowner (individual, household, stool)	As above	<ul style="list-style-type: none"> • Cash compensation to be negotiated based on value • Disturbance allowance (10%) • Community land – compensation to be granted to communities.
CROPS	Destruction of crops	Landowner/ tenant/ or farmer	Farmer	Cash compensation for crops not ready for harvesting at time of entry, and negotiated with LVD; Disturbance allowance
	Damage of crops	Landowner/ tenant/ or farmer	Farmer	<ul style="list-style-type: none"> • Cash crop compensation for damaged crops, and negotiated with LVD; • Disturbance allowance, 10%
STRUCTURE	Destruction of permanent immovable structures	Owner	Confirmed owner (with evidence) of affected structure irrespective of land ownership	<ul style="list-style-type: none"> • Resettlement to a similar dwelling in a similar location, or • Cash compensation at full replacement value of structure. • Cost of moving • Disturbance allowance (10%)
		Occupant	Tenant	Cost of moving Disturbance allowance (3 months rent)

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Asset	Type of Impact	Entitlement Units	Eligibility criteria	Entitlements
	Temporary displacement of moveable structure	Owner	Confirmed owner (with evidence) of affected structure irrespective of land ownership	<ul style="list-style-type: none"> • Cost of displacing the affected structure • Cost of moving the affected structure back to project affected land • Disturbance allowance of 10%
LIVELIHOOD	Agriculture	Farmer as distinct from affected plot owner	Been using affected land for agriculture irrespective of ownership situation	<ul style="list-style-type: none"> • Cash compensation of any loss of income • Assistance to livelihood restoration
	Businesses	Business person as distinct from owner of structure	Been operating business on project affected land irrespective of ownership (includes squatters)	Cash compensation for temporary loss of income Assistance to livelihood restoration
	Use of communal resources	User of such resources (individuals/communities)	Use of communal resources for livelihood (e.g. Fulani Herdsmen)	<ul style="list-style-type: none"> • Assistance to identify and access similar resource elsewhere • Cash compensation of temporary loss of income

6.3 Methods of Valuing Affected Assets

6.3.1 Basis of Valuation

The purpose of the valuation exercise is to assess the loss to the affected persons as part of the Assessment of Resettlement Issues under the project. The scope of the valuation covers all assets on the site. Disruptions to accommodation and business activities should be considered as far as it may be appropriate for payment of compensation for the period of disruption of the activity.

The bases of this valuation are derived from the World Bank's Involuntary Resettlement Policy, OP 4.12; the Resettlement Policy Framework developed for the project; and the applicable laws of the country such as the 1992 Constitution of Ghana.

6.3.2 Valuation Method

Land

The Market Comparison Approach (MCA) will be adopted for the valuation of land. It involves the direct comparison of the property's value determining features with those of the immediate and surrounding vicinity that sold recently. In applying this method, values of plots of land from the neighbourhood of the sites will be collected, compared, adjusted to take account of minor differences, and applied to arrive at the reported values. This is to ensure that the values obtained would be adequate to secure in-kind alternative land or cash compensation for the affected owners.

Structures

The Replacement Cost Approach (RCA) will be adopted for the valuation of the structures. The RCA is based on the assumption that cost and value are related. It involves finding the estimate of the gross replacement cost of a structure which is the estimated cost of constructing a substitute structure, having the same gross area as that existing, at prices current at the relevant date.

Livelihood (Supplementary Assistance)

Losses of income for businesses will be estimated from net daily/monthly profit of the business verified by an assessment of visible stocks and activities. In addition to the compensation, disturbance allowances of 10% of total compensation will be considered.

The estimation of supplementary assistance for affected commercial structures or business units will generally be based on the following factors:

- estimated income obtained from the use of the business/commercial unit; and
- estimated period of disruption of business activities.

Generally, loss of income will be minimal. The farmers will be incorporated into the out-grower and small holder schemes of the project. It is the intention of GCAP to develop new pastures in grasslands surrounding the project area. These areas will be used by cattle herdsman as grazing areas for their livestock.

Economic Plants

The Enumeration Approach will be adopted for the crops affected by the project. The Enumeration Approach involves taking census of the affected crops and applying flat realistic rate approved by the Land Valuation Division.

6.4 Compensation Payment Procedure

Compensation will be paid to affected persons prior to the destruction of the affected structures and vacating of the land. Actual vacation will be monitored by PMU of GCAP in cooperation with local authorities (District Assembly representatives and local elders). Each eligible affected person will sign a compensation claim form, *GCAP-GH Form C1* (as shown in **Annex 1**) together with the authorized GCAP project representative and in the presence of a witness before receiving the compensation cash or cheque.

The compensation claim form clarifies mutual commitments as follows:

- On the project side: commitment to pay the agreed compensation, including all its components (disturbance, livelihood assistance);
- On the affected person's side: commitment to vacate the land by the agreed date.

The PMU of GCAPP will issue a compensation receipt, *GCAP-GH Form C2* (as shown in **Annex 2**) to the claimant or recipient confirming compensation amount collected.

6.5 Engagement and Participatory Consultation with Project Affected Persons (PAPs)

The valuation of the assets will be done with the engagement and participation of the PAPs. The PAPs have the opportunity to do their own valuation if they have doubts or misgivings through the facilitation of the project for further negotiations between them (PAPs) and the PIU of GCAP.

All negotiations will be done in collaboration and in the presence of Grievance Redress Committee to ensure that the PAPs have full understanding of the process and all their affected assets are captured during the census.

If PAPs are still unhappy about compensation they can still appeal to the Grievance Redress Committee (GRC) through the grievance process. See section 3.6 of the Project Implementation Manual (PIM) as well as section 9.0 of this RPF for details of the grievance redress procedures.

6.6 Host communities and Vulnerable Groups

Vulnerable groups are those at risk of becoming more vulnerable due to the displacement, compensation, and resettlement process. The initial field assessment has identified likely vulnerable persons but this will be ascertained when the project scope is properly identified and confirmed. Vulnerable people at the proposed project site include, but not limited to:

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

6.7 Contract and Migrant Workers

A company may not possess experienced and expertise required for effective functioning. As a result of this companies hire specialists, creative people and even senior executives on a temporary basis to fill short-term needs. To find the right employee well-trained and prescreened capabilities employees are sought for or hired. Apart from such needed contract workers, migrants in search of job placements also inundate the project area. Such migrants are special—they differ in some combination of motivation, skills, wealth, drive, ambition, risk preferences, access to networks, entrepreneurial attitude, and a plethora of other attributes from the rest of the population who do not migrate. This situation will create competition among job seekers from host communities and the migrants.

This situation has to be mitigated by ensuring that an agreed quota system of available and offerable jobs are provided the local communities. Any conflict that may arise under such circumstances is to be resolved through the grievance redress procedure captured under the process' GRM under **Section 9.2** of this document.

6.8 Identification of vulnerable people

Identification of vulnerable people may include the following:

- Identification of vulnerable people and identification of the cause and impacts of their vulnerability through direct interviews. This step is critical because often vulnerable people do not participate in community meetings (because most often they are shielded by the society and fronted by other individuals), and their disability/vulnerability may remain unknown.
- Identification of required assistance at the various stages of the process: negotiation, compensation, moving;
- Implementation of the measures necessary to assist the vulnerable person; and
- Monitoring and continuation of assistance after resettlement and/or compensation, if required.

Assistance may take the following forms, depending upon vulnerable persons' requests and needs:

Other measures may include financial literacy training for women.

- Assistance in financial literacy training especially for women and assistance in compensation payment procedures (e.g., going to the bank with then person to cash the compensation cheque);
- Assistance in the post payment period to secure the compensation money and reduce risks of misuse/robbery;
- Assistance in moving: providing vehicle, driver and assistance at the moving stage;
- Assistance in the locating and growing of fodder banks for the herdsmen for cattle grazing;
- Ensuring migrant and settler farmers are included in the consultations regarding the RPF/RAP and compensation and have their share of the compensation and assist in finding alternative sites for farming and also be incorporated into the out-grower and small holder schemes of the project;
- Assistance in building: providing materials, workforce, or building houses; and
- Health care if required at critical periods: moving and transition period.

Provisions to be made in RAPs/ARPs

Vulnerable people will be identified at census stage. Each RAP or ARP developed under GCAP will make precise provisions with respect to assistance to vulnerable groups, for example amongst assistance possibilities listed above. In some instances ARAPs are required where projects affect more than 200 people, but with minor land acquisition (10% or less of all holdings is taken) and no physical relocation is involved.

6.9 Potential Social Impacts

The potential GCAP facilities to be provided and associated activities will include provision of irrigation facilities, post-harvest infrastructure and agro-processing. The likely associated activities will comprise dam and road construction/rehabilitation, extension of power supply from the existing national grid, water abstraction, construction of irrigation canals, plantation development (agricultural fields), construction of storage facilities, installation of machinery and waste disposal.

The impacts have been categorized into beneficial and adverse impacts.

Beneficial impacts include:

- Flood Control,
- Water Resources Conservation,
- Improved soil conservation,
- Increased farm incomes from crop output,
- Food Security,
- Poverty Alleviation,
- Raised Rural Income,
- Improved nutrition,

- Employment creation for community members, and Empowerment of farmers

Adverse Impacts and their significance

Some of the potential issues/impacts arising from project activities and their impacts significance are listed in the table below.

TABLE 7: Potential Project Activities and Associated Potential Adverse Social Impact Issues

Projects and Associated Activities	Potential Major Social Impact Issues	Social Significance
General	Livelihood loss Community disruption Cultural heritage site Increase in women work burden Loss of land for women Loss of land for land-poor Loss of access to non-cash or food crops- medicinal plots Exclusion of community voice in transactions between investors and traditional authorities	Major Moderate Moderate Moderate Moderate Major Moderate Major

Social Mitigation Principles

To maximise the realisation of beneficial impacts, this RPF considers a number of mitigation and enhancement measures and also principles for implementation to ensure that GCAP becomes socially acceptable with sustsinable project future. The measures include:

- Mitigation principles for the effects of land acquisition with the application of model land agreement,
- Reconstitution and functioning of the land allocation committee (Iac)
- Rural economy enhancement principles;
- Population influx control principles;
- HIV/AIDS prevention and management principles;
- Socio-cultural conflicts prevention principles;
- Gender and vulnerable groups impacts mitigation principles;
- Measures to curb gender based violence (GBV)
- Health and safety principles;
- Water resources protection principles;
- Protection of heritage sites

RPF Implementation

To ensure a bye-in of stakeholders and success of RPF in its roleout depends to a large extent on the commitment of all relation institution and their appendages. In the respect, necessary presentation and discussions on the project have been carried out with MoFA and related institution with the aim

of improving their capacity for functional institutional arrangements for collaboration. Key among these are presented in Section 3.4. Such roles for collaborative implementation have been discussed and agreed upon by the relevant institutions.

Environmental and Social Management Plan

A social and environmental screening process, selection and evaluation of GCAP sub-projects are required to manage both environmental and social aspects of these activities, preferably in a participatory manner with beneficiary communities, including women and vulnerable groups. MoFA will use this checklist to screen all potential projects and report accordingly as part of the usual project formulation (feasibility phase) exercise.

Table 8: Summary of Environmental and Social Screening Process and Responsibilities

No.	Stage	Institutional responsibility	Implementation responsibility
1.	Screening of sub-projects to assist in determining level of environmental and social assessment required	MoFA	Social and Environmental Specialists
2	Statutory Registration of projects with EPA	MoFA	Social and Environmental Specialists
3.	Determination of appropriate environmental and social assessment level/ category	EPA/ MoFA	Social and Environmental Specialists
4	Selection validation	World Bank	Social and Environmental Specialists
5.	If ESIA is necessary		
5.1	Preparation of Terms of Reference (TOR)	MoFA	Social and Environmental Specialists
5.2	Selection of Consultant	MoFA/GCAP Procurement Unit	Procurement Specialist, Social and Environmental Specialists
5.3	Realization of the ESIA, Public Consultation and participation, Integration of environmental and social issues and mitigations into project designs, and in tendering/bidding documents	Consultancy firm/ Contractor	Social and Environmental Specialists Procurement Specialists
6.	Review and Approval	EPA/ World Bank	-
7.	Participatory Public Consultation and disclosure	MoFA/EPA/World Bank	Social and Environmental Specialists, ESIA Consultant
8.	Implementation of environmental and social assessment and management plan	Sub-project beneficiaries	Social and Environmental Specialists
9.	Development of participatory monitoring indicators	MoFA	Environmental and Social Specialists, M&E Specialist, ESIA Consultant
10.	Surveillance and participatory monitoring	MoFA//EPA/ World	Social and

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No.	Stage	Institutional responsibility	Implementation responsibility
		Bank	Environmental Specialists, M&E Specialist

1.0 PROPOSED MITIGATION MEASURES

1.1 Mitigation measures

The potential social impacts to be addressed within the context of preparing this Resettlement Framework have been identified as previously shown in **Table 10**. It is expected though that site specific social assessment studies will be carried out within specific localities, as and when required. The framework for the compensation/resettlement will then be applied incorporating specific (1) institutional arrangements, (2) resettlement/ compensation eligibility criteria, (3) implementation procedures, (4) financial responsibilities, and (5) monitoring and evaluation plan.

1.1.1 Livelihood restoration measures

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

Table 9: Proposed mitigation measures for some potential impacts

Item	Impact severity	Mitigation measures and Monitoring
1. Involuntary Resettlement	<p>The project in the Accra Plains will involve the need to move people or displace their rights to use land as a result of the construction of irrigation canals and farmlands in the Accra Plains Regions.</p> <p>Possible cases of involuntary resettlement are expected during construction of warehouses and farmlands in the SADA Regions</p> <p>Cases of voluntary land agreements (customary land) resulting in restriction of access, use, customary ownership rights.</p>	<p>Planning Phase GCAP needs to hold continuous meeting between land owners, land users and community members (including women and migrants) based on the State Lands Act (Act 125) of 1962 till basic agreement is obtained.</p> <p>No land acquisition (involuntary or otherwise) should occur on land that is under dispute.</p> <p>Hold continuous meeting between land owners and land users (including women and migrants) until agreement is obtained.</p>
2. Local economy such as employment and livelihood, etc.	<p>Animal husbandry is one of main source of local economy. Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that Pastoralists likely to lose grazing grounds for their livestock.</p>	<p>Planning Phase When designing irrigation canals, cattle crossing point needs to be provided.</p> <p>Construction Phase Temporary cattle crossing point needs to be provided.</p> <p>Operation phase There is a proposal to develop new pasture in grassland areas within the project area. These areas may be used for grazing areas for livestock within the project area. Ponds will developed as water points for livestock.</p>

Item	Impact severity	Mitigation measures and Monitoring
		Crossing points need to be designed for cattle and other livestock.
3. Land use and utilization of local resources	Animal husbandry is one of main source of local economy. Condition of existing land likely to be changed to farming land. Possible change of land use in case of construction works. Land will be cleared during the land preparation stage when the project is fully operational. It is estimated that Pastoralists likely to lose grazing grounds for their livestock.	Construction Phase When designing irrigation canals, cattle crossing point needs to be provided. Operation phase Temporary cattle crossing point needs to be provided. Necessary bridges have been planned to be facilitated at the major points of canal crossing. Need to allocate alternative grazing grounds
6. The poor, local beneficiary communities	Livelihood of the people likely to be affected if they need to be relocated due to farm land cleaning and leveling.	Planning Phase Land around the poor should not be acquired, unless they agree to relocate. Construction Phase Contractor needs to respect local customary practices and beliefs. Operation phase GCAP needs to hold consultation meetings between existing communities and new settlers to create better communication and relationship.
7. Misdistribution of benefit and damage	Possible misdistribution of benefit among communities. For example, some farmer may receive benefit from irrigation development; however some farmer may not receive benefit from irrigation development.	Planning Phase GCAP needs to hold continuous meeting between land owners, land users and community members (including migrants and women based on the State Lands Act (Act 125) of 1963 till basic agreement is obtained. Construction Phase Contractor needs to pay careful attention to existing social facilities including educational, health, water and sanitation facilities. Operation phase Scheduling of irrigation operations in consultation with farmers within individual blocks. This is expected to reduce flooding and wastage.
8. Cultural heritage	There are culturally sensitive areas within the project area which may be affected by the development of the irrigation fields.	Planning Phase Land around the culturally sensitive areas should not be acquired. Construction Phase Alignment of the irrigation canals need to make a detour from those culturally sensitive

7.0 GRIEVANCE REDRESS MECHANISM (GRM)

7.1 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 and determination of entitlements of compensation and implementation of the project;
- Ensure that appropriate and mutually acceptable redress actions are identified and implemented to the satisfaction of complainants by the use of alternative dispute resolution (ADR) approach; and
- Avoid the need to resort to judicial proceedings at the courts.

Court cases are known to be cumbersome and time consuming. It is therefore proposed here to make available 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. Aggrieved people would however remain free to open a Court case without having registered their grievance. The fees for the hiring of a legal officer (attorney, land valuer) will be borne by the project (GCAP).

7.2 The Grievance Redress Process

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/GRS>. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

The general steps of the grievance process comprise:

Step 1: Assessment of Risks and Potential Grievances and Disputes

Step 2: Capacity Assessment

Step 3: Action Plan

Access Point / Complaint Uptake - Have access points as close to the users as possible.

Grievance Log

Assessment, Acknowledgment, and Response

Appeals

Resolve and Follow-Up

Receipts/Processing of Complaints

Individuals can bring forward grievances and disputes related to the project in the following ways: a) in writing, b) in person to the Grievance Redress Committee (GRM)/ Community Grievance Redress Committee (CGRC) that have been established in the project communities. The project email address for complainants to access is grm@gcap.org.gh. The PIU has sensitized communities on the need to resort to grievance redress mechanisms. In its engagement with communities and community based organizations, the PIU ensured that CBOs that have as their constituency women and youth groups were also included in sensitization efforts and included in the CGRCs with special opening to women and youth.

All complaints will be logged into a register of grievances which will be established by MoFA. MoFA will establish a register of resettlement/compensation related grievances and disputes. The receipt of complaints will include its logging and registration (see Annex 19 for template).

Sorting of complaints

Complaints received will be sorted into four levels as follows:

- Level 1: Complaints and questions that can be responded to immediately;
- Level 2: Complex complaints, for example disputes between Communities and Investors, Government and Communities, Investors and Government and within the Communities;
- Level 3: Complaints related to valuation of land being acquired by the Government of Ghana; and
- Level 4: Complaints that border on integrity e.g. corruption.

Verification of complaints

All Levels 2, 3, and 4 complaints will be investigated by the PIU/Social Safeguards Specialist. This investigation will not exceed fourteen (14) days.

Referral of complaints to relevant entities – Grievance Redress Committees

Two (2) levels of Grievance Redress Committees (GRCs) have been established under the project to perform the required functions. These are the Zonal GRC and Community Grievance Redress Committees (GRCs). GCAP has established two Zonal GRCs, one for SADA and the other for the Accra Plains. Aside these apex bodies, CGRCs have been established in the communities in SADA and Accra Plains. All the GRCs have been trained in how to resolve issues using the ADR practices. The GRCs are to undertake the following functions:

- Receive grievances from stakeholders including investors, small holders, communities, government;
- Investigate complaints;
- Facilitate the settlement of disputes;
- Settle disputes;
- Maintain a database of qualified mediators and arbitrators who can be called upon to support the work of the GRC;
- Propose and promote strategies to prevent project-related disputes;

- Harness existing and accepted systems for grievance management;
- Forge relevant partnerships with third parties; and
- Align it with existing legal mechanisms where necessary.

After verification of complaints, verified ones will be heard by the Grievance Redress Committee (GRC). The GRC consists of thirteen members as listed below.

- a) A chairperson
- b) A Director from Ministry of Food and Agriculture
- c) 1 Representative from the Lands Commission not below the rank of Director
- d) 1 Representative from GIPC not below the rank of Director
- e) 1 representative from Traditional Leaders
- f) 1 Representative of Investors
- g) 1 Representative from the District Assembly
- h) 1 Representative from Civil Society
- i) 1 Representative of Youth groups
- j) 1 Representative from Women's groups
- k) 1 Representative from Judicial Service
- l) 1 Representative of the Ghana Association of Mediators and Arbitrators
- m) One other person to be identified.

The representatives of the traditional leaders, investors, district assembly, civil society, youth groups, and women's groups will vary depending on the area in which the complaint emerges from. Any time there is a complaint, a panel shall be composed to address the specific complaints. At least five members of the GRC shall constitute a panel. The nature and type of complaint shall determine the members to be selected. For instance, in a land-related complaint, at least one of the panel members may be a representative of the Lands Commission. Complaints related to valuation of land acquired by the State shall be guided by the provisions in the RPF.

The Social Safeguards Specialist (PIU-MoFA) shall be the Chairperson of the GRC. The Director from MoFA or a representative of the Director shall be the Secretary of the GRC.

The GRC shall be governed by the principles of fairness, integrity, transparency, and timeliness.

GRC Meetings

GRC meetings will be a forum for the complainant and other parties to detail grievances and to explore (using mediation, negotiation, and other techniques) the redress action. The proposed redress action and the time frame in which it is to be implemented will be discussed within two weeks of receipt of the grievance. The GRC meetings will be recorded by the Secretary of each composed panel. Thus each panel composed shall select its own Secretary.

Settlement of disputes

The GRC may use a number of methods to resolve disputes as stated below.

Settlement by Negotiation

The parties to a dispute under the Project may negotiate in good faith with a view to reaching a settlement of the dispute. This may be in accordance with any contract between the parties.

Settlement by Mediation

Where Parties to a dispute choose to settle their dispute through mediation, the GRC may mediate the dispute or other mediators may be identified by the parties.

Where parties agree to settle the dispute by mediation and there is settlement of the dispute, the terms of settlement shall be in writing which shall be signed by the mediator and parties to the dispute. The settlement agreement shall be binding on the parties to the dispute unless the agreement states otherwise.

Where no agreement is reached at the end of the mediation, the mediator shall state so in writing and refer the matter to the GRC for further action. .

Settlement by Arbitration

Settlement by arbitration shall be in compliance with the Arbitration Act, 1961 (Act 38).

Parties to a dispute shall agree to the method of appointment of arbitrators or arbitration panel. Where the parties fail to agree to the appointment of arbitrators or arbitration panel, the GRC may appoint an arbitrator or arbitration panel to resolve the dispute.

An arbitration award shall be binding on all parties. Where an external arbitrator is used, the external arbitrator shall communicate the award in writing to the GRC within 3 days after the award.

The grievance issue should be resolved within 2 weeks of receipt of complaints, unless it requires further investigation which could go up to 4 weeks. Should there be an unexpected delay, the GRC will make sure to inform the concerned parties about the delay and its impacts on the initial schedule.

Verifying the redress action

Depending on the nature and type of grievance, PIU staff (such the Social Scientist, Social Scientist Assistant, Environmental Specialist) and partner organizations (Lands Commission rep., EPA rep., etc.) may visit the affected property site or get in touch with the complainant to confirm that the redress action is carried out. Verification should be completed within a time specified by the parties

Dissatisfaction and Alternative Actions

If the complainant is not satisfied with the outcome of the redress action, continued steps may be taken to resolve the issue until an amicable agreement is reached. The following are alternative actions that may be considered, depending on the nature of the grievance:

- a) *Appeal to Court:* It is hoped that the courts of law will be a “last resort” option, in view of the above mechanism. The Constitution of Ghana allows any aggrieved person the right to access to Court of Law. If the complainant still remains dissatisfied with the alternative mediation efforts, he or she has the option to pursue appropriate recourse via judicial process in Ghana;
- b) *International Experts.* Where parties wish to settle the dispute by involving international experts, they may inform the GRC/PIU of such intention in writing but in all cases efforts must be made to exhaust local remedies.

Documentation

Grievance Redress Form: The complainant’s name, date of complaint, nature of complaint, follow-up actions and their dates will all be logged for referencing and tracing. A template form is included in Annex 19.

Once grievances are resolved, the Social Scientist will complete the Grievance Redress Form detailing and confirming the resolution. The form will be signed by the complainant, other parties, and the Social Scientist.

Complaint Log Book: A complaint log book will be opened for all complaints at the project level. All GRC minutes will be recorded and made available for review upon request.

Dissemination of relevant information at the community level

The existence and conditions of access to this register (where, when, how) will be widely disseminated within the community/town during all consultations as dissemination efforts undertaken for the project in general.

The PIU should publicize the existence of the GRM, its procedures, the levels, the officers who shall handle different types of grievances etc. Information on the GRM should be disseminated to all relevant persons including poor and marginalized groups (including women and persons with disabilities). Information should be disseminated through the project website, pamphlets, bulletin boards in communities, posters, and outreach campaigns by PIU staff and facilitators. The Communication Specialist and the Social Scientist should design relevant posters and video clips within the first six months of project effectiveness.

Messages that should be conveyed to encourage people to use the GRM shall include:

- No fees for making complaints;
- Grievances help to improve the project's policies, systems and service delivery;
- Grievances shall be treated in a confidential manner; and
- Complainants shall not be sanctioned for complaining

Essential details about the project's GRM shall include:

- How to submit a complaint and where to access the Grievance Form
- The project's standards and timeframes for complaint resolution;
- The options available to a complainant if the person is not satisfied with the grievance redress process or outcome; and
- The project shall welcome not only grievances but also suggestions, recommendations, compliments and enquiries.

Grievance Redress and Institutional Responsibilities

The Table below presents a summary of the grievance redress procedure with institutional roles and responsibilities.

Table 10: Grievance Redress Procedure

Process	Actions/Description	Time frame	Other information	Responsible Agency/Person
Receipt of grievances	Grievances will be made face to face, phone (project offices, hotline), letter, e-mail, recorded during public/community interaction, through CSOs, etc.			Projected Affected Person (PAP)/Complainant
	Grievances will be recorded	Immediate		PIU staff (e.g. Social Scientist) or partner (such as EPA, Lands Commission, GIPC, etc.)
Grievance transmitted to project	Grievance form transmitted to PIU	1 day		Recipient of grievance (i.e. partner staff)
Grievance assessed/sorted/categorized and logged	Grievance categorized.	4-7 Days	Significance criteria Level 1 – complaints that can be responded to immediately Level 2 – complex complaints;	PIU - Social Scientist
			Level 3- land valuation or related to RPF; Level 4: Integrity related	
Level 1 complaints responded to and resolved	Level 1 complaints (question or grievance that can be immediately resolved) responded to	4-7 days After receipt of complaint		PIU – Social Scientist
Grievances referred to appropriate parties for resolution				
	Level 2 complaints referred to GRC. GRC convened	4-7 days After receipt of complaint		PIU – Social Scientist
	Level 3 complaints	4-7 days After receipt of complaint		PIU – Social Scientist
	Level 4 complaints	4-7 days After receipt of complaint		PIU – Social Scientist
Grievance is acknowledged	Acknowledgement of grievance through appropriate medium and to ensure documentation and record keeping at all levels	4-7 Days after receipt of complaint		PIU of GCAP/ Social/Environmental Officer
Development of response				

Process	Actions/Description	Time frame	Other information	Responsible Agency/Person
Level 2	Response development from GRC	10-14 Days		Social Scientist
Level 3	Response development with input from management/ relevant stakeholders			Social Scientist/Project Coordinator
Level 4	Response development with input from management/ relevant stakeholders			Project Coordinator
Response signed off	Redress action approved at appropriate levels and agreed upon by parties	4-7 Days		Project Coordinator
Implementation and communication of response	Redress action implemented and update of progress on resolution communicated to complainant	10-14 Days After agreed upon resolution		Project Coordinator
Complaints Response	- Redress action recorded in grievance log book - Confirm with complainant that grievance can be closed or determine what follow up is necessary	4-7 Days After agreed upon resolution		Social scientist
Redress verification	As part of the grievance process the GRC may in total or in part visit the affected property site or get in touch with the complainant to confirm that the redress action is carried out.	1 week after redress decision/action		Social Scientist/ M&E Specialist
Pending grievances				
Documentation, tracking, reporting and monitoring	Grievance Redress Mechanism Process is documented and monitored			Social Scientist/ M&E Specialist

Training

The PIU should develop a programme to provide training on grievance redress for the members of the GRC and staff of the PIU who will have responsibility of supporting the GRM. Such training could be extended to CSOs and all those involved in grievance resolution at the community level.

Table 11: Schedule template for Grievance Redress with Responsible Agency/Persons

Steps	Process	Description	Time frame	Other information	Responsible Agency/ Person
1	Identification of	Face to face; phone;	1 Day	Email address; hotline	Projected Affected

Ministry of Food and Agriculture (MoFA)

Steps	Process	Description	Time frame	Other information	Responsible Agency/ Person
	grievance	letter, e-mail; recorded during public/community interaction; others		number	Person (PAP)/Complainant
2	Grievance assessed and logged	Significance assessed and grievance recorded or logged (i.e. in a log book)	4-7 Days	Significance criteria Level 1 –one off event; Level 2 – complaint is widespread or repeated; Level 3- any complaint (one off or repeated) that indicates breach of law or policy or this RPF provisions	PIU of GCAP/ Project Social/Environmental Officer
3	Grievance is acknowledged	Acknowledgement of grievance through appropriate medium and to ensure documentation and record keeping at all levels	7-14 Days		PIU of GCAP/ Project Social/Environmental Officer
4	Development of response	-Grievance assigned to appropriate party for resolution -Response development with input from management/ relevant stakeholders	4-7 Days 10-14 Days		Project Manager/ PIU of GCAP GCAP
5	Response signed off	Redress action approved at appropriate levels	4-7 Days		Chief Director of MoFA/GCAP should sign off
6	Implementation and communication of response	Redress action implemented and update of progress on resolution communicated to complainant	10-14 Days		Project Manager
7	Complaints Response	Redress action recorded in grievance log book Confirm with complainant that grievance can be closed or determine what follow up is necessary	4-7 Days		Project Manager and PAP

Ministry of Food and Agriculture (MoFA)

Steps	Process	Description	Time frame	Other information	Responsible Agency/ Person
8	Close grievance	Record final sign off of grievance If grievance cannot be closed, return to step 2 or recommend third-party arbitration or resort to court of law	4-7 Days		Minister/ Chief Director of MoFA
9	Documentation, tracking, reporting and monitoring	Grievance Redress Mechanism Process is documented and monitored	-		PIU of GCAP and Chief Director of MoFA

8.0 PROPOSED ADMINISTRATIVE AND INSTITUTIONAL FRAMEWORK FOR PREVENTION AND MITIGATION

This section seeks to pre-empt future problems with the implementation of the resettlement or compensation plan by proposing a workable institutional arrangement. Some institutions to participate in the exercise are identified as follows:

Table 12: Institutional framework

No.	Institution	Responsibility
1.0	Ministry of Food and Agriculture (MoFA)	<ul style="list-style-type: none"> • Overall supervision of the RPF and Resettlement/Compensation Plan. • To provide funds for compensation payment. • Trigger the process through inventory of affected persons and assets and implement plan in close consultation with Consultant.
2.0	Environmental Protection Agency (EPA)	Review and monitor Social Impact Assessment.
3.0	Regional Coordinating Council (RCC)	To liaise with district and MoFA in ensuring peaceful implementation of the process.
4.0	Regional/District Land Valuation Officers	To assist in the valuation and compensation payment process and reporting.
5.0	Administrator of Stool lands	To assist in the valuation and compensation payment process and reporting.
6.0	District Assembly (District Planning Officer and District Works Department), Traditional authorities, Heads of family owning lands.	To assist the community and support in the inventory of affected persons.
7.0	Consultants, NGO, CSO	Prepare plans and assist with implementation and capacity building. Assist with sensitisation and monitoring.
8.0	Local financial institutions (Banks)	Safe disbursement of compensation amounts.

The Ministry of Food and Agriculture (MoFA) has the overall responsibility for preparing the RPF and implementing the Resettlement Plan. It will ensure that all compensation, resettlement and rehabilitation activities are carried out satisfactorily before the disbursement of funds for the project and construction work to commence.

The District Assembly will facilitate community orientation to fully understand and appreciate the processes and assist in implementation. Much of the work will be done at

the district level, and the Assembly being the local administrative authority with the support from MoFA will further ensure that:

- Communities are properly and adequately informed (timely) by the TAs of the Plans, and also their rights and options relating to their properties that may be affected by the project. Women may be consulted separately. Youth should be included as should migrants and other vulnerable groups
- Coordinate activities between different communities implementing the resettlement or compensation plans
- Ensure timely provision of compensation, in cash and/ or kind
- Attend to any grievances submitted by the affected persons

The District Assemblies with support from MoFA will engage and involve all sections of the community in discussions on the Plan. They will with the support of the Project,

- Schedule open meetings to ensure that all community members are informed and they are fully aware of their rights and options regarding the resettlement activity
- Identify impacts on lands and assets and the members of the community to be affected and to what extent they will be affected

9.0 INSTITUTIONAL ARRANGEMENTS AND IMPLEMENTATION SCHEDULE

9.1 Institutional Responsibilities

The main institutions involved with the implementation of the resettlement activities are:

- The Project Coordination Office- particularly the Social and Environmental team, GCAP;
- Ministry of Food and Agriculture (MoFA);
- Regional/District Land Valuation Officers;
- The Environmental Protection Agency (EPA);
- Regional Coordinating Councils (RCCs) and District Assemblies (DAs);
- Consultant; and
- PAPs' representative

The implementation activities will be under the overall guidance of the office of the coordinator of the Ghana Commercial Agriculture Project (GCAP), more specifically the Social and Environmental Team of GCAP.

9.2 Resettlement Management Teams

The Resettlement Management Teams which will be set by GCAP will consist of three smaller teams namely:

- Compensation Disbursement Team;
- Grievance Redress Team; and
- Monitoring and Evaluation Team.

The Compensation Disbursement Team will be responsible for organising and ensuring that compensations payable to PAPs are made in line with the provisions and procedures of this RPF.

The Grievance Redress Team will be responsible for receiving and logging complaints and resolving disputes. The team will undertake follow-ups on all measures taken to resolve each grievance or dispute to ensure that redress actions are implemented by whoever is mandated to undertake such action.

The Monitoring and Evaluation Team will be responsible for the monitoring of the RAP implementation programme to ensure that stated targets are met and project affected persons are duly compensated in line with the RAP requirements.

9.3 Sequence of implementation and responsibilities

The sequence of implementation activities and responsibilities are summarized in the table below.

Table 23: Sequence of implementation tasks and institutions

No	Task	Institutions
1.0	Siting and routing of project components	Supervising Engineer under PIU of GCAP/MoFA, Private investors, Social Scientist and Environmental Specialist
2.0	Sub-project screening	Supervising Engineer under PIU of GCAP/MoFA, Resettlement Consultants, Social Scientist & Environmental Specialist
3.0	Assessment of the need for rerouting / re-siting certain sub-project components in case they affect inhabited dwellings	Supervising Engineer under PIU of GCAP/MoFA, Social Scientist & Environmental Specialist
4.0	Preparation of designs for stages of the project	PIU of GCAP/MoFA/ Resettlement Consultants, Social Scientist & Environmental Specialist
5.0	Preliminary assessment of resettlement issues	DA/Consultants, Social Scientist & Environmental Specialist
6.0	Confirm need for resettlement/compensation actions	PIU of GCAP/MoFA /DA/Resettlement Consultants Social Scientist & Environmental Specialist,
7.0	Assess the options for land acquisition	PIU of GCAP/MoFA DA/Traditional authority/District Land Valuation Disivion
8.0	Assess the number of affected persons	PIU of GCAP/MoFA DA/ Resettlement Consultants
10.0	If number of affected persons is less than 200, prepare abbreviated resettlement action plan (ARAP) for country level approval.	PIU of GCAP/DA/Resettlement Consultants, Social Scientist & Environmental Specialist
11.0	If number of affected persons is more than 200, prepare a RAP for World Bank approval.	PIU of GCAP/MoFA/DA/Consultants Social Scientist & Environmental Specialist,
12.0	Use RP to comply with the process required to undertake land acquisition and compensation payment	PIU of GCAP/MoFA /DA/District Land Valuation Board/ DA, Social Scientist & Environmental Specialist
13.0	Review Plans	PIU of GCAP/MoFA / DA
14.0	Budgeting of costs	PIU of GCAP/MoFA /DA
15.0	Confirm arrangements for managing funds	PIU of GCAP/MoFA / RCC/DA

No	Task	Institutions
16.0	Determine arrangements for channelling compensation funds	PIU with relevant authorities in the central Government, Social Scientist & Environmental Specialist
16.0	Implement RAPs and ARAPs	PIU of GCAP/MoFA / RCC/DA, Social Scientist & Environmental Specialist

9.4 Procedures for delivery of entitlements

Entitlements may range from cash payments to the provision of new land, new homes and compensation for other lost properties. As stated above, the land for land compensation option will be paid before owners/ occupiers are made to vacate their properties for commencement of construction works. Payments will be funded like any other activity under the project’s administrative and financial management rules and manuals.

Compensation committee: The committee will comprise representatives of the affected persons (2 to 3no.), DA, LVD, EPA and Traditional authorities. The committee will be chaired by the representative of the District Assembly.

Consultations: The affected persons should be engaged in active and meaningful consultations at the beginning of the project and any displacement should not be last hour notice. They should have access to the Resettlement Action Plan and be encouraged to provide input. Consultations should happen in local language where possible; women should be consulted separately if that is more appropriate. The consultation process should ensure sizeable participation of women, youth, migrants, and groups at risk of exclusion, and also ensure prior distribution of project information in a form that is accessible to community members, etc.

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

Documentation: The names and addresses of affected persons will be compiled and kept in a database including claims and assets. The DA will maintain records of these persons as well as the RCC. The records are also important especially for future monitoring activities. Documentation will include documents relevant to land transactions (voluntary and involuntary).

Contract Agreement: A contract listing of all property and land/ farms being surrendered and the types of compensation (both cash and kind) would be prepared. The contracts will be presented at community meetings/ durbars prior to signing. The handing over of

property and compensation payments will be made in the presence of the affected persons and the Compensation Committee, and in public.

Time Provisions: The affected persons may negotiate with the Compensation Committee on time frames and terms of payment, but no construction work can begin until the project affected persons have been compensated in full or resettled.

Redress of grievances: If affected persons are not satisfied with proposed entitlements and its implementation through the grievance redress mechanism processes proposed in this framework, they can seek redress through Assembly person/ DA. The DA will liaise with the LVB and the administrator of stool lands to address the problems. If the affected persons are still not satisfied they could take it up further with the RCC and possibly, the Ministry of Food and Agriculture (MoFA). All grievances will be expressed in writing.

Financial obligations: The sector ministry i.e. the Ministry of Food and Agriculture (MoFA) is responsible for the payment of compensation. This should come out of its budget, not the project IDA budget.

10.0 BUDGET AND FUNDING SOURCES

Estimated Budget for Consultation and Disclosure of RPF

The budget for awareness creation and consultations on the RPF is estimated at US\$ 58,000. (see Table 14). The budget for the preparation of RAPs/ARAPs will be developed from the specific social assessment studies and mitigation/livelihood restoration plans. It will cover resettlement activities including compensation cost for affected assets. The cost will be derived from expenditures relating to (1) the preparation of the resettlement/compensation plan, (2) relocation and transfer, (3) income and means of livelihood restoration plan, and (4) administrative costs.

Table 14: Estimated Budget for Training and Awareness Creation on RPF

	Activity	Description	Item	Unit cost, US\$	No	Total Cost, US\$
1.0	Consultations	MoFA		5,000.00	2	10,000.00
		SADA and AP (Farmers, TA, Extension officers).	Regional Workshops	6,000.00	2	12,000.00
		FBOs, CSOs, NGOs and Consultants	Workshops	8,000.00	2	16,000.00
2.0	Awareness Creation	Radio Discussions	Local FM Stations	LS	-	10,000.00
		Advertisements	National Dailies	LS	-	10,000.00
	TOTAL					58,000.00

10.1 Budget for Preparation and Implementation of RAPs

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

A template for the preparation of budgets to prepare and implement RAPs is provided as **Annex 7**. This cost will be borne by the Government of Ghana.

11.0 PARTICIPATORY MONITORING AND EVALUATION PLAN

Given the potential social consequence of resettlement, all of the process must be monitored and evaluated at local, regional and national levels. To ensure that the implementation of the resettlement is carried out in accordance with the relevant requirements of this RPF the provisions for monitoring and evaluation will focus on; (1) the proposed actions are implemented as intended and within the deadline established and, (2) that the expected results are achieved. When deficiencies or problems are found, monitoring and evaluation can initiate appropriate corrective action.

The monitoring of project activities related to land acquisition, compensation and resettlement must fit into the overall project Monitoring and Evaluation (M and E) framework. The objective of the monitoring plan is to ensure that all stakeholders are provided with timely and updated information with regards to the implementation of the RAP/ARAP. The focus of the M and E will include an assessment of the following:

- RAP implementation is in accordance with the schedule
- Whether RAP implementation has to be adjusted due to changes that have occurred
- Whether complaints and grievances are being properly and effectively addressed
- Inform decisions to resolve problems encountered during RAP implementation

The actions will be monitored and evaluated internally by a Monitoring and Evaluation team (MET) to be constituted by the GCAP Coordination Office of the Ministry of Food and Agriculture, MoFA. An Independent Impact Evaluation (IIE) will be done soon after the completion of the RAP implementation

11.1 Internal Monitoring and Evaluation

Purpose and Responsibility

The purpose of the internal monitoring and evaluation will be to verify that:

- actions and commitments described in this resettlement plan are implemented;
- eligible people to be affected by the works receive their full compensation; and
- complaints and grievances lodged by PAPs are followed-up with and resolved.

Evaluation and monitoring are key components of the Resettlement Policy Framework.

They have the following general objectives:

- Monitoring of specific situations or difficulties arising from the implementation, and of the compliance of the implementation with objectives and methods as set out in this Resettlement Policy Framework;
- Evaluation of the mid- and long-term impacts of the Resettlement and Relocation Action Plan on affected households' livelihood, environment, local capacities, on economic development and settlement.

Monitoring aims to correct implementation methods during the course of the Project, as required, while evaluation is intended at checking whether policies have been complied with and providing lessons learnt for amending strategies and implementation in a longer term perspective. Monitoring will be internal and evaluation external.

Participatory Monitoring and Evaluation Plan Indicators

The Monitoring and Evaluation team (MET) will be expected to develop and implement a Monitoring and Evaluation Plan (MEP). The main indicators that the MEP will measure include: (i) impacts on affected individuals, households, and communities to be maintained at their pre-project standard of living, and better; (ii) improvement of communities affected by the project; and (iii) management of disputes or conflicts.

The GCAP Coordination Office will undertake the routine internal monitoring and evaluation of the implementation of the resettlement issues so as to ensure that all the responsible units follow the schedule and comply with the principles of the resettlement plan. The monitoring programme will provide a continuous feedback on the implementation of the resettlement plan. Monitoring teams will be constituted and will report regularly to the coordinating office of GCAP. The team will include EPA, and appropriate departments under the Ministry of Food and Agriculture.

The monitoring and evaluation will be the main mechanism to alert the GCAP of any delays and problems and these activities will help measure the extent to which the main objectives of the RPF have been achieved. An evaluation programme will be implemented periodically to also check on compliance with action plan and provide lessons to amend strategies, especially in the longer term. NGOs will also help with monitoring and validation of the implementation of the safeguards instruments as well as help in monitoring of payments to communities and extent to which (i) use of resources are determined in a participatory and inclusive manner and (ii) those payments are used for community purposes. They will also help in action plans and some sensitization and education and capacity building activities. The evaluation will be based on current WB procedures and also national provisions on resettlement/compensation.

Through the monitoring and evaluation, GCAP will establish a reporting system for the project RAP that will:

- (i) provide timely information to the project about all resettlement and compensation issues arising as a result of resettlement related activities;
- (ii) identify any grievances, especially those that have not yet been resolved at the local level and which may require resolution at the higher levels;
- (iii) document completion of project resettlement and compensation that are still pending, including for all permanent and temporary losses; and
- (iv) evaluate whether all PAPs have been compensated in accordance with the requirements of this RAP and that PAPs have better living conditions and livelihoods.

Instruments of monitoring will include the following:

- (i) questionnaires with data stored in a database for comparative analysis (before-after and with-without);
- (ii) documentation and recording of PAPs situation, including subsequent uses of assets/improvements;
- (iii) relocation/resettlement and Compensation Reports, including status of land impacts; percentage of individuals selecting cash or a combination of cash and in-kind compensation; proposed use of payments;

Independent Impact Evaluation

The Independent Impact Evaluation (IIE) will be done soon after the completion of the RAP implementation. The independent impact evaluation will determine:

- If compensation payments have been completed in a satisfactory manner; and
- If there are improvements in livelihoods and well-being of PAPs.

Several indicators will be used to measure these impacts. These include, among others,

- (i) a comparison of income levels before-and-after the RAP;
- (ii) access to livelihoods and employment;
- (iii) changes in standards of housing and living conditions;
- (iv) number of grievances and their status, time and quality of resolution;
- (v) number of individuals and families to re-establish their pre-resettlement activities, in terms of other alternative incomes;
- (vi) number of demolitions after giving notice, and
- (vii) number of PAPs paid in a given period in comparison with what was planned

The Resettlement team will maintain basic information on all physical or economic displacement arising from the project. This includes an update, for example on a bimonthly basis, of the following:

- (i) number of households and individuals physically or economically displaced by the project;
- (ii) length of time from sub-project identification to payment of compensation to PAPs;
- (iii) timing of compensation in relation to commencement of physical works;
- (iv) amount of compensation paid to each PAP household and communities (if in cash), or the nature of compensation (if in kind);
- (v) Decision-making process for use of funds paid to communities.
- (vi) number of people raising grievances in relation to the project
- (vii) number of grievances or complaints;
- (viii) Time spent to resolve the complaint; and
- (ix) number of resolved and unresolved grievances.

Reporting

The monitoring unit will submit periodic (preferably bimonthly) reports to the GCAP, and copied to the MoFA. The report will at least cover status of compensation disbursement, nature of complaints, redress actions and follow-ups.

12.0 STAKEHOLDER CONSULTATION, PARTICIPATION AND DISCLOSURE OF RPF

12.1 Further Stakeholder Consultation and Participation

The Consultants have carried out appropriate consultations with stakeholders during the preparation of this RPF. Stakeholders consulted include relevant Government agencies, local government authorities, non-governmental organizations, and civil society groups and traditional authorities identified during the consultative period. Stakeholder consultations were undertaken from 22nd September to 13th October 2011. These were followed with public consultations held in Greater Accra at Mepe on 28th October, 2011 and in Northern Region at Tamale on 31st October, 2011 and 1st December, 2011 (see Stakeholder Consultation Report).

The lists of persons consulted and issues discussed during the consultations and public meetings are presented in a standalone report (see Stakeholder Consultation Report). Some stakeholder concerns during the public consultation meetings included:

- What will happen to farmers who do not own the land;
- What will happen to government acquired lands when the project is over? E.g. Some lands acquired by government on some projects have been taken over by “watchmen” on the project. Should such lands not revert to original owners?
- What will happen to unskilled workers, because they want to avoid the situation whereby people are brought from other areas to work?
- Need assurance that the policies and measures in the reports will be adhered to and the project has come to stay.
- What happens to settler farmers who are not entitled to compensation for the land?
- Considering the nature of the system, how can poor peasant farmers who are not satisfied with their compensation get redress at the law court?
- The cutting down of economic trees to make way for the project will lead to the loss of livelihood for some people.
- Community members should be informed when the evaluation process ends to avoid confusion from people who later develop structures in the project area.

Further Concerns Raised:

Additional concerns raised by the stakeholders were captured and are as follows:

- GCAP needs to ensure the selection of highly efficient nucleus farmers and monitor their activities closely
- GCAP should maintain regular interaction with Chiefs and overlords of traditional areas
- Land preparation must begin from remote areas where PAP activities are minimal. This will ensure that PAPs can continue working on the farm lands and also take part in the project.
- GCAP should ensure that community leaders give priority to PAPs in the distribution of #

the 60 percent prepared land.

- The site identified for the project in Nabogu was considered by the community to be unsuitable for rice production.
- There is need for continuous sensitization on the project to eliminate misconceptions and maintain the interest of communities in the project.

These questions/concerns raised have been answered in the standalone Public Consultation and Participation (PCP) report (Pages 31-33, 52-55) (report attached as stand alone document).

Additional Consultation on the Resettlement Policy Framework

Additional consultations shall be organized as follows:

- Circulation of the draft RPF for comments to all relevant institutions (e.g. MoFA, all Land agencies, the EPA, and others as appropriate);
- Organisation of public stakeholder workshops and comments incorporated in the final RPF;
- Communication of comments to the Consultant for incorporation into a final RPF, together with WB comments; and
- Public Disclosure of final RPF (reviewed and cleared by both GoG & World Bank/ASPEN) both in-country (in project sites and official journals) and at the WB website prior to appraisal.

Consultation on RAPs and ARAPs

As indicated in Section 7.2 (**Figures 2 and 3**), two steps of information and consultation are proposed to be implemented in the course of the preparation of RAPs and ARAPs:

- Initial information:
 - This step should coincide with the cut-off date (information should not be delivered in advance of the cut-off date to avoid encroachment by new arrivals),
 - Basic information will be provided to potentially affected people on the Project, and resettlement and compensation principles as they are outlined in this RPF,
 - The engagement of the PAPs will take the form of a public meeting at project areas,
- Consultation on draft RAP/ARAP: once these are available in draft form, they should be discussed with the MMDAs and affected communities, whose comments will be incorporated into final documents.

Community involvement and sensitisation

Communities within the project areas as well as host communities have been sensitized on the project and likely project impacts and the extent of their involvement to ensure project success. Measures instituted to address negative project impacts were well communicated to the communities.

The Ghanaian law requirements on consultation and information, as well as those related with grievance management fall short of meeting WB requirements. The application of these will require:

- meaningful information and consultation to take place before the process leading to displacement is launched in each particular location concerned by a subproject,
- a specific grievance registration and processing mechanism to be put in place.

Methods and Arrangements for Engagement of PAPs

In order to do engage PAPs successfully, the strategies to be used included using 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. The local dialects will be mostly used during future engagement periods. The methods to be employed will 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.).

12.2 Detailed Disclosure Requirements

The resettlement instrument has been disclosed in the communities in compliance with relevant Ghanaian regulations and the World Bank operational policy. Public Disclosure through publication in the national Dailies and notices and the District Assembly levels are slated for February 2018. This will follow:

- a) Disclosure by publishing on the internet, placement of copies of disclosure forms in the offices of GCAP/PIU, the District Assembly and the community;
- b) District Assembly officials, PAPs, and all stakeholders will be invited to a disclosure workshop/forum at the district level.
- c) Further consultations and final disclosure will be carried out in mid-March 2018 to mid April 2018.

14.0 REFERENCES

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ANNEXES

- Annex 1 Compensation Claim Form
- Annex 2 Compensation Receipt for Claimant
- Annex 3 Grievances and Resolution Form
- Annex 4: Frameworks of Forms to be used for the Census of PAPs
- Annex 5 RAP Outline
- Annex 6 ARAP Outline
- Annex 7: Template for Preparing Budgets for Implementing RAPs/ ARAPs

Annex 1: Compensation Claim Form

GCAP Form C1

COMPENSATION CLAIM FORM

GHANA COMMERCIAL AGRICULTURE PROJECT

-COMPENSATION CLAIM FORM-

Affected Person Information:

Name of claimant: Sex: Age:

Name of Representative/Contact Person:

Region: Town: Suburb:

Affected property:

Total Compensation Due:

Affected property value (GHc)	Disturbance (GHc)	Livelihood support (GHc)	Total compensation (GHc)

Compensation Payment Proposal:

Name of recipient:

Payment Date:

Signature or Thumb print of claimant /recipient:

Administered by (MoFA/GCAP/PMU Rep):

Name of Witness

(Witness could be Councilor or Member of Parliament)

Signature of Witness

Remarks:.....

.....

Annex 2: Compensation Receipt for Claimant

GCAP Form C2

COMPENSATION RECEIPT

GHANA COMMERCIAL AGRICULTURE PROJECT

-COMPENSATION RECEIPT-

Received from **MINISTRY OF FOOD AND AGRICULTURE**

the sum of.....

..... Ghana cedis

being compensation on payable for affected properties.

GHC

Cheque No..

Date:

.....
MoFA Officer/Project Rep (Name)

.....
MoFA Officer/Project Rep (Signature)

Annex 3: Grievance and Resolution Form

GCAP Form R1

GRIEVANCE AND RESOLUTION FORM

GHANA COMMERCIAL AGRICULTURE PROJECT

-GRIEVANCE AND RESOLUTION FORM-

Name (Filer of Complaint):

ID Number (PAPs ID number):

Contact Information (house number/ mobile phone) :

Nature of Grievance or Complaint:

<u>Date</u>	<u>Individuals Contacted</u>	<u>Summary of Discussion</u>
.....

Signature.....

Date:

Signed (Filer of Complaint):

Name of Person Filing Complaint (if different from Filer):

Position or Relationship to Filer:

Review/Resolution

Date of Conciliation Session:

Was Filer 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 below:

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

.....

.....

Signed (Conciliator):

Signed (Filer):

Signed:

(Independent Observer)

Date:

Annex 4: Framework for the Census of Affected Assets and Affected People

AFFECTED PLOT OR LAND SHEET

Reference:

Location: Region: District: Village:

GPS Coordinates:

Surface:

Description of soil:

Crops

Perennial Crops:	1	Owner:
	2	Owner:
Annual Crops:	1	Owner:
	2	Owner:
Trees:	1	Owner:
	2	Owner:

Structures: Channels: Owner:

Anti-erosive structures: Owner:

Buildings: Owner:

Users: User 1: Surface used: Regime of tenure:

User 2: Surface used: Regime of tenure:

User 3: Surface used: Regime of tenure:

User 4: Surface used: Regime of tenure:

Valuation proposal (details of calculation on attached sheet):

Crops:

Structures:

Proposed distribution of compensation:

User 1:

User 2:

User 3:

User 4:

Date: Prepared By:

AFFECTED BUILDING SHEET

Reference:

Location: Region: District: Village:

GPS Coordinates: Photograph number:

Owner: Address:

Description:

Permanent Non permanent

Surface: Number of rooms:

Walls: Material Condition

Roof: Material Condition

Floor: Material Condition

Annexes outside: Latrine: Bathroom: Kitchen: Others:

Additional features:

Permanently Inhabited: By: Regime of occupation:

Periodically Inhabited: By: Regime of occupation:

Valuation proposal (details of calculation on attached sheet):

Proposed distribution of compensation:

User 1:

User 2:

User 3:

User 4:

Date: Prepared By:

AFFECTED HOUSEHOLD SHEET

Household Reference:

Location: Region: District: Village:

Reference of Affected Asset:

Type: Structure Plot Crop

Reference of Affected Asset Sheet:

Location: Zone: Region:

Household Information:

Head of Household: Name: Age: Sex:
 Identity Document: Type: Number:

Composition of Household:

Socio-Economic Information:

Occupations:

Head of Household:

Other members of Household:

Number: Occupation:

Number: Occupation:

Total Estimated Household Cash Income:

Education level of Household Members:

Number	Name	Relationship with Household Head	Sex	Age

Project Impact:

Assessment of the Impact of the Loss of the Affected Asset on Household's Livelihood:

Proposed Compensation or Resettlement Package

Household's Wishes

Proposed Package

Proposed Livelihood Restoration Package:

Household's Wishes

Proposed Package

Number:	Level:
Number:	Level:

Date:

Prepared By:

Annex 5: RAP Outline

OUTLINE OF A RESETTLEMENT ACTION PLAN

Reference: OP 4.12, annex A.

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

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

11. Costs and budget. Tables showing itemized cost estimates for all resettlement activities (see Section 13 of this RPF), including special assistance to vulnerable persons and other contingencies.
12. Monitoring and evaluation. Arrangements for monitoring of resettlement activities by the implementing agency, supplemented by independent monitors as considered appropriate by the Bank, to ensure complete and objective information; performance monitoring indicators to measure inputs, outputs, and outcomes for resettlement activities; involvement of the displaced persons in the monitoring process; evaluation of the impact of resettlement for a reasonable period after all resettlement and related development activities have been completed; using the results of resettlement monitoring to guide subsequent implementation.

Annex 6: ARAP Outline

OUTLINE OF AN ABBREVIATED RESETTLEMENT ACTION PLAN

Depending on the magnitude of the displacement, an Abbreviated Resettlement Action Plan (ARAP) should be between 10 and 25 pages.

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

Annex 7: Template for the preparation of budgets to prepare and implement RAPs

#	ITEM	USD
1.0	PREPARATORY PHASE COST	
1.1	Inventory of affected persons, assets and livelihoods	
1.2	Valuation fees (LVB or private valuer)	
1.3	Preparation of resettlement plans or compensation reports	
1.4	<i>Subtotal 1 (Preparatory phase cost)</i>	
2.0	COMPENSATION COST	
2.1	Compensation for permanent acquisition of land	
2.2	Compensation for temporary occupation of land	
2.3	Compensation for destruction of standing crops	
2.4	Compensation for destruction of permanent immoveable structures	
2.5	Compensation for temporary displacement of moveable structures	
2.6	<i>Subtotal 2 (Compensation cost)</i>	
3.0	LIVELIHOOD RESTORATION /MITIGATION MEASURES COST	
3.1	Compensation for farmers ' loss of income	
3.2	Compensation for business persons ' loss of income	
3.3	Cost of special assistance to vulnerable persons	
3.4	<i>Subtotal 3 (Livelihood restoration/mitigation cost)</i>	
4.0	CAPACITY BUILDING & IMPLEMENTATION COST	
4.1	Capacity building for key stakeholders –local consultant	
4.2	Overhead cost for compensation disbursement/grievance redress/monitoring & evaluation	
4.3	Legal fees (in case of court dispute)	
4.4	Development of RAP/ARP	
4.5	<i>Subtotal 4 (Capacity building & implementation cost)</i>	
5.0	TOTAL COST (addition of all subtotals)	
6.0	CONTINGENCY (5%-10% OF TOTAL COST)	
7.0	GRAND TOTAL COST (Total Cost + Contingency)	

Annex 8A:

MINUTES ON PRESENTATION OF WATER USERS ASSOCIATION ESTABLISHMENT PROCESS

AND

STAKEHOLDER CONSULTATION WORKSHOP ON GCAP UPDATED ESMF

VENUE: KIS CONFERENCE HALL, ASUTSUARE

DATE: THURSDAY, 1ST FEBRUARY, 2018.

PROCEEDINGS

The meeting commenced at 10:50 am with an opening prayer by Regina Mensah. Members present were representatives from KIS operational area, made up of managers and farmers, GIDA, JICA, BRLi and GCAP. Participants introduced themselves after which the KIS Scheme Manager, Mr. Joseph Nartey gave the welcome address and addressed some outstanding issues between the farmers. The agenda for the meeting was to present how the WUA in the KIS area will be established, the processes involved and how to make the WUA effective. Also, the meeting was used to discuss the updated GCAP Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF)

ITEM	ACTIVITY	RESPONSIBILITY
1.	The KIS Scheme Manager, Mr. Joseph Nartey gave a welcome address and stated the reason for gathering.	KIS
2.	WUA Establishment Madam Mathilde Mary of BRLi gave a message on the WUA establishments that have been made (using AK/C1 and AK/C2 as pilots), what the farmers should expect and the processes in the formation of the WUAs. She also explained that GIDA is to supervise and approve all works to be done by BRLi	BRLi
3.	Knowledge Sharing 1 The chairman of AK/C1 shared his experience on the WUA formation process. He explained that they had two main committees (Agric Committee and Welfare Committee). He also stated that the funds generated from the WUA cannot sustain the Scheme hence communal labour was made compulsory for the AK/C1 WUA. He added that without a strong base sanction, the WUA cannot stand firm and work adequately.	
4.	Knowledge Sharing 2 The Secretary for AK/C2 spoke on behalf of the AK/C2 WUA. He explained that their WUA had only one committee and that new committees would be formed as and when the need arises to solve issues.	
5.	Knowledge Sharing 3 The Social Safeguards Specialist of GCAP, Mr. Adu Andorful laid more emphasis on the WUA formation process and why it was important to have WUAs. He encouraged that all WUAs to be formed should learn from the model of AK/C1 by establishing a Sanitation Sub-Committee to enforce sanitation to enforce regular practice. This he added will ensure that the situation does not degenerate before trying to effect it.	

6.	<p>WUA Registration</p> <p>Mr. Chris K. Feruta- Binee from GIDA presented on the WUA registration process based on the pilot WUAs that have been formed. He stated that those in good standing are eligible for membership and that he anticipates 95% to 98% success in the collection of ISCs when the WUAs are formed. He added that GIDA is responsible for issuing certificates for WUAs that will be formed.</p>	
7.	<p>WUA Constituents</p> <p>Mad. Juliet Adjei-Kyere from GIDA further explained the constituents of the founder's committees. She stated that to be identified as a WUA the members should demarcate their boundaries, have a workplan and a constitution.</p>	
8.	<p>Updated GCAP ESMF and RPF</p> <p>GCAP Social Specialist explained to the participants the content of the updated GCAP ESMF and RPF amid the proposed second restructuring and the Additional Financing requested by the Ministry of Food and Agriculture (MoFA). The Specialist informed the stakeholders that the sustainability of the project is very critical and it is important that GCAP's project endpoint is extended to oversee the completion and implementation of the schemes to be rehabilitated and modernized. He added that Additional Funding has been sought for from the World Bank awaiting their final approval. With this, GCAP therefore will continue to operate till 2019 but certain activities may extend to the end of December, 2020. He took participants through portions of the updated ESMP and RPF and their implication for the project. He mentioned that no additional risks are presented as a results of the restructuring and additional financing.</p>	GCAP
9.	<p>Matters Arising</p> <ul style="list-style-type: none"> • Equity in distribution in the formation of WUAs. • How to select leaders from already existing farmers unions to represent equally in the WUAs to be formed since there will be a lot of farmers unions under one WUA; • The need to continuously involve stakeholders in sub-project designs and safeguards studies; • The need to continue monitoring safeguards issues 	
10.	<p>Closing Remarks and Prayer</p> <p>Mr. Chris gave the closing remarks, urging all the farmers to participate fully in the formation of WUA in their operational areas, assuring them of continuous and sustained engagements. This was followed by a closing prayer by Madam Dorothy Aryeetey. The meeting was brought to a close at 1:55pm.</p>	

ATTENDANCE

S/N	NAME	ORGANISATION/ DESIGNATION	CONTACT
1.	BENJAMIN AGBLEZE	PRISONS (C1/3)	0501630371
2.	ACO CONSTANCE	PRISONS (C1/3)	0244403043
3.	SIMON OKOTO	C2/8B	0242084699
4.	ADU NYARKO ANDORFUL	GCAP (SSS)	0202810522
5.	LILIAN DARKOAH KORANTENG	GCAP (NSP)	0261313682
6.	DORIS AYATEY	C2/5A	0248508506
7.	EMMANUAL SEDDAFIA	C2/4	0242707038
8.	FRANCIS AMARTEY	C4/19A	0549681353
9.	PHILLIP KWAME DOGBEY	CZ/12	0249341065
10.	AKORSU MOSES	NLLC(1B/10)	0242919926
11.	PETER AWUME	C4/2A	0247691429
12.	PRINCE MATHIAS QUARSHIE	C2/6A	0541368346
13.	JOSEPH AGBEDAM	C4/8B	0246402333
14.	E. T. JOHN KORLEY	C2/7B	0249008979
15.	SAMUEL DJANGMATEY	C3/8B	0209145824
16.	EVANS AMANOR	SLLC/V3	0246828911
17.	STEPHEN DOE	M7/1A	0248316186
18.	EMMANUEL TEYE AKPEN	C1/2A	0243869292
19.	STEPHEN CAGBLAH	C2/9A	0540550810
20.	TETTEH ISAAC	C2/8B	0546382209
21.	SETH ODONKOR	C4/4A	0240931938
22.	EMMANUEL AGBESHIE	WSC/W311	0266339276
23.	SAMUEL AMARTEY	C2/3	0242780472
24.	GATRIKU DAVID	C2/B1	0246663000
25.	ISAAC ADZAMADEH	CZ/17B	0545117486
26.	ISAAC K. AMANOR	SLLC/B42	0242859995
27.	JOSEPH LARWEH QUARSHIE	SLLC/W3	0241914917
28.	DOUGLAS NORTEY	C4/A	0540700693
29.	RICHARD K. TETTEH	MC/M9	0248389379
30.	PHILLIP AKPOKA	C5	0200735119
31.	REGINA BOKOR	WSC/2/3	0247159008
32.	SAMUEL DOEKPOR	CZ/11	0249518581
33.	JOHANNES K. EGBLI	WSC/3/2	0249524335
34.	GODWIN KWADWO	M1/A	0245796570
35.	PETER APAFO	SLLC/V1A	0240723581
36.	THEOPHILUS LARWEH	C4/10C	0242026182
37.	ESTHER NOKOTEYE	C3/6D	0274537362
38.	TEKERTEY NARTEY	M6/C	0208493745
39.	MATHIAS NUNEKPEKU	WSC/A16	00243636641
40.	ESTHER OGBEY	MCB/10	0546635894
41.	NICHOLAS APATO	NLLC/A7	0243215508
42.	FRANCIS GUAMEH	C4/4A/5	0243350758

43.	EMMANUEL APPIAH	C6/4A	0209338800
44.	JOHN T. GUANDI	SLLC	0244749231
45.	S. K. ABAKLE	SLLC	0248559504
46.	NOI ABRAHAM	C16	0207490519
47.	REGINA A. MENSAH	C1/24	0276942208
48.	WILLIAM K. NRI	C1/6B	0246699683
49.	AMARTEY ALEX	C3/11B	0207125723
50.	GEORGE KWAMEWAYO	CZ9	0540265181
51.	FRANCIS ASANGMOR	M4/B	0242252233
52.	BOATENG EBENEZER	M5/9	0209498835
53.	REBECCA TETTEH	M9/C24/B	0276592008
54.	GABRIEL KWESI	SLLC/V5	0555119055
55.	ASSIM MAHAMUDU	C4/1A2	0249473312
56.	DANIEL KORLLEY	NLLC/B8	0247531769
57.	NICHOLAS TEYE ASILEVI	M3B/14	0579120115
58.	EVANS ABOAGYE	NLLC/B/64	0244424499
59.	JOHN TEYE KOFI	C4/6A	0248436365
60.	NORTEH N. NARH	C21	0246440573
61.	AKUMARH N. JAMES	CZ/10B	0249309244
62.	GODWIN GOZAH	C7/4A	0246254422
63.	LAWERH MOSES KORLA	SLLC/V	0249070898
64.	LARWEH GABGLAH	C3/10A	0246880458
65.	PHILIP ADDIGBO	C5/2B	0242736479
66.	SAMUEL I. AKPERH	SLLC/B/V4	0240958864
67.	MOSES KORTEY KORTOR	M6/D25	0277562681
68.	KWADWO TETTEH	C1/5D	0577795808
69.	BEN ANONGOR	C1/2C	0204540139
70.	AFI DJINODO	C2/14	0545034973
71.	SOLOMON AKUNARH	CZ/10A	0249280371
72.	TAULETEY AGOE	C4/A1	0245216481
73.	MICHAEL AIDOO	NLLC/B11	0244864429
74.	KORLEY TEYE SIMON	CY/6A/P1	0553241017
75.	DOUGLAS AVIE	CY/6A/P8	0505692894
76.	PHILIP NARTEY	NLLC/A	0246657061
77.	MARTIN OTU	CY/2C	0246113208
78.	SIMON TETTEHFIO	NLLC/B	0243675994
79.	TAMALIY A. YAHAYA	CZ	0541106871
80.	CHRIS K. FERUTA-BENNE	DIRECTOR, SCHEME OVERSIGHT	
81.	JULIET ADJEI-KYERE	PRINCIPAL AGRONOMIST	
82.	JOSEPH NARTEY	SCHEME MANAGER	
83.	SOLOMON BUERNOR	AGRIC EXTENSION AGENT	
84.	ANTHONY SEDDOH	MAINTENANCE MANAGER	
85.	PROMISE AMEGAH	IRIGATION ENGINEER	
86.	FIAHO XOESE KORKU	ASSISTANT ENGINEER	
87.	TONG KURUNG KENNETH	CIVIL ENGINEER	
88.	JUNYA YAMAUCHI	WATER MANAGEMENT	

89.	TAKAO HATTORI	CHIEF ADVISOR	
90.	VICENTIA COFFIE	MARKETING OFFICER	
91.	RAPHAEL EDIFOR	ASSISTANT AGRONOMIST	
92.	MASAMI CHINEN	PROJECT COORDINATOR	
93.	GABRIEL K. AGBESI	AK/C2	0244838664
94.	STEPHEN AMARTEY LAFIE	AK/C3	0548752179
95.	PHILIP AKPOKA ANOMAH	C5	0200735919
96.	MOSES GUAMAH ADIMEH	C6	0242887074
97.	JOHN TAMAKLOE	WSC/2/2	0240763112
98.	LAWER AYETEY	NLLC/5	0546816402
99.	NEIZER NARH FIO	CZ/1	0246812118

Annex 8B:

STAKEHOLDER MEETING

Engagement of Kpong Left Bank Communities on Formation of Community Grievance Redress Committees and Updated GCAP ESMF and RPF

MEETING WITH FODZOKU COMMUNITY

DATE: 14th FEBRUARY, 2018

VENUE: NEW COVENANT APOSTOLIC CHURCH


As continuation of community engagements to inform the people of the need to form and strengthen their community grievance redress committee (CGRC) ahead of the upcoming KLBIP rehabilitation and modernization works, a further consultation was done with the community of Fodzoku. The meeting was also used to engage the community on the updated GCAP Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF) which have been necessitated by the Additional Financing (AF) being sought by the Ministry of Food and Agriculture (MoFA) from the World Bank. In attendance, apart from the community people, was also the District Chief Executive and the District Planning Officer. Issues discussed are presented below.

NO.	ISSUE	CONTENT
1	Opening	The meeting was started with a prayer said by C.K. Asare followed by self-introduction of the GCAP Team.
2	Statement on the project by Social Safeguard Specialist	The Social Safeguard Specialist gave a general overview of what GCAP does with respect to its core mandate. He added the activity for the day were: <ul style="list-style-type: none"> ➤ Formation of the Grievance Redress Committee; ➤ Discuss with the people about the content of the updated ESMF and RPF; ➤ Deployment of some of the GCAP team to various towns to do local business survey
3	Announcement	The Social Safeguard Specialist informed the community about the signing of contract for construction of the Kpong Left Bank Irrigation Project He also informed the community about the arrival of the contractors in the community and the possible commencement of the construction by March.
4	Formation of the Grievance Redress Committee	The Social Safeguard Specialist explained the need to establish the Community Grievance Redress Committee (CGRC). He also talked about the composition of the committee. <p><u>Composition of the Grievance Redress Committee</u></p> <ul style="list-style-type: none"> d) 1 member from the traditional council e) 1 member from Unit committee f) 2-member representatives from the out growers whereby

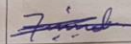







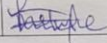
		<p>1 will be a female and the other a male</p> <p>g) 1 member from the Nucleus farmers</p> <p>h) 1 member from the opinion leaders</p> <p>i) 1 member from the Religious body</p> <p>j) 1 member from Community based Organization</p> <p>k) 2-member representatives from the Youth whereby 1 will be a female and the other a male</p> <p>l) Women’s group will also nominate 1 member.</p>																				
5	Finalization of the grievance redress committee	<table border="0"> <thead> <tr> <th style="text-align: left;">CATEGORY OF REPRESENTATIVE</th> <th style="text-align: left;">NAME</th> </tr> </thead> <tbody> <tr> <td>• Traditional council 111</td> <td>Togbe Noagbedze</td> </tr> <tr> <td>• Unit Committee Member</td> <td>Tokpa Mawunega</td> </tr> <tr> <td>• Representative (2) out growers</td> <td>Patience Adebona Dzissah Lincoln</td> </tr> <tr> <td>• Opinion Leader</td> <td>C.K. Asare</td> </tr> <tr> <td>• Religious bodies</td> <td>Vondee Promise</td> </tr> <tr> <td>• Community based Organisation</td> <td>Elder Moses Abledu</td> </tr> <tr> <td>• Youth leader (male) (female) Beatrice Adzamide</td> <td>Ababio Gameli</td> </tr> <tr> <td>• Women group leader</td> <td>Rebecca Dutinya</td> </tr> <tr> <td>• Nucleus farmer -</td> <td>Richard Nunekpeku</td> </tr> </tbody> </table>	CATEGORY OF REPRESENTATIVE	NAME	• Traditional council 111	Togbe Noagbedze	• Unit Committee Member	Tokpa Mawunega	• Representative (2) out growers	Patience Adebona Dzissah Lincoln	• Opinion Leader	C.K. Asare	• Religious bodies	Vondee Promise	• Community based Organisation	Elder Moses Abledu	• Youth leader (male) (female) Beatrice Adzamide	Ababio Gameli	• Women group leader	Rebecca Dutinya	• Nucleus farmer -	Richard Nunekpeku
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6	Updated ESMF and RPF	<p>Participants were briefed about the following:</p> <ul style="list-style-type: none"> ➤ New components of GCAP as a result of the Additional Financing and restructuring; ➤ Additional Activities/mandates to be undertaken by GCAP; ➤ The potential environmental and social impacts associated with existing and new project activities/mandates 																				
7.	QUESTIONS AND ANSWERS	<p>Q1. If the restructuring occurs, will there be new environmental and social risks and if that is so what measures is the project proposing to curb them?</p> <p>ANS: No additional safeguards risk comes with the proposed restructuring as the project activities are largely going to remain the same. The only new activities introduced as part of the restructuring are:</p> <ul style="list-style-type: none"> ➤ support for feasibility studies for the Government of Ghana (GoG) proposed Irrigation Water Transmission Pipeline in the SADA Zone; and 																				

		<p>➤ Support for GOG’s Planting for Food Job which will mainly be in the form of assistance on seed/inputs supply.</p> <p>For all sub-projects, the ESMF recommends preparation of ESIA and ESMP whereby the community will be deeply consulted. More so, the RPF recommends preparation of Resettlement Action Plan (RAP) whenever the need arises.</p> <p>Q2. Indicate to us some of the potential adverse impacts we are likely to face as a result of the project.</p> <p>ANS: Adverse impacts are specific to sub-projects. For instance, for irrigation sub-projects, these are some of the potential adverse impacts:</p> <ul style="list-style-type: none"> ➤ Influx of migrant workers, increment in sexually transmitted infections, water contamination, road accidents, teenage pregnancies, etc. <p>Mitigation measures have been discussed with you in our previous engagements and these include:</p> <ul style="list-style-type: none"> ➤ For Sexually Transmitted Diseases, people should avoid being promiscuous or protect themselves any time they engage in such acts. Also, people resist the temptation of being lured with money and parents should be careful and advise their teenagers ➤ Other mitigation measures were mentioned for the adverse impacts enumerated above.
8.	Closing Remarks	<p>The DCE inaugurated the newly elected grievance redress committee and thanked the community for representing in their numbers.</p> <p>He added that the community should support the project in all ways because the irrigation scheme is for them and the success of the scheme will be to their advantage.</p> <p>He advised that on the issue of influx of migrant workers the people need to be patient because the contractor will bring to site people with skills that are not readily available in the community to work on the project. However necessary steps will be taken to ensure the recruitment of local with requisite skills to work on the project as well.</p>

ATTENDANCE


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NAME OF COMMUNITY: Fodzoku DATE: 17/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Raphale Fumador		0245344228		
	Patience Adeboma		0245600682		
	Freeman Kini		0240707685		F. K
	Tego Lusi		0545087925		
	Angela Asela Akpo		0546097096		
	Pace Amudi		0549258711		
	Beatrice Adzamide		0553222302		
	Assor William		0544692972		
	Akpadzi Rejoing		0546748007		
	Akomadzi Malawine		0245384765		



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NAME OF COMMUNITY: Fodzokv

DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Ben Sewornu		0240551156		<i>Ben</i>
	Janet Fosuh		0542446221		
	Ben Temukloe		0541541310		<i>Ben</i>
	Klu Janet				<i>Klu</i>
	Adzo Dzisa				
	AMIEDZRO Kudzo Kudhor Rebecca		0543874142		<i>Amiedzro</i>
	Rose Akliga		0241342878		<i>Rose</i>
	Mary Awudi		0548257212		<i>M A</i>
	Afeti Rejoce		024102504		<i>Afeti</i>



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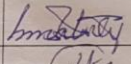
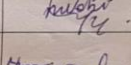
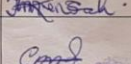


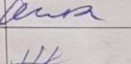
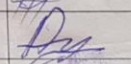

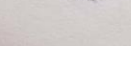

NAME OF COMMUNITY: Fodzokv


DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Tego Jacob		0243887975		<i>Tego</i>
	Amuedake Patrick		0543949494		<i>Amuedake</i>
	Paul Gabriem		0553569620		<i>Paul</i>
	Bagrah Vicent		0544009237		<i>Bagrah</i>
	Ben Afeti		0247519099		<i>Ben</i>
	Afati John		0559814663		<i>Afati</i>
	Boni Moses		0558721807		<i>Boni</i>
	Alorse Agnes		0553277450		<i>Alorse</i>
	Dama Sewornu		0241848729		<i>Dama</i>
	Dzasani Samuel		0554776489		<i>Dzasani</i>

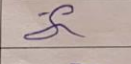





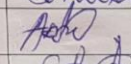
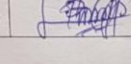



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







NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
1	Dzossah ^{Lincoln} Babatoy		0246612679		
	Yelsoni Tolun		0245671858		
	Joseph Mensah Kpote		0548766692		
	Tego Razak		024998075		
	Mercy Amemason		0244749926		
	Rebecca Abbanu		0		
	Nicent ^{Ofunpio} Witor		0548546638		
	Tego Eric		0540864843		
	Adzagli Daniel		0556058017		
	Godwin Baba		0559571377		



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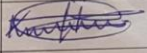




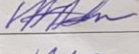


NAME OF COMMUNITY: Fadzokri DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Nicolas Sewanu		0249153308		
	Papa Atisoh		0552732152		
	Maklutar Galagae		0543485298		
	Benthu Kpote		0553240591		
	Atsu Madzue		0247700431		
	Wisdom Ahtsogbe		0242274270		
	Ababia Gameli		0245744702		
	Hadidi Sahn		0241594746		
	Osuman Amegazoo		0245744698		
	Peleday Frankin		0046908084		


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NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Kwami Kodzagbe		0558709183		
	Enock Sedo		0277571162		
	Alex Hodor		0248589714		Alex
	Agbe Filip		0246949117		FILIP
	Afeti Geagien		0245788134		
	William Abiwe		0247733052		
	Matery Samuel		0245431174		
	Sohn Iegbe		024111311		
	Agbavor Emmanuel		0553885962		
	Noah Duawabor		0242957810		


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	Kini Patricia		0245026975		
	Afeleky Joseph		0546754801		
	Deakle Agbosi		0543262684		
	Kwasi Kwadze				
	Walter Dadzie		0547863709		
	Adivu Moses Victor		024955130		
	Kofi Avorli		0553234160		UO
	Ababio Benard		0248109256		Pomp
	Awudi Amewugh		0242617618		
	Ganagodo Daniel		0243778419		



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	Carmel Asare		0248551691		
	Mawumyegah Amensie		0249093942		
	Kwadze Peter		0549165146		
	Asare Prince	H1	0248905721		
	Kportyfe Foster		0557179701		
	mordzi Happy		0245473146		X100
	Akweli christian		0241472855		
	Ahinsaku ICWAO				Alysa
	Approch Williams		0241759992		
	Fansay Godwin		0247549603		



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	Kwame Nene Asare		0243308605		
	Kugsadzor Martha		0540713728		W
	Amudzro Lenam		0542366999		
	Tamakloe Happy		0248322273		
	Tamkloe Rose		0558405867		
	HIVA di Lamma		055810877		
	Vometsor Anansi		0551495665		
	Yaa Vometsor		0555785655		
	Huandi Stephen		0248219154		
	Funya Patrick		0542552291		



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NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Afeti Dorg		0245684870		
	Thomas Hello		0248222913		
	Dolice Elizabeth				
	Dorlo Cynthia		0249475685		
	Grace Dolice		0549610897		
	Sankpaku charity		0558915705		
	Elizabeth Dorlo		0542133507		
	Amevor Hope		0541099687		
	Vudze Emefa		0553233298		
	Yigah Evelyn				



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	Blikoko Paul		02447557		
	Tamsko Godwin		0207861831		
	Gborlah Jones		0201807041		
	Vigbedor Michael		0541497681		
	Funya Daniel		024509717		
	Kportufe Millicent		0540650065		
	Ameke Mavis		0551443362		
	Mihese Jonathan		0549206339		
	Afeteley Peter		0249702920		
	Aziemo Faustina		0242864933		



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NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Zoklaku Foster		0241072339	GCAP	
	Bagah Lawson		0240782053		
	Tsikudo Victorio		0558405819		
	Bzaka Ernest		0542195659		
	George Bright		0557972184		
	Akudi Sefenu		0243610997		
	Sagbe Kudzo		0551495665		
	Adonu Godwin		0553580591		
	Budu Arouly		0546667680		
	Kerku Semye		0246692780		



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	Tsikudo Victorio		0558405819		
	Bzaka Ernest		0542195659		
	George Bright		0557972184		
	Akudi Sefenu		0243610997		
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NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Blikaleu Abel		0244534347		
	Vukor Holly		0240145192		
	Asare Stephen		0243645332		
	christopher K. Asafo		0249652423		
	kpobi Emmanuel		0242274192		
	ANUSAVI Seyram		0241947792		
	Adzakpa Godwin		0249391078		
	ALL Gabriel Yao		0540558181		
	Amazro Paulina		0240691716		
	Molley Bright		0544265403		



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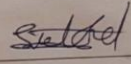
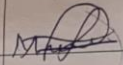
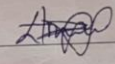



NAME OF COMMUNITY: Fadzoku


NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Klu Moses Kofi	Council Secretary	0246167986		
	Blikaku Akuffo		0540554776		
	Agbejawaka Gilbert		0543231607		
	Avadzi David		0248102460		
	Peter senyo		0541432918		
	Asare Ernest		024858970		
	Abledu Moses		0244448226		
	J.K. Tsalnu		024472272		
	Edmund Dumeyo		0248410003		
	Gomagodo Gabriel		0542971118		


GHANA COMMERCIAL AGRICULTURE PROJECT (GCAP)
FORMATION OF COMMUNITY GRIEVANCE REDRESS COMMITTEES AT THE KLBIP
DATE: 13TH - 17TH FEBRUARY, 2018

14/02/2018

Fodzoku

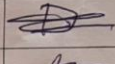

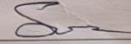
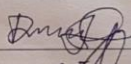
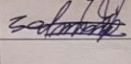
NO	NAME	ORGANISATION	DSA Number DESIGNATION	AMOUNT	SIGNATURE
	Takpa Mawunyegye		0249654924		
	Iklogbo Moses		0247828196		
	Quarco ceuroxi		0542179102		
	Nate Enyongun		0544660550		
	Mahy Anita				
	Vodze vicent		0558405781		
	Asare Godfred		0242860691		


GOVERNMENT OF GHANA - MINISTRY OF FOOD AND AGRICULTURE
GHANA COMMERCIAL AGRICULTURE PROJECT (GCAP)
FORMATION OF COMMUNITY GRIEVANCE REDRESS COMMUNITY AT THE KLBIP FROM 13TH TO 17TH FEBRUARY, 2018

ATTENDANCE SHEET

NAME OF COMMUNITY: Fodzoku

DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Dovlo Doris		0558405834		
	Blikaku pappo		0541196733		
	Bansa wisdom		0245254845		
	Atape Wonda		0547687885		
	Siddhi Enoch		0208982946		



GOVERNMENT OF GHANA – MINISTRY OF FOOD AND AGRICULTURE

GHANA COMMERCIAL AGRICULTURE PROJECT (GCAP)

FORMATION OF COMMUNITY GRIEVANCE REDRESS COMMUNITY AT THE KLBIP FROM 13TH TO 17TH FEBRUARY, 2018

ATTENDANCE SHEET

NAME OF COMMUNITY: Fadzoku

DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
1	Stella E. Kpod	District Planning Officer, NPPA	0547809102	etornam2002@gmail.com	
2	RICHARD COLLINS ASARE	DISTRICT CHIEF EXECUTIVE	0208147775	richardofa@gmail.com	
	Godfred Asare		0242850691		



GOVERNMENT OF GHANA – MINISTRY OF FOOD AND AGRICULTURE

GHANA COMMERCIAL AGRICULTURE PROJECT (GCAP)

FORMATION OF COMMUNITY GRIEVANCE REDRESS COMMUNITY AT THE KLBIP FROM 13TH TO 17TH FEBRUARY, 2018

ATTENDANCE SHEET

NAME OF COMMUNITY: Fadzoku

DATE: 14/02/2018

NO.	NAME	DESIGNATION/ORGANISATION	CONTACT	EMAIL	SIGNATURE
	Promise Vandee		0241120326		
	Asare James		0548235776		
	C.K. Asare		0242988879		
	Torgbe Nwabedzi	Divisional Chief	0248430594		
	^{Dumordzi Prosper} J.K. Apetete		0541092943		
	Apeli Christian		0548303042		
	Evans Empooy		0541450163		
	Asare Nicholas		0540238235		
	Faustina Anumaser				
	Dutenga Rebecca		0245044382		