THE REPUBLIC OF GHANA

MINISTRY OF ROADS AND HIGHWAYS

AND

DEPARTMENT OF FEEDER ROADS

TRANSPORT SECTOR IMPROVEMENT PROJECT

RESETTLEMENT ACTION PLAN (RAP)

FOR THE OUTPUT AND PERFORMANCE BASED ROAD CONTRACTS (OPBRC) FOR SELECTED FEEDER ROADS AND FARM TRACKS IN THE ATEBUBU MUNICIPALITY IN THE BONO EAST REGION INCLUDING THE REGRAVELLING OF ATEBUBU – KUMFIA TRUNK ROAD

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ACRONYMS

AAMA	Atebubu Amantin Municipal Assembly
AIT	Agency Implementation Team
CBOs	Community-Based Organizations
CDT	Compensation Disbursement Team
CE	Contracting Entity
CE	Citizen Engagement
CEA	Citizen's Engagement Assessment
CEA	Citizens' Engagement Assessment
CFP	Community Focal Persons
CHRAJ	Commission for Human Rights and Administrative Justice
COD	Cut-Off Date
CSOs	Civil Society Organizations
DFR	Department of Feeder Roads
DOVVSU	Domestic Violence and Victims Support Unit
DUR	Department of Urban Roads
DVLA	Driver Vehicle Licensing Authority
ECG	Electricity Company of Ghana
EI	Executive Instrument
EMU	Environmental Management Unit
EPA	Environmental Protection Agency
ESMF	Environmental and Social Management Framework
GC	Grievance Committee
GCLS	Grievance and Complaints Logging System
GHA	Ghana Highway Authority
GM	Grievance Mechanism
GoG	Government of Ghana
GPRTU	Ghana Private Road Transport Union
GRC	Grievance Redress Committee
GRFS	Ghana Road Fund Secretariat
GRM	Grievance Redress Mechanism
GRO	Grievance Resolution Officer
GWCL	Ghana Water Company Limited
IFC	International Finance Corporation
JHS	Junior High Schools
KTC	Koforidua Training Centre
LAP	Land Administration Project
LC	Lands Commission
LGUs	Local Government Units
LHS	Left Hand Side
LRD	Land Registration Division
LUSPA	Land Use and Spatial Planning Authority
LVD	Land Valuation Division
M&E	Monitoring and Evaluation
MA	Municipal Assembly
MADU	Municipal Agricultural Development Unit
MEP	Monitoring and Evaluation Plan
MET	Monitoring and Evaluation Team
MLGRD	Ministry of Local Government and Rural Development
MMDAs	Metropolitan, Municipal and District Assemblies
MoFA	Ministry of Food and Agriculture
MOT	Ministry of Transport
MRH	Ministry of Roads and Highways
MSLC	Middle School Leaving Certificate
NGO	Non-Governmental Organization
NRSA	National Road Safety Authority
OP	Operational Policy
OPRC	Output and Performance-Based Road Contract
PAPs	Project Affected Persons

PCDMC	Project-Community Dialogue and Monitoring Committee
PGC	Project Grievance Committee
PGRC	Project Grievance Redress Committee
PHC	Population and Housing Census
PIT	Project Implementation Team
PIU	Project Implementation Unit
PPDs	Physical Planning Departments
PVLMD	Public and Vested Lands Management Division
PWD	Persons with Disability
RCA	Replacement Cost Approach
RHS	Right Hand Side
RPF	Resettlement Policy Framework
SHS	Senior High Schools
SIA	Social Impact Assessment
SMD	Survey and Mapping Division
SMEs	Small and Micro Enterprises
SMS	Short Messaging System
TSIP	Transport Sector Improvement Project
TUC	Trade Unions Congress
TV	Television

GLOSSARY/DEFINITION OF TERMS

- **Business (Owner):** A project affected person who owns a structure and business
- **Business (Tenant):** A project affected person who only owns a business.
- **Contractor or Contracting Entity** for this Contract, shall have the same meaning, and is a person or corporate body who's Bid to carry out the Works and Services has been accepted by the Employer.
- **Compensation** - Payment in cash or in kind for an asset or a resource that is acquired or affected by a project at the time the asset needs to be replaced.
- **Cut-off date** - Date of completion of the census and assets inventory of persons affected by the project. Persons occupying the project area after the cutoff date are not eligible for compensation and/or resettlement assistance. Similarly, fixed assets (such as built structures, crops, fruit trees, and woodlots) established after the date of completion of the assets inventory, or an alternative mutually agreed on date, will not be compensated.
- **Economic displacement** - Loss of income streams or means of livelihood resulting from land acquisition or obstructed access to resources (land, water, or forest) resulting from the construction or operation of a project or its associated facilities.
- **Involuntary resettlement** - Resettlement is involuntary when it occurs without the informed consent of the displaced persons or if they give their consent without having the power to refuse resettlement.
- **Licensee, Squatters, Encroachers:** Users of the right- of-way. They occupy temporary structures
- **Project-affected person (PAP)** - Any person who, as a result of the implementation of a project, loses the right to own, use, or otherwise benefit from a built structure, land (residential, agricultural, or pasture), annual or perennial crops and trees, or any other fixed or moveable asset, either in full or in part, permanently or temporarily.
- **Physical displacement** - Loss of shelter and assets resulting from the acquisition of land associated with a project that requires the affected person(s) to move to another location.
- **Replacement cost** - The rate of compensation for lost assets calculated at full replacement cost, that is, the market value of the assets plus transaction costs. With regard to land and structures, IFC defines "replacement costs" as follows:
    - agricultural land—the market value of land of equal productive use or potential located in the vicinity of the affected land, plus the cost of preparation to levels similar to or better than those of the affected land, plus the cost of any registration and transfer taxes;
    - land in urban areas—the market value of land of equal size and use, with similar or improved public infrastructure facilities and services preferably located in the vicinity of the affected land, plus the cost of any registration and transfer taxes;
    - household and public structures—the cost of purchasing or building a new structure, with an area and quality similar to or better than those of the affected structure, or of repairing a partially affected structure, including labor and contractors' fees and any registration and transfer taxes.
- **Resettlement Action Plan (RAP)** - The document in which a project sponsor or other responsible entity specifies the procedures that it will follow and the actions that it will take to mitigate adverse effects, compensate losses, and provide development benefits to persons and communities affected by an investment project.

- **Resettlement Assistance** - Support provided to people who are physically displaced by a project. Assistance may include transportation, food, shelter, and social services that are provided to affected people during their relocation. Assistance may also include cash allowances that compensate affected people for the inconvenience associated with resettlement and defray the expenses of a transition to a new locale, such as moving expenses and lost work days.
- **Residence (Owner):** A person who owns a building or structure and is affected by the project.
- **Residence (Tenant):** Affected person who rents the premises but has no interest in the land which he or she occupies.
- **Stakeholders** - Any and all individuals, groups, organizations, and institutions interested in and potentially affected by a project or having the ability to influence a project.
- **Vulnerable groups** - People who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage, or social status may be more adversely affected by resettlement than others and who may be limited in their ability to claim or take advantage of resettlement assistance and related development benefits.

EXECUTIVE SUMMARY

In June 2017, the GoG through the Ministry of Roads and Highways secured a $150 million International Development Association (IDA) credit for the Transport Sector Improvement Project (TSIP) to help improve regional connectivity in the northern regions of Ghana. The TSIP involves the rehabilitation of Tatale-Zabzugu-Yendi-Tamale Road and some selected feeder roads within the northern regions. The TSIP is intended to improve regional connectivity and link agricultural value chains to provide access to markets and support agribusiness and to benefit users of the road corridor and the populations of the area where the trunk and feeder roads are to be improved. Smaller towns, villages and rural settlements within the targeted rural areas will also benefit directly from socioeconomic improvements.

Under the TSIP, the Government, through the Ministry of Roads and Highways, intends to combine traditional methods of road rehabilitation and reconstruction with the new concept of output and performance-based contracting and instruments for the management and maintenance of the Tatale-Zabzugu-Yendi-Tamale Road (Northern Region) and selected feeder and farm roads in the Bono East and Upper West Regions. This type of contract significantly expands the role of the private sector, from the simple execution of works to the management and conservation of road assets over the duration of the contract period.

The implementation of OPRC for the targeted roadways is expected to minimise the deterioration of road assets in general and ensure that road users benefit from a sustained high level of service, adequate for their needs, and simultaneously reduce the cost for providing and maintaining these road networks at the required service levels.

This Resettlement Action Plan (RAP) for the Bono East OPRC Feeder Roads Package has been prepared by the Ministry of Roads and Highways to mitigate the adverse social impacts caused by the subject feeder roads package and to avoid and minimize the impoverishment of Project Affected Persons (PAPs). The RAP is based on a comprehensive diagnosis of the socioeconomic context and ethnographic analysis of the PAPs. It sets out objectives, principles, eligibility criteria and public participation mechanisms to compensate land and other assets in accordance with the specific administrative and legal practices followed in Ghana, and in conformance with the World Bank's policy on involuntary resettlement (OP 4.12).

Area of Influence

The geographical setting for this package of the OPRC Project is within the Bono East Region[1] of Ghana, comprising selected feeder roads and farm tracks. The selected roads to be constructed are engineered, semi-engineered, or un-engineered. The length of the road network is about 200.15km, with a maximum road width of approximately 15m and a minimum width of about 12m. The project area is situated in one administrative local government, namely Atebubu-Amantin Municipal Assembly (AAMA); except the road to Dawuda, part of which is located in the Ashanti Region.

[1] The Bono East Region was created on 13th February 2019 by Constitutional Instrument (CI) 113 with Techiman as the Regional Capital. It was carved out of the erstwhile Brong Ahafo Region. The Region has eleven (11) Assemblies under its jurisdiction: four (4) Municipal and seven (7) District Assemblies. The Municipal Assemblies are Techiman, Kintampo, Nkoranza South and Atebubu Amantin. The District Assemblies are Kintampo South, Techiman North, Nkoranza North, Sene West, Sene East, Pru West and Pru East.

The Atebubu-Amantin Municipal Assembly, with Atebubu as its administrative capital, was established by Legislative Instrument (LI) 1770 under the Local Government Act, 1993 (Act 462) in 2004. The Ghana Statistical Service estimates the 2019 municipal population at one hundred and thirty thousand, and two (130,002). Out of this figure, sixty-five thousand, six hundred and nineteen (65,619) are females, constituting 50.5 percent, while males make up sixty-four thousand, three hundred and eighty-three (64,383) constituting 49.5 percent.[2]

Objectives

The objective of this RAP is to identify all persons and groups who are likely to be affected as a result of the OPRC Roads project and to justify their displacement after consideration of alternatives that would minimize or avoid displacement. It also seeks to ensure that the affected persons/groups are assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms to pre-displacement levels or to levels prevailing prior to the beginning of the project implementation, whichever is higher. The specific objectives of the RAP are to:

- Assess the nature and magnitude of project impacts;
- Demonstrate project alternatives that have been considered (or will be considered during implementation) to avoid or minimize displacement;
- Conduct resettlement as a development activity;
- Present results of a census of all project affected persons (PAPs);
- Determine eligibility for compensation, which is assessed at Full Replacement Cost;
- Identify vulnerable PAPs and provide measures against project-induced hardships; and
- Provide livelihood assistance to PAPs in their efforts to restore and/or improve on their livelihood and standard of living with the aim of restoring their livelihoods to pre-project levels.

Scope

The RAP has been prepared in accordance with the World Bank Safeguards Policy OP 4.12 and the laws of the Republic of Ghana. This RAP includes data on Project Affected Persons (PAPs), a description of the compensations and livelihood restoration measures to be implemented and procedures for ensuring that affected persons receive their entitlements. It also describes the consultation strategy adopted to engage with the affected people and the institutional framework for implementing the resettlement and livelihood restoration activities. The RAP also clarifies a grievance redress mechanism and a monitoring and evaluation framework with accompanying work plan for the overall implementation.

Project Impacts

Likely project impacts have been discussed as to whether they are positive or negative with measures for enhancement suggested for the positives and mitigation recommended for the negatives. The positive impacts include: progress in the lives of communities and their members; easy access to transport services and travel

[2] Source: Ghana Statistical Service, 04/06/19

comfort and a boost for women's activities, among others. Enhancement measures comprise: employment of local community members on the project; designating space for food vendors in addition to timely and excellent execution of project. The project is expected to impact (directly and indirectly) over 150,000 locals within the Atebubu/Amantin municipality and surrounding districts. Possible negative impacts are observed to include: the partial demolition of buildings and temporary structures, farmlands and livelihoods (264 individuals/households); increase in dust, noise levels and bad effect on public health as well as increase in criminality and prostitution. The suggested mitigation includes: payment of compensation at full replacement cost for affected persons; frequent watering and sprinkling of water on the road; vigorous policing in addition to sensitization and health education to caution people against indulging in prostitution.

Legal, Regulatory and Institutional Framework

Road projects are land based, and various interests and titles to parcels of land will be impacted. It is therefore pertinent to consider the various land holding arrangements in the assessment of compensation and resettlement for the various interests on lands to be affected. Regulatory oversight of road sector land acquisition and resettlement activities and actions is mostly governed by the following: the 1992 Constitution of the Republic Of Ghana (Article 20 especially); the State Lands Act, 1962 (Act 125) and State Lands (Amendment) Act, 2000 (Act 586) – which is the principal law under which private lands could be compulsorily acquired by the President for the public benefit; the Administration of Lands Act, 1962 (Act 123) – which facilitates the management and administration of stool lands; the Lands Statutory Wayleaves Act, 1963 (Act 186) which deals with the creation and enforcement of Right of Ways (ROW).

The National Land Policy (1999), provide guidelines aimed at enhancing land management systems, land use, conservation of land resource and enhancing environmental quality. The policy give protection to proprietary rights and promotes the concept of prompt payment of adequate and fair compensation for compulsorily acquired lands and also create the enabling environment for community participation in sustainable land management.

The World Bank policy on Involuntary Resettlement (OP 4.12) will be applied. The resettlement and rehabilitation principles adopted for the road sector projects (both traditional and OPRC/PPP) will provide compensation at full replacement cost (without depreciation), resettlement and rehabilitation assistance to all project affected persons (loss of land, residences, business establishments and other such immovable properties), including the informal dwellers/squatters in the corridor footprint.

Various institutions and agencies participate in the implementation of resettlement/rehabilitation processes of the road sector in Ghana. The ultimate responsibility, however, rests with the Ministry of Roads and Highways and its implementing agency (namely, the Department of Feeder Roads) and the Land Valuation Division of Lands Commission. For the purpose of this RAP, the roles of the major institutions are highlighted in Section 2 of the document.

Methodology

Both qualitative and quantitative research methods were used to determine whether the project will result in physical or economic displacements, and the execution of the entire document. A Screening process helped to identify the land/areas that are being impacted. This was followed by the establishment of appropriate and

accurate baseline socio-economic impacts and census to identify the persons who will be affected. This was achieved through both desk review of project documents, which set the parameters for this report and primary data collected through site visits to the project location, direct interviews with the affected persons and a census of PAPs. The findings from these processes informed the preparation of the specific details of the RAP including the implementation and monitoring arrangements. Details of the methodology are outlined in chapter three (3) of the report.

Findings from the Socioeconomic Survey

The preparation of this RAP has involved an intense fieldwork in the project corridor of impact (COI)[3] and survey activities including the execution of: (i) an Impacts assessment/PAP census survey, (ii) a socio-economic survey, (iii) a valuation survey covering all affected assets and (iv) stakeholders and public consultations.

To conduct social impact assessment, a range of tools and data gathering techniques
were used in the field and these are summarized below.

- Household Socioeconomic Survey – individual household interviews were conducted on random sampling basis.
- Census survey – A complete census/ enumeration of assets was done for the PAPs.
- Asset inventory - Site visits were conducted by travelling along the proposed alignment to physically measure the size of affected land and structures for the preparation of the Asset Inventory.
- Consultations/ Focus group discussions – Focus group discussions and scoping sessions were conducted with PAPs
- Consultation with key stakeholders including MRH staff and Project representatives were conducted.
- Consultations with residents in the project area along the route alignment

PAPs were identified in a total of twenty-four (24) communities in the Atebubu-Amantin Municipality. Out of a total of two hundred and sixty-four (264) PAPs identified in the Property Impact Assessment (PIA) census**,** two hundred and sixty-one (261) PAP were enumerated for the socioeconomic survey in the project affected areas of the OPRC Bono East Package due to availability issues. The data shows that the road with the largest proportion (31.8%) of PAPs is the one from Atebubu-Muruchuso Jn. which is no surprise because the Atebubu Yam Market is located there. This is followed by Duabone No.1- Pruso-Aworoso with 16.5 percent; Amantin-Dawuda with 11.8 percent and Mem-Seinti with 10.0 percent. The roads with the smallest share (0.8%) of PAPs are Kokofu-Asebu Yerewoho Jn. and Bachaso-Trohwe-Kotope.

The total number of male PAPs interviewed is one hundred and sixty-seven (167) representing 64 percent as against ninety-four (94) female respondents which is 36 percent. The age range of PAPs was from 15 years (Youngest PAP) to 105 (oldest PAP) years. The largest age group is those between 31 and 40 years which constitutes 30.3 percent, followed by the age bracket of 21 - 30 years with 21.8 percent. The largest proportion of PAPs (40.2%) have no education, out of which 25.7 percent are males and 14.6 percent are females. The

[3] In addition to 15m RoW, 200 m was roughly taken each side of the centerline of the proposed route alignment as COI, based on adjacency principle for the purpose to include households positively affected by the project in order to achieve broader consultation and socio-economic survey objectives.

highest proportion (25.3%) of educated persons are JHS/MSLC graduates, followed by Primary School leavers with 16.9 percent and 11.5 percent Senior High/Secondary School graduates. Majority (68.2%) of the PAPs are married while those who are single follow with 19.2 percent. Many (49.4%) of the PAPs lived in households with sizes ranging from 6-10 people. Out of the Two Hundred and Sixty-One (261) PAPs, only two (2) have some form of disability. Regarding those with disabilities, all were physically challenged.

Status/Activity

The largest proportion (44.4%) of PAPs only farm on the affected property. Those who live and farm on the property, consisting of only males are 8.0 percent. Another 28.4 percent only do business on the property whereas 14.2 percent PAPs live and run their businesses on the affected property. Many (30.2%) of the structures are wooden structures while 21.7 percent are wooden sheds. This is followed by sandcrete single storeys (11.6%), landcrete structures (9.3%), metal container (10ft) (8.5%), metal container (20ft) (7.0%) and kiosk up to (10*12ft) (plywood). PAPs are small, medium or large traders, and artisans (including repairers, fabricators, hairdressers and dressmakers). There were no formal businesses on the road corridors.

PAPs dealt in various items along the road corridors such as cooked food, foodstuffs and vegetables who comprised 23.4 percent each. The average turnover per month of PAPs are as follows: the largest proportion (22.5%) make between GH¢1,001 and GH¢2,000; this is followed by 21.6 percent who make between GH¢2,001 and GH¢3,000.

In all, a total of one hundred and thirty-seven (137) PAPs who did not own structures were undertaking their activities on plots of bare land or farmland. Among the PAPs who are using the affected lands (farmlands and bare lands), land owners constitute 63.5 percent whilst 36.5 percent are just occupants (tenants and family members). The type of crops affected in the project area include maize, yam and cassava which are the crops produced by 29.3 percent, 21.3 percent and 11.6 percent of the PAPs respectively. The average monthly turnover from farming activities ranges from as low as GH₵7 to as high as GH¢ 2,000+.

Property Impact Assessment

The project impacts assessment was conducted based on the approved concept design (2019). The design plan was followed to identify the scope of land acquisition and affected assets falling within 15m of the road width and total length of roads of 200.15 km. Based on these parameters, the total area of land covered under this road package is approximately seven hundred and forty-one (741) acres. As most of the road segment follows the existing corridor, the results of impact assessment including PAPs facing loss of their assets are not too significant and mainly agricultural crops. The project will adversely affect two hundred and sixty-four (264) individuals (PAPs)[4] and three hundred and nine (309) assets. The project affected persons have been summarized by the category of assets within the project corridor in Table ES-1.

[4] Of this number (264), 42 have been identified to be vulnerable PAPs, while 11 are apprentices, requiring additional assistance

Table ES-1: Categories of Affected Assets and Number of PAPs

No.	Category of affected Asset	No. of PAPs	No. of Affected Asset
1	Farms	132	163
2	Temporary Structures	52	55
3	Permanent Structures (Buildings & Unencumbered land)	16	25
4	Street Vendors	64	66
Total		**264**	**309**

The entitlement packages, basis and method of valuation, basis of compensation values of landed assets as well as for farm crops and economic trees are explained in section chapter 5. The PIA also assessed compensation packages, such as cash supplemental assistance for temporary structures, businesses in landed buildings and street "permanent" vendors.

The total amount of compensation payable to affected persons and entities is estimated at **One million, one hundred and thirty-four thousand, three hundred and three Ghana Cedis, sixteen Pesewas (GH¢1,134,303.16).** This estimate includes full replacement cost for affected landed assets (buildings and land), temporary structures, affected cropped area, unencumbered allodial land, vulnerability allowance (GH¢3,531.87), supplemental assistance for loss of business income (GH¢41,941.19) and cost for training/retraining Apprentices (GH¢5,350.00). The summary of the total estimated compensations is presented in table ES 2 below.

ES 2: Total Estimated Compensation Value and Supplemental Assistance Amount

FEEDER ROAD NAME	LANDED (IMMOVABLE) ASSETS	FARMS	TEMPORARY STRUCTURES	VENDORS	TOTAL ESTIMATED VALUE/ AMOUNT
Amantin – Dawuda	326,440.00	7,512.08	11,725.89	3,682.37	**349,360.34**
Amantin – Kwadwo Kuma	-	14,927.06	-	-	**14,927.06**
Akokoa – Kumfia	94,640.00	9,632.63	12,793.81	-	**117,066.44**
Duabone No.1 – Pruso Aworoso	-	24,841.72	-	1,513.48	**26,355.20**
Issifu Akura – Masando	-	2,551.59	-	-	**2,551.59**
Atebubu – Muruchuso Jn.	-	-	69,829.87	33,546.43	**103,376.30**
Muruchuso Jn. – Bachaso	-	-	-	-	**-**
Atebubu – Asebu Yerewuho	-	-	-	-	**-**
Boniafo – Asebu Yerewuho Jn.	-	8,829.68	-	-	**8,829.68**
Kokofu – Asebu Yerewuho	-	-	-	-	

FEEDER ROAD NAME	LANDED (IMMOVABLE) ASSETS	FARMS	TEMPORARY STRUCTURES	VENDORS	TOTAL ESTIMATED VALUE/ AMOUNT
Dawuda – Kwadwo Kuma	-	-	-	-	
Mem – Seinti	-	15,969.49	-	-	**15,969.49**
Muruchuso Jn. – Muruchuso	-	-	-	-	**-**
Nyomoase – Bachaso	105,120.00	-	4,111.59	1,805.75	**111,037.34**
Atebubu – Kumfia	-	8,798.34	2,300.22	1,393.15	**12,491.71**
Bachaso – Trohwe – Kotope	-	1,383.85	-	-	**1,383.85**
Atebubu – Bayere Bode	-	-	2,431.93	-	**2,431.93**
Total Estimated Value/ Amount	**526,200.00**	**94,446.44**	**103,193.31**	**41,941.18**	**765,780.93**

The project will acquire 55.55 acres of unencumbered land owned collectively by different traditional authorities. The collective owners of these lands are the paramount chiefs of Atebubu, Nana Owusu Akyeaw Brempong II, and Paramount chief of Amantin, Nana Osabarima Owusu Ababio – serving as the allodial title holders of the land. The value of unencumbered lands is estimated at GHS 359,640.35 as presented in Table ES 3 below.

Table ES 3: Affected Unencumbered Lands

AFFECTED LAND AREAS ALONG CORRIDOR (ALLODIAL LANDHOLDS – UNENCUMBERED LANDS)				
ROAD No.	**ROAD NAME**	**SECTION**	**AFFECTED LAND AREA (Acre)**	**ESTIMATED COMPENSATION VALUE (GH¢)**
8	Amanten – Dawuda	Amanten – Dawuda	6.44	**68,439.49**
9	Amanten-Kwadwo Kuma	Amanten – Asempaneye	4.59	**48,760.90**
		Asempaneye – Yaw Tuffour	3.87	**25,734.46**
		Yaw Tuffour – Kwadwo Kuma	1.62	**5,388.18**
10	Akokoa – Kumfia	Akokoa – Famfour Komkomba	2.15	**17,136.38**
		Famfour Komkomba – Abama	4.96	**32,924.15**
		Abama – Kumfia	6.49	**43,124.67**
2015	Duabone No. 1 – Pruso Aworoso	Duabone No. 1 – Pruso Aworoso	4.75	**23,671.71**
2016	Issifu Akura – Masando	Issifu Akura – Masando	15.51	**77,277.21**
2019	Boniafo – Asebu yerewoho Jn	Boniafo – Asebu yerewoho Jn	1.80	**5,970.44**
2023	Mem-Seinti	Mem-Seinti	3.37	**11,212.75**
TOTAL			**55.55**	**359,640.35**

Of the 264 PAPs, the impact analysis further identified a total of forty-two (42) vulnerable PAPs, and eleven (11) apprentices, who are entitled to additional assistance totaling GHS8,881.87 (GHS 3,513.87 for vulnerable PAPs and GHS 5,350.00 for apprentices) because of their peculiar circumstances.

Eligibility Criteria and Compensation

Any person including vulnerable groups who will suffer loss or damage to an asset, business, trade or loss of access to productive resources, because of the project is considered eligible for compensation and/ or resettlement assistance. The cut-of-date for conducting the Census survey was taken as the cut-off date (s) for qualifying the PAPs for entitlement/ compensation. Thus, the cut-off date for eligibility for compensation and/or resettlement assistance was April 12, 2019, which was the last day that the Land Valuation Division (LVD) of Lands Commission finished their verification process. This cut-off date and grievance redress arrangements was communicated by Department of Feeder Roads (DFR) in one-on-one meetings with all Project Affected Persons and communities. The cut-off date was also explained to the Atebubu Amantin Municipal Assembly, following which they informed all assembly members at various general assembly meetings to assist enforce this date. After this date, no further cultivation or improvement of property is deemed eligible for compensation.

Eligibility was based on the category of losses suffered as at the cut-off-date. The category of losses suffered were identified through the various interests and rights derived from customary laws, common law and international conventions. The DFR and LVD considered various forms of evidence as proof of eligibility which covered: affected persons with formal legal rights, documented in the form of land title registration certificates, leasehold indentures, tenancy agreements, rent receipts, building and planning permits, business operating licenses, and utility bills, among others. The consultant requested for these documents, samples of which are presented in the appendices. However unprocessed/unregistered formal legal documents did not bar eligibility. Procedures for confirming authenticity of any such documents are established by LVD. The criteria for establishing non-formal, undocumented, unrecognized claims to eligibility are one's (PAP's) presence on the corridor during the LVD verification process (prior to the established cut-off date).

Stakeholder Analysis

Stakeholders who are likely to experience the direct impacts of the project include persons whose assets are in the Right of Way (ROW) or whose access to the means of their livelihoods could be affected such as structure owners, business owners and farmers as well as traditional leaders who are owners or custodians of land, members of the communities along the road and the general traveling public. One subgroup worth mentioning is the Vulnerable, made up of female headed households with dependents, household heads who have a disability or illness, households in poverty, elderly households without support, persons with disability or who are seriously sick, particularly people living with HIV/AIDS and other illnesses, among others.

Regarding the extent of the impacts, those likely to lose assets or access to means of livelihood will feel the greatest impact, followed by the rest of their community members. People who have interests in the project and its ancillary developments, include the twenty-four (24) project communities (members), the Bono East Regional Coordinating Council, Atebubu Amantin Municipal Assembly, as well as decentralized agencies of

health, education, agriculture, Atebubu District Police and revenue authorities. The stakeholders with the most potential to influence the outcome of the project is GoG and by extension the road agencies, MRH and DFR.

Stakeholder Engagement

The study identified stakeholders at the municipal and community levels who were consulted, particularly the traditional and opinion leaders of the beneficiary communities, the youths in the communities and religious bodies. At the municipal level (Atebubu-Amantin Municipality), meetings were held with some officials at the Assembly and representatives from the Ghana Education Service, Ghana Health Service, the Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service and the Ministry of Food and Agriculture (MoFA). At the community level, separate Focus Group Discussions were held with opinion leaders, groups of women and youth groups in addition to transport unions. A total of 627 participants (362 males and 265 females) participated as respondents to a detailed socio-economic survey survey. In the preparation of the RAP, a detailed set of census survey was conducted from 24th November – 1st December 2018 following the socio-economic survey, covering 261 (167 males and 94 females) of the 264 identified PAPs, in order to identify eligible persons and to understand their expectations.

The stakeholder consultation process was to establish an active connection with authorities and members of the project communities; and solicit their opinion and suggestions concerning the project. As part of the process, concerns were raised by stakeholders at both the community and official levels. Community mobilization, education and sensitization programs; and provision of labour force are among some roles stakeholders expect to play in the implementation of project.

Some of the concerns raised are that: in addition to the selected feeder roads, highways linking major towns need improvement and should also be considered for rehabilitation. That the Physical Planning Department of the Municipal Assembly should be involved during the commencement of construction activities but they may be left out; Traditional leaders are sometimes involved late in the process but they must be involved at the initial stages of the proposed project and be educated about the importance of the proposed project to their respective community members, among others. At the community level, suggestions made were: that both skilled and unskilled labour should be recruited from the project communities to help reduce the unemployment rates among the youth; that the contractor should first consult the chiefs and elders of the various communities before commencing construction activities, etc. Stakeholders such as the Ghana Private Road Transport Union of the Trade Unions Congress (GPRTU of TUC) at the Atebubu lorry terminal suggested that the Union should be included in the supervision and monitoring of the project during its construction phase, etc.

Grievance Redress Mechanism (GRM)

The TSIP Grievance Redress Mechanism (GRM) features both formal and informal grievance resolution mechanisms with the following features: a Project NGO, which shall establish site offices for receiving and recording complaints; facilitate the establishment of the GRM at the various levels; publicize and disclose the GRM; verify, record and log complaints on the Grievance and Complaints Logging System (GCLS); act as a social mobiliser and mediator between complainants and respondents and operate the online GCLS**.** Each grievance received, shall be recorded in a grievance register using a web-platform. For this purpose, a simple computer-based system has been developed by the MRH for more effective management of complaints. The

GRM consist of a four-tier system which include the following: Local (project site) level; local government Level Grievance resolution; Project-level grievance resolution and National legal level.

A focal person within the communities, will be the first point of contact for day-to-day grievance issues and he/she will forward all grievances to the Site Grievance Redress Officer for action. The AAMA Grievance Meditation Team (Refer to Section 7.2.1) shall deal with grievances the local/project site level mechanism is not able to resolve. Project Level Grievance Resolution shall manage grievances the AAMA Grievance Meditation Team is unable to handle whilst the National Level shall manage complaints that the project level grievance mechanism is unable to deal with. The national level is where, if no agreement is reached, then the grievance is taken to the Commission for Human Rights and Administrative Justice (CHRAJ) or the courts, whose verdict will be binding on the parties.

Monitoring and Evaluation

Three components will be covered during RAP implementation monitoring, specifically; Performance Monitoring (Internal Monitoring), Process or Impact Monitoring; and RAP Completion Audit or End Evaluation. General monitoring indicators shall include: (i) public consultation, (ii) grievance procedures in place and functioning, (iii) timely execution of compensation arrangements, and (iv) compensation to eligible PAPs. Internally, monitoring and evaluation will be undertaken by a team from EPA, LVD, DFR and local representatives (constituted as a Project-Community Dialogue and Monitoring Committee). Its objectives are to monitor specific situations arising from implementation; and to evaluate the short- and long-term impacts of the implementation of the project and the RAP on PAPs. Compliance reviews and completion audits will also be undertaken by the DFR and an external consultant respectively. The former will check compliance with the RAP (and RPF) provisions including OP 4.12 while the latter will assess whether the resettlement program is complete, particularly whether livelihoods are restored or improved and are sustainable.

Budget and Funding

In total, it is estimated that resettlement activities associated with the OPRC Roads Project on the selected Feeder Roads in the Bono East Region Package will cost **One million, four hundred and thirty eight thousand, four hundred and twenty five Ghana Cedis, ninety-seven Pesewas (1,438,425.97)** as shown in Table ES 3 below**.** The provisions made are to cover the cost of the relocation to new sites, support for the Vulnerable, Grievance and redress committee and others. The budget for grievance redress activities was estimated as 5% of the sub total whilst that for undertaking implementation activities was estimated at ten percent (10%) of the subtotal compensation budget. The Government is responsible for the financing of the RAP.

Table ES 3: Estimated Cost of Resettlement

#	Expenditure Description	Amount GH¢
A.	**Cash Compensation**	
1.	Landed assets (permanent properties affected)	526,200.00
2.	Plain bare land (Allodial Holdings)	359,640.35
3.	Temporary structures	103,193.32
5	Farms (and trees)	94,446.43
	Sub total	**1,083,480.10**
B.	**Supplementary Assistance and Allowances**	
4.	Vendors (business loss allowance)	41,941.19
1	Vulnerability Assistance	3,531.87
2	Employment loss and Apprentices Retraining	5,350.00
	Sub Total	**50,823.06**
C.	Cost of Grievance Management (5%)	54,174.01
D.	RAP Monitoring and evaluation cost (1%)	10,834.80
E.	RAP Administration and Support cost (10%)	108,348.01
	Total (A+B+C+D+E)	**1,307,659.98**
F.	Contingencies (10%) of the total cost	130,766.00
	GRAND TOTAL	**1,438,425.97**

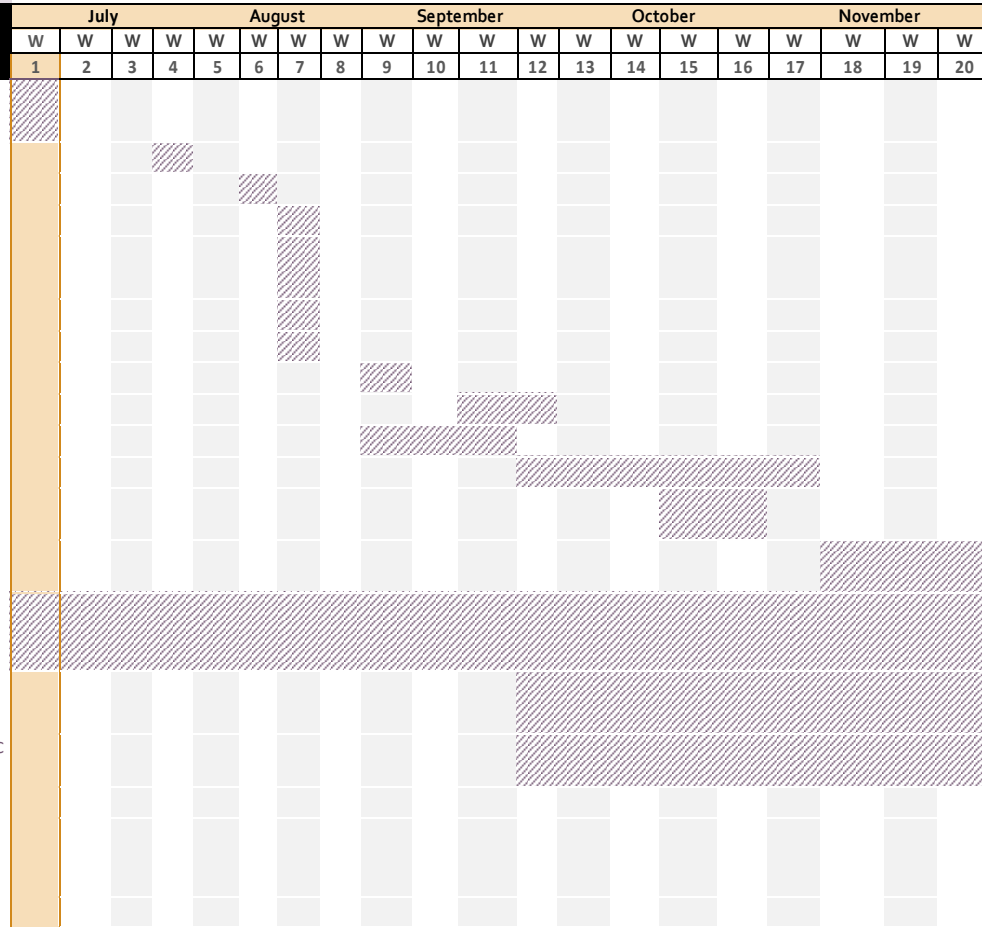
Key Implementing Institutions and Implementation Plan

The institutions which will have key responsibility for the RAP are: the Ministry of Roads and Highways (MRH); the Department of Feeder Roads (DFR); the Ministry of Finance (MoF); Atebubu Amantin Municipal Assembly (AAMA); the Lands Commission (LC); the Electricity Company of Ghana; the Attorney General's Department; the Traditional Authorities; the Compensation Disbursement Team (CDT); the Grievance Redress Team and the Monitoring and Evaluation Team.

The RAP implementation activities, responsible agencies and the time frame as agreed have been tabulated below. The RAP implementation schedule is proposed over a period of twenty-four (24) months and it is summarized in Table ES4 below. The Implementation Schedule for this RAP starts with the submission of the Final Interim RAP report to the World Bank for review and clearance and disclosure by DFR. The payment of compensation to PAPs and monitoring of implementation will begin when PAPs have accepted the offers given them by the LVD.

ES 4: Schedule of Implementation

	ACTIVITY	PLAN START	PLAN DURATION	PERCENT COMPLETE	Responsible Entity
1	Finalise RAP based on final design (prepare supplemental RAP if required)	1	1	0%	Contracting Entity
2	Validation of compensation levels for affected persons	4	1	0%	LVD/MRH safeguards
3	Review and approval of RAP	6	1	0%	MRH AIT/MoF
4	Approval of RAP by the World Bank	7	1	0%	The World Bank
5	Disclosure of RAP in the national dailies, WB infoshop and project area	7	1	0%	MRH, WB and local authorities in project area
6	Set up RAP implementation Committee (RIC)	7	1	0%	MRH AIT
7	Formation of grievance committee	7	1	0%	MRH AIT
8	Distribution of offer letters	9	1	0%	MRH safeguards team, RIC
9	Signing and submission of acceptance letters	11	2	0%	PAPs
10	Submission of counter offer by aggrieved PAPs and negotiations	9	3	0%	PAPs, RIC
11	Payment of compensation	12	6	0%	MRH/RIC
12	Relocation of temprorary structures	15	2	0%	MRH safeguards, Local Authorities, contracting entity
13	Demolition (partially or fully) of immovable structures	18	6	0%	MRH safeguards, Local Authorities, contracting entity
14	Grievance Redress	1	23	0%	MRH, grievance redress committees, contracting entity, LVD, RIC
15	Submission of RAP implementation monitoring report to world Bank	12	12	0%	MRH AIT
16	Monitoring and evaluation of the living standards of PAPs	12	12	0%	MRH safeguards team, NGO/MC
17	RAP completion report	23	1	0%	MRH safeguards team
18	RAP completion audit report	23	1	0%	MRH (via contracted external auditing and evalutation consultant)



1.0 PROJECT BACKGROUND AND DESCRIPTION

1.1 INTRODUCTION

The Government of Ghana (GoG) has identified roads as the most crucial valuable asset it owns and is therefore aiming at improving their usefulness in order to prevent massive losses to the economy. In addition to direct losses in the value of the roads themselves, high vehicle operating costs (which road users end up paying for) diminishes the attractiveness of any country within the world trading system. In this vein, the Government, through the Ministry of Roads and Highways, intends to combine traditional methods of road rehabilitation and reconstruction with the new concept of Output and Performance-based Contracting (OPRC) and instruments for the management and maintenance of Tatale-Zabzugu-Yendi-Tamale trunk road (Northern Region) and selected feeder and farm roads in the Bono East, and Upper West Regions. This type of contract significantly expands the role of the private sector, from the simple execution of works to the management and conservation of road assets over the duration of the contract period.

In June 2017, the World Bank approved a $150 million International Development Association (IDA) credit for the Transport Sector Improvement Project (TSIP) in Ghana. The implementation of the OPRC is expected to minimize the deterioration of road assets in general and ensure that road users benefit from a sustained high level of service, adequate for their needs, and simultaneously reduce the cost for providing and maintaining these road networks at the required service levels. The direct beneficiaries of the road works under TSIP would be the users of the road corridor and the populations of the area where the feeder roads are to be improved. Some of the beneficiaries include farmers needing improved access for bringing farm inputs and extension services to their farms and transporting their produce to their value chain buyers. Others are local communities needing improved access to social services such as schools, clinics and markets. Smaller towns, villages and rural settlements within the targeted rural areas will also benefit directly from socioeconomic improvements.

This Resettlement Action Plan (RAP) for the Bono East OPRC Feeder Roads Package has been prepared by the Ministry of Roads and Highways to fit the provisions of the World Bank OP 4.12 and legal practices followed in Ghana to mitigate the adverse social impacts caused by the Project and to avoid and minimize the impoverishment of Project Affected Persons (PAPs).

The RAP is based on a comprehensive diagnosis of the socioeconomic context and ethnographic analysis of the PAPs in line with the Terms of Reference set out in Annex 1. It sets out objectives, principles, eligibility criteria and public participation mechanisms to compensate land and other assets in view of the specific administrative and legal practices followed in Ghana.

1.2 PROJECT AREA OF INFLUENCE

The geographical setting for this package of the Output and Performance-Based Road Contract (OPRC) Project is within the Bono East Region[5] of Ghana. The roads under this package comprise of selected feeder

[5] The Bono East Region was created on 13th February 2019 by Constitutional Instrument (CI) 113 with Techiman as the Regional Capital. It was carved out of the erstwhile Brong Ahafo Region. The Region has eleven (11) Assemblies under its jurisdiction: four (4) Municipal and seven (7) District Assemblies. The Municipal Assemblies are Techiman, Kintampo, Nkoranza South and Atebubu Amantin. The District Assemblies are Kintampo South, Techiman North, Nkoranza North, Sene West, Sene East, Pru West and Pru East.

roads and farm tracks including the regravelling of Atebubu - Kumfia Trunk Road (R047-003) 28.5 km (GHA). The current state of the selected roads is varied; some are currently engineered, others semi-engineered, and others are un-engineered. The proposed project is to rehabilitate and improve the entire list of roads (200.15km) in the Atebubu-Amantin District in the Bono East Region, as shown Table 1. A Right of Way (RoW) of 30m is proposed to be maintained for all the selected feeder roads (except for urban sections). The ROW largely follows the existing corridor throughout the project district. For the purpose of the impact assessment however, a maximum road width of approximately 15m (for connector roads) and a minimum width of about 12m (access roads) was adopted.

Table 1: Network Links for the OPRC Package in the Bono East Region

Road No.	Start (locality name)	End (locality name)	Length (km)
Road 8 (DFR00980)	Amanten	Dawuda	11.7
Road 9 (DFR00987)	Amanten	Kwadwo Kuma	16
Road 10 (DFR00991)	Akokoa	Kumfia	25.4
Road 2015 (DFR01019)	Duabone No 1	Pruso Aworoso	15.7
Road 2016 (DFR01020)	Issifu Akura	Masando	18.6
Road 2017 (a) (DFR01021)	Atebubu	Matehuso Jn.	13.3
Road 2017 (b) (DFR01021)	Matehuso Jn.	Bakyase	10.2
Road 2018 (DFR01047)	Atebubu	Asebu Yerewuho	7.9
Road 2019 (DFR01048)	Boniafo	Asebu Yerewuho Jn.	4.9
Road 2020 (2020)	Kokofu	Asebu Yerewuho	8.4
Road 2022 (2022)	Dawuda	Kwadwo Kuma	7.2
Road 2023 (DFR01008)	Mem	Seinti	11
Road 2025 (2025)	Matehuso Jn.	Matehuso	8.1
Road 2026 (a) (DFR01020)	Nyomoase	Trohwe Kotope	5.5
Road 2026 (b) (DFR01020)	Nyomoase	Bakyase	7.9
Road R047-003 (R047-003)	Atebubu	Kumfia	28.35
			200.15

The project area falls within one administrative local government in the Bono East Region namely Atebubu-Amantin Municipal except Dawuda which is in the Ashanti Region. Figure 1, below, shows the location of the Bono East Region Package of road networks shown in violet within the Atebubu Amantin Municipality.

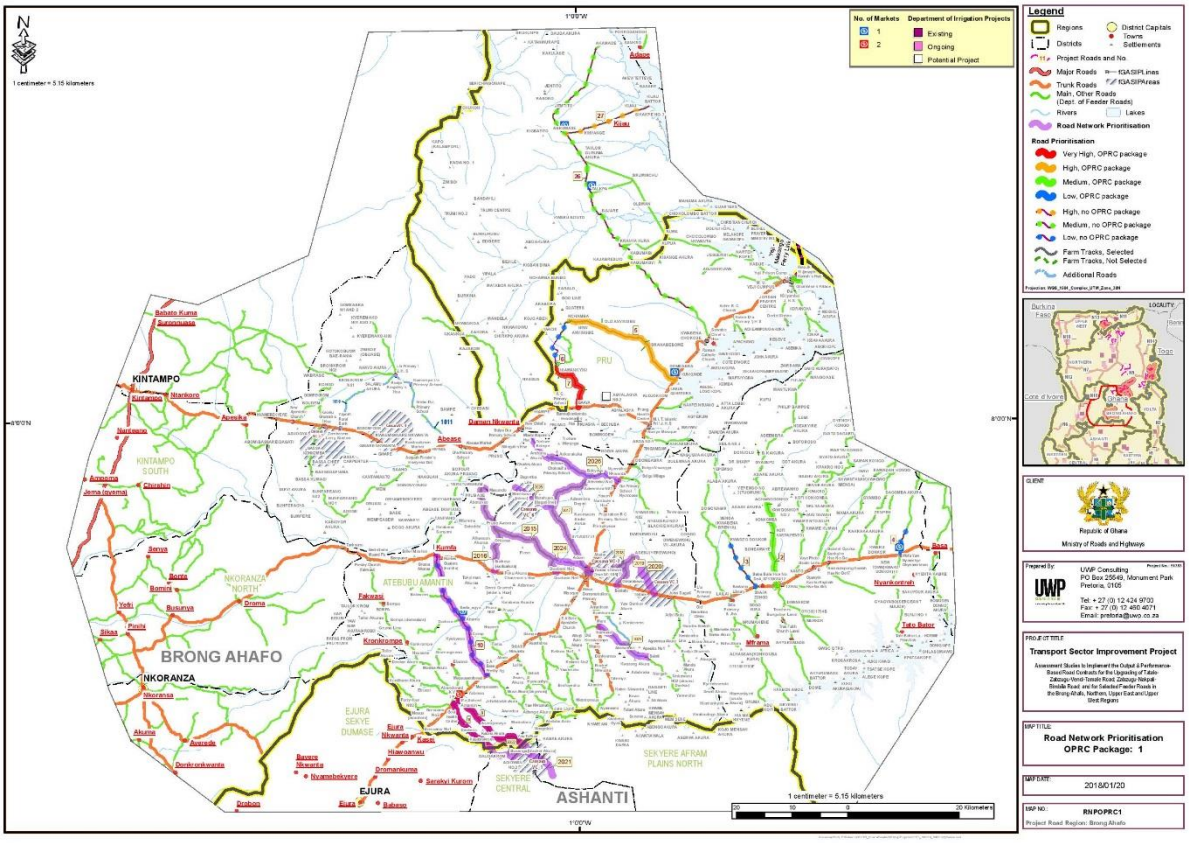


Figure 1: The Bono East OPRC Package Marked in Violet

1.3 THE PROJECT MUNICIPALITY - ATEBUBU-AMANTIN MUNICIPAL ASSEMBLY

The Atebubu-Amantin Municipal Assembly is one of the eleven (11) Metropolitan, Municipal, District Assemblies (MMDAs) in the Bono East Region of Ghana with Atebubu as its administrative capital. The Municipality was carved out of the former Atebubu District in 2004. The district was divided into two which is the Atebubu- Amantin Municipality and Pru District. The Municipality was established by the Legislative Instrument (LI) 1770 under the Local Government Act, 1993 (Act 462) in 2004. There are seven (7) zonal councils in the Atebubu- Amantin Municipality. These are Atebubu Urban Council, Amantin Town Council, Jato Zongo Area Council, Konkrompe Area Council, Nyomoase Area Council, Akokoa Area Council and Duabone Area Council. The Ghana Statistical Service estimates the 2020 municipal population as one hundred and thirty-two thousand, eight hundred and eighteen (132,818) representing 11.7% of the regional population (GSS, 2020)[6]. Out of this figure, 65,906 are males, constituting 49.6 percent, while females make up 66,912 constituting 50.3 percent.

The economy of the Atebubu-Amantin Municipal Assembly is purely rural and dominated by agriculture. Approximately 66 percent of the economically active population is in this sector. Agriculture is mainly centered on crop production. The Ghana Statistical Service (GSS, 2014) reports that crop farming is practiced by 37.8 percent households in the urban areas and 62.3 percent households in the rural areas. Major crops cultivated include yam, cassava, maize, and rice. Meanwhile, livestock rearing accounts for 37.9 percent which occurs

[6] Source: GSS (2020). Projected population by age and sex. Available at: https://statsghana.gov.gh/nationalaccount_macros.php?Stats=MTA1NTY1NjgxLjUwNg==/webstats/s679n2sn87

within both rural and urban areas in the municipality. Major livestock reared include poultry birds, goats, sheep and cattle. In addition to the agriculture sector, the working population engaged in the services and commerce sector and; craft and associated trades correspond to 13.9 percent and 8.6 percent respectively. However, 4.6 percent are professionals and 0.5 percent are clerical support workers.

The municipality has the following educational facilities: thirty-four (34) primary schools, eighty (80) Junior High Schools (JHS) and two (2) Senior High Schools (SHS) in Atebubu and Amantin. In addition to these facilities, the municipality can boast of a College of Education (Teacher Training College). There are thirteen (13) health facilities that serve the entire Atebubu-Amantin Municipal Assembly with the inclusion of one municipal hospital at Atebubu. The doctor-patient ratio stands at 1: 82,109. In addition, the nurse-patient ratio is also 1: 3,205 (Atebubu-Amantin Municipal Assembly, 2015)[7].

The Atebubu-Amantin Municipal Assembly has a total of 836.4 km road network. Out of this, only 324 kilometers constituting 38.7 percent are engineered, including trunk and feeder roads. However, the rest of the road network (comprising mostly feeder roads and farm and village tracts) are in fair and bad conditions depending on the area[8].

1.4 OBJECTIVES AND SCOPE OF THE RAP

1.4.1 Objectives

The objective of this RAP is to set out the policies, procedures, compensation measures and schedule for compensation of people/households and communities affected by the OPRC Roads project. It has been developed to mitigate adverse impacts, compensate losses, and provide development benefits to persons and communities affected by the project. It also seeks to ensure that the affected persons/groups are assisted in their efforts to improve their livelihoods and standards of living or at least to restore them, in real terms to pre-displacement levels or to levels prevailing prior to the beginning of the project implementation, whichever is higher.

The specific objectives of the RAP are to:

(i) Assess the nature and magnitude of displacement associated with the project;
(ii) Mitigate adverse effects of displacement;
(iii) Compensate for losses;
(iv) Conduct resettlement as a development activity;
(v) Identify vulnerable PAPs and provide measures against project-induced hardships;
(vi) Provide livelihood assistance to PAPs in their efforts to restore and/or improve on their livelihood and standard of living with the aim of restoring their livelihoods to pre-project levels; and
(vii) Ensure accountability and transparency in the development and implementation of the mitigation measures.

[7] Source: The Composite Budget of the Atebubu-Amantin Municipal Assembly for the 2015-2017 Fiscal Year
[8] For detail exposition of the road condition in the municipality, refer to the Composite Budget of the Atebubu-Amantin Municipal Assembly for the 2015-2017 Fiscal Year. Available at https://www.mofep.gov.gh/sites/default/files/composite-budget/2015/BA/Atebubu-Amantin.pdf

1.4.2 Scope

The RAP has been prepared in accordance with the World Bank Safeguards Policy OP 4.12 and the laws of the Republic of Ghana. It is based on the principles that, “the involuntary taking of land for the implementation of the project resulting in the displacement of persons should be avoided where feasible or minimized, after exploring all viable alternative project designs, including consideration of environmental assessment policies, natural habitats and the need to safeguard cultural resources under the Environmental Protection Agency (EPA) laws and regulations and any other laws relating to the social displacement and resettlement of persons or groups of persons”. This RAP includes data on Project Affected Persons (PAPs), a description of the restitution and livelihood restoration measures to be implemented and procedures for ensuring that affected persons receive their entitlements. It also describes the consultation strategy adopted to engage with the affected people and the institutional framework for implementing the resettlement and livelihood restoration activities. The RAP also clarifies a grievance redress mechanism and a monitoring and evaluation framework with accompanying work plan for the overall implementation (the project GRM framework is attached in this report as Annex 2).

1.5 DESCRIPTION OF PROJECT IMPACTS

Likely project impacts have been discussed as to whether they are positive or negative with measures for enhancement suggested for the positives and mitigation recommended for the negatives. The positive impacts include: progress in the lives of communities and their members; easy access to transport services and travel comfort and a boost women’s activities, among others. Enhancement measures comprise: employment of local community members on the project; designating space for food vendors in addition to timely and excellent execution of project. The project is expected to positively impact over 150,000 locals within the Atebubu/Amantin Municipal Assembly and surrounding districts. Possible negative impacts from the project include: the partial demolition of buildings and temporary structures; farmlands and crops, livelihood of 264 individuals/households; increase in dust, noise levels and bad effect on public health as well as increase in criminality and prostitution. The suggested mitigation includes: resettlement assistance, payment of compensation (full replacement cost) for affected persons in line with OP 4.12; frequent watering and sprinkling of water on the road; vigorous policing in addition to sensitization and health education to caution people against indulging in prostitution.

2.0 APPLICABLE POLICY, LEGAL AND ADMINISTRATIVE FRAMEWORK

The planning, implementation, and closure of this project will be guided by two sets of legal and regulatory regimes: the applicable laws of Ghana and the World Bank's Social Safeguard Policy on Environmental Assessment (OP 4.01), Involuntary Resettlement (OP 4.12) as well as the Policy on Physical, Cultural Resources 4.11. Also, the various recognized interests in land within the Ghanaian context are described in this chapter. The relevant national regulatory framework and the World Bank's requirements on social safeguards is compared and contrasted and where there are differences, proposals to bridge the gap are provided. In all cases the protection of the PAP is considered paramount and so the policy that provides a high degree of security for the PAPs is adopted. As and when new laws, regulations and policies are prepared or the existing ones are revised, this chapter will have to be updated.

2.1 COUNTRY LEGISLATION AND PRACTICE

The applicable national legal framework for the project is as follows.

2.1.1 Provisions in the Constitution of Ghana

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 defense, public safety, public order, public morality, town and country planning, or the development or utilization of property to promote public interest. Furthermore, Article 20 of the Constitution provides that 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. Article 20(3) stipulates that where compulsory acquisition of land involves the displacement of any inhabitants, the state shall resettle them on suitable alternative lands with due regards to their socio-cultural values.

2.1.2 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 by means of an Executive Instrument (EI). 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'; 'Market value'; 'Replacement value'; and 'other damage'.

- "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 or asset might have been expected to realize 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.

Lump sum payment of compensation is prescribed under the law. However, a major limitation of Act 125 is that provision has not been made for public consultation and involvement in the acquisition process. As effective consultation is crucial for project implementation, the acquiring agency will conduct extensive consultation with the affected persons and communities, and with other stakeholders at every stage of project implementation.

2.1.3 The Lands (Statutory Wayleaves) Act, 1963 (Act 186)

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-way 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.

2.1.4 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.

2.1.5 Public Lands (Protection) Act, 1974 (NRCD 240)

This act provides for the protection of public land from unlawful deeds, occupation, trespass or other illegal encroachment or interference. It also prescribes penalties for unlawful sale or occupation of public land and provides for the ejection of trespassers.

2.1.6 Farm Lands (Protection) Act, 1962 (Act 107)

The Farm Lands Act upholds the principles that where a person, in this Act referred to as a farmer, acquires land after the commencement of this Act for the purposes of farming and does not farm a part or the whole of that land for a period of eight years from the date of the acquisition, his title to the whole of the land or that portion that has not been farmed shall be deemed for all purposes to have been extinguished.

Where a farmer has, in good faith, at any time after the thirty-first day of December, 1940, and before the commencement of this Act, acquired any land by customary law or otherwise in a prescribed area for purposes of farming and has begun farming on that land within eight years from the date of such acquisition, this section shall, notwithstanding any defect in the title to the contrary, operate to confer valid title on such farmer provided that the land in question had not been farmed by any other person for a period of eight years previous to the acquisition by the farmer.

2.1.7 Recognized Interests in Land

Ghana laws and practice defines and recognizes the following landholding interests and/or rights, discussed as follows;

- **Allodial Title**

In the Ghanaian context, this is the highest interest capable of being held in land. The Allodial title is customarily communally owned and is generally held or vested in stools or skins. In some traditional areas, it is held by clans, families or individuals. Being generally in the form of communal interest in land it accrues to the entire community and is administered by the recognized traditional authority. The owner of the allodial title has complete and absolute freedom to use and dispose of the land only subject to the restrictions, or limitations or obligations as may be imposed by the general laws of the country. The mode of acquisition of the allodial title is by: discovery by hunters or pioneers of the stool etc. of unoccupied land and subsequent settlement thereof and use by the subject; conquest, purchase or gift.

- **Customary Freehold**

The customary freehold is an interest or title which a member of the larger community which holds the allodial title acquires in the communal land. It is an interest which is held as of right by virtue of being a member of the community. It is of indefinite duration and thus potentially subsists forever. The member who holds such interest has the right of beneficial occupation; unfettered use (also subject to the laws of the country). Upon death, the interest devolves on his/her successors in title ad infinitum. This interest prevails against the whole world including the allodial title from which it was derived. The customary freehold may however be terminated by the occurrence of any of these occasions; failure of successors, compulsory acquisition by the state; sale or gift by owner, abandonment or forfeiture in rare circumstances where for example the holders deny the absolute title of the allodial owner.

- **Customary Tenancies**

These are lesser interests in land and are created by the holder of the allodial title or customary freehold (or common law freehold). These types of tenancies are in nature share cropping arrangements. They are quite common in Ghana and occur when a tenant-farmer gives a specified portion of the farm produce to the land owner at each harvest time in consideration for use of the land. The two popular tenancy arrangements are

the 'Abusa'[9] and 'Abunu'[10] schemes. Other forms of customary tenancies in which the consideration from the tenant is not sharing of crops but cash or a combination of crops and money exist. The customary license is in this category.

- **The Common Law Freehold**

This is an interest held for an indefinite period. It is derived from the rules of common law. The holder of this interest has the right of beneficial occupation and may, subject to the laws of the land, use it in any manner. This type of freehold is created only by express grant. The grantor may thus impose terms on the grantee provided such terms are reasonable and not contrary to public policy. Currently, the laws of the land forbid non-Ghanaians from acquiring freehold in lands in Ghana.

- **The Leasehold**

This type of interest is also a creation of the common law and not Ghanaian customary law. It is an interest in land for a specified period. The leasehold may be granted by the allodial holder in respect of lands in which no conflicting interest exists; or by a customary freeholder; or common law freeholder. In Ghana, leasehold may be for a maximum duration of 99 years. (Again, non-Ghanaians can only acquire leases up to 50 years). Various terms and conditions may be imposed by the grantor including the payment of rent as consideration for the grant.

All the above land rights exist in the project area and underlies the various land ownership claims and access to land identified in the PIA. Within this context, the constitution provides a reasonable framework for the assessment and implementation of involuntary resettlement. This RAP identified a total of sixty-nine PAPs as customary usufructs, twenty-six as tenants, twenty-one freeholders, and nineteen were lessees. More details of these PAPs and their various affected interests are presented in the Appendices.

By extension and through its jurisprudential history of application over the years the laws of Ghana also establishes the general mechanisms through which these interests are to be taken into consideration in the administration of daily affairs, including managing the development process. The following applicable legislations provide further provisions that have guided this RAP;

2.2 ADMINISTRATIVE FRAMEWORK

The laws covering institutions are as follows:

- The Lands Commission Act, 2008 (Act 767)
- Survey Act, 1962 (Act 127)
- Office of the Administrator of Stool Lands Act, 1994 (Act 481)
- Environmental Protection Agency Act, 1994 (Act 490)

[9] Under this arrangement, the farmer divides the produce into three parts, keeps two portions and gives one portion to the land owner.
[10] Under this arrangement, the farmer divides the produce into two parts, keeps one portion and gives the other portion to the land owner.

2.2.1 The Lands Commission Act, 2008 (Act 767)

The Lands Commission Act, 2008 (Act 767) 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.

2.2.2 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 carryout 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.

2.2.3 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.

2.2.4 Environmental Protection Agency Act, 1994 (Act 490)

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.

2.3 COMPULSORY LAND ACQUISITION PRACTICES IN THE PROJECT AREA

Land acquisition for this project will be carried out in accordance with local customs in place in the Bono East Region and in conformance with Ghana's laws and OP 4.12. In Ghana, Right-Of Way acquisition for road projects follows a three-stage process namely, 1) before approval; 2) approval processing; and 3) after approval - field implementation.

- **Before Approval**

This stage involves the preparation of site plan(s) of the intended acquisition area, preparation of feasibility report, preparation of interim valuation report, gathering of evidence of ability to pay compensation, and conduction and compilation of report on consultations with stakeholders (including PAPs) on the acquisition. The above package is submitted in the form of an application to the lands commission (LC) office in the region where the RoW to be acquired is located.

- **Approval Processing**

This stage encompasses the submission of the application package by the regional lands commission (RLC) for the consideration of the site advisory committee (SAC), approval of the decision of the SAC by the Regional Minister, submission of the approved plan to the RLC office for processing and preparation of draft executive instrument (EI), the approval of plan and draft EI by the Ministry responsible for lands, submission of plan and draft EI to the Attorney-General's office for legal clearance, submission of EI to assembly press for gazetting, and publication of EI by the LC in the National Dailies.

- **After Approval - Field Implementation**

This stage entails the setting out of the acquired RoW by the Survey and Mapping Division (SMD) of LC or a licensed surveyor, measurements of affected properties by LVD for the assessment of compensation, and other processes leading to payment of due compensation and the eventual demolition of properties within the acquisition corridor.

2.4 WORLD BANK'S INVOLUNTARY RESETTLEMENT POLICY (OP 4.12)

The World Bank's Operational Policy (OP 4.12) on Involuntary Resettlement will be applicable to the Project. The main features of the policy are based on the following objectives:

1. All viable alternative project designs shall be explored to avoid or minimize the need for resettlement and when it cannot be avoided to minimize the scale and impacts of resettlement;
2. Resettlement measures will be conceived and executed as sustainable development programs, providing sufficient resources to give the person displaced the opportunity in their efforts to improve former production levels, income earning capacity and living standards or at least restore them to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher;
3. Displaced persons will be;

- meaningfully consulted and should have opportunities to participate in planning and implementing resettlement programs. This includes being informed about their options and rights pertaining to resettlement;
- Consulted on, offered choices among, and provided with technically and economically feasible resettlement alternatives; and
- Provided prompt and effective compensation at full replacement cost for losses of assets attributed directly to the project.

4. Displaced persons may be classified in one of the following three groups:
    a) those who have formal legal rights to land (including customary and traditional rights recognized under the laws of Ghana);
    b) those who do not have formal legal rights to land at the time the census begins 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
    c) those who have no recognizable legal right or claim to the land they are occupying.

If the impacts include physical relocation, the resettlement plan should include measures to ensure that the displaced persons are:

5. Provided with assistance (such as moving allowances) during relocation; and
6. Provided with residential housing, or housing sites, or as required, agricultural sites for which a combination of productive potential, location advantages, and other factors is at least equivalent to the advantages of the old site.

Where necessary (e.g. in the situation of project-induced vulnerability), to achieve the objectives of the policy, the resettlement plan also should include measures to ensure that displaced persons are:

7. Offered support after displacement, for a transition period, based on a reasonable estimate of the time likely to be needed to restore their livelihood and standards of living; and
8. Provided with development assistance in addition to compensation measures, such as land preparation, credit facilities and training or job opportunities.

The key World Bank Involuntary Policy requires that the resettlement plan should be prepared in line with the following principles;

- Screen the project early at the planning stage;
- Build the project on meaningful consultation;
- At the minimum restore livelihood levels to what they were before the project;
- Improve the livelihoods of affected vulnerable groups;
- Prompt compensation at full replacement cost and provision of displaced people with adequate assistance;
- Develop procedures for establishing eligibility of displaced people, without statutory rights to the land that they are occupying, for resettlement assistance and compensation for the loss of non-land assets;
- Establish a grievance mechanism as early as possible in the project development phase that will allow the client to receive and address specific concerns about compensation and relocation raised by displaced persons or members of host communities in a timely fashion; and

- Disclosure of all reports.

2.5 COMPARISON BETWEEN GHANA'S LEGISLATION AND WORLD BANK POLICY OP 4.12

A comparison between Ghanaian national regulations and World Bank Policies on Involuntary Resettlement shows that there exist major differences in the two instruments. The objective of this comparison is to identify if and where the two sets of procedures are in conformity with each other, and more importantly where the differences and gaps exist. In case of differences or conflicts between national laws of Ghana and OP 4.12, the latter will prevail. Table 4 presents a gap analysis and includes a column on measures to bridge the identified gaps.

Table 2: Comparison of Ghana Regulations and World Bank Policies

Topic	Ghana Legislation Requirement	WB Policy Requirement	Gap	Measures proposed to bridge the gap
Timing of compensation payment	Prompt	Prior to displacement	Timing for Compensation payments is unspecified under Ghanaian Law	Compensation payments are done prior to displacement (or commencement of civil works on the impacted land)
Calculation of compensation	Fair and adequate	Full replacement cost	No objective means of determining what is fair and adequate	Calculation of compensation will be based on full replacement value. Full Replacement Cost is calculated as the market value of the asset plus transaction costs (e.g taxes, stamp duties, travel costs, registration fees, and any other costs as may be incurred as a result of the transaction or transfer of property). Compensation will be determined by an independent valuer, approved by LVD, and agreed through negotiations with PAPs
Owners of Non-permanent Structures / Tenants / Squatters including settlers / Migrants	There are no constitutionally or legislatively recognized resettlement rights or assistance for those without recognized (formal) legal rights to land.	For those without formal legal rights to lands or claims to such land or assets that could be recognized under the laws of the country, Bank policy provides for resettlement assistance in lieu of compensation for land, to help improve or at least restore their livelihoods	There appears to be a significant difference between Ghanaian laws and Bank policy. Those without formal legal rights or claims to such lands and/or semi-permanent structures are not entitled to resettlement assistance or compensation. Risk of making some PAPs worse off as compared to pre-displacement condition	All PAPs and owners of pre-cut off date assets, regardless of legal tenure, will be considered for some level of resettlement assistance (but no compensation for land) and treated equally. Owners of non-permanent structures will be given supplemental assistance to remove their chattels from the ROW
Owners of Permanent Structures	The Land Valuation Division is responsible for the computation of compensation on the basis of replacement value for houses and other properties damaged or destroyed as a result of the acquisition.	Entitled to in-kind compensation or cash compensation at full replacement cost including labour and relocation expenses, prior to displacement.	Ghanaian law requires the affected persons to receive compensation on the basis of replacement value when permanent structures are affected. Although the law can be interpreted to include labour and relocation expenses, these are not explicitly enumerated under Ghanaian law.	Such owners will be paid full replacement costs including labour and relocation expenses.
Resettlement assistance	No specific provision with respect to additional assistance and monitoring	Affected people are to be offered support after displacement, for a transition period	Affected people expected to manage their own transition	Affected people will be offered resettlement support to cover a transition period.
Vulnerable groups	No specific provision	Particular attention to be paid to vulnerable groups, especially those below the poverty line, the	Vulnerable PAPs given the same treatment as all others.	Further assistance to be given to this category of PAPs to enable them restore

Topic	Ghana Legislation Requirement	WB Policy Requirement	Gap	Measures proposed to bridge the gap
		landless, the elderly, women and children		their living standards to pre-project levels at least
Livelihood Restoration and Assistance	There are no specific laws or regulations specifying support for livelihood restoration and transition and moving allowances	Livelihoods and living standards are to be restored in real terms to pre- displacement levels or better.	Ghanaian policy and legislation would need to be aligned with Bank policy to effectively guarantee rights of all affected persons of involuntary resettlement	Resettlement assistance in terms of moving allowances, loss of earnings etc. will form part of compensation framework, in addition to longer term livelihood development programs
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	Affected persons are not kept abreast with the project timelines leaving them unprepared to fit into implementation schedules.	Displaced persons and their communities will receive timely and relevant information, consulted on resettlement options, and offered opportunities to participate in planning, implementing, and monitoring resettlement. Detailed public consultation plan and communication strategy will ensure informed participation throughout the project life. The project's citizen engagement assessment has produced a project stakeholder engagement plan to guide interaction with project affected persons and communities during implementation.
Grievance	All disputes including land are settled per local customs through involvement of the Court of Law	Appropriate and accessible grievance mechanisms to be established	No intermediate avenues for redress other than a court of law	A three-tier project specific GRM, including online option, is proposed involving community, district and national administrative agencies. The GRM will be accessible, reliable and transparent
Monitoring & Evaluation	No specific provision	Requires monitoring and reporting on effectiveness of RAP implementation	Difficulty in gauging the effectiveness of prescribed mitigation.	Detailed monitoring, and evaluation and monitoring program built into the overall project management process

8.0 SOCIO-ECONOMIC PROFILE OF PROJECT IMPACTED COMMUNITIES AND PERSONS

This chapter presents an overview of the socio-economic profile of the project communities and PAPs in general, focusing on key socio-economic development parameters such as demography, literacy, income, and employment, to provide the context of the RAP. The main objective of the section is to analyse socioeconomic and cultural characteristics of project communities and the PAPs to understand their interrelationships, dynamics, and qualities.

3.1 METHODOLOGY

The consultant used a blend of both qualitative and quantitative research methods. Both primary and secondary sources were employed in gathering data and information. This included a desk review of project documents which set the parameters for this RAP. The procedure for the study also involved site visits to the project location, direct interviews with the affected persons and a census of PAPs. The site visit/reconnaissance trip served as an opportunity for obtaining information on affected communities with respect to their locations, as well as assess the magnitude of impact of the proposed project on these project communities. Annex 3 contains the field questionnaire used for this study.

Primary data was gathered by engaging in consultation with the identified Project Affected Persons (PAPs) and other stakeholders such as traditional leaders of the roadside communities, community leaders, district officials and other government and non-governmental agencies, as well as women's group leaders (see Annex 4 for data tables generated from fieldwork). In addition, a property impact assessment study was undertaken.

These engagements were also aimed at ensuring that the displaced persons are:

9. Informed about their options and rights pertaining to resettlement;
10. Consulted, offered choices and provided with technically and economically feasible resettlement alternatives; and
11. Provided compensation at full replacement cost for loss of assets attributable directly to the project, where applicable.

Data gathered was analyzed using manual techniques and computer software applications (i.e. Kobo Collect and Microsoft Excel); inferences were drawn and findings compiled and summarized as presented in this chapter. Plate 1 below shows aspects of the field data preparation and collection exercise. Additional photos are included as Annex 7 in this report.

Training of Enumerators at Atebubu in the Atebubu-Amantin Municipality

Enumerators Getting Ready for Field Work on the First Day

A One-On-One Interview with a PAP

Field Activities on-going on the Atebubu-Muruchuso Jn. Road

Plate 1: Training of Enumerators for Field work

3.2 FINDINGS OF THE SOCIOECONOMIC SURVEY OF AFFECTED PERSONS

The property impact assessment identified a total of two hundred and sixty-four (264) individual PAPs from a total of twenty-four (24) project communities in the Atebubu-Amantin Municipality (see chapter 5). However, a total of 261 households were covered during the socioeconomic survey, representing 98.9% of the PAPs. The remaining PAPs, comprising 1.1%, were absent for the socioeconomic studies after efforts to contact them for the interview proved futile.[11] However, their properties were identified and assessed for compensation in the

[11] Some PAPs were out of town at the time of the census whereas a few structures were believed to be abandoned structures. Efforts to get the contact numbers of these structure owners from their neighbors also proved futile. As such PAPs in nearby structures or businesses were tasked to relay the message to their absent neighbours. This was in addition to other publicity measures used such as FM radio announcements, community public address system announcements as well as announcement by town criers. The traditional ruler as well as the local assembly members and unit committee members were also made aware and tasked to inform the affected persons who were absent.

PIA. The project implementers would intensify efforts throughout project implementation to trace absentee PAPs to ensure that all affected PAPs are paid due compensation and other entitlements.

3.2.1 Background of PAPs

3.2.1.1 Demographic Profile

The age range of PAPs was from 15 years to as old as 105 years. The largest age group are those between 31 and 40 years, which constitutes 30.3 percent, followed by the age bracket of 21 – 30 years with 21.8 percent. The lowest number of PAPs recorded are those between the ages of 15 – 20 years comprising 4.6 percent as presented in Table 3 below. The age range indicates that most PAPs are in their productive years as 87 percent was 60 years or younger.

Table 3: Age and Sex Distribution

Age	Male		Female		Total	
	No.	%	No.	%	No.	%
15 – 20	9	3.4	3	1.1	12	4.6
21 – 30	34	13.0	23	8.8	57	21.8
31 – 40	45	17.2	34	13.0	79	30.3
41 – 50	41	15.7	14	5.4	55	21.1
51 – 60	19	7.3	5	1.9	24	9.2
Above 60	19	7.3	15	5.7	34	13.0
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100.0**

3.2.1.2 Communities of Project-Affected Persons (PAPs)

The highest number of PAPs (83; 31.8%) was enumerated in Atebubu with the lowest number (1; 0.4%) found in five (5) communities, which are: Adembra, Alhaji Kura, Issifu Akura, Odomeabra and Sabidi. The total number of male PAPs is one hundred and sixty-seven (167), representing 64 percent as against ninety-four (94) female respondents which is 36 percent. The data is presented below in Table 4.

Table 4: Communities of PAPs

S/N	Name of Community	Male		Female		Total	
		No.	%	No.	%	No.	%
1	Abamba	3	1.1	12	4.6	15	5.7
2	Adembra	1	0.4			1	0.4
3	Akokoa	4	1.5	1	0.4	5	1.9
4	Alhaji Kura	1	0.4			1	0.4
5	Amantin	19	7.3	9	3.4	28	10.7
6	Asempa N'eye	5	1.9			5	1.9
7	Atebubu	23	8.8	60	23.0	83	31.8
8	Aworoso	16	6.1			16	6.1
9	Bachaso	2	0.8			2	0.8
10	Boniafo	13	5.0			13	5.0
11	Dawuda	5	1.9	2	0.8	7	2.7
12	Duabone No.1	14	5.4	2	0.8	16	6.1
13	Fiano	16	6.1			16	6.1
14	Issifu Akura	1	0.4			1	0.4
15	Kokofu	2	0.8			2	0.8
16	Kumfia	2	0.8	2	0.8	4	1.5
17	Masando	3	1.1	1	0.4	4	1.5

S/N	Name of Community	Male		Female		Total	
		No.	%	No.	%	No.	%
18	Mem	22	8.4	1	0.4	23	8.8
19	Mempeasem	2	0.8			2	0.8
20	Muruchuso	3	1.1			3	1.1
21	Nyomoase	5	1.9	4	1.5	9	3.4
22	Odomeabra	1	0.4			1	0.4
23	Sabidi	1	0.4			1	0.4
24	Seinti	3	1.1			3	1.1
	Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

3.2.1.3 Affected Persons per Road

The data shows that the road with the largest proportion (31.8%) of PAPs is the Atebubu-Muruchuso Jn. which is no surprise because the Atebubu Yam Market is located there. This is followed by Duabone No.1- Pruso-Aworoso with 16.5 percent; Amantin-Dawuda with 11.8 percent and Mem-Seinti with 10.0 percent. The roads with the smallest share (0.8%) of PAPs are Kokofu-Asebu Yerewoho Jn. and Bachaso-Trohwe-Kotope. The roads where a relatively larger segment of female PAPs compared to males were interviewed are Atebubu-Muruchuso Jn. (23% : 8.8%) and Akokoa-Kumfia (5.4% : 3.4%); whilst Duabone No.1- Pruso-Aworoso (16.1% : 0.4%); Mem-Seinti (9.6% : 0.4%); Amantin-Dawuda (7.6% : 4.2%) and Issifu Akura-Masando (2.7% : 0.4%) have a comparatively higher percentage of male compared to female PAPs. Six (6) of the roads have no female PAPs at all, they are: Amantin-Kwadwo Kuma, Muruchuso Jn-Bachaso, Boniafo-Asebu Yerewoho, Kokofu-Asebu Yerewoho Jn, Dawuda-Kwadwo Kuma and Bachaso-Trohwe-Kotope. The data is presented in Table 5 below.

Table 5: Number of PAPs per Road

Name of Road	Male		Female		Total	
	No.	%	No.	%	No.	%
Amantin-Dawuda	20	7.6	11	4.2	31	11.8
Amantin-Kwadwo Kuma	10	3.8			10	3.8
Akokoa-Kumfia	9	3.4	14	5.4	23	8.8
Duabone No.1- Pruso-Aworoso	42	16.1	1	0.4	43	16.5
Issifu Akura-Masando	7	2.7	1	0.4	8	3.1
Atebubu-Muruchuso Jn	23	8.8	60	23.0	83	31.8
Muruchuso Jn-Bachaso	4	1.6			4	1.6
Boniafo-Asebu Yerewoho	13	5.0			13	5.0
Kokofu-Asebu Yerewoho Jn	2	0.8			2	0.8
Dawuda-Kwadwo Kuma	3	1.1			3	1.1
Mem-Seinti	25	9.6	1	0.4	26	10.0
Nyomoase-Bachaso	5	1.9	4	1.5	9	3.4
Bachaso-Trohwe-Kotope	2	0.8			2	0.8
Atebubu-Kumfia	2	0.8	2	0.8	4	1.6
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

3.2.1.4 *Side of Road where PAPs are Located*

The PAPs were categorized according to which side of the roads they can be found to facilitate later tracking and verification as well as help project implementers assess the magnitude of social impacts at the various road sections. Overall, there are more PAPs on the Left-Hand Side (LHS) (52.1%) than on the Right-Hand Side (RHS) (47.9%) of the roads. On the road from Bachaso-Trohwe-Kotope none of the PAPs interviewed were located on the RHS. Specific roads where more PAPs were interviewed on the LHS than on the RHS are: Atebubu-Muruchuso Jn (16.9%: 14.9%), Mem-Seinti (6.1%: 3.8%), Boniafo-Asebu Yerewoho (3.1%: 0.4%) and Nyomoase-Bachaso (3.1%: 0.4%). The roads where more PAPs were interviewed on the RHS than on the LHS are Duabone No.1- Pruso-Aworoso, Issifu Akura-Masando and Dawuda-Kwadwo Kuma. Roads with equal proportions of PAPs on both sides of the roads are: Muruchuso Jn-Bachaso, Kokofu-Asebu Yerewoho Jn and Atebubu-Kumfia. The data is presented in Table 6 below.

Table 6: Side of Road where PAPs are Located

Name of Road	Left Hand Side		Right Hand Side		Total	
	No.	%	No.	%	No.	%
Amantin-Dawuda	13	5.0	18	6.8	31	11.8
Amantin-Kwadwo Kuma	6	2.3	4	1.5	10	3.8
Akokoa-Kumfia	14	5.4	9	3.4	23	8.8
Duabone No.1-Pruso-Aworoso	16	6.1	27	10.3	43	16.4
Issifu Akura-Masando	3	1.1	5	1.9	8	3.0
Atebubu-Muruchuso Jn.	44	16.9	39	14.9	83	31.8
Muruchuso Jn-Bachaso	2	0.8	2	0.8	4	1.6
Boniafo-Asebu Yerewoho	8	3.1	5	1.9	13	5.0
Kokofu-Asebu Yerewoho Jn.	1	0.4	1	0.4	2	0.8
Dawuda-Kwadwo Kuma	1	0.4	2	0.8	3	1.2
Mem-Seinti	16	6.1	10	3.8	26	9.9
Nyomoase-Bachaso	8	3.1	1	0.4	9	3.5
Bachaso-Trohwe-Kotope	2	0.8			2	0.8
Atebubu-Kumfia	2	0.8	2	0.8	4	1.6
Total	**136**	**52.1**	**125**	**47.9**	**261**	**100**

3.2.1.5 *Educational Level of PAPs*

Data on educational level shows that the largest proportion of PAPs (40.2%) have no formal education, out of which 25.7 percent are males and 14.6 percent are females. The highest proportion (25.3%) of educated persons are JHS/MSLC graduates, followed by Primary School leavers with 16.9 percent and 11.5 percent Senior High/Secondary School graduates. Out of the two hundred and sixty-one (261) PAPs captured, only 2.7 percent have University education, 2.3 percent are trained nurses and 1.1 percent have Technical/Vocational/Commercial education as indicated in Table 7 below.

Table 7: Educational Level of PAPs

Highest Educational Level	Male		Female		Total	
	No.	%	No.	%	No.	%
None	67	25.7	38	14.6	105	40.2
Primary	23	8.8	21	8.0	44	16.9
JHS/MSLC	41	15.7	25	9.6	66	25.3
SHS/Sec.	23	8.8	7	2.7	30	11.5
Tech/Voc./Commercial	2	0.8	1	0.4	3	1.1
Training College (Nursing, teaching etc.)	6	2.3			6	2.3
University	5	1.9	2	0.8	7	2.7
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

3.2.1.6. Marital Status

Majority (68.2%) of the PAPs are married while those who are single follow with 19.2 percent. Widows and widowers are 6.5 percent, those divorced make up 4.2 percent, followed by persons in consensual union (1.5%) and 0.4 percent who are separated. The data is presented below in Table 8 below.

Table 8: Marital Status

Marital Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Married	127	48.7	51	19.5	178	68.2
Single	32	12.3	18	6.9	50	19.2
Divorced	2	0.8	9	3.4	11	4.2
Separated	1	0.4			1	0.4
Widow/Widower	1	0.4	16	6.1	17	6.5
Consensual Union	4	1.5			4	1.5
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100.0**

3.2.1.7 Nationality

There were both Ghanaians and non-Ghanaians among the PAPs. The proportion of Ghanaian PAPs was 96.9 percent comprising 61.7 percent males as against 35.2 percent females. The non-Ghanaians were 3.1 percent (2.3% males and 0.8% females). The nationalities of the non-Ghanaians are as follows: Burkinabe (1.1%), Togolese (0.8%), Ivorian (0.4%), Nigeriene (0.4%) and Nigerian (0.4%). The data on nationality is presented below in Figure 2 below.

While the analysis of the nationality of PAPs is important, it is important to note that PAPs, regardless of their nationality will be treated same with regards to eligibility for compensation/resettlement assistance. Stated differently, non-Ghanaian PAPs are not treated differently in relation to compensation/resettlement assistance. In line with Ghana's law and OP 4.12, they are entitled to compensation or resettlement assistance as any project affected person so far as their interests are affected by the project.

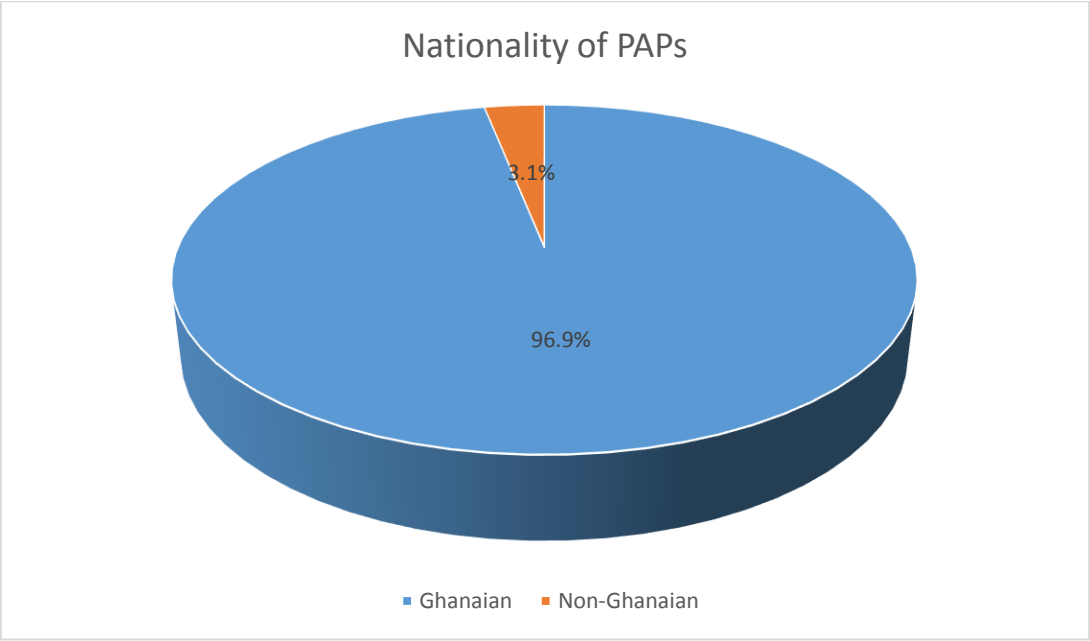


Figure 2: Nationality of PAPS

3.2.1.8 Ethnicity

The table 9 below shows the ethnicities of the Ghanaian PAPs. The Akans were in the majority (35.2%) followed by the Konkombas (24.1%). The Frafra and Nanumba was 0.4 percent each. The highest proportion of males were Akan and Kokomba each with 19.4 percent whereas the highest proportion (15.8%) of females was Akans. The rest were Frafra, Guan, Kotokoli, Dagaaba and Basare. The ethnic groups termed as 'other' include Chokosi, Chombulun, Gonja, Kusasi, Mamprussi, Sissala and Waala.

Table 9: Ethnicity

Ethnic Group	Male		Female		Total	
	No.	%	No.	%	No.	%
Akan	49	19.4	40	15.8	89	35.2
Konkomba	49	19.4	12	4.7	61	24.1
Dagaaba	17	6.7	10	4.0	27	10.7
Busanga	11	4.3	12	4.7	23	9.1
Dagomba	9	3.6	6	2.4	15	5.9
Guan	7	2.8	1	0.4	8	3.2
Kotokoli	3	1.2	4	1.6	7	2.8
Basare	3	1.2			3	1.2
Frafra			1	0.4	1	0.4
Nanumba	1	0.4			1	0.4
No response	1	0.4			1	0.4
Other	14	5.5	10	4.0	24	9.5
Total	**161**	**63.6**	**92**	**36.4**	**253**	**100**

3.2.1.9 Household Size

The average household size is 7.5 persons. Many (49.4%) of the PAPs lived in households with sizes ranging from 6-10 people. This is followed by 33.3 percent who have small household sizes ranging from 1-3 people. PAPs with household sizes ranging from 11-15 constitute 13.4 percent, while only 0.4 percent has the largest household size of about 31-35 people. There were 167 (64%) male headed households compared to 94 (36%) female headed households. The data is presented in Table 10.

Table 10: Household Size

Size	Male Headed		Female Headed		Total	
	No.	%	No.	%	No.	%
1 – 5	48	18.4	39	14.9	87	33.3
6 – 10	83	31.8	46	17.6	129	49.4
11 – 15	26	10.0	9	3.4	35	13.4
16 – 20	5	1.9			5	1.9
21 – 25	4	1.5			4	1.5
31 – 35	1	0.4			1	0.4
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

3.2.1.10 Position in Household, Disability Status and Type of Disability

About 70.5 percent of the PAPs, constituting the majority, are household heads while the others are relatives of their respective household heads as follows; spouses (12.6%), sons (6.1%) daughters (3.4%), siblings (1.2%) and parents (5.7%). The male household heads are 55.6 percent as against female household heads (14.9%). Out of the Two Hundred and Sixty-One (261) PAPs, only two (2) males each from Atebubu and Boniafo have some form of disability. Regarding those with disabilities, all were physically challenged.

3.3 STATUS/ACTIVITY OF PAPS

3.3.1 PAPS' Use of Affected Property

The data in Table 11 below indicates that the largest proportion (44.4%) of the PAPs, only farm on the affected property out of which 38.7 percent are males and only 5.7 percent are females. Those who live and farm on the property, consisting of only males, are 8.0 percent. Another 28.4 percent only do business on the property, whereas 14.2 percent of PAPs live and run their businesses on the affected property. While 4.2 percent were recorded as solely living on the property, 0.4 percent only own a fallow land on the corridor and therefore, no activity is being carried out on the land.

Table 11: PAPS's Use of Affected Property

Purpose	Male		Female		Total	
	No.	%	No.	%	No.	%
Live here only	8	3.1	3	1.1	11	4.2
Work here only (business)	21	8.0	53	20.3	74	28.4
Farm here only	101	38.7	15	5.7	116	44.4
Live and Work Here (business)	14	5.4	23	8.8	37	14.2
Live and Farm Here	21	8.0			21	8.0
Own fallow land Here	1	0.4			1	0.4
Other	1	0.4			1	0.4
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

3.3.2 Number of Years PAPs Have Lived at Current Location

The largest proportion (15.9%) of PAPs have lived at the current location for 1 – 5 years and 21 – 25 years respectively. This is followed by 13.0 percent of PAPs who have lived at their location for 41-45 years; 11.6 percent who have lived at their location for 36 – 40 years; 10.1 percent who have lived at their location for 26 – 30 years. The shortest period that PAPs have lived at their location was for less than one year and only 1.4 percent were in this category while by contrast 2.9 percent have lived at their location for more than 60 years. The data is presented in Table 12 below.

Table 12: Number of Years PAPS Have Lived at Current Location

Years	Male		Female		Total	
	No.	%	No.	%	No.	%
Below 1 year	1	1.4			1	1.4
1 – 5	5	7.2	6	8.7	11	15.9
6 – 10	2	2.9	2	2.9	4	5.8
11 – 15	2	2.9	3	4.3	5	7.2
16 – 20	2	2.9	1	1.4	3	4.3
21 – 25	6	8.7	5	7.2	11	15.9
26 – 30	6	8.7	1	1.4	7	10.1
31 – 35	3	4.3	2	2.9	5	7.2
36 – 40	6	8.7	2	2.9	8	11.6
41 – 45	7	10.1	2	2.9	9	13.0
46 – 50	1	1.4	1	1.4	2	2.9
56 – 60			1	1.4	1	1.4
Above 60 years	2	2.9			2	2.9
Total	43	62.3	26	37.7	69	100

3.3.3 Occupational Background

Relatively a small number (12 PAPs) only reside along the road corridors and are into various occupations. While many (5; 41.7%) are crop farmers, two (2; 16.7%) are petty traders and one (1; 8.3%) each is an artisan and a driver respectively. On the other hand, three (3; 25.0%) of these PAPs are unemployed as presented in the table below.

Table 13: Occupation of PAPs who only reside along the Corridor

Occupation	Male		Female		Total	
	No.	%	No.	%	No.	%
Crop farmer	5	41.7			5	41.7
Petty Trader (hawker, table-top etc.)	1	8.3	1	8.3	2	16.7
Artisan	1	8.3			1	8.3
Driver	1	8.3			1	8.3
Unemployed	1	8.3	2	16.7	3	25.0
Total	**9**	**75.0**	**3**	**25.0**	**12**	**100**

Among PAPs who only work along the roads, people engaged in small business (petty trading) dominate. About 45.9 percent of the PAPs are small traders or vendors engaged in trading on table tops, mats, metal stands, etc., with 39.6 percent being females while only 6.3 percent are males. This is followed by 25.2 percent who engage in small-scale businesses operating in kiosks and under canopies. The smallest proportion of PAPs (3.6%) were artisans, consisting of 2.7 percent males and 0.9 percent female as indicated in Table 14 below. The artisans include barbers and a fashion designer.

Table 14: Occupation of PAPs Who Work Along the Roads

Occupation	Male		Female		Total	
	No.	%	No.	%	No.	%
Artisan	3	2.7	1	0.9	4	3.6
Petty Trader (Table tops / mats / Glass sieve /Umbrella /Metal stands)	7	6.3	44	39.6	51	45.9
Trader- Large concern (2+room store, 40ft container or wooden structure)	3	2.7	2	1.8	5	4.5
Trader -medium (one-room store, 20ft container)	8	7.2	8	7.2	16	14.4
Trader- small (“lotto” kiosk, kiosk / canopy)	14	12.6	14	12.6	28	25.2
Trader Small / medium without Structure		0.0	7	6.3	7	6.3
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

3.3.4 Income of PAPs Who Only Reside Along the Roads

Data on the monthly income of PAPs residing along the road corridors reveals that 3 (37.5 percent) of the PAPs make below GH₵1,000.00 per month, followed by 2 (25.0 percent) who earn between GH₵ 1,000 – 2,000. The rest comprising 1 (12.5 percent) PAP each earn between GH₵ 2,001 – 3,000; GH₵ 7,001 – 8,000 and above GH₵ 10,000 per month respectively as indicated in Table 15 below.

Table 15: Monthly Income of PAPs who only reside along the corridors

Income (GH₵)	Male		Female		Total	
	No.	%	No.	%	No.	%
Below 1000	3	37.5			3	37.5
1000 – 2000	2	25			2	25.0
2001 - 3000			1	12.5	1	12.5
7001 - 8000	1	12.5			1	12.5
Above 10000	1	12.5			1	12.5
Total	**7**	87.5	**1**	12.5	**8**	100

3.3.5 Number of Years PAPs Have Worked Along the Road Corridors

A total of One Hundred and Eleven (111) PAPs work along the corridor, with 31.5 percent of them having worked there for 1 – 3 years. About 24.3 percent have been working along the road corridors for 4 – 6 years and 16.2 percent have worked there for 10 – 12 years. Table 15, below, presents the number of years PAPs have worked along the road corridors.

Table 15: Number of Years PAPs Have Worked Along the Corridor

Years (range)	Male		Female		Total	
	No.	**%**	**No.**	**%**	**No.**	**%**
Less than 5 months	1	0.9	2	1.8	3	2.7
5 months - 1 year	1	0.9	5	4.5	6	5.4
1 – 3	14	12.6	21	18.9	35	31.5
4 – 6	10	9.0	17	15.3	27	24.3
7 – 9	3	2.7	6	5.4	9	8.1
10 – 12	4	3.6	14	12.6	18	16.2
13 – 15			4	3.6	4	3.6
Over 15 years	2	1.8	7	6.3	9	8.1
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

4.0 ELIGIBILITY CRITERIA AND ENTITLEMENT FRAMEWORK

4.1 AFFECTED PERSONS AND CUT-OFF-DATE

Project affected persons are persons affected by land acquisition, relocation, or loss of incomes and/or other assets as well as the restriction of access to legally designated sites and protected areas occasioned by the proposed road improvements. In this project, affected persons include owners of landed (immovable) assets, businesses within landed buildings, farm crops (i.e. farmers), temporary (movable) structures, movable trading chattels (i.e. "permanent" street vendors") and community ownership of economic trees (wild). These include women and vulnerable groups. The category of losses suffered were identified through the various interests and rights derived from customary laws, common law and international conventions.

A cut-off date (COD) was established after an initial notification by DFR and census of PAPs. The Cut-Off Date (COD) was 12th April 2019; which was **t**he last day on which the LVD completed the verification process. Any cultivation or improvement of property after this date is deemed ineligible for compensation**.** On April 12, 2019, this cut-off date including the legal procedures backing the declaration was announced to PAPs through one-on-one interactions (by the DFR). The AAMA also announced this date on their notice boards and at a general assembly meeting.

The census and socio-economic surveys conducted identified the locations of PAPs and their communities. The data was gender disaggregated and it also categorized PAPs according to their activities. PAPs identified along the corridor numbered two hundred and sixty-four (264). This number includes owners of structures, residential plots (land) and farmlands. Others were farmers, tenant farmers, artisans and Small and Micro Enterprises (SMEs) in open spaces, other business operators (operating small, medium and large businesses), and petty traders.

4.2 ELIGIBILITY CRITERIA AND PROOF OF ELIGIBILITY

In conformance with World Bank Policy (OP 4.12), any person who suffers loss of or damage to an asset or loss of access to productive resources, as a consequence of the implementation of any of the road projects under the OPRC would be considered eligible for compensation and/or resettlement assistance, provided the damage or loss is caused by the project and satisfies the conditions of the cut-off date. Thus, all project affected persons irrespective of their status or whether they have formal titles, legal rights or not, squatters or otherwise are eligible for assistance if they occupied the land before the cut-off date.

The proof of eligibility will cover:

1) Affected persons with formal legal rights, documented in the form of land title registration certificates, leasehold indentures, tenancy agreements, rent receipts, building and planning permits, business operating licenses, and utility bills, among others will be eligible. However unprocessed/unregistered formal legal documents will not bar eligibility. Procedures for confirming authenticity of any such documents established by LVD would be followed;

2) The criteria for establishing non-formal, undocumented, unrecognized claims to eligibility are one's (PAP's) presence on the corridor prior to the cut-off date.

4.3 ENTITLEMENT MATRIX

The basis of what is to be paid as compensation was determined by identifying the most appropriate entitlement for each loss. Based on the entitlements, compensation options were selected in accordance with Bank Policy OP 4.12 (6a) and the merits of the option. Having carefully assessed the nature of losses and the owners of these assets, entitlement packages for the various categories of PAPs would include;

1. Cash Compensations
2. Cash Supplementary Assistance; and/or allowances
3. Non cash assistance

Table 16, below, presents the Entitlement Matrix, which sets the measure for compensation for all losses or impacts. The Entitlement Matrix lists the type of loss, criteria for eligibility and specified entitlement.

Table 16: Entitlement Matrix

Type of Loss	Eligibility Criteria	Entitlement
Loss of Land (Urban or Rural)	Various interest and rights – allodial title holder, freeholder, leaseholder, tenant, licensee	Cash Compensation at prevailing Market Value of Land in the project area[12].
Loss of Immovable Structure	Ownership of structure	Cash Compensation at Full Replacement Cost as if new without depreciation
Business Losses ▪ Loss of business income ▪ Loss of business goodwill ▪ Loss of rent income ▪ Loss of wage income ▪ Loss of fees from trainees/apprentices	▪ Business owner/operator ▪ Business owner/operator ▪ Landlord/Lessor ▪ Business employees/attendants ▪ Trainer/Person offering apprenticeship job training	Supplementary Assistance/allowance for loss of business income during the reestablishment period, equal to three months of net income (rent advance for tenant; trainee fees for apprentice) or applicable minimum wage if no reliable appraisal of net income can be carried out.
Loss of Business, Residential or Industrial Accommodation or Room	▪ Residential/Commercial/Industrial Tenant ▪ Owner of building during the reinstatement period	Supplementary Assistance based: - ▪ comparable open market rent for alternative accommodation based on specific period (reinstatement period); and ▪ transportation rates for the transfer of chattels or movable properties
Full or Partial Loss of community, civic/social landed assets – central government and local government owned	Public landed buildings - Schools - Police station - Government agencies	Replacement by contractor. Replace same as-if new.
Loss of location for temporary (movable) structure: ▪ Expense for moving structure ▪ Loss of utility service connection	▪ Owner of temporary structure ▪ Squatters	Supplementary Assistance based on: ▪ transportation rates for the transfer of structure ▪ Disconnection of utility service lines at old site ▪ Reconnection of utility service lines at new site
Loss of training or apprenticeship	Apprentice/Trainee	Comparable fees for alternative training Priority in employment in project-related jobs
▪ Loss of economic or perennial trees ▪ Loss of food crops ▪ Loss of grazing land	Various rights and interest holders – Farm owner, Sharecroppers, Licensees, Lessees	Cash compensation at current LVD approved crop rates (full replacement cost)

[12] While OP 4.12 provides for land-based compensation as the first option for loss of land, households' overall land holdings are benign and/or temporary as this project is linear. As such, cash is found to be acceptable for a majority of affected landowners. Affected persons can still make meaningful use of their remaining property after land-take.

▪ Vulnerable people	Be recognised as vulnerable following a participatory identification and screening process involving the resettlement committee or specific vulnerability committee	Same entitlements indicated above. Additional assistance during the moving and reestablishment process Allowances (to include transitional in-kind assistance such as food aid, health support etc as the case may be) At least one package of livelihood restoration per household

4.4 VULNERABILITY ASSESSMENT

4.4.1 Vulnerable PAPs - Factors Used in Assessment

Four (4) main indicators were used in assessing the vulnerability level of Project Affected Persons (PAPs). These are as follows:

- Female-Headed Household without secure source of income: Female PAPs who are household heads (breadwinners) and are taking care of the household are considered vulnerable.
- Disability: PAPs with physical and intellectual disability; i.e., PAPs who have impediment in seeing (blindness), walking, hearing, etc.
- Poverty: Households with incomes falling under the generally accepted indicator of poverty (Less than $2 per day).
- Age: PAPs who are 71-100 years old and above with no sustained means of income are considered old and cannot work as they used to.

4.4.2 PAPs Considered as Vulnerable in the Bono East Package

Based on the indicators described above, the table below presents the number of PAPs considered as vulnerable among those enumerated in the Bono East Package. Males totaled nine (9) whereas the females were thirty-three (33).

Table 17: Characteristics of PAPs Considered as Vulnerable in the Bono East Package

#	Indicators	Male	Female	Total[13]
1.	Female headed households with dependents	0	30	30
2.	Household heads with disability or illness	1 - Physically Challenged	0	2
		1 – Visually impaired		
3.	Households falling under the generally accepted indicator of poverty	1 earn GHc8.00 per day	4 earn GHc1.00-8.00 per day	5
4.	Elderly households with no means of support	6 (aged from 71 - 100 years)	3 (aged from 72 - 80 years)	9

4.4.3 Classification

PAPs who are affected by at least one (1) of the above four (4) indicators are classified as vulnerable whilst PAPs who are affected by two (2) of the indicators are classified as more vulnerable. PAPs who are affected by three (3) of the indicators are classified as most vulnerable whilst PAPs affected by all four (4) indicators are classified as critically vulnerable as displayed in the table below.

[13] Note that six (6) out of the 42 households experience multiple vulnerabilities (described as more vulnerable as discussed in section 4.4.3). Also see Annex 8 (appendix V) for details of such households.

Table 18: Vulnerability Scale

#	Scale	Number of Indicators	Rate for Vulnerability
1	Vulnerable	1 Indicator	2.5% of Compensation value
2	More Vulnerable	2 Indicators	5% of Compensation value
3	Most Vulnerable	3 Indicators	7.5% of Compensation value
4	Critically Vulnerable	4 or more Indicators	10% of Compensation value

In order to be equitable, it is recommended that PAPs considered to be critically vulnerable were allocated higher consideration in terms of supplemental assistance followed by most vulnerable, more vulnerable and vulnerable. The recommended additional compensation is also presented and was calculated based on the compensation amount assessed by the Valuer.

Forty-two (42) persons/households were identified and classified as vulnerable (see table 19 below). Out of this number, six (6) persons/households are considered as more vulnerable using the vulnerability scale above. As the table shows, the majority by far were women (78.6%) as compared to men (21.4%) which is no surprise as women are generally counted amongst the Vulnerable. These two categories of PAPs have been allocated additional supplemental assistance because of their vulnerability (see section 4.4 and 4.5).

Table 19: Number of Vulnerable Persons

Scale of Vulnerability	Male		Female		Total	
	No.		No.		No.	%
Vulnerable	7		29		36	85.7
More Vulnerable	2		4		6	14.3
Total	**9**	**21.4%**	**33**	**78.6%**	**42**	**100.0**

4.5 LIVELIHOOD RESTORATION MEASURES

Some of the impacts on households will be addressed by means of the project design through, for example, making livelihood restoration an integral part of the resettlement process. These will include re-training in alternative skills for the establishment of new livelihoods; training and capacity building to enhance current economic activities; and environmental management aimed at the sustainable use of resources (water, land, fisheries, agriculture, etc.).

In addition to compensations that will be provided for affected persons, PAPs with some artisanal skills such as masons, carpenters, welders, etc. will be prioritized during local labor recruitment as part of the road construction workers. These artisans will have the opportunity to be trained by the contracting entity. This training will enhance their skills on the job and push them to a higher level in their field or career. Women, for instance will be given the opportunity to sell at the construction site to earn additional income. The project will also consider other livelihood restoration programs for PAPs such as:

- Financial training for sustainable use of cash compensation
- Agricultural extension services to increase production
- Livestock rearing training to increase production
- Business skills training, agricultural business skills training, and training on how to venture into alternative income generating activities.

The project will do this in collaboration with already existing institutions and programs such as NGOs in specific fields, the Ministry of Gender, Children and Social Protection (MGCSP), MMDAs, EPA, MoFA, the Ministry of Trade and Industry (MOTI), the National Board for Small Scale Industries (NBSSI), Business Advisory Centres (BACs), the Women in Agricultural Development Project, Youth in Agriculture (for 18-35 year olds), the National Youth Employment Program (NYEP), Technology Transfer Facilitation Centres (for repairs of small hand machines), and GRATIS Foundation (fabrication of simple hand tools).

4.5.1 Livelihood Restoration for the Vulnerable

Additional support in the form of livelihood enhancement is planned for the various categories of PAPs as indicated in Table 20 below. Appendix V (included as a separate attachment to this report as Annex 8) contains details of the list of vulnerable PAPs.

Table 20: Occupation and Livelihood Support Measures for Vulnerable PAPs

Occupation	Male	Female	Total	Livelihood Support Measures	Implementing Agency
Crop Farmer	7	3	10	1. PAPs will be given Agricultural extension services in order to increase production. 2. Agricultural business skills training will be provided to these farmers 3. Financial Training for sustainable use of cash compensation.	MRH/MoFA (District Agricultural Development Unit, Atebubu)
Petty Trader	2	14	16	1. PAPs will be given Business skills Training to boost their business. 2. Training on how to venture into alternative income generating activities. 3. Financial Training for sustainable use of cash compensation. 4. Traders will be given financial assistance in the form of credit facilities to invest in their businesses	MRH/Project NGO (savanah Signatures)/Atebubu District (NBSSI)
Trader small (“lotto” kiosk, kiosk / canopy)		7	7		
Trader (Small/medium without structure)		4	4		
Trader -medium (one-room store, 20ft container)		2	2		
Trader- Large concern (2+room store, 40ft container or wooden structure)		1	1		
Unemployed		2	2	1. Financial Training for sustainable use of cash compensation. 2. Financial assistance will be made easily accessible to these PAPs, especially women to invest in any business venture of their choice that is profitable and sustainable	MRH/Project NGO (Savanah Signatures)/Atebubu District (NBSSI)
Total	**9**	**33**	**42**		

4.5.2 Livelihood Restoration for Apprentices

Another category of PAPs needing special consideration is apprentices whose master craftsmen have to relocate. Employees, apprentices and helpers of businesses that will be displaced will be considered for employment opportunities that will be made available during the construction phase of the project. Alternatively, they will be offered training of their choice in dressmaking, hairdressing, soap making, rice processing, carpentry, welding, etc. to further enhance their skills. They will further require some start-up capital to begin their own business after such training. Employees with some form of education (from SHS to University level) will be offered opportunities to be engaged for positions such as clerks, secretarial duties, health and safety officers, etc. This will help them also acquire the necessary skill in the construction sector and also prepare them for future construction projects.

In situations where relocation means the apprentice cannot continue to train under the same master craftsman, the apprentice will be given supplemental assistance to re-register with a different one. This option shall be made available to apprentices who want to continue their chosen vocation whilst others will be offered alternative livelihood training. At the time of the enumeration, eleven (11) apprentices undergoing training at the premises of 6 business owners (5- seamstresses/fashion designers and 1- Barbering shop operator) were identified. These eleven (11) apprentices were being trained in barbering and fashion design and are likely to be affected by the proposed project in the Bono East Package. Table 21 below gives more details about the supplemental assistance to be given. Apprentices were unavailable at the time of the enumeration. However, their employers furnished the enumeration team with specific details of these apprentices as part of the census/socio-economic survey. An estimate for the cost for apprentice re-training was prepared based on this information. Nonetheless, the RAP update to be undertaken by the contracting entity will further ascertain the specific identifies and status of these apprentices for support.

Table 21: Cost of Training Re-Registration for Affected Apprentices

Apprentices	Number of Apprentices on Corridor	Fee Paid for Training (GH¢)	Total Amount Required (GH¢)
Barber	4	200.00	800.00
Fashion Designer	7	650.00	4,550.00
Total	**11**		**5,350.00**

5.0 PROPERTY IMPACT ASSESSMENT AND MITIGATION MEASURES

5.1 IDENTIFICATION OF LOSSES

For the purpose of enumerating persons to be affected and determining the nature of their loss, the field survey conducted among other goals, aimed at primarily obtaining data to assess both tangible and intangible losses that would arise out of the acquisition and identifying persons associated with these losses.

Typical of linear land acquisition associated with road projects, the extent of impact was observed to be minimal extending into the affected lands with a typical depth of 1.50m to 2.00m. Where properties were found situate very close to the road, it was observed that impacts extended 3.50m deep into such lands. Although at such minimal depth, the bulk of properties were permanently impacted (i.e. losing physical land and therefore developments thereon). It was however observed that permanent impacts were minimal. Losses identified include -

i. Permanent Loss of Landed Assets
   - Loss of rural/urban settlement land for residential, commercial and other uses;
   - Loss of agricultural or farming land for crop/tree farming;
   - Loss of buildings and other civil improvements affixed to the land; and
   - Loss of farm crops.

ii. Permanent or Temporary Loss of Income and Livelihood
   - Loss of Location of one's business structures requiring relocation
   - Loss of Income and goodwill from business activity arising from loss of location;
   - Loss of civil improvements associated with relocation of business structures;
   - Loss of Access to Utilities (disconnection and reconnection)

iii. Temporary Loss of ground positions/locations of trading chattels

iv. Loss of Peaceful Enjoyment of One's property

5.2 SCOPE OF RESETTLEMENT IMPACT

The sixteen (16) roadways included in the Bono East Package cover a total of approximately seven hundred and forty-one (741) acres of land[14]. These lands are largely within right-of-way of existing public accesses and therefore there would be minimal impact on additional land. [15]

The rehabilitation and improvement works will lead to the demolition of structures, loss of land and loss of crops/farms belonging to a total of two hundred and sixty-four (264) persons[16]. This is reflected in Table 22

[14] The total linear length of the sixteen roads is 200.15 km. The proposed road width is 15m according to the approved concept design

[15] Occupiers of current ROWs have no right to compensation for land under Ghanaian law if they occupied the ROW after its formal declaration.

[16] While the initial valuation report by Mariswe Consulting Limited identified a total of 19 PAPs whose permanent buildings will be affected, an inspection/verification by the Bono East Regional LVD in 24- 27 November 2019 and subsequent reconciliation exercise resulted in a reduced number of PAPs (14 PAPs). The reconciled figure (14 PAPs) was

below. Being feeder roads, impacts were mainly on agricultural or farm lands, affecting mainly food crop farms, with minimal impact on developed lands (such as residential, commercial and other buildings/structures). Impacts on developed lands were noted as the feeder roads traverse the peripherals of Atebubu and Amantin to join the main highway. Thus, whilst impacts within the farming communities were limited to farm lands and crops, impacts along the peripherals of these two larger communities were on:

1. Buildings and civil improvements on land (mainly pavements);
2. Moveable Temporary Structures of businesses (many of which were affixed to the ground with civil works); and
3. Moveable Trading Chattels of "Permanent" Street Vendors.

Notably, impacts on landed (immovable) buildings were minimal (as only a small portion of buildings were affected in most cases. These were mainly residential buildings which were owner occupied). Except for one single-room owner-occupied store building, there were no impacts on immovable/landed buildings used for commercial activity. Likewise, no community-owned asset, or government/state owned/occupied asset was identified as affected. Affected assets were owned by private individuals.

Based on the above, PAPs identified were categorized as follows:

1. Owners of land;
2. Owners of landed buildings or permanent/Immovable assets;
3. Owners of farm crops i.e. farmers;
4. Owners of temporary/movable structures; and
5. Owners of moveable trading chattels i.e. "Permanent" Street Vendors".

Extent of business activity along the feeder roads leading to the larger communities of Atebubu and Amantin, showed a huge presence of street vendors and market "roadside" traders, especially at Atebubu, a spillover of trading activities of the town's market and lorry terminal. As mentioned, impacts on these street vendors and roadside traders were observed to be temporary (involving disturbance or disruption of trading activities and relocation of trading chattels during the construction period). For the purpose of this study and to minimize persons taking advantage of the project as well as observing the trading patterns of these vendors, identification and enumeration of street vendors and market "roadside" traders were restricted. The practice for these street vendors is to take part of their stock to market on the market days of neighboring communities. Street vendors and market "roadside" traders' census for the study covered those who were identified and classified as *"permanent" street vendors/traders* because of their defined and confirmed place/positions/locations as local traders along the roads. A total of sixty-four (64) vendors (with 66 movable trading chattels) will be entitled for relocation assistance.

All affected land owner/users including farmers (share cropper, tenant farmers or landowner farmers) and landowners were identified for compensation. The census reflects that One hundred and thirty-two (132) farmers (operating one hundred and sixty-three (163) farms) will be impacted.

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approved by the LVD on December 31, 2020. This has resulted in the total no. of PAPs as 264. Consequently, the total compensation for affected structures has reduced from Gh607,301 to Ghs526,200 as indicated in Table 39.

Table 22: Summary of Affected Assets and Number of PAPs

No.	Category of Assets	No. of PAPs	No. of Affected Assets
1	Permanent structures (Immovable buildings)	14	14
2	Farms (farm and crops)	132	163
3	Temporary Structures (movable)	52	55
4	Street Vendors	64	66
5	Unencumbered Land	2	11
	Total	**264**[17]	**309**

5.3 INVENTORY OF AFFECTED ASSETS AND PERSONS

The census identified a total of **two hundred and sixty-four (264) persons** to be adversely affected by the project as presented in the table below. The list of affected Assets and Persons, description of loss, and compensation assessed is included in this report as Annex 8 (attached separately as Appendix I-V) of this report. A summary of the affected assets by project road is presented in Table 23.

Table 23: Total number of Affected Assets

Feeder Road Name	Land with Buildings (immovable)	Farms (Farm Land & Crops	Temporary Structures (movable)	Vendors Trading Chattels (movable)	Unencumbered land[18]	Total No. of Affected Assets
Amantin – Dawuda	8	14	7	5	1	**35**
Amantin – Kwadwo Kuma	0	21	0	0	1	**22**
Akokoa – Kumfia	4	16	7	0	1	**28**
Duabone No.1 – Pruso Aworoso	0	48	0	2	1	**51**
Issifu Akura - Masando	0	10	0	0	1	**11**
Atebubu – Matehuso Jn.	0	0	35	55		**90**
Matehuso Jn. – Bakyase	0	0	0	0		**0**
Atebubu – AsebuYerewuho	0	0	0	0	1	**1**

[17] Out of this number, 26 farmers, 3 owners of temporary structures, and 2 street vendors, will be impacted multiple times. Multiple (11 parcels) unencumbered lands under the custodianship of two paramount chiefs will be impacted.

[18] The unencumbered lands belong to the two traditional authorities in the area (Atebubu and Amantin) and are under the stewardship of the two paramount chiefs. No activity was observed on these lands at the time of asset inventory

Feeder Road Name	Land with Buildings (immovable)	Farms (Farm Land & Crops	Temporary Structures (movable)	Vendors Trading Chattels (movable)	Unencumbered land[19]	Total No. of Affected Assets
Boniafo – AsebuYerewuho Jn.	0	16	0	0	1	**17**
Kokofu – Asebu Yerewuho	0	0	0	0	1	**1**
Dawuda – Kwadwo Kuma	0	0	0	0	1	**1**
Mem – Seinti	0	32	0	0	1	**33**
Matehuso Jn. - Matehuso	0	0	0	0		**0**
Nyomoase - Bakyase	2	0	3	2		**7**
Atebubu – Kumfia	0	1	1	2	1	**5**
Bakyase – Trohwe - Kotope	0	5	0	0		**5**
Atebubu - Bayere Bode	0	0	2	0		**2**
Total Number of Affected Assets	**14**	**163**	**55**	**66**	**11**	**309**

5.4 NATURE OF ASSETS

Having identified and classified assets to be impacted, the study collated personal data and contact details of PAPs or their representatives in the event they are absent, as per their national identification cards. Property data collection entailed a physical inspection of each asset type to note their physical characteristics.

5.4.1 Nature of Farm Lands and Crops Affected

Data collated on crops affected include crop owner's personal data, measuring of farm land area affected, with crop farmer showing boundaries of cropped area and type of crops. Underlying assumptions for this assessment include the following:

1. Food crops were assessed at matured stage, as at the time of this valuation inspection i.e. mid-November to mid-December 2018, late harvesting was on-going.
2. Cash crops were enumerated at their stage of growth as found; and
3. Using the existing center line of the roads, affected farms were identified within a depth of 1.50m to 2.50m. Instances were observed where farms fall within the road width and hence these were affected to a depth of 5.00m.

[19] The unencumbered lands belong to the two traditional authorities in the area (Atebubu and Amantin) and are under the stewardship of the two paramount chiefs. No activity was observed on these lands at the time of asset inventory

Data collated shows that most farmers are food crop farmers, farming single crops. A few cash crop/tree farms were impacted within this minimal depth. Uncultivated farm lands were noted and for the purpose of this assessment, regarded as farm lands. Likewise, where crop farms with distinct crop boundaries were noted and adjoining farmers present for the survey confirmed as belonging to another farmer who was unavailable for the survey, these farms were enumerated. Data collated includes the GPS coordinates of the affected farms for ease of identification of farm lands with personal data details. Table 24 below presents the farming practices of affected farmers. A list of farmers and their types of interests in land is also included in this report as Annex 5.

Table 24: Type of Farms Affected

Classification	Number of farms
Mono-Food Crop	140
Mono-Cash Crop	3
Mixed-Food Crop	14
Mixed-Cash Crop	0
Mixed-Crop	6
Total	**163**

Cropped areas and farm lands affected were minimal with the largest farm being 0.48acre, smallest is 0.002acre. Detailed Inventory of Farmers are presented in Annex 8 (Appendix I).

5.4.2 Nature of Temporary (Movable) Structures

Data collected on temporary structures included type of structure, with particular attention paid to the following:

1. Civil works that formed part of the structure, namely paved mass concrete floors on which structures are affixed to the ground;
2. Frontage dwarf or short walls forming a fence of the frontage of structures;
3. Interior floor finishing among other type of finishing e.g. Interior claddings
4. Mass concrete floors of open sheds;
5. Roof types and extended roofs to frontage supported by columns made of either timber or metal; and
6. Availability or connection to electricity and water.

Other data collated include monthly sales, monthly incomes and rentals, if any, and type of trading activity. For the purpose of the census, temporary structures that were closed, not in use and owners could not be identified at the time of the field study were captured and categorized as “unknown” or “unavailable” owners, of which there was one (1) such incident. Detailed Inventory of Temporary Structures affected is presented in Annex 8 (Appendix II).

Table 25: Type of Construction Detail of Structures

Kiosks
Kiosk on bare ground
Kiosk on mass concrete
Locally Fabricated Containers
Locally fabricated container on bare ground
Locally fabricated container on mass concrete
Shipping Containers

Shipping container on bare ground		
Shipping container on mass concrete		
Timber Boards Structures		
Timber frame structure clad with timber boards with bare grounds (internal)		
Timber frame structure clad with timber boards with mass concrete floor		
Sheds	Bare ground	Mass concrete
Timber loggings with thatch roof		
Timber 2/4 strips frame with metal roofing sheets/tile roof		
Removable galvanized and canopy stand		
Galvanized pipes with canopy/tarpaulin cover		
Galvanized pipes with metal roofing sheet on timber/metal members		

Table 26 below presents the type of temporary structures to relocate to available alternative lands nearby which they prefer to identify by themselves. It must be noted however that most affected persons can still make meaningful use of their property after the temporary land-take. For these reasons, and in meeting the full replacement cost criterion, additional support for relocation and reestablishment of livelihoods will be provided with beyond the compensation to be paid. Out of a total of 55 temporary structures to relocate, 24 are affixed to mass concrete floors, however impacts are minimal. As these structures are affixed to mass concrete base, they must be removed/dismantled carefully, have power disconnected and relocated from a high density prime commercial location.

Table 26: Temporary Structure Classification

Classification	Number	PAPs
Kiosk on Bare Ground	8	7
Kiosk on Mass Concrete	2	2
Fabricated Metal Container on Bare Ground	3	2
Fabricated Metal Container on Mass Concrete	24	23
Timber Frame Sheds	6	6
Timber Board Structures, On Bare Ground/Timber Floor	9	9
Timber Board Structures, Mass Concrete Floor	2	2
Other *(Bamboo Frame Structure)*	1	1
Total Number	**55**	**52**

5.4.3 Nature of Landed (Immovable) Assets

The following details were collated for landed (immovable) assets affected:

1. Tape measurements of affected land areas, (PAPs showed their physical boundaries as existing);
2. External floor dimensions of affected landed buildings and civil improvements;
3. Constructional details of affected landed buildings. Being a mass valuation assignment, four building classifications were applied based on the type of exterior and interior walls. Two sub-classifications were derived based on roof and floor types for one of the categories;
4. Stage of completion and whether the building is in use,
5. Availability of utility services and connection to the public mains
6. No account was taken of the state or condition of affected landed buildings.

Based on their physical details, landed (immovable) assets impacted were classified into two distinct categories namely:

1. Land (includes undeveloped, vacant and bare grounds, and developed lands);
2. Landed Buildings and Civil Improvements, i.e., structures on the land (includes main buildings, ancillary buildings, fence walls, pavement, wells, and “up floor” mass concrete platforms).

The fourteen (14) landed assets affected are buildings and civil improvements, and consist of twelve (12) residential units, one (1) single-room store building and one (1) mixed-use building. As mentioned, impacts, although permanent was minimal - affecting only a small portion (less than 20%) of these buildings, as such would not require physical relocation of PAPs or residential structures. Table 27 below shows the nature of buildings materials of affected structures.

Table 27: Type of Buildings (materials) Affected

Construction Detail	Number of Assets/PAPs
Mud Swish Walls with Thatch Roof, Rammed / Screed Floor	1
Mud Swish Walls with Alu-Zinc/Iron Roof & Rammed / Screed Floor	1
Landcrete Block Walls with Thatch Roof & Screed Floor	0
Landcrete Blcok Walls, Aluminium/Iron/Aluzinc Roof, Screed Floor	2
Sandcrete Block Walls, Aluminium/Iron/ Asbestos/ Aluzinc Roof, Screed/ Terrazzo/Ceramic Floor	10
Total Number	**14**

The extent of impact on each property is presented in the Detailed Inventory of Landed Assets Affected in Annex 8 (Appendix III).

5.4.4 Affected Unencumbered Lands (Allodial Landholdings)

Lands along the feeder road corridors affected by the project but not identified as individual included bare lands, which appeared as buffer zones and uncultivated agricultural lands. Thus, these land types were mainly identified outside of the communities, owned communally by traditional authorities. The custodians of these lands are the paramount chiefs of Atebubu, Nana Owusu Akyeaw Brempong II, and Paramount chief of Amantin, Nana Osabarima Owusu Ababio – serving as the allodial title holders of the land. Again, using the Concept Design drawings, impact analysis (road width – 15m) reflected that total affected land areas of these specific land types in relation to the communities found along their stretch is presented as follows (table 27).

Table 28: Summary of affected unencumbered land

ROAD No.	ROAD NAME	SECTION	NAME & CONTACT OF CUSTODIAN	ESTIMATED LAND AREA AFFECTED (Acre)
8	Amanten – Dawuda	Amanten – Dawuda	Nana Kwabena Opoku (0242325862)	6.44
9	Amanten-Kwadwo Kuma	Amanten - Asempaneye	Nana Kwabena Opoku (0242325862)	4.59
		Asempaneye - Yaw Tuffour	Nana Kwabena Opoku (0242325862)	3.87
		Yaw Tuffour - Kwadwo Kuma	Nana Kwabena Opoku (0242325862)	1.62
10	Akokoa – Kumfia	Akokoa - Famfour Komkomba	Nana Kwabena Opoku (0242325862)	2.15
		Famfour Komkomba – Abama	Nana Kwabena Opoku (0242325862)	4.96
		Abama – Kumfia	Nana Kwabena Opoku (0242325862)	6.49
2015	Duabone No. 1 - Pruso Aworoso	Duabone No. 1 - Pruso Aworoso	Nana Ofori Yeboah (0244568704)	4.75
2016	Issifu Akura – Masando	Issifu Akura - Masando	Nana Ofori Yeboah (0244568704)	15.51
2019	Boniafo - Asebu yerewoho Jn	Boniafo - Asebu yerewoho Jn	Nana Ofori Yeboah (0244568704)	1.80
2023	Mem-Seinti	Mem-Seinti	Nana Ofori Yeboah (0244568704)	3.37
Total (in acres)				**55.55 acres**

5.4.5 Nature of Street Vendors' Movable Assets (Trading Chattels)

Having observed that trading activities will be interrupted during the road construction, vendors' activities were taken into consideration. More importantly, it was observed that these are mainly cooked food vendors and fresh/raw foodstuff traders who are a spillover from the Atebubu market and lorry terminal (along which the Atebubu-Muruchuso Jn road traverses). To reduce the incident of vendors taking advantage of the project, the data sought to capture traders who are recognized and have "permanent" places/position within this area and would be permanently and temporarily displaced by the road project.

For the purpose of the assessment of their likely loss of business, data was collated in respect of the business classifications, trading chattels and monthly incomes as well as sales range. Again, for the purpose of standardization in such a mass valuation, classifications were adopted and averages of data obtained analysed. The classifications as detailed below shows that there are 8 (eight) broad categories of businesses to be affected:

1. Category A: Lotto Agents/Banker-banker Agents
2. Category B: Mobile Money Transfer Agents
3. Category C: Phone Charging Units, Call Tables
4. Category D: Miscellaneous – toffees/biscuits, bread, newspaper stand, sachet water, traditional herbs, "little" items
5. Category E: Cooked Food Vendors

6. Category F: Fresh/Raw Foodstuff Vendors
7. Category G: Petty Trading
8. Category K: Other (specify)

Analyzed data shows that majority of vendors had tables and table-top (tables with enclosed display shelve tops). Table 29 below presents type of trading activities to be affected.

Table 29: Street Vendors Trading Activities

Description	Number of Assets	PAPs
Phone Charging Units, Call Tables (Phones Accessories)	2	2
Mini - Variety/Miscellaneous (Toffees/Biscuits Etc. Bread, Traditional Herbs, Newspaper Stands, Sachet Water, Mini Provisions)	7	7
Cooked Food Vendors	23	23
Fresh/Raw Foodstuff Vendors	26	24
Petty Trading A (Vendors) –General Good, Household Items Etc.	4	4
Others (does not fit into above classification, unusual/unique activity)	3	3
Unavailable	1	1
Total	**66**	**64**

Details of “Permanent” Street Vendors affected is presented in Annex 8 (Appendix IV).

5.5 COMPENSATION FRAMEWORK

Following from the entitlement matrix presented in Chapter 4, above, the compensation for specific losses associated with the project are outlined in Table 30 below. This provides the basis for assessing estimates of the total compensation or supplemental assistance to be provided to project affected persons and entities for loss of property or disturbance.

Table 30: Compensation Packages

CATEGORY	SUB-CATEGORY	TYPE OF LOSS	COMPENSATION FOR STRUCTURE	COMPENSATION FOR LOSS OF OTHER ASSETS	COMPENSATION FOR LOSS OF INCOME	MOVING ALLOWANCE	TYPE OF COMPENSATION
Residents/House/Land owners	Owners of structures	Loss of Structure/Location for Structure	Replacement cost for immovable facilities	Pay full cost of removal and fixing of movables	Where applicable	Coverage of full cost for the total transport expenses for the removal of chattels	Compensation for demolished structures or civil improvement, cost of moving structures
	Owners of Land (residential plots, farmland, bare land)	Loss of Land	Compensation for land at current market price	-	Where applicable	-	Compensation for lost land at current market value
	Tenants (Residential & Business)	Loss of Rental Accommodation		With or without documents he/she will be paid compensation to enable him/her to relocate to a place of similar standard	Where applicable	Coverage of full cost for the total transport expenses for the removal of chattels	Compensation for disturbance. One-year rent advance for same type of accommodation
Farms/Crops	Landowner/ tenant/ or farmer	Destruction of crops	-	-	-	-	Cash compensation for crops not ready for harvesting at time of entry, based on rates obtained from LVD; Disturbance allowance
	Landowner/ tenant/ or farmer	Damage of Crops	-	-	-	-	Cash compensation for damaged crops, based on rates obtained from LVD; Disturbance allowance, 10%
Business	Artisans	Loss of structure/business location	Replacement cost for immovable facilities	Pay full cost of removal and fixing of movables	Payments in lieu of business profits while relocating - six months	Coverage of full cost for the total transport expenses	Compensation for demolished structures or civil improvements OR compensation for relocation of structures
	Trader-large Concern						
	Trader-medium						
	Trader-small						

CATEGORY	SUB-CATEGORY	TYPE OF LOSS	COMPENSATION FOR STRUCTURE	COMPENSATION FOR LOSS OF OTHER ASSETS	COMPENSATION FOR LOSS OF INCOME	MOVING ALLOWANCE	TYPE OF COMPENSATION
	Employees	Loss of wage income	-	-	-	-	Monthly wages earned calculated for a 3-6 months taking into consideration reinstatement period
	Apprentices and Helpers	Loss of training or apprenticeship	-	-	-	-	Comparable fees for training re-registration or alternative livelihood training
	Vendors with no structures	Loss of business income	-	-	Payments in lieu of business profits while relocating - six months	-	Supplementary Assistance based on average net monthly profit;
Livelihood	Vulnerable groups (Aged, disabled household heads, female house heads etc.)	Loss of source of livelihood	-	-	-	-	Vulnerability allowance or transitional in-kind assistance over and above entitled compensation. Provision of livelihood restoration measures or alternative livelihoods Vulnerable PAPs will be given priority in employment in project-related jobs.

5.6 VALUATION OF AFFECTED PROPERTIES AND ASSETS

Guidance for property valuation was derived from the World Bank's Involuntary Resettlement Policy (OP 4.12) and national legislation including the States Lands Act 1962, and the Constitution of Ghana. As per OP 4.12, any compensation must be calculated at full replacement cost". Replacement cost is usually calculated as the current market value[20] of the assets plus the transaction costs (taxes, stamp duties, legal and registration fees, relocation costs and so on) related to restoring such assets.

A valuation survey in the project area was undertaken between 18th February 2019 and April 12th, 2019 for estimating the unit rates for compensation of different types of losses, such as agriculture and barren land, residential and commercial structures, trees, community owned and public structures and other such assets. PAPs were consulted throughout the survey work in order to ensure reasonable consensus on the methods used to assign value to lost assets and income losses during resettlement.

The rates were arrived at in consultation with the local community/ PAPs and from market places. Using the acquired data, the unit rates used for valuation of land, affected structures and other assets were determined. These prices are based on the prevailing market rates as of November to mid-December 2018. The valuation process and methodology for each type of affected asset is provided below.

5.6.1 Land

In the project area, it was observed that there were various categories of land falling within the RoW such as plain, uncultivated and cultivated, residential/ commercial land. Being rural and communal lands, some interests are mostly held by individual usufructs. For the purpose of this valuation, data on persons with leasehold interest were obtained and the reversionary interest of the allodial interest assessed. This study therefore does not examine the legal title and tenure to landed assets and therefore assesses the value of land for individuals identified on the assumption that good titles are held.

The study adopted the comparable method for valuing land. Comparable rates for land values were obtained from various sources (and in consultations with PAPs) and analyzed to obtain a fair unit rate per acre for developed lands, potential developable lands being peri-urban/settlement lands and farm lands. Table 31 below presents Unit Rate Per Acre of Land.

Table 31: Analyzed Comparable Rates Adopted - Unit Rate Per Acre

Sub-District/Community	Developed (Built-up) Lands (Gh¢) per Acre	Undeveloped/Bare/Farm Land (Gh¢) per Acre
Atebubu	30,434.78	
Amantin	17,391.30	6,956.52
Akokoa, Kumfia, Nyomase, Bachaso, Boniafo, IssifuAkura	8,695.65	5,217.39
Muruchuso Jn, Duabone No 1, Dawuda, Muruchuso,	6,521.74	4,347.83
Kwadwo Kuma, Pruso Aworoso, Bachaso, AsebuYerewuho, Boniafo, Mem, Seinti, Trohwe, Kotope, Bayere Bode	5,217.39	2,173.91

[20] Market Value is defined as the best price, at which the sale of an interest in property may reasonably be expected to have been completed unconditionally for cash consideration on the date of valuation.

Comparable land values obtained indicate that plots of land granted are usually 100ft by 100ft (i.e. 0.23acre) and range from GH¢250.00 to GH¢7,000.00 for rural to peri-urban lands. Direct comparable land sale data was obtained from traditional elders as well as from the district office of Land Valuation Division at Techiman.

5.6.2 Structures/Buildings

Cost of Buildings - The valuation of structures on replacement cost basis were based on precise measurement and record of type, quality and measurement of materials and are calculated based on replacement cost, i.e., cost of new building materials and labor. Buildings affected were classified/categorized based on the materials of the building components to ensure standardization. The type of buildings observed included single-storey structures, typically of the local traditional "compound" house design and layout and were of simple constructional detail. Having carefully assessed the various building types, three main building components form the basis of the classification namely exterior and interior walls material type, roof cover material and roofing members' material, and floor finishing. Secondary consideration was doors, windows and finishes of walls.

Table 32 below presents analyzed construction cost rates adopted.

Table 32: Unit Cost Rates of Buildings

Building Classification	Analyzed Unit Cost Rate Per Sq. M (Gh¢)
A1 - Mud Swish, Thatch Roof, Rammed / Screed Floor	360.00 - 400.00
A2 - Mud Swish, Iron/ Aluzinc Roof, Rammed / Screed Floor	500.00 - 520.00
B1 - Landcrete, Thatch Roof, Screed Floor	640.00 - 720.00
B2 - Landcrete, Aluminium/Iron/ Asbestos/ Aluzinc Roof, Screed Floor	1,060.00
C - Sandcrete, Aluminium/Asbestos/Aluzinc Roof & Cement Screed Floor	1,560.00

Cost of Civil Improvements - Civil improvements forming part of the external ground works of buildings which were affected were mostly massed concrete paved grounds. Analyzed construction cost rate adopted was Gh¢85.00/sq. m.

Allowance for Disturbance - 10% allowance of the Market Value of affected assets is provided. Disturbance allowance compensates PAPs for the inconvenience associated with resettlement and to defray the expenses of a transition to a new locale, such as moving expenses and lost work days.

5.6.3 Farm Crops and Economic Trees

Crop & Tree Values - Food, cash and tree crops rates per acre were obtained from the Lands Valuation Division and adopted for the assessment of the interim values. At various time of the valuation inspections, the farming season was at harvest time and therefore for the purpose of this valuation, matured crop rates for food crops are adopted whilst for cash and tree crops, the appropriate growth stage rates are applied. For economic trees, market value is determined on the maturation of trees, therefore a mature tree is worth 100% of the market value; an immature tree, 50% of the market value; and a seedling, 25% of the market value.

During the inspection and enumeration exercise, details such as type, age, stage of growth, size of farm (or number of crops for isolated economic/perennial trees), and nature of farm etc. were captured. Tables 33 and 34 presents rates of identified crops and trees respectively.

Table 33: Compensation Rates for Farm Crops

Food Crops	Matured Rate / Acre (¢)
Rice	4,038.00
Maize	2,206.00
Pepper	3,451.00
Cassava	2,096.00
Cowpea	1,980.00
Yam	5,553.00
Guinea Corn	2,206.00
Groundnut	1,623.00
Millet	2,206.00
Lele (Henna)	3,451.00
Tomatoes	2,799.00
Sorghum	2,416.00
Soyabeans	2,008.00
Bambara Beans	1,980.00
Beans	1,980.00
Sesame	2,416.00
Banana	9,702.00

Table 34: Rate of Value of Economic Trees per Acre

Tree Crops	Seedling	Small	Medium	Matured
Mango	1,604.43	4,131.19	4,806.77	5,805.37
Teak	10,098.72	16,039.14	17,481.28	18,927.92
Cashew	896.77	3,985.41	5,007.19	5,371.93

Disturbance Allowance - Provision of 10% was added to assessed values to arrive at Full Replacement Cost of crops and trees.

Farm Land Values - The analyzed comparable unit rate per acre of farm lands was applied. Assessed farm land values are separated from crop values, as information obtained showed a relatively high number of tenant farmers, i.e. licensees, sharing crop yields in a ratio of 1:2 for landowner and tenant farmer respectively. A number of uncultivated farm lands lie within the affected stretch.

5.6.4 Temporary Structures

Cost of Civil Works - Civil works that form an integral part of structures were noted and these included mass concrete floors, most of which were finished in smooth cement screed; sandcrete wall as balustrades for frontage verandas of structures and aprons along the perimeter of a limited number of structures. Analyzed construction cost rates adopted are:

1. Below dwarf height Fence of Sandcrete Block Walls - Gh¢70.00/m

2. Mass Concrete Pavement - Gh¢70.00/sq.m (shed)
3. Mass Concrete Pavement - Gh¢105.00/sq.m (stands for containers)

Transport Charges for Relocating Structures - Day hiring charge for 4cmt.truck within districts was adopted as shown in table below.

Table 35: Transport Charges for Relocating Structures

Sub-District/Community	Transport Charge/Day
Atebubu	80.00
Amantin	60.00
Akokoa, Kumfia, Nyomase, Bachaso, Boniafo, IssifuAkura	50.00
Muruchuso Jn, Duabone No 1, Dawuda, Muruchuso,	40.00
Kwadwo Kuma, PrusoAworoso, Bachaso, AsebuYerewuho, Boniafo, Mem, Seinti, Trohwe, Kotope, Bayere Bode	40.00

Cost of demolition, packing and full replacement cost for reconstructing - the varied structure types require to be removed differently, as kiosk are lifted, whilst shed and more so containers affixed to mass concrete floors have to be carefully demolished and reconstructed at new sites. Provision for reconnection of electricity and water to those now connected was estimated. Adopted rates are presented below.

Table 36: Cost of Demolition, Packing and Full Replacement Cost for Reconstructing

RATE PER SQ. M - REMOVE AND REPOSITION		
Shed	Containers Affixed to Mass Concrete Floor	Timber Board Frame Structures
Gh¢46.00	Gh¢65.00	Gh¢50.00

Loss of Net Profit/Income - Provision for loss of income for a transition period of one (1) month (businesses found in operation during the survey) was adopted. As per the classifications, presented below, average monthly incomes were analyzed and adopted.

Disturbance - Provision at 10% (businesses in operation) on the sub-total was adopted and added to arrive at Full Supplemental Assistance.

Loss of Net Profit/Income - For the likely loss of the business' Net Profit during scouting for alternative business premises, negotiation of tenancy and the relocation of trading chattels and goods, provision for one (1) month loss of incomes was made. To determine Monthly Incomes, averages of collated data and careful analysis of the market situation in each district capital was undertaken. It is noted, that income data obtained from the survey could not be relied upon as business owners indicated very high monthly incomes, appearing to be taking advantage of the acquisition. Again, standardization of businesses and averaging of incomes per category was applied as presented below.

Table 37: Loss of Net Profit/Income per month

Category of Activity	Gh¢
A- National Lotto Agents	630.00
B- Mobile Money Transfer Agents	785.00
C-Phone Charging Units, Call Centres, Business Centres	525.00
D-CDS, Coin and Notes Changers, Cigarettes, Kola, Toffees/Biscuits Etc, Bread, Traditional Herbs, Newspaper Stands, Pure Water	1,170.00
E-Cooked Food Vendors	1,450.00
F-Fresh/Raw Foodstuff Vendors	1,010.00
G-Chop Bars, Fast Food, Drinking Spot, Restaurant	1,200.00
H-Petty Trading A (Mini)-Provisions, Clothes/Fabrics, Second Hand Items (Exclude Appliances), CDS, General Merchandise-Stationary, School Supplies, Books Brooms, Household Items Etc.	610.00
J-Petty Trading B (Temporary Structures)-Provisions, Clothes/Fabrics, Second Hand Items, (Exclude Appliances), Kitchen Ware, Plastic Ware, General Merchandise-Stationary, School Supplies Books Brooms, Household Items Etc.	1,520.00
K-Professional Trades-Hairdressers, Seamstress, /Tailors, Barbers, Hair Braiders	1,030.00
L-Artisan Workshop (Carpentry, Furniture, Etc.	3,500.00
M- General Repairs-TVS, Fridges, Stereos, PC Etc.	-
N-Electrical Fittings and other Small Appliance Shops	3,080.00
O-Vehicle Repair/Welding Workshops, Aluminium/Metal Gates, Windows Etc.	1,575.00
P-Fabricators-Glazing in Aluminium, PVC, Bronze Anodized Alu Frames	-
Q-General Retail A(Large)- Mattress, Plastics 2nd Hand Goods, Bags, Cloth, Etc.	2,750.00
R-General Retail B(Large)-Electrical, Plumbing, Building Materials, Timber Hardware	1,050.00
S-Offices, Warehouse	-
T- Others (business activity not included in the above categorization, e.g. mending aluminium/enamel products with holes and cannot be classified as blacksmith either)	660.00
U –Specialized	2,600.00
V –Closed	-

Disturbance - Additionally, the loss of business goodwill, moving of stock/goods and other intangible loss arising out of the acquisition was considered and provision for disturbance at 10% of the Total Supplementary Assistance was added.

Note: Unknown or unavailable business owners are enumerated, for the purpose of the census.

5.6.5 Income Loss – Street "Permanent" Vendors

For general disturbance to their daily activities and likely relocation from their long-term place of sitting to trade, provision for loss of income for a period of one (1) month and general disturbance is provided. Again, based on their trading activities, average incomes were analyzed and applied. Table 38 below shows average incomes adopted for the assessment of cash assistance.

Table 38: Cast Supplemental Assistance-Street "Permanent" Vendors

Category of Activity	Gh¢
A- National Lotto Agents	425.00
B- Mobile Money Transfer Agents	530.00 – 750.00
C- Phone Charging Units, Call Tables	295.00 – 420.00
D- CDS, Coin & Notes Changers, Cigarettes, Kola, Toffees/Biscuits Etc., Bread, Traditional Herbs, Newspaper Stands, Pure Water	520.00 – 790.00
E- Cooked Food Vendor - Tables, Table-Tops, Mini-Sheds	820.00 – 1,260.00
F- Fresh/Raw Foodstuff Vendors	440.00 – 600.00
G- Petty Trading A (Vendors)- Provisions, Clothes/Fabric, Second Hand Items (Exclude Appliances), General Merchandise - Stationary, School Supplies, Brooms, Household Items Etc.	630.00 – 975.00
H- Others	212.00

5.7 SUMMARY OF ENTITLEMENTS AND COMPENSATION COSTS

The total provisional estimated cost of compensation due PAPs is GH¢1,134,303.16. This estimate includes allowances and livelihood restoration for vulnerable PAPs (GH¢3,531.87) and cost for training Apprentices who would be displaced (GH¢5,350.00). This amount should be paid before any impacts to the affected assets and before commencement of any civil works on the sites as required by the World Bank policy on Involuntary Resettlement (OP 4.12).

a. Compensation and assistance

A list of the affected persons, showing a description of the affected assets and extent of impact is shown in Annex 8 (Appendix I-IV). Table 39 depicts the summary provisional estimated compensation by road segment.

Table 39: Total Estimated Compensation Value and Supplemental Assistance Amount

TOTAL ESTIMATED COMPENSATION VALUE & SUPPLEMENTAL ASSISTANCE AMOUNT					
FEEDER ROAD NAME	**LANDED ASSETS (land with civil improvements)**	**FARMS**	**TEMPORARY STRUCTURES**	**VENDORS**	**TOTAL ESTIMATED VALUE/ AMOUNT**
Amantin – Dawuda	326,440.00	7,512.08	11,725.89	3,682.37	**349,360.34**
Amantin - Kwadwo Kuma	-	14,927.06	-	-	**14,927.06**
Akokoa – Kumfia	94,640.00	9,632.63	12,793.81	-	**117,066.44**
Duabone No.1 – Pruso Aworoso	-	24,841.72	-	1,513.48	**26,355.20**
Issifu Akura – Masando	-	2,551.59	-	-	**2,551.59**
Atebubu – Muruchuso Jn.	-	-	69,829.87	33,546.43	**103,376.30**
Muruchuso Jn. – Bachaso	-	-	-	-	**-**
Atebubu – Asebu Yerewuho	-	-	-	-	**-**
Boniafo – Asebu Yerewuho Jn.	-	8,829.68	-	-	**8,829.68**

FEEDER ROAD NAME	LANDED ASSETS (land with civil improvements)	FARMS	TEMPORARY STRUCTURES	VENDORS	TOTAL ESTIMATED VALUE/ AMOUNT
Kokofu – Asebu Yerewuho	-	-	-	-	
Dawuda – Kwadwo Kuma	-	-	-	-	
Mem – Seinti	-	15,969.49	-	-	**15,969.49**
Muruchuso Jn. – Muruchuso	-	-	-	-	**-**
Nyomoase – Bachaso	105,120.00	-	4,111.59	1,805.75	**111,037.34**
Atebubu – Kumfia	-	8,798.34	2,300.22	1,393.15	**12,491.71**
Bachaso – Trohwe – Kotope	-	1,383.85	-	-	**1,383.85**
Atebubu - Bayere Bode	-	-	2,431.93	-	**2,431.93**
Total Estimated Value/ Amount	**526,200.00**	**94,446.44**	**103,193.31**	**41,941.18**	**765,780.93**

b. Compensation for (Allodial) Land

The project will affect 55.55 acres of allodial land. The compensation cost related to this impact is GHS359,640.35. Detailed calculations are summarized in Table 40.

Table 40: Estimated Land Value of Allodial Lands with Unencumbered Lesser Interest

AFFECTED LAND AREAS ALONG CORRIDOR (ALLODIAL LANDHOLDS – UNENCUMBERED LANDS)				
ROAD No.	**ROAD NAME**	**SECTION**	**AFFECTED LAND AREA (Acre)**	**ESTIMATED COMPENSATION VALUE**
8	Amanten - Dawuda	Amanten - Dawuda	6.44	**68,439.49**
9	Amanten-Kwadwo Kuma	Amanten - Asempaneye	4.59	**48,760.90**
		Asempaneye - Yaw Tuffour	3.87	**25,734.46**
		Yaw Tuffour - Kwadwo Kuma	1.62	**5,388.18**
10	Akokoa - Kumfia	Akokoa - Famfour Komkomba	2.15	**17,136.38**
		Famfour Komkomba – Abama	4.96	**32,924.15**
		Abama - Kumfia	6.49	**43,124.67**
2015	Duabone No. 1 - Pruso Aworoso	Duabone No. 1 - Pruso Aworoso	4.75	**23,671.71**
2016	Issifu Akura - Masando	Issifu Akura - Masando	15.51	**77,277.21**
2019	Boniafo - Asebu yerewoho Jn	Boniafo - Asebu yerewoho Jn	1.80	**5,970.44**
2023	Mem-Seinti	Mem-Seinti	3.37	**11,212.75**
TOTAL ESTIMATED AMOUNT (GH¢)				**359,640.35**

6.0 STAKEHOLDER CONSULTATIONS

6.1 IDENTIFICATION OF PROJECT STAKEHOLDERS

Stakeholders who are likely to experience the direct impacts of the project include persons whose assets are in the proposed roadways or whose access to the means of their livelihoods could be affected. During inception and social impact assessment in the field, a series of consultations were carried out with a wide range of stakeholders including affected communities, traditional authorities, officials of the Atebubu/Amantin Municipality, business owners along the project corridor, road users, public and various government departments. All these stakeholders have different types of stakes in various aspects of the project.

These consultations at planning stage were, primarily, aimed to disseminate information about the project to the stakeholders including the potentially affected people, and to appraise their views and suggestions about the project and the project impacts. The views expressed by the project communities in general and the affected population has been documented and later discussed in details with the Design Team. Changes in the Preliminary Design have been done where possible to accommodate the views of community, especially with respect to minimizing or even avoiding adverse impacts. The feedback received form these consultations was important for preparation of the RAP.

In consultation with key local key resource persons, the RAP team identified a preliminary list of stakeholders potentially affected by the project footprint, including their interests and vulnerability (Annex 6 contains the key contact persons in project communities that were engaged as part of the stakeholder engagement process). One subgroup worth mentioning is the Vulnerable and marginalized groups, made up of female headed households with dependents, household heads who are disabled or ill, households in poverty, elderly households without support, people with disability or are seriously sick, particularly people living with HIV/AIDS and other illnesses, among others. Other stakeholders who have interests in the project and its ancillary developments, include community members with an interest in seeing the roads passing through their towns and villages rehabilitated, while at the same time having access to potable water, proper school buildings and markets as well as health facilities. Officials of the Atebubu Amantin Municipality as well as decentralized agencies of health, education, agriculture, police and revenue authorities, all have an interest in having the requisite infrastructure in their areas of operation. The central Government of Ghana (GoG) also has an interest in bringing development into all areas of the country and thus secure its social as well as political mandate.

The stakeholders with the most potential to influence the outcome of the project is GoG and by extension the MMDAs and the road agencies, MRH and DFR. GoG will disburse the funds for the project whilst the MMDA is the highest political authority closest to the project responsible for security and the general running of the district/municipality/metropolis. Secondly, the traditional and opinion leaders of the beneficiary communities also wield a lot of influence because they are either the land owners or custodians of the land and also those responsible for governance in addition to the maintenance of law and order at the grassroots level and community mobilization. The youths in the project communities can also influence project outcomes as they are energetic and have the ability to mobilize themselves for or against the project.

6.2 STAKEHOLDER ENGAGEMENT

This RAP has been prepared in close consultation with the PAPs to solicit their views on proposed project design and implementation and to ensure that it takes into consideration their concerns in a culturally sensitive manner. In this respect, several consultative meetings and focus group discussions were held in the project corridor. These consultations included representation by traditional authorities and opinion leaders of different project communities, tribes and clans as well as from political administration.

During the scoping sessions, a variety of participatory techniques, including mapping exercises, vulnerability analysis, problem identification and prioritizing were employed to ensure that community concerns are addressed before finalizing road improvements in the area. The PAPs shared their observations, comments, and recommendations for consideration and incorporation in the final concept design. Suggestions were also received from the community regarding various relocation options, types of assistance offered for the potential impact on land, structure and other assets such as agriculture crops, trees, community assets, etc. The views of the communities and PAPs were documented and have been integrated into the resettlement measures and strategies outlined in this RAP.

6.2.1 Consultation Process

A series of public consultations/focus group discussions were carried out at various locations along the project corridor. The participants included the Atebubu-Amantin Municipality, representatives from the Ghana Education Service, Ghana Health Service and the Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service. In addition, consultations were held with some officials at the Ministry of Food and Agriculture (MoFA). At the community level, separate Focus Group Discussions were held with opinion leaders, women's group, youth groups and transport unions. The consultation process was to establish an active connection with authorities and members of the project communities; and solicit for their opinion and suggestions concerning the project.

In the preparation of the RAP, more targeted consultations were undertaken to address specific concerns and expectations related to resettlement and land acquisitions issues. While complementing the overall project stakeholder engagement, the focus this time around addressed the cut-ff date, ways to avoid/minimize impact, valuation and entitlements, design of resettlement and compensation packages and livelihood measures and so forth. The consultation targeted communities and households affected by displacement.

The design and implementation of these public consultation and disclosure activities complied with national legislation, regulations and the OP 4.12. The approach for stakeholder engagement activities started with a reconnaissance survey between 18 April, 2018 to identify the project footprint in terms of land acquisition or restrictions in land use. This helped to identify PAPs and other local stakeholders who may be affected directly.

These PAPs and local stakeholders were engaged directly/individually through face-to-face discussions during the administration of the socio-economic household survey, focused group discussions and community forums (which occurred from 15th - 20th April 2018). A total of 627 participants (362 males and 265 females) participated as respondents to this detailed survey. The key highlights / outcomes of these consultation are summarized in the table 43 below.

Table 41: Category of stakeholders engage during socio-economic impact study

Stakeholder	Male	Female	Total
Households in project area	122	84	206
FGDs	105	90	195
Regional and Local public officials	19	-	19
Community forums (community leaders & representatives)	112	91	203
Representatives of Transport Unions	4	-	4
Total	**362**	**265**	**627**

In addition, a detailed set of census survey was conducted from 24th November – 1st December 2018 following the socio-economic survey, covering 261 (167 males and 94 females) of the 264 identified PAPs, in order to identify eligible persons and to understand their expectations. This set of consultation also initiated a discussion on the views and concerns of PAPs around the planned resettlement measures and whether such measures were deemed appropriate/acceptable.

The consultative sessions were designed specifically to provide project information to the public. These sessions had an informal character to encourage a free atmosphere in which participants were comfortable in raising questions, expressing opinions and concerns about the project and seeking clarification regarding their concerns. Most of the issues raised during these meetings were related to road construction and route alignment.

At the start of the consultation sessions, the project objectives, proposed improvements for the corridors were shared with the participants. They were also informed about the potential impacts of the proposed improvements. It was shared with the participants that there was a conscious effort to minimize land acquisition and impacts on private lands and assets. The concerns raised by stakeholders at both the community and official levels are presented below.

6.2.2 Consultations with Institutional Stakeholders

All stakeholders at the municipal level had prior knowledge about the proposed project. They confirmed receipt of emails from the consultant pertaining to the proposed road projects. Community mobilization, education and sensitization programs; and provision of labour force are among some roles stakeholders expect to play in the implementation of project. However, they raised some concerns and made suggestions about the project.

- ***User Involvement***

From the consultations, the MMDA mentioned some key roles they expect to play in the implementation of the proposed project. These include: Supervision and monitoring of the proposed project during the construction and operations phase; Sensitization of community members about the proposed project; Involvement in the recruitment of skilled and unskilled labour in the communities; Ensuring the welfare of contractors and construction workers; Provision of construction materials and equipment for the proposed project; Contribution to the development of the road design; Mobilizing trained Community-Based Organizations (CBO's) and NGO personnel in the monitoring of the project; and Providing security services to construction workers and securing construction materials so that none is pilfered.

- ***Concerns and Suggestions***

Some important concerns about the project were highlighted during the discussions and various suggestions were also given to ensure the success of the project. Concerns are that: 1) in addition to the selected feeder roads, highways linking major towns need improvement and should also be considered for rehabilitation; 2) the planning department of the Municipal Assembly should be involved during the commencement of construction activities but they may be left out; 3) Traditional leaders are sometimes involved late in the process but they must be involved at the initial stages of the proposed project and be educated about the importance of the proposed project to their respective community members; and 4) sometimes people who lose their assets to projects do not receive anything in return but properties or persons who may be affected by the proposed project should be adequately compensated.

Consultations at the Atebubu-Amantin District Assembly

A section of the Officials Present at the Meeting

Plate 2: Consultations with Local Government Officials

6.2.2.1 Importance of the Project for Agriculture

From consultations with officials of MoFA, the main agricultural activities of both men and women are crop cultivation, rearing of animals and the marketing of agricultural produce. The main products along the road corridors include: cereals (maize and rice), roots and tubers (yam and cassava), legumes (cowpea and groundnuts), vegetables (okro, garden eggs, pepper) and tree crops (cashew and mango). With reference to production levels, men, women and the youth are able to harvest about 100-500 tons of produce. Farmers within the Municipality mostly market their produce at the Atebubu market. Meanwhile, 10 percent of the farm produce is sold at the farm gate. Farmers convey their produce to the market by means of tractors or motor tricycles. However, farmers are not able to convey their produce in timely fashion as a result of the bad nature of the roads and lack of transportation means. The officials however revealed that, the proposed roads project will have enormous impact on agriculture since farmers will be able to cart their produce to the market on time and avoid huge post-harvest losses. Again, cost of transportation and inputs will reduce as a result of the improved roads. Agriculture Extension officers will also be able to commute to the various communities to educate farmers on modern technologies in farming.

6.2.3 Consultations with Project Communities

Focus group discussions were held with chiefs and opinion leaders, women, youth and transport unions in six (6) communities to seek for their input about the proposed road projects. These communities include Atebubu, Amantin, Akokoa, Bachaso, Dawuda and Nyomoase. Various suggestions were made by the community members. First and foremost, some opinion leaders suggested that both skilled and unskilled labour should be recruited from the project communities to help reduce the unemployment rates among the youth especially. Employment opportunities that will be made available for locals will also help reduce rural-urban migration. Again, community members should be involved in the monitoring of the project.

Some opinion leaders also advised that the contractor should first consult the chiefs and elders of the various communities before commencing construction activities. Also, culverts should be constructed to reduce flooding in the project communities during the rainy season. Alternative routes should be created during the construction phase for the communities to easily access health facilities. Community members in Atebubu suggested that the area is well endowed with mango plantations and therefore, there is a need for a mango juice factory to create employment opportunities for locals. In addition, the opinion leaders suggested that other feeder roads in the Municipality which need to be improved should be considered particularly, the Mem-Afram Plains road.

Meeting with Opinion Leaders at Amantin

FGD Meeting with Women at Bachaso

Meeting with Women at Atebubu

Meeting with Youth at Nyomoase

Plate 3: Consultations with Various categories of Stakeholders

6.2.4 Consultations with Transport Unions

Executives of the Ghana Private Road Transport Union of the Trade Unions Congress (GPRTU of TUC) at the Atebubu lorry terminal were engaged in a group discussion. These discussions sought to find out the effects of the current road condition on their activities, concerns and expectations from the proposed road projects. The location of the transport union and the areas mostly plied are presented in the table below.

Table 42: Transport Unions and their Area of Operations

Name of Union	**Atebubu GPRTU of TUC**
Location of Station	Atebubu
Brands of Vehicles Used	Sayo buses, 207 buses, Benz buses, taxis, tractors, tricycles and Cargo vehicles
Routes	From Atebubu to Kumfia, Fakwasi, Sabidi, Watro, Mem, Boniafo, Kokofo, Garadima, Tintari, Nyomoase, Techiman, Kumasi, Ejura.

Participants present at the meeting indicated that they had been informed about the proposed road projects by the Municipal Chief Executive. Some concerns were raised about the bad surface condition of the roads and how it was affecting their operations. According to the executives, robbers take advantage of the bad nature of the roads and ambush drivers and passengers since drivers tend to slow down at the bumpy locations.

The transport workers envisaged that though the transport station may not be affected by the proposed road projects, it will bring about a boost in transport operations. Passengers will also feel comfortable and safe when travelling on the roads. Again, the smooth nature of the roads upon completion will reduce travel time and the life span of vehicles and motor bikes will increase due to the improved road surface. Meanwhile, the participants suggested that the Union should be included in the supervision and monitoring of the project during its construction phase. Furthermore, drivers should be educated on the safe use of the roads whilst speed ramps should be constructed on routes where there are settlements to check over speeding.

Plate 4: Atebubu Transport Terminal

Discussion with the Atebubu GPRTU of TUC

A section of traders at the Transport Terminal

Plate 5: Discussions with Stakeholders at Transport Terminal

Table 43 below gives an overview of the different consultations undertaken as part of the studies for the road project. During the Citizen's Engagement Assessment (CEA), Social Impact Assessment (SIA) and RAP studies the social team interacted with different categories of stakeholders at the district and community levels for their input at the various stages as detailed in the section above.

Table 43: Summary of multiple consultations with PAPs, Community Representatives and local authority officials

Issue	Discussion or suggestion	Remarks/responses to issues raised
Information dissemination about the proposed project		
General understanding of impacts and concerns on the proposed project	Generally, the participants were aware of the proposed road project and are looking forward to it with enthusiasm. Key areas of concern evolve around: - the displacement and or relocation/ resettlement of businesses, residential properties and other properties due to the Project, which they say will be pose a lot socio-economic hardship to them. - Another issue is about the quality of work and timely construction of the road. Participants are concerned about incidents where contractors do shoddy work and also take too long a time to complete construction works. This they say does not provide value for money and causes a lot of inconvenience to road users and the communities. They expect that the engineering and ancillary works on the project will be expedited and also expect a good work done by the contractors.	It was explained to the PAPs that, measures will be put in place to ensure that the proposed final route designs will minimize the impact on properties to a very large extent. It was also emphasized that those who will have to be compensated at full replacement cost. There is however a high acceptance of the Project if these key issues are adequately addressed. Participants were informed about the timelines of the works and complementary interventions. Participants were informed about the arrangements for future stakeholders consultations to continuously share updates of the project.
Understanding current and perceived environmental concerns		
Any existing Air/noise pollution experienced currently. Do you foresee any increase in this regards due to project's activities?	Participants complained of high level of air and dust pollution due to the poor road surface condition and the use of mine dust to improve the surface of the road.	Watering of the road to reduce the dust and mechanisms to reduce the level of noise during the project are highly recommended. These measures are incorporation in the project ESIA and CESMP.

Issue	Discussion or suggestion	Remarks/responses to issues raised
Understanding the concerns due to possible influx of migrants		
Any perceived challenges due to influx of migrant workers	The influx of migrant workers was not seen as a major issue, except in situations where the youth in the community will have to compete for jobs with the migrant workers. Participants also expressed concerns about possible increase in HIV/AIDs cases and other social vices associated with an influx of migrants like crime. They however perceive an increase in economic activities and income levels due the sale of food and other project-related businesses that will be created.	Participants were informed that the Contractor will have plans to employ some skilled local labour. Also, an HIV/AIDs and covid-19 awareness plan and prevention program will be implemented by the contractor as part of the contractual obligations. Staff of the contractor's staff are also obliged to sign and abide by a code of conduct for decent behavior. Participants were made aware the contractor is obliged to engage local labor for the works (and only foreign workforce where it is proven that such skill is unavailable locally); including a minimum of 15% of women.
Perception about labour camps and residential facilities during construction and operational phases	No major concerns were raised on this subject. The participants expect that workers will adhere to good working ethics and integrate appropriately into their new environment.	Participants were briefed that the Works contract requires all workforce to sign and abide by the project ESHS Code of Conduct
Understanding the perception around overall project benefits and expectations		
Will the project benefit community and overall employment?	Overall, the project is perceived as very beneficial to the communities and districts, as it will promote the development of the area.	
Any more expectation like better cultural facilities, better waste disposal, better drainage and sanitation	The participants expect the Project to support in providing enhanced security with street lights and security posts in the communities; and also provide football pitches for the youth.	

No.	Type of Study	Activity	Target Group(s)	Purpose/Issues for Discussions	Communities	Date
1.	Citizens' Engagement Assessment	Public Meeting	- Public officials - Traditional/opinion leaders - Identifiable groups - CSOs, NGOs - Youth - Women	Using a discussion guide to: - Inform the project on key stakeholders and how future engagement would be conducted and mainstreamed. - Identify and prioritize smaller socio-economic works - Establish an initial dialogue with beneficiary communities. - Guide the Client in the development of a mechanism to inform the beneficiaries on the status of rehabilitation works etc. - Initiate the basis for more regular citizen consultations etc. - Guide the Client on how to build a community monitoring system among the affected community - Provide information to enable the Client create and operate a Grievance Redress Mechanism (GRM) that will allow project beneficiaries to submit questions, complaints etc.	Atebubu, Amanten, Kumfia, Aworoso, Muruchuso (Matehuso), Kotope, Nyomoase, Janjawura, Bachaso (Bakyase), Kwame Danso, Seinti, Boaturo, Duabone Number 1	18th April 2018
2.	Social Impact Assessment	- Focus Group Discussions with a cross section of community members. - Household interviews	Adult Males Females: 35+ years + (between 8 and 10) - Youth: between 18-34 years (between 8 and 10)	- Gathering of socio-economic data - Gathering of concerns, suggestions - Needs identification of Social amenities for the communities	Atebubu, Amanten, Akokoa, Bachaso, Dawuda, Muruchuso, Nyomoase	15th - 20th April 2018
3.	Resettlement Action Plan	- Census Survey	Project Affected Persons (PAP)		All communities along the project roads	24th November – 1st December 2018.

6.3 DISCLOSURE OF RAP DOCUMENTATION

The RAP, just like other project documents, will need to be disclosed as planning and implementation proceeds. In accordance with national legislation and OP 4.12 requirements, land acquisition and resettlement information will be disseminated to project stakeholders and PAPs. This would also involve a dedicated consultation with the PAPs to gather their views and concerns around the planned resettlement measures and whether such measures would be acceptable to them or not. Detailed consultation around acceptability of resettlement measures would be undertaken in the following ways;

- A resettlement information leaflet containing information on compensation, entitlement and resettlement management adopted for the project will be made available in English (explained to PAPs in locally prevalent languages) and distributed to the PAPs. The PAPs will be provided information regarding their specific entitlements.
- A copy of the RAP will be disclosed through the EPA website, the MRH website and also on the TSIP website. The MRH/DFR is the implementing agency for the Project. The MRH AIT will be responsible for the overall execution of the Project. The AIT will act as Public Information Centres in collaboration with the Bono East Regional DFR office and Atebubu Amantin District Assembly will be in a possession of all documents relating to the project, including compensation packages and grievance redress procedures, and will provide any information regarding compensation and grievance redress.

7.0 GRIEVANCE REDRESS PROCEDURES

The RAP Grievance Mechanism (GM) has been designed based on suggestions from stakeholders in the field as well as the frame work given in the Environmental and Social Assessment (ESA) for Transport Sector Improvement Project (TSIP). The RAP GM is designed specifically to address grievances resulting from land acquisition, resettlement and livelihood restoration although it ties in with the overall project GRM.

The main objective of the grievance redressal procedure will be to provide mechanisms to mediate conflict and expedite lengthy litigations, which often delays projects. It will also provide to PAPs with objections or concerns a public forum to raise their objections and through conflict resolution, address these issues adequately

- Losses not identified correctly;
- Compensation/assistance inadequate or not as per entitlement matrix;
- Dispute about ownership;
- Delay in disbursement of compensation/assistance; and
- Improper distribution of compensation/assistance in case of joint/communal ownership
- Complaints of exclusion from consultations
- Complaints of exclusion from census
- Damage to crops during works

In order to address any concerns or grievances of PAPs, a project specific grievance redress mechanism that is fully commensurate with local customs and legal framework is proposed.

7.1 Features of the Project Specific GRM

A project specific grievance mechanism will be available to allow PAPs to complain and seek resolution for any decision, practice or activity arising from land or other assets compensation. PAPs will be fully informed of their rights and of the procedures for addressing complaints whether verbally or in writing during the disclosure process and at the time of compensation. Care will always be taken to prevent grievances rather than going through a redressal process. The project has developed a GRM framework that will guide the implementation of the RAP and other aspects of the Works (see Annex 9)

Both formal and informal grievance resolution mechanisms shall be employed. The project GRM shall be set up with the following features:

A. Project NGO

The project shall appoint an NGO[21] to oversee the Grievance Redress Service of the TSIP. The NGO will work with all project communities to ensure accountability and transparency in project delivery using an online GRM platform as well as offline grievance redress mechanisms. The key responsibilities of the NGO with respect to grievance redress shall include, but not limited to:

- **Establish Site Offices for receiving and recording complaints.** The NGO shall establish a site office in the AAMA for the duration of the project. The AAMA office would be responsible for receiving,

[21] Project NGO is used in this document to represent the NGO that would be engaged for the purpose of citizens' engagement and to oversee the GRM operations.

recording and assigning all project-related complaints received directly from PAPs, Community Focal Persons (CFP) or by the Grievance Redress Officers (GROs). At the minimum, each site office shall include a site grievance redress officer, desk grievance officer/complaints administrator, and Municipal Assembly (MA) coordinator.

- **Facilitate the establishment of the GRM at the various levels:** The NGO will work with the project safeguards team to facilitate the appointment of the Grievance Focal Persons, Grievance Redress Officers at the community and sub-project levels, as well as the constitution of Grievance Committees at the MA level. The NGO will train and periodically build the capacity of these officials and committees on their functions and operations.
- **Publicize GM Procedures.** The NGO shall be responsible for disclosing the GRM to stakeholders through media and face-to-face community/public campaigns. With support from the MRH's safeguards staff, the NGO will simplify the contents of the GRM in locally accepted languages agreed with the affected parties. This will ensure that approaches, ways and contact information both at project locations and at NGO site office for seeking redress are clearly spelt out. The NGO will also put in place suggestion/ complaint boxes with details of the project hotline at strategic locations along the project corridor. The NGO shall engage community groups and local stakeholders in regular community awareness and project updates, and consolidate their concerns for redress
- **Receive, verify and track grievances.** The NGO will ensure accessibility of the GRM to all stakeholders affected by land acquisition and log all complaints into a database (the project has developed a web-based platform/database for this purpose). Through appointed Site-Based Grievance Officers will verify and document/record precise details of complaints including photographs/video, geolocations where necessary. This information will be recorded immediately onto the online web-platform (including grievance logs), which has already been developed, by the complaints administrator and a dedicated officer assigned to resolve it within a stipulated time.
- **Give initial response to complainant; investigate and implement solution options:** The NGO will appoint a grievance redress officer, who will be responsible for communicating (written, verbally, sms etc) initial responses to complainants, including timelines on when a complaint will be resolved. The GRO will work with the community and district grievance committees to investigate each grievance and develop solution options, implement and follow-up on the agreed solution (this will involve seeking sign-off from the complainant). The GRO will also follow-up with further action if necessary.
- **Act as a social mobiliser and mediator between complainants and respondents**. The NGO shall follow up on all assigned complaints to ensure that grievances are addressed satisfactorily and in a timely manner by the appropriate project officials at the various levels**.** The NGO will also provide immediate feedback to complainants on the status of their complaints and immediately action has been taken. The local NGO will work with and involve the affected communities in monitoring the operation of the GRM.
- **Third-party for the managing SEA/SH allegations:** The NGO and it's dedicated gender specialist will be responsible for the management of SH/SEA grievances/allegations in project operations. Information collected by the grievance mechanism will be kept to a minimum to protect the confidentiality of the survivor. The NGO is trained to limit information collected/recorded to only three elements related to a SEA/SH allegation (1) the allegation in the survivor's own words; (2) if the alleged perpetrator is, to the best of the survivor's knowledge, related to the project; and, if possible, (3) the

age and sex of the survivor. Additional information shall be gathered by the GBV service providers within the project area using their existing survivor support protocols. The grievance mechanism allows for the immediate referral of survivors to GBV service providers, while maintaining the confidentiality and anonymity of survivors, and documenting and closing any cases reported through the SEA/SH GM. The project has developed a GBV/SEA framework for investigating and responding to allegations of gender-based violence by referring survivors to essential services, appropriately reporting cases through the grievance mechanism, maintaining the confidentiality and anonymity of survivors, and documenting and closing any cases reported through the SEA/SH GM. This process allows for mainstreaming gender into the GRM in terms of participation, access and coverage of issues related to sexual exploitation and Abuse and sexual harassment (see Annex 10).

- **Monitor, evaluate and report on the GM:** The local NGO has been trained and resourced to monitor numbers of grievances received (including SEA/SH allegations) and whether they are resolved or outstanding; to monitor trends and systematic issues and report results using grievance logs.

B. Online Grievance and Complaints Logging System

The project has developed a simple computer-based system for more effective management of complaints. The web-platform will be managed by the NGO, and will guide the implementing agency particularly the environmental and social safeguards team on the steps and arrangements for receiving, sorting, verifying, acting and tracking complaints. The appointed NGO shall oversee the operations of the online platform and ensure a quick turnaround on addressing complaints.

The MRH safeguards team shall oversee the operations of the NGO. This will include direct monitoring and supervision of the day-to-day operations of the NGO.

7.2 Procedures for Grievance Handling

The GRM will consist of a four-tier system which include the following:

- Community level;
- Municipal Level Grievance resolution
- Project Resettlement Committee; and
- National legal level

7.2.1 Community Level

In the project area, the disputes are resolved through mediation by a community grievance committee comprised of elders and community opinion leaders either informally constituted with consensus by disputing parties as and when any issue arises or through officially by the Grievance Redress Officer. The grievance officer will be responsible for resolution of grievances resulting from implementation of RAP and execution of project.

Complaints regarding collective compensation will be lodged first at the level of the grievance redress officer. The project, supported by the hired NGO, will establish complaints desks along the project corridor for receiving recording and assigning all project-related complaints. Two (2) dedicated Grievance Redress officers shall man the complaints desks, responsible for evaluating and addressing grievances at the site level.

Complaints regarding collective compensation can be lodged to the complaints desk, through the project hotline, walk-ins and through the website. The complaint will be recorded in the complaint register by the GRO immediately, and a copy of the same shall be deposited in the Supervising Engineer's office. The complaint will be referred to the community grievance committee for examination of the issue and its resolution at local level and an acknowledgment to this effect will be sent to the complainant within 5 days of receipt of complaint. Thus, during project execution, the community grievance committee will serve as the first step where concerns and grievances of local people will be recorded, discussed and resolved as per local customs and traditions. The committee will investigate the issues, hear and record concerns of the aggrieved party and will examine the evidences produced and shall adjudicate the complaint within 10 days of its receipt.

The GRO will participate in all meetings of the community grievance committee to record the proceedings and facilitate the committee members to adjudicate the issue/ compliant with the RAP provisions as per eligibility and entitlements defined. The NGO Team Leader will monitor the progress on complaints and ensure that the proposed remedial actions are executed and complaints are closed when resolved. The committee will ensure that those issues that cannot be resolved at the community grievance committee level are elevated to the AAMA grievance committee for immediate redress.

- **Municipal grievance committee:**

If a grievance is not resolved at the community Level, it will be elevated to the level of the District Grievance Redress Committee established under the chairmanship of the Atebubu Municipal presiding member. It will be the responsibility of Grievance Redress Officer to provide the required feedback to the Grievance Redress Committee regarding the complaints and efforts exhausted at Community Level to resolve the issue. The composition of the Municipal Grievance Committee shall include;

- AAMA Presiding member (Chair)
- AAMA Development Planning Officer
- Representatives of affected stakeholder groups within the project area of influence
- Site Grievance Redress Officer(s)
- Contractor's Grievance Redress Officer
- Community Focal Person(s) from which complaint has been received
- Representative of Traditional authorities, if necessary
- MRH Social Safeguards Specialist

After receiving a complaint, the first step will be the entry of complaint in the computer database and within 5 days, the GRC will convene meetings with the aggrieved person (s) and community members to assess the problem and find plausible solutions on scheduled date and times.

Following the preliminary assessment, the presiding member as chairman will investigate the complaint through local administration, which will share its facts finding report with the district grievance committee in 15 days of receipt of complaint. After receipt of the findings report, within next 3 days the GRC will convene its meeting and shall adjudicate the issue as per eligibility and entitlement provisions outlined in RAP fully consistent with local customs, legal and administrative framework of the area.

The GRC shall decide the complaint, share its decisions with the MRH social safeguard specialist and complainant within 30 days of receipt of complaint for further implementation/execution of the decision and subsequent closure of complaint accordingly. However, if the complainant/aggrieved persons are unsatisfied with GRC decision, the person can request the GRC to elevate complaint to next higher level, that is MRH Agency Implementation Team (AIT).

- **Project Level Grievance Resolution**

The Project Resettlement Committee will be based at MRH in Accra, and will be headed by the MRH AIT head. The project Resettlement Committee will comprise nominated representatives of the Environmental Management Unit and Agency Implementation Team (AIT) and the Social Safeguards Specialist. The Project Resettlement Committee will be the focal contact to receive, record, review, and address project-related concerns in coordination with the Agency Implementation Team or Steering Committee. Complaints received at this level shall be addressed within 10 working days upon receipt.

- **National Level**

If no agreement is reached at project resettlement committee stage, then the grievance is taken to the Commission for Human Rights and Administrative Justice (CHRAJ) or the courts, whose verdict will be binding on the parties.

8.0 INSTITUTIONAL RESPONSIBILITIES AND ARRANGEMENTS FOR IMPLEMENTATION

8.1 INSTITUTIONAL RESPONSIBILITIES

The institutions which will have responsibility for implementing the RAP are: the Ministry of Roads and Highways (MRH); the Department of Feeder Roads (DFR); the Ministry of Finance (MoF); the Lands Commission (LC); the Environmental Protection Agency (EPA); the Utility Agencies; the Attorney General's Department; the Traditional Authorities; the Compensation Disbursement Team (CDT); the Grievance Redress Team and the Monitoring and Evaluation Team.

i) Ministry of Roads and Highways (MRH)

The Ministry of Roads and Highways (MRH) has total oversight of the road sector with the mandate for policy formulation, sector coordination and oversight, and sector performance monitoring and evaluation of the following broad areas:

1. Road infrastructure development and maintenance; and
2. Road maintenance financing.

The MRH has the singular task of coordinating and guiding the activities of DFR (the main implementing agency of the roads under this project). The MRH has a Road Safety, Environment and Social Officer under the Policy and Planning Directorate, who has direct responsibility to coordinate safeguards (including resettlement) related issues.

ii) Department of Feeder Roads (DFR)

The project road falls under the jurisdiction of the Department of Feeder Roads (DFR), which is responsible for the Administration, Planning, Development and Maintenance of Feeder (Rural) road networks in Ghana. DFR has the primary responsibility for the successful implementation of this RAP.

iii) Ministry of Finance (MoF)

The Ministry of Finance (MoF) is the agency that administers the central government's budget. The MoF is responsible for provisioning and release of funds for the payment of restitution to persons affected by projects undertaken by the state. Once the compensation amounts have been approved, the Ministry, subject to the availability of funds, ensures the release of the total amount of compensation due to DFR for subsequent payment to the affected persons.

iv) Atebubu-Amantin Municipal Assembly (AAMA)

The local government structure i.e., the Municipal Assembly will play a part in the planning, implementation and monitoring of the resettlement/rehabilitation operations through its Physical Planning Department (PPD) to ensure that developments are done in an orderly manner and that land use is optimized. It ensures that the ROW is implemented according to the approved planning schemes on each road. The PPD will also ensure that PAPs move to alternative sites that fit into the zones it has demarcated.

The MMDA (Atebubu-Amantin Municipality) involved will play a significant role in the implementation of the RAP and also serve as media for public education and community consultations. Some of the administrative structures of the Assemblies, that is, offices of the Assembly member and the Unit Committees are normally used to inform and educate people in the project area about the intended projects, their impact and proposed mitigation measures. The Assembly members also act as witnesses during payment of Supplemental Assistance to PAPs.

v) The Lands Commission (LC)

The PVLMD of LC will be responsible for facilitating and processing acquisition of all lands required for the road project. In this process, the LC serves as a Member/Secretary to the permanent Site Advisory Committee[22] (a technical committee that considers requests for compulsory acquisition by state agencies and recommends its acceptance or otherwise). The Survey and Mapping Division (SMD) of LC, as the government agency responsible for supervision, regulation and control of the survey and demarcation of land in Ghana, will play a critical role in the mapping and preservation of road RoWs under the project. The proprietary plan covering the sites to be acquired is also plotted by the Commission in the government records. Also, endorsement of the acquisition is processed by the Commission for the approval of the Minister responsible for lands, before an Executive Instrument (EI) would be issued and gazetted.

The LVD of LC, as the government agency authorized to process compensation claims on compulsory acquisitions for government projects, has been involved in the process of collection and authentication of documentation on affected persons and properties, and the preparation of this RAP. LVD also validates the assessment of loss and compensation payable to PAPs to ensure that payments are made to all eligible PAPs at Full Replacement Cost, as required by the national laws and the World Bank policy. The authorized compensation valuation list from the LVD will be forwarded to DFR (the implementing agency) for processing of payment. Subsequent to clearance being given by LVD, DFR will apply to the MoF for the release of funds for compensation payment.

vi) The Northern Electricity Distribution Company (NEDCo)

The NEDCo is likely to play a role in the RAP implementation by disconnecting and reconnecting PAPs to their services before and after relocation at the appropriate times will as the case may be. Arrangements will be made for special priority to be given to PAPs so that they are not treated as usual applicants for services to their new places.

vii) The Attorney General's Department

The Attorney General's Department has redress mechanisms in place for aggrieved persons. Affected persons who are not satisfied with compensation due them and project grievance mitigation results are empowered by the constitution to seek redress in the court of law. When this happens, the Attorney General's Department

[22] The site Advisory Committee are composed of representatives of the Public and Vested Lands Management Division, LVD, LUSPA, SMD and the Client.

represents the government in the court proceedings. The Attorney Generals Department has the duty to draft the Executive Instrument for acquiring the needed land for the project.

viii) The Traditional Authorities

Traditional authorities hold deep institutional relevance, particularly in rural areas where they continue to command significant respect. These authorities play a particularly important role in land allocation and management, and in grievance resolution.

ix) Local Communities

Local communities will be part of the implementation arrangements by participating in the monitoring and evaluations of the project. This will be done through their representatives on PCDMC and the GC. For the purpose RAP implementation (and general project implementation), a Project Community Dialogue and Monitoring Committee (PCDMC) will be constituted to assist with monitoring of the proposed project. The membership of such a committee should include:

- Chiefs/ opinion leaders;
- Assembly member or unit committee member;
- Community women's representative; and
- Representatives of the municipal/ district assemblies- works engineer and gender desk officer.

Key functions of the PCDMC include the following:

- Taking project information from implementers to the community members. The information provided must be timely and accurate and tailored to the level of all community stakeholders. Project implementers shall prepare the information in a variety of ways to meet the needs of project stakeholders before giving it to the committee.
- Receiving feedback from the community and stakeholders for onward delivery to the project implementers.
- Creating understanding between the project and the community members.

To be able to achieve these responsibilities, the project NGO shall train members of the PCDMC to raise awareness among community members about the project procedures.

The PCDMC shall only deal with matters relating to the dissemination of information about the project to community stakeholders. Example of information that needs to be given to members of the project communities can be the specific time that the contractor will reach any particular community to enable affected persons relocate in good time and the whole community prepare mentally and to implement any precautionary measures that have been agreed. Under Ghana laws, Project Affected Persons (PAPs) whose temporary structures are being affected have at least three weeks within which to relocate after receiving compensations. Community meetings will be a good way to present project related information.

For community-based monitoring on the OPBRC projects, members of the PCDMC will be expected to monitor:

1. Resettlement Action Plan (RAP) implementation. The committee shall be responsible for ensuring that the principles and specific requirements of the RAP are adhered to and implemented.

2. The activities of the contractor with respect to the works. An example will be to make sure that if the contractor uses noise-making heavy machinery after 1800hrs, the committee will alert the Resident Engineer (RE) for necessary action to be taken.
3. The interaction between the contractor's workers and community members, for example will be to make sure that the contractor does not engage in any unapproved relationships with community members e.g. sex with underage girls etc.

x) The Compensation Disbursement Team (CDT)

This team will be responsible for organizing and ensuring that compensations payable to PAPs are delivered in line with the provisions and procedures set out in the RAP and the Resettlement Policy Framework. The CDT will comprise of personnel drawn from DFR, the Contracting entity and the Monitoring consultant in addition to one representative each from the AAMA, Regional LVD and two from the PCDMC.

xi) The Project Grievance Redress Team

The GRC (as set out in chapter 7) 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 tasked to undertake such action.

xii) The Monitoring and Evaluation Team

The Monitoring and evaluation team comprising representatives from MRH, LVD and MoF will be responsible for monitoring of the RAP implementation program to ensure that stated targets are met and project affected persons are duly compensated in line with the RAP requirements.

8.2 IMPLEMENTATION ACTIVITIES, PROCEDURE AND TIME TABLE

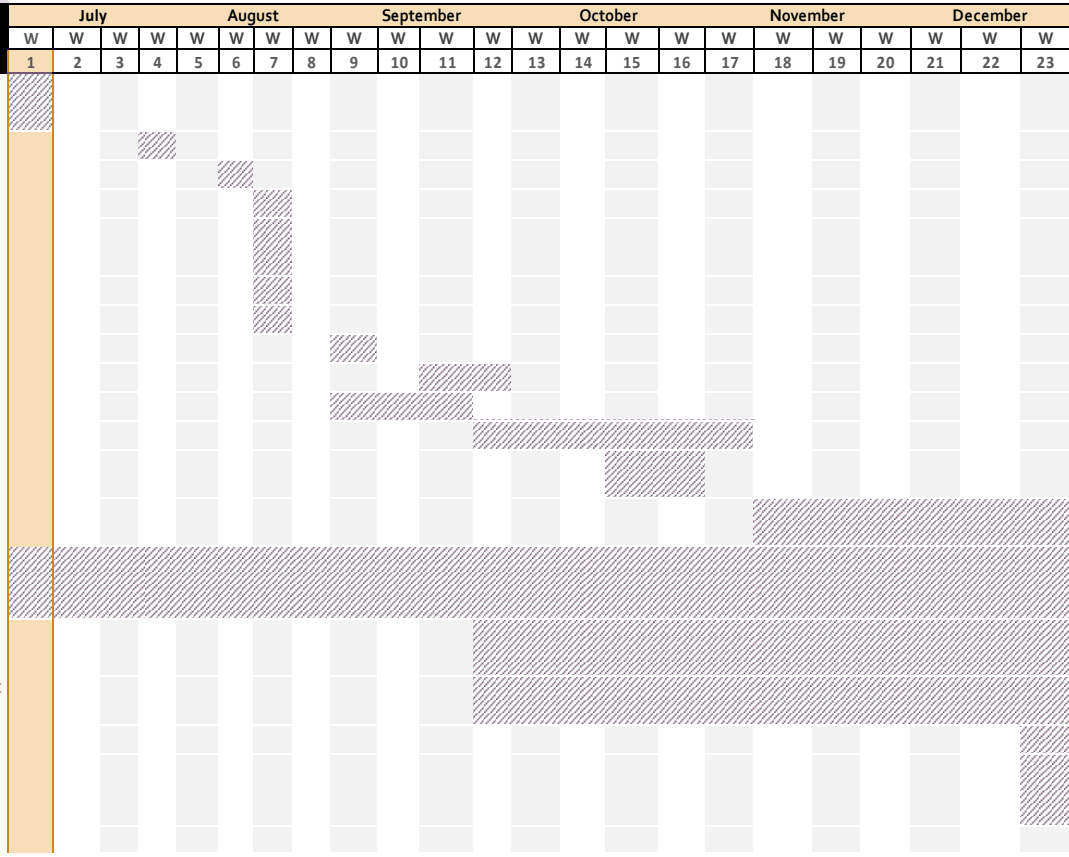
This preliminary RAP is based on the concept design for road works approved by the MRH and World Bank. The Contracting Entity (traditionally known as the contractor)[23] would be asked to implement the compensation payments with a 10 percent mark-up covering overheads and profits. Payments to Project Affected Persons (PAPs) will be based on the RAP (as well as the finalized list of PAPs that may be included in a supplementary RAP). Once completed, the Contracting Entity shall submit a separate Payment Certificate for the cost of the PAP compensation, including the proof of identification of all PAPs and proof of payments to each one of them.

The implementation schedule starts with the submission of this RAP report to the World Bank for review and clearance and disclosure by MRH. The RAP implementation activities, responsible agencies and the time frame as agreed have been tabulated 44 below. The RAP implementation schedule is proposed over a period of twenty-four (24) months and before the start of the civil works in the area.

[23] Contractor or Contracting Entity for this Contract, shall have the same meaning, and is a person or corporate body who's Bid to carry out the Works and Services has been accepted by the Employer

Table 44: Schedule of Implementation

	ACTIVITY	PLAN START	PLAN DURATION	PERCENT COMPLETE	Responsible Entity
1	Finalise RAP based on final design (prepare supplemental RAP if required)	1	1	0%	Contracting Entity
2	Validation of compensation levels for affected persons	4	1	0%	LVD/MRH safeguards
3	Review and approval of RAP	6	1	0%	MRH AIT/MoF
4	Approval of RAP by the World Bank	7	1	0%	The World Bank
5	Disclosure of RAP in the national dailies, WB infoshop and project area	7	1	0%	MRH, WB and local authorities in project area
6	Set up RAP implementation Committee (RIC)	7	1	0%	MRH AIT
7	Formation of grievance committee	7	1	0%	MRH AIT
8	Distribution of offer letters	9	1	0%	MRH safeguards team, RIC
9	Signing and submission of acceptance letters	11	2	0%	PAPs
10	Submission of counter offer by aggrieved PAPs and negotiations	9	3	0%	PAPs, RIC
11	Payment of compensation	12	6	0%	MRH/RIC
12	Relocation of temprorary structures	15	2	0%	MRH safeguards, Local Authorities, contracting entity
13	Demolition (partially or fully) of immovable structures	18	6	0%	MRH safeguards, Local Authorities, contracting entity
14	Grievance Redress	1	23	0%	MRH, grievance redress committees, contracting entity, LVD, RIC
15	Submission of RAP implementation monitoring report to world Bank	12	12	0%	MRH AIT
16	Monitoring and evaluation of the living standards of PAPs	12	12	0%	MRH safeguards team, NGO/MC
17	RAP completion report	23	1	0%	MRH safeguards team
18	RAP completion audit report	23	1	0%	MRH (via contracted external auditing and evalutation consultant)



8.2.1 Finalize RAP based on final design (prepare supplementary RAP if required)

The final design for the roads will be done by the Contracting Entity as part of the implementation of the OPBRC. By the completion of the final design for all sections of the road, if the ROW of the concept design and final design are coterminous[24], the RAP will be implemented without update or a need for supplementary RAP[25]. If the Contracting Entity propose sections of the road to be located outside the road prism defined by the concept design, and if that resulted in additional persons being affected, the Contracting Entity will prepare a supplementary RAP to cover the changes.

In finalizing the RAP (and/or preparing a supplementary RAP, if required), the Contracting entity will sub-contract an independent licensed valuer to undertake the final assessment of compensation based on the detailed (final) design. For this purpose, the MRH (after consultations with LVD) will make available a list of shortlisted/nominated professionally licensed valuers to the Contracting Entity. The main activities of the supplementary RAP may include: updating of inventory of losses and census of PAPs based on detailed design; finalization of the rates; completion of land acquisition process (if necessary) with final assessed land and asset valuation by the MRH/LVD and relevant government departments; and finalized budget including compensation costs on replacement cost basis and entitlements.

8.2.2 Validation of Compensation Levels

The Private Valuer's recommended figures[26] shall be validated by LVD. The supplementary compensations will then be approved by the LVD Board. The supplementary RAP will be cleared with MRH, Ministry of Finance and WB before implementation. All the activities outlined are expected to happen within two months after submission of the supplementary RAP.

8.2.3 Disclosure of the Supplementary RAP

Within a week of the submission of the Supplementary RAP to the World Bank, the Bank will approve and disclose the RAP on its website and other locations. For security reasons and for the sake of confidentiality, the specific compensation packages will not be part of the disclosed version of the RAP. After the disclosure by the World Bank, the MRH's Environmental and Social Safeguards Team will disclose the RAP through all forms of media (the newspapers, websites etc.) in the project area. Officials at the respective local authorities will also help in publicizing the resettlement activity to the general public and all other stakeholders involved. After the full approval of the RAP, announcements will be made on some local FM radio stations which have a wider coverage and larger audience in the project area. In addition, hard copies of the RAP document will be placed in the Bono East Regional Office of DFR and EPA, as well as at the Atebubu Amantin Municipal Assembly who are involved in this project. This will allow the general public to view and update themselves throughout the project implementation. Again, the RAP will be disclosed during public meetings in the various communities. Considering current COVID-19 situation, public meetings and physical face to face meetings with critical stakeholders and PAPs will be limited to necessary cases for a maximum of 20 people and subjected to strict health & safety conditions. This will enable community members express their views and

[24] As most of the roads are existing roads in most sections of the roads it is expected that ROW will be coterminous
[25] This will provide the basis for starting the works on sections for which RAP payments have been made
[26] *Recommended figures* refer to mainly new properties and PAPs that constituted deviations from the preliminary RAP

concerns on the resettlement while minimizing any chances of covid-10 community spread. The MRH has one week from the date of approval by the World Bank to undertake these activities.

8.2.4 Formation of RAP Implementation Committee

A RAP Implementation Committee (RIC) will facilitate the smooth implementation of the plan. This committee will be responsible for organizing and ensuring that compensations payable to PAPs are delivered in line with the provisions and procedures set out in the RAP and the RPF. Membership of the RIC will comprise of the Environmental and Social Safeguards Team of MRH, a representative from the GHA valuation team, personnel drawn from LVD, MMDAs, representation of PAPs including female representation, the Contracting Entity and the Monitoring Consultant.

8.2.5 Formation of Grievance Committee (GC)

The MRH has developed project Grievance Procedure that lays down clear guidelines on the grievance redressal process in place. This process will be disclosed extensively through public campaigns (including different media ways), group and individual meetings as well as disclosure in prominent places. Brochures on the grievance process will be displayed in prominent places like the Atebubu/Amantin Municipal office, in the office of the Heads of Unit Committees along the project corridor as well as in the palaces of traditional authorities.

As part of the project grievance redressal, the Environmental and Social Safeguards Team of the MRH, through the project NGO, will prepare a TOR for the Grievance Committee (GC). In this document, the purpose, composition, responsibilities and procedures to be used by the committee will all be specified. The Environmental and Social Safeguards Team, together with respective local authorities and the PAPs, will form the GC three weeks after the approval of the RAP. The GC will comprise of representatives from the GHA, community-level traditional authorities[27]; the Municipal Authority, a women's leader in the community (*Maghazia*); religious bodies, Persons with Disability (PWD), and Three (3) PAPs), each representing farmer groups, PAPs with permanent structures and the other representing PAPs with temporary structures. PAPs can approach the GC to lodge grievances or through any of the uptake (walk-in to GRM committees, grievance complaints desk, phone calls, SMS, email etc) points outlined in the project grievance procedure. The GC is expected to resolve all RAP related complaints within 15 working days.

8.2.6 Distribution of Offer Letters, Signing and Submission of Acceptance Letters by PAPs

Three (3) weeks after approval of Supplementary RAP, the Contracting Entity (working through RIC) shall prepare and distribute offer letters to all PAPs, stating the type and amounts of compensations being offered. The contents of the letters will be explained to PAPs in languages they understand. PAPs shall be given a period of two (2) weeks after receipt of the offer letters to accept or reject offer, offer a counter claim and seek redress under the grievance procedures established. Those who accept shall be required to sign and submit the acceptance letters for their compensations to be paid. Those who do not accept have the right to make a counter offer and will be invited for negotiations with the RIC. The offer and acceptance activity will go on concurrently with the GC formation.

[27] This must not be the chief himself but his representative so that GC members will feel free to participate in the discussions.

8.2.7 Delivery of Entitlements

Payments would be made to the affected persons by the *Contracting Entity* in the presence of the RIC, the Independent Valuer and an independent witness of the affected person/opinion leader. Payments will start two (2) weeks following communication of first offer to PAPs. That is, each affected person will be paid the compensation due him/her no later than two (2) months after the supplementary compensations have been validated and approved by the LVD Board.

The process will be ongoing until all PAPs have been duly paid. Uncollected funds at the end of the designated payment period will be held in an escrow account. Any disagreement regarding eligibility will be referred to the GRM. The RIC, MRH safeguards team and Monitoring Consultant will ensure that due process has been followed in preparing and paying of the appropriate compensation.

Payment will follow the established country financial management regulations procedures which requires that all government payments are properly documented and preferably made by cheque or bankers draft. The following process is recommended to ensure prompt payment of compensation to affected persons and entities:

- Cheques shall be the preferred and first mode of payment; however, payment may be by banker's draft; or mobile money where the amounts involved are less than Ghs1,000. The Contracting Entity shall make arrangements with the nearest banks to effect payments by banker's draft where that is agreeable with the PAPs;
- PAPs will be required to produce a GoG issued ID for identification purposes. PAPs will also be required to sign an agreement indicating that the compensation payable is the full and final amount due PAP, and sign a payment receipt acknowledgement form. A picture will be taken of the PAP displaying the issued cheque or bankers draft for the records;
- Proper receipts will be issued by the Contracting Entity and copies given to the affected person, the Accounts Department of the MRH; and
- Comprehensive reports on payment made will be submitted by the Contracting Entity for review by MRH at the close of every week until all compensation is duly cleared.

8.2.8 Relocation of Temporary Structures

Up to three weeks after receipt of compensation, MRH's Environmental and Social Safeguards Team and Atebubu/Amantin Municipal Assembly officials and the Contracting Entity will supervise PAPs with temporary structures to relocate the structures to designated new locations. As soon as the first group of PAPs vacate the site, civil works can commence.

8.2.9 Partial or Full Demolition of Immovable Structures

Depending on the severity of impact, owners of immovable structures will be given up to three (3) months to effect the demolition and relocation of their structures. This will be done after the receipt of their compensations. The process will be supervised by officials from MRH Road safety and Environment Division and the Atebubu/Amantin Municipal Assembly under the guidance of project engineers.

8.2.10 RAP Implementation Reporting

The first RAP implementation report, to be prepared by the GHA Environmental and Social Safeguards Team, shall be due one (1) month after implementation activities have commenced. Subsequent reports will follow at quarterly intervals for a period of 24 months. The monitoring will focus on the restoration of livelihood process

of all project impacted land owners/users, potential and actual issues and concerns related to RAP, corrective actions which need to be taken, any lessons learnt as also of the effectiveness of the consultation/disclosure as well as grievance redressed.

8.2.11 Monitoring and Evaluation of the Living Standards of PAPs

The MRH Environmental and Social Safeguards Team with support from the Monitoring Consultant shall conduct regular checking and assessment of the living standards of the PAPs in the post-resettlement period semi-annually for the duration of the project for two years.

8.2.12 RAP Completion Report

Once implementation activities have been completed, the MRH AIT shall prepare and submit a RAP Completion Report to the World Bank.

8.2.13 RAP Completion Audit Report

Once all activities (including developmental activities) have been completed, MRH (through a contracted external auditing and evaluation Consultant) shall commission a RAP Completion Audit and submit the report to the World Bank.

9.0 MONITORING AND EVALUATION

This section describes how the implementation of the RAP will be supervised internally and externally and evaluated at prescribed intervals and at the end of implementation.

Fundamentally, Monitoring and Evaluation (M&E) has been designed for this RAP to establish the effectiveness of all the resettlement activities. The primary objective is to provide the project authorities with feedback on the RAP implementation and to identify problems and successes as early as possible, to allow for timely adjustment of implementation arrangements.

9.1 RAP MONITORING AND EVALUATION ARRANGEMENTS

In the M&E plan, three components will be looked at namely;

i) Performance Monitoring (Internal Monitoring)

ii) Process or Impact Monitoring; and

iii) RAP Completion Audit or End Evaluation.

General monitoring indicators shall include: (i) public consultation, (ii) grievance procedures in place and functioning, (iii) timely execution of compensation arrangements, and (iv) compensation to correct parties. Table 45 illustrates the general RAP Monitoring and Evaluation Framework.

Table 45: General RAP Monitoring and Evaluation Framework

Component Activity	Type of Information/Data Collected	Source of Information/Data Collection Methods	Responsible for Data Collection, Analyses and Reporting	Frequency of Reporting
Performance Monitoring	Measurement of input, and outcome indicators against proposed timeline and budget, including compensation implementation	Compensation Implementation Reports	DFR, Contracting Entity and local representatives (PCDMC).	Monthly during project period or as required by the DFR management and World Bank
Impact Monitoring	Tracking effectiveness of inputs against baseline indicators. Assessment of affected people's satisfaction with inputs, processes and outputs.	Quarterly quantitative and qualitative surveys. Regular public meetings and other consultation with project affected people; Review of grievance mechanism outputs.	DFR AIT, Social Safeguards Officer, MET	Quarterly
Completion Audit	Measurement of output indicators such as productivity gains, livelihood restoration and development.	External Audit Completion Report.	External M&E Consulting Agency.	On completion of RAP timetable.

9.2 PERFORMANCE MONITORING

Performance monitoring will be an internal management function allowing the DFR to measure physical progress in activities against milestones set out in the RAP implementation/action plan. Performance milestones to be monitored are summarized in Table 46.

Table 46: Performance Monitoring

Issue	Indicator	Means of Verification (Data Sources/ Data Collection Method)	Monitoring Frequency	Responsibility
Consultation	Public consultations	Minutes of Meetings, including pictures	Quarterly or as required by the DFR management	PCDMC, MRH AIT, Social Safeguards Officer, Contracting Entity, MET
Compensation and Resettlement Assistance	Timely execution of compensation. Compensation awarded to the correct parties.	Field Survey	Monthly or as required by the DFR management	PCDMC, MRH AIT, Social Safeguards Officer, Contracting Entity, MET
Resettlement Assistance	Implementation of mitigation measures	Field Survey	Daily	PCDMC, MRH AIT, Social Safeguards Officer, Contracting Entity, MET
Grievance Mechanism	Grievance procedures in place and functioning	Number of grievances reported Grievance Resolution Report	Monthly or as required by the DFR management	PCDMC, MRH AIT, Social Safeguards Officer, Contracting Entity, NGO

9.3 PROCESS OR IMPACT MONITORING

Impact Monitoring measures the effectiveness of the RAP and its implementation in meeting the needs of the affected population. Its purpose is to provide the government of Ghana and the World Bank with an assessment of the effects of resettlement to: verify internal performance monitoring; and identify adjustments in the implementation of the RAP as required.

The effects of the RAP implementation will be tracked against the baseline conditions of the population prior to project implementation, which has been established in the census and socioeconomic survey. Verifiable indicators will be both quantitative and qualitative. The main quantitative indicator will be economic wellbeing of PAPs as well as the timeliness and adequacy of compensation. The qualitative indicators will be used to assess (i) the satisfaction of PAPs and, the adequacy of these initiatives, especially with functioning of the grievance redress mechanism, (ii) consultation and people's participation, (iii) transparency and accountability in the resettlement and compensation process, and (iv) information dissemination and communication with the affected population. The quality monitoring method will involve direct consultation with the PAPs through meetings, focus group discussions, or similar forums established by the TSIP project coordination team for participation as part of the consultation framework.

9.4 RAP COMPLETION AUDIT OR END EVALUATION

This end-term evaluation will be undertaken by an independent third party to assess whether the outcome of the RAP complies with the involuntary resettlement policy. The audit will be done to determine whether the efforts to restore the living standards of the affected population have been properly designed and executed. This completion audit will verify that all physical inputs earmarked in the RAP have been delivered and all services provided. The audit will also evaluate if the mitigation actions prescribed in the RAP have had the desired effect. The baseline conditions of the affected parties before the displacement will be used as a measure against their socio-economic status after the restitution.

To be effective, the completion audit will take place after all RAP activities have been completed including development initiatives, but before the financial commitments to the programme are finished. This will allow the flexibility to undertake any corrective action that the auditors may recommend before the project is completed.

This evaluation will be undertaken after all RAP inputs and other supplementary development initiatives have been completed prior to Project closure.

9.5 RAP IMPLEMENTATION COMPLETION REPORT

To provide guidance for lessons learned, an implementation completion report will be submitted upon the full resettlement of the Project Affected Persons (PAPs) by the Social Safeguards team at the DFR Environmental and Social Safeguards Unit. This will capture the objectives, processes and implementation challenges of the resettlement/compensation procedure, outstanding issues (if any) and grievances yet to be addressed as well as the key lessons learned from the process.

10.0 BUDGET AND SOURCE OF FUNDING

10.1 BUDGET - ESTIMATED COST OF RESETTLEMENT

In total, it is estimated that resettlement activities associated with the OPRC Roads Project on the selected Feeder Roads in the Bono East Region Package will cost **One million, four hundred and thirty-eight thousand, four hundred and twenty-five Ghana Cedis, ninety-seven Pesewas (1,438,425.97).** This is broken down in the table 47 below. The provisions made are to cover the cost of the relocation to new sites, support for the Vulnerable, Grievance and redress committee and others. The budget for grievance redress activities was estimated as 5% of the sub total whilst that for undertaking implementation activities (being the mark up) was estimated at ten percent (10%) of the subtotal resettlement budget.

Table 47: Estimated Cost of Resettlement

#	Expenditure Description	Amount GH¢
A.	**Cash Compensation**	
1.	Landed assets (permanent properties affected)	526,200.00
2.	Plain bare land (Allodial Holdings)	359,640.35
3.	Temporary structures	103,193.32
5	Farms (and trees)	94,446.43
	Sub total	**1,083,480.10**
B.	**Supplementary Assistance and Allowances**	
4.	Vendors (business loss allowance)	41,941.19
1	Vulnerability Assistance	3,531.87
2	Apprentices Retraining	5,350.00
	Sub Total	**50,823.06**
C.	Cost of Grievance Management (5%)	54,174.01
D.	RAP Monitoring and evaluation cost (1%)	10,834.80
E.	RAP Administration and Support cost (10%)	108,348.01
	Total (A+B+C+D+E)	**1,307,659.98**
F.	Contingencies (10% of the total cost)	130,766.00
	GRAND TOTAL	**1,438,425.97**

10.2 SOURCE OF FUNDING

The Government is responsible for the financing of the RAP. The Project Coordinator will be responsible for ensuring the prompt provision and efficient flow of the budgeted funds for resettlement to the project. Assisted by the MRH AIT head, the Project Coordinator will ensure that land acquisition and compensation are adequately funded and carried out in accordance with applicable rules and the present framework.

The budget for resettlement will be revised following the demarcation of the actual alignment based on the final design as well as prevailing asset values to ensure that adequate funds for resettlement are allocated during project implementation.

REFERENCES

- The World Bank policy on Involuntary Resettlement (OP/BP 4.12)
- The World Bank policy on Environmental Assessment - Public Consultation and Disclosure (OP/BP 4.01)
- Ministry of Roads and Highways (2017). Resettlement Policy Framework for Road Sector Operations. Accra-Ghana
- The World Bank policy on Physical Cultural Resources (OP/BP 4.11)
- Social Analysis in Transport Projects: Guidelines for Incorporating Social Dimensions into Bank Supported Projects
- The International Finance Corporation's (IFC) Performance Standards on Environmental and Social Sustainability
- International Finance Corporation's Guidance Notes: Performance Standards on Environmental and Social Sustainability
- Ministry of Roads and Highways (2017): Environmental and Social Management Framework (ESMF) for the Transport Sector
- The 1992 Constitution
- State Lands Act (1962) Act 125
- Administration of Lands Act (1962) Act 123
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- Addai-Yeboah, Alice, 2007. Road Sector: Resettlement Policy Framework. *Transport Sector Development Program.* Prepared for Ministry of Transportation, Ghana
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- Ministry of Roads and Highways (2017): Environmental and Social Assessment for Transport Sector Improvement Project (P151026), March 2017
- Ministry of Roads and Highways: Draft Social Impact Assessment for Bono East OPRC Package, July 2018
- Ministry of Roads and Highways: Final Citizens Engagement (CEA) Report for OPRC Bono East Package, January, 2019
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3.5.5 Environmental and Social Safeguards Requirements:

Based on the adopted conceptual designs, the Consultant will prepare a preliminary RAP for each of the Tamale-Tatale Road and the Feeder/Farm roads packages separately. The requirements of the Ghanaian Legislation, coupled with the World Bank Safeguard Policy O.P 4.12, as compiled in the Resettlement Policy Framework (RPF), shall be complied with. a. The resettlement and land acquisition activities may not change much from the concept to the final design and the intention is to clear the Right of Way associated with the concept design as far as possible. The main objectives of the RAP are to: (i) raise the awareness of the project and its consequences among the public in general and those who will likely be directly affected by it in particular and (ii) estimate the costs for resettlement/land acquisition, where necessary (iii) provide sufficient resources to address any impacts of relocation, loss of assets or access, loss of incomes or sources of livelihoods etc. b. The Client shall be part of all consultations with Project-affected Persons (PAPs) during the preparation of the RAPs. After submission of the draft RAPs, the Client shall finalize all discussions with the PAPs and the Land Valuation Division to complete the RAPs. The completed RAPs will be submitted to the Bank for review, clearance and disclosure where after the RAPs will be implemented prior to works contract award. c. The bid documents shall reflect the extent of the applicable implemented RAPs and the specific social screening requirements that the Contracting Entity shall include in the preparation of the additional RAP, if required, to accommodate the detailed design.

ANNEX 2: ANNEXES FOR THE TSIP GRIEVANCE FRAMEWORK

ANNEX A. WEB-BASED GRIEVANCE AND COMPLAINTS LOGGING SYSTEM (GCLS):

The overall purpose of the online grievance system is to help the MRH comply with the GRM requirements of the project by recording, assessing, and resolving grievances[28] and complaints[29] during the implementation of the TSIP in an efficient, effective, and transparent manner as possible.

The centralised data management system will be designed to allow the safeguards team (and with the help of the project NGO) to record and process complaints and grievances that arise from a project. The online system will automatically receive complaints/grievances made online through the project website and also allow for the entering of complaints/grievances manually when received via other means (e.g. SMS, WhatsApp, in person, by email etc.).

The manager of the GCLS (project NGO) will prioritise the complaints, categorise them according to their cause (e.g. environmental, contractor related etc.) and assign them to designated specialists for resolution (depending on the category of the complaint/grievance). Once the issue has been satisfactorily resolved with the 'complainant', then the complaint will be closed. The complainant will be notified in accordance with the procedures as documented in the GRM, and this will be recorded on the platform.

GCLS Functions

It is expected that the online grievance system will allow for:

- Full auditing of the process by which a complaint was addressed;
- Supervisors to review and comment on all grievances; and,
- The monitoring of service standards for resolving complaints. The GCLS will maintain statistics on number of and types of complaints, time taken to resolve, *etc*. These statistics can be easily published on a public website or included in reports.

The online system will be accessible via any device with an Internet browser. Complaints may be lodged through a website, by SMS, WhatsApp, in person, by telephone, e-mail, or letter. Website complaints are automatically logged in the system, while other forms are manually entered by the *'Complaints Administrator'* to be performed by the project NGO staff.

Managing Complaints: Roles and Responsibilities

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[28] A **grievance** could trigger the World Bank's resettlement policy. Grievances may arise, for example, if the land owner of the acquired lot for the relocated household is not happy with the compensation paid, or if a contractor employed directly by a project damages a person's private property (for example, through debris clean up or transporting and offloading materials).

[29] A **complaint** does not trigger the World Bank's resettlement policy. Complaints may relate, for example, to the beneficiary classification, excessive noise, damage to property, pollution concerns, quality of the works, or other concerns. However, in this document, the term **'complaint'** is used for both 'grievances' and 'complaints'.

It is proposed that there will exist three main types of users which are: (i) Level 1; (ii) Level 2; and, (iii) Supervisor. In addition, there is the: (iv) System Administrator; and, (v) Guest user.

i. **Level 1 User**. The Level 1 User is the one who deals on a day-to-day basis with the complaints, and has the greatest functionality. They have access to all aspects of the system, from managing the setup data to entering and processing complaints. Apart from the supervisor, the level 1 users would also be assigned the authority to close a complaint. The Level 1 User may also be assigned 'System Administrator' privileges, depending on how the project progresses.

In this regard, it is anticipated that the project NGO, specifically the Desk GRO, shall perform this function as part of its duties, to assign dedicated complaints administrators for each sub-project. In other words, each OPRC package shall have a dedicated desk GRO/complaints administrator to receive, record and assign complaints to task officers within their jurisdictions.

ii. **Level 2 User**. The Level 2 User's role is limited to working with complaints and reporting. Level 2 users are typically technical experts who are invited to comment if the grievance is related to their field of expertise i.e. designated specialists responsible for resolving a complaint. An example is indicated in table 2 below

Level 2 User	**Complaint Category**
Contractor	● Occupational Safety ● Traffic ● Employment
Accountant	● Compensation Payment
Safeguards Officers	● Environment & Safety ● Gender ● HIV/AIDS ● Land Acquisition and Resettlement

iii. Supervisor. The overall responsibilities of the Supervisor (Head of safeguards team/social safeguards officer) include monitoring the responses of the Level 1 and Level 2 Users to individual Complaints, and to ensure that all Complaints are being dealt with in a satisfactory and timely manner; the Supervisor may also add Comments to any Complaint. For example, where it is observed that Complaints are not being Processed or Resolved on a timely basis, the Supervisor should contact the assigned Level 1 User to determine the reasons why and take appropriate action. Two key actions/functions are envisaged here, which are available only to a Supervisor:

a. Review Unprocessed and Unresolved Complaints: The Supervisor should regularly review the list of Unprocessed and Unresolved Complaints. The Supervisor should contact the assigned Level 1 User to determine the reasons why and take appropriate action.

b. Review and Comment upon Individual Complaints: The Supervisor should regularly review the list of Unresolved Complaints and view the Comments that have been posted by the Level 1 and Level 2 Users. The Supervisor may add a Comment to any individual complaint; for example, to give direction on how the complaint is to be investigated or dealt with. As such, it is proposed that this supervisory role should be performed by the Social Safeguards Specialist.

iv. System Administrator. The System Administrator's role is limited to managing the configuration of the GCLS system. This role would be performed dedicatedly by an officer appointed as the IT officer for the TSIP.

v. Guests. Guest users can only review reports. Other project implementing staff such as members of the AIT, steering committee members can be categorised and granted guests access.

The table below shows the different functions available to each type of user.

Function	**Level 1 (Complaints Administrator/ NGO staff)**	**Level 2**	**Supervisor**	**System Administrator (MRH IT)**	**Guest**
Manage Configuration				√	
Manage Users				√	
Manage Categories	√				
Manage Priorities	√				
Add Complaint (e.g. via phone, person)	√		√		
Modify Complaint					
Contact info (name, e-mail etc.)	√	√			
Process complaint	√	√			
Location	√	√			
Category	√	√	√		
Priority	√	√	√		
Add Comment	√	√	√		
Upload Picture	√	√			
Close Complaint	√		√		
View Complaint and Responses	√	√	√	√	√

Function	Level 1 (Complaints Administrator/ NGO staff)	Level 2	Supervisor	System Administrator (MRH IT)	Guest
Receive Notifications	√	√	√	√	
View Activity Log	√	√	√	√	
Reports / Statistics					
Run Reports / Statistics	√	√	√	√	√
Download Complaints	√	√	√	√	

ANNEX B FORM A: SAMPLE GRIEVANCE RECORDING FORM

PART 1 CONTACT AND DETAILS **DATE:** **Place/method grievance was received:**	**Grievance ID Number:** **RECORDED BY:**
Gender: M / F	Age:
Anonymous (Y/N)	Complainant Name:
Telephone number / email/ address:	
Method of contact:	
PART 2 DESCRIPTION OF GRIEVANCE(S), attach supplementary information/ photos as required	
Describe the grievance: - When it occurred - Where it occurred - How it occurred and who was involved - Complainant(s)'s story and expectation	
Type/Category of complaint	Compensation / Land Access / Inadequate Notification/ Disruption to Business or Property / Property Damage / Irrigation / Boundary Dispute / Environmental Damage / Construction Activities / Safety Risk /Traffic / Other
PART 3 GRIEVANCE SCREENING	
The grievance will be ADDRESSED LOCALLY / REFERED TO ANOTHER COMMITTEE/ NOT LINKED TO PROJECT Preliminary response to be issued to claimant (within 7 days maximum)	
PART 4 PROPOSED ACTION(S)	
Describe the proposed response, including: - Accepted/ Not accepted - Timeframe for implementing action: immediate, 14 days / 1 month / 3 months - Responsible PERSON for implementing action: [Name] - Date of final response to claimant	
The claimant has ACCEPTED/SATISFIED the proposed action	YES / NO

Further action is required	YES / NO
Signatures or thumb print	
Recorder:	Date:
Claimant:	

ANNEX C: GRIEVANCE DEFINITION AND CATEGORIES

A grievance is a concern or complaint raised by an individual or a group within communities affected by Project operations. Both concerns and complaints can result from either real or perceived impacts of a Project operations and may be filed in the same manner and handled with the same procedure. Grievances may take the form of specific complaints for actual damage or injury, general concerns about project activities, incidents and impacts or perceived impacts. Based on the understanding of the project area and the stakeholders, an indicative list of the types of grievances have been identified for the project. These include all grievances related to involuntary resettlement as pointed out in the introduction. Other Grievances that are not related to involuntary resettlement will often be related to construction and community health and safety issues. Persons living and using a construction corridor may be disrupted by:

- Damage of trees and property;
- Open trenches that block their accesses;
- Poor storage arrangements and stockpiling of materials that lead to obstruction of accesses and reduces visibility;
- Issues related to transportation and traffic;
- Increase in environment pollution;
- Poor disposal of construction waste;
- Impact on community health such as noise and dust;
- Disturbance to locals due to influx of migrant workers in the area;
- Issues arising out of sharing of employment and business opportunity;
- Concerns over the impact on local culture and customs;
- Misconduct by staff of works contractors, among others

The list of grievances will be regularly updated as and when new ones arise.

Internal Grievances: The process to be followed for the redress of internal grievances from employees (including both direct and indirect employees, including local workers and migrant workers through contractors) will be developed and approved by the contracting entity. Such grievances include but are not limited to;

- Complaints pertaining to amount of wage, salary, other remuneration or benefits as per the contracting entity's human resource policy;
- Timely disbursement of remuneration;
- Gender discrimination
- Issues related to workers' organization.
- Labour accommodation
- Health and safety issues
- Extended working hours

ANNEX 3: FIELD QUESTIONNAIRES

GHA/DFR ASSESSMENT STUDY TO IMPLEMENT OPRC ROAD CONTRACTS: RESETTLEMENT ACTION PLAN (RAP)

QUESTIONNAIRE FOR PROJECT AFFECTED PERSONS (PAPs) IN THE DFR BRONG AHAFO PACKAGE

<table>
<tr><td>Date:</td><td>Community:</td><td>Interviewer's Name:</td></tr>
<tr><td>District/Municipality:
a. Atebubu-Amantin Municipal</td><td rowspan="2">Name of Road:
a. Amantin-Dawuda
b. Amantin-Kwadwo Kuma
c. Akokoa-Kumfia
d. Duabone No.1-Pruso-Aworoso
e. Issifu Akura-Masando
f. Atebubu-Muruchuso Jn.
g. Muruchuso Jn.-Bachaso
h. Atebubu-Asebu Yerewoho
i. Boniafo-Asebu Yerewoho Jn.
j. Kokofu-Asebu Yerewoho Jn.
k. Dawuda-Kwadwo Kuma
l. Mem-Seinti
m. Muruchuso Jn.-Muruchuso
n. Nyomoase-Bachaso
o. Bachaso-Trohwe-Kotope</td><td>Suburb:

House/Structure No.:</td></tr>
<tr><td>Type of Respondent</td><td>Side of Road:
a. Left Hand Side
b. Right Hand Side</td></tr>
</table>

A: BIO-DATA

1. **Full Name of Respondent (check with ID)**:
   ……
2. **Names of Additional Owners, if applicable**……
3. **Sex:** a. Male b. Female
4. **Age (in completed years)** ……
5. **Residential Address/Tel. No.:**
   ……
6. **Highest Educational Level:** a. None b. Primary c. JHS/MSLC d. SHS/Sec. e. Tech/Voc/Commercial f. Training College (Nursing, teaching etc.) g. Polytechnic h. University i. Other (specify)…….. j. No response
7. **Religion:** a. Christian b. Muslim c. Traditional religion d. Other (specify) ……

8. **Marital Status:** a. Married b. Single c. Divorced d. Widow/er e. Separated f. Consensual Union
9. **Nationality:** a. Ghanaian b. Non-Ghanaian (name of country) ……
10. **If Ghanaian, what ethnic group:** a. Dagomba b. Basare c. Nanumba b. Guan c. Konkomba d. Ga-Adangme e. Akan f. Frafra g. Kotokoli h. Other, (specify) ……..
11. **What is your household size?** ……..
12. **Are you the household head?** a. Yes (If yes, skip to section B.) b. No
13. **If no, what are you to the household head?** a. Spouse b. Father c. Mother d. Son e. Daughter f. Nephew g. Niece h. Uncle i. Aunt j. Cousin k. Other, specify …….
14. **Are you a person with disability**? a. Yes b. No (If no, skip to next question)
15. **If yes, what kind of Disability**? A. Physically Challenged b. Hearing Impairment c. Mentally Challenged d. Other (Specify) ……

B: STATUS/ACTIVITY

1. **What do you do here?** a. Live here only b. Work here only (business) c. Farm here only d. Live and Work here (business) e. Live and Farm Here f. Own Property here g. Other (specify) ……..
2. **If you live here, how long have you been living here?** ……
3. **If you live here only, what is / are your occupation(s)?** a. Crop farmer b. Livestock farmer c. Fisherman d. Hunter e. Charcoal Producer f. Petty Trader (hawker, table-top etc.) g. Artisan (specify) ……. h. Office work (specify institution and position or title ……) i. Student j. Other (specify)……
4. **What is your average income?** a. Per Year …… b. Per Month …… c. Per Week …… d. Per Day …… e. Other (Specify …….
5. **What work do you do here?** a. Trader- small (“lotto” kiosk, kiosk/canopy) b. Trader -medium (one-room store, 20ft container), c. Trader- Large concern (2+room store, 40ft container or wooden structure) d. Trader Small/Medium without structure e. Petty Trader (Table tops/mats/glass sieves/umbrella/metal stands) f. Artisan (Specify) …… g. Large company/formal business h. Hospitality services i. School j. Farm k. Clinic l. Hospital m. Other, specify ……
6. **How long have you been operating at this location?** ……..

C: STRUCTURES

1. **Nature of Structure** a. Permanent (Immovable) b. Temporary (Moveable) c. Permanent and Temporary d. No Structure

2. **Use of Structure** a. Residence b. Shop c. Office d. Local silo e. Multi use (shop/residence) f. Multi use (shops/offices) g. Multi use (shops/offices/residence) h. Multi use (offices/residence) i. For Fence wall j. Other (specify)……
3. **Type of Structure**

3a**. Materials for Building** a. Kiosk up to (10x12ft) (plywood) b. Wooden structure (wawa) c. Container (40ft) d. Container (20ft) e. Container (10ft) f. Sandcrete structure, single storey g. Sandcrete structure, multi-storey g. Landcrete structure i. Wattle and daub j. wooden Shed (Timber) k. Bamboo Shed l. Metal Shed m. Mud n. Other (specify)……

3b**. Material for roofing**: a. Aluminum sheets b. Thatch c. Bamboo d. Palm fronds/leaves e. asbestos/slate f. Tarpaulin g. Other ……

3c. **Material Used for Flooring**: a. Cement b. Tiles c. Terrazzo d. Wood e. Earth f. Other (specify) …….

4. **Ownership of Structure:**

Who owns this structure: a. Self b. Landlord/lady c. Family of user d. Don't know e. Other (specify)……

5. **No. of rooms in the structure**: ……
6. **Facilities available in the structure:** a. Electricity b. Water c. Other, specify ……

D. BUSINESS DETAILS (For Business Owners)

1. **Name of Business, if any?**
   ……
2. **Name of Business owner**
   ……
3. **How many businesses do you own in this corridor?**……
4. **What main products do you sell or produce or repair?**
   ……

(For small, medium or large traders, Artisans: repairers, fabricators, hairdressers and dressmakers)

5. **What is your average turnover?** Per day…… Per week …….. per month …… per year ……
6. **What is your average business expenditure?** Per day…… Per week …… per month …… per year ……
7. **How much average profit (in GH₵) do you make?** Per day…… Per week …… per month …… per year ……

(For Formal Businesses Only)

8a. **What is the average company turnover (in GH₵) per month?** ……..

8b. **How much average profit (in GH₵) does the company make per month**? .....

9. **How many employees, apprentices or helpers does the business have?** a. None

b. No. Employees…… c. No. Apprentices…… d. No. Helpers ……

10. **What is your average business expenditure? (Includes wages/salaries, tax, transport to work, telephone, water, electricity etc.)** Per day…… Per week …… per month …… per year ……

E. FARMLANDS/BARELAND/NO STRUCTURE (for those who do not own or use any structure)

1. **Do you own the affected farm land/Land?** a. Yes B. No

2. **If yes, how did you get it?** a. Family land b. Out-right purchase c. Gift
d. Other (specify)……

3. **If No, how did you get it?** a. lease b. rent c. gift to be used for a short period d. subletting e. Other (specify)……

4. (**a) If you pay/paid cash indicate how much (in GH¢) did or do you pay for the following:**

TERMS	**One-time Payment**	**5 Years**	**6-10 Years**	**11-15 Years**	**16-20 Years**	**21-25 Years**	**26-30 Years**	**More than 30 Years**
Out-right purchase/acre								
Lease/acre								
Rent/acre								

4. **(b) If you pay/paid in kind, describe the arrangement**:
……
……

5. Farm Details (For PAPs who are using the affected land for farming)

Name of crop	**Total Size of farm being affected by the project (acres)**	**Portion (size) of farm being taken by project (in acres)**	**Cycle of Farming activities**	**Average Turnover per cycle (GH¢)**	**Average Expenditure per cycle (GH¢)**
E.g. Okro		2	Three months	50 per week	15 per week

Name of crop	Total Size of farm being affected by the project (acres)	Portion (size) of farm being taken by project (in acres)	Cycle of Farming activities	Average Turnover per cycle (GH¢)	Average Expenditure per cycle (GH¢)

F. THE PROPOSED PROJECT

1. **What have you heard about the proposed project?**

a. Nothing b. Heard that the road in question is going to be rehabilitated c. Heard that expansion works will be done on the road d. Heard that the road will be widened e. I only see officials and workers on the road working f. Other (Specify)……
……

2. **From where did you get the information from?** a. Family and Friends b. Neigbours c. Assembly members/chiefs/opinion leaders d. Rumour e. Party Executives, members or campaign grounds f. Workers and Contractors on the road g. Other (Specify) ……..

b. **Is this your usual source of information?** a. Yes b. No

3. **If No, what is your usual source of information?** a. Radio (station ……)

b. Friends/neighbours c. Assembly man d. Newspapers e.TV (station ……) f. Internet Other (specify) ……

4. **What are your concerns about the project?**

……
……
……
……

G. PROJECT IMPACTS

1. What will be the positive impacts of the project in general?

a. Employment for the skilled, unskilled and the youth b. Boost in women activities i. e food, provisions, vending etc. c. Attraction of other developmental projects i.e. drainage, utility services d. Easy access to transport services e. Reduction in rate of accidents f. Development and beautification of the community g. Easy access to transport service and travel comfort h. Improvement in local economic activities i. Reduction in cost of transportation and travel time j. Reduction in dust levels in the community k. Improvement in road infrastructure l. Creation of safe environment for people in the community m. Other (specify).....

b. How can the positive impacts be enhanced?

a. Designated space for food vendors b. Employment of local community members c. Timely and excellent execution of project d. Loans for traders to improve sales/business e. Maintenance of good employer-employee relationship f. Additional projects in the area g. Encouragement of workers to buy from the community h. Monitoring of contractors to do good work i. Establishment of more businesses in the communities j. Building of more infrastructure in the communities e.g. markets, toilets, pipe-borne water, electricity etc. k. Establishment of transport terminals within the communities for commercial drivers to work l. Education of drivers and pedestrians on road safety and cleanliness m. Inclusion of bus stops, speed ramps, zebra crossings, foot bridges, other road signs etc. in the project n. Regular maintenance of the road by the responsible authority o. Compensation for affected persons p. Educating community members on the project and its impacts q. Toll booths on the road to raise money for road maintenance r. Other (specify) ……

c. What will be the negative impacts of the project in general?

a. No negative impact b. Demolition of houses, properties and structures c. Increase in dust and noise level, bad effect on public health d. Influx of criminals into the community in the name of work e. Diversions and road blocks causing delays, traffic and inaccessibility f. Likelihood that nature of road and the construction site may cause accidents g. Inconvenience to shops and houses due to trenches and gutters h. Disruption in supply of utility services i. Increase in accidents due to over speeding and reckless driving j. Increase in criminality and prostitution k. Loss of properties or decrease in the value some of businesses/shops l. Too much noise from vehicles and people m. Not enough space for pedestrians to use the road n. Can't tell o. Other (specify) ……...

d. What measures should be adopted to avoid, reduce and mitigate the negative impacts?

a. Nothing b. Affected persons to be either compensated or relocated c. Timely completion of work d. Safe storage of constructional equipment e. Public education about the road construction and road blocks f. Frequent watering / sprinkling water of the road g. Police and other personnel should be employed to regulate traffic h. Provision of alternative routes and road signs for vehicles and pedestrians i. Proper planning of project to include good drainage, trenches and lights j. Background screening of workers by contractors k. Road designs to include speed ramps, zebra crossings, traffic lights, road signs etc. l. Driver education on road safety m. Police patrols and police check point/barriers n. Construction of big markets for traders o. Regular road maintenance p. Other (specify) ……

H. RESETTLEMENT

1. **What should be done for you whose assets are being affected by the project?** a. Monetary compensation b. In-kind compensation c. Alternative skills training d. scholarships for household children e. Other (specify) ……
2. **Are there alternative lands in the community for people whose structures are affected to relocate their structures?** a. Yes b. No

3. What conditions must be satisfied to acquire land for the new structures?

……

……

……

ANNEX 4: DATA TABLES

Name of Municipality and community of PAPs

NAME OF COMMUNITY	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Abamba	3	1.1	12	4.6	15	5.7
Adembra	1	0.4			1	0.4
Akokoa	4	1.5	1	0.4	5	1.9
Alhaji Kura	1	0.4			1	0.4
Amantin	19	7.3	9	3.4	28	10.7
Asempa N'eye	5	1.9			5	1.9
Atebubu	23	8.8	60	23.0	83	31.8
Aworoso	16	6.1			16	6.1
Bachaso	2	0.8			2	0.8
Boniafo	13	5.0			13	5.0
Dawuda	5	1.9	2	0.8	7	2.7
Duabone No.1	14	5.4	2	0.8	16	6.1
Fiano	16	6.1			16	6.1
Issifu Akura	1	0.4			1	0.4
Kokofu	2	0.8			2	0.8
Kumfia	2	0.8	2	0.8	4	1.5
Masando	3	1.1	1	0.4	4	1.5
Mem	22	8.4	1	0.4	23	8.8
Mempeasem	2	0.8			2	0.8
Muruchuso	3	1.1			3	1.1
Nyomoase	5	1.9	4	1.5	9	3.4
Odomeabra	1	0.4			1	0.4
Sabidi	1	0.4			1	0.4
Seinti	3	1.1			3	1.1
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Category of Respondent

CATEGORY	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Farmer	124	47.5	15	5.7	139	53.3
Business operator	4	1.5	10	3.8	14	5.4
Artisan	6	2.3	3	1.1	49	3.4
Food vender	1	0.4	3	1.1	4	1.5
Caretaker	1	0.4			1	0.4
Credit vender	1	0.4			1	0.4
Fuel attendant	1	0.4	1	0.4	2	0.8
Landlord	1	0.4			1	0.4
Lotto operator	2	0.8			2	0.8
Petty Trader			4	1.5	4	1.5
Shop owner	1	0.4	1	0.4	2	0.8
Structure owner	11	4.2	5	1.9	16	6.1
Trader	14	5.4	52	19.9	66	25.3
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Side of Road

SIDE OF ROAD	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Left Hand Side	86	33.0	50	19.2	136	52.1
Right Hand Side	81	31.0	44	16.9	125	47.9
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Age of PAPs

Age	Male		Female		Total	
	No.	%	No.	%	No.	%
15 - 20	9	3.4	3	1.1	12	4.6
21 - 30	34	13.0	23	8.8	57	21.8
31 - 40	45	17.2	34	13.0	79	30.3
41 - 50	41	15.7	14	5.4	55	21.1
51 - 60	19	7.3	5	1.9	24	9.2
Above 60	19	7.3	15	5.7	34	13.0
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100.0**

Educational Level of Respondent

HIGHEST EDUCATIONAL LEVEL	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
None	67	25.7	38	14.6	105	40.2
Primary	23	8.8	21	8.0	44	16.9
JHS/MSLC	41	15.7	25	9.6	66	25.3
SHS/Sec.	23	8.8	7	2.7	30	11.5
Tech/Voc/Commercial	2	0.8	1	0.4	3	1.1
Training College (Nursing, teaching etc.)	6	2.3			6	2.3
University	5	1.9	2	0.8	7	2.7
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Marital status of Respondent

Marital Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Married	127	48.7	51	19.5	178	68.2
Single	32	12.3	18	6.9	50	19.2
Divorced	2	0.8	9	3.4	11	4.2
Separated	1	0.4			1	0.4
Widow/er	1	0.4	16	6.1	17	6.5
Consensual Union	4	1.5			4	1.5
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Nationality of PAPs

Nationality	Male		Female		Total	
	No.	%	No.	%	No.	%
Ghanaian	161	61.7	92	35.2	253	96.9
Non-Ghanaian	6	2.3	2	0.8	8	3.1
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Nationality if not Ghanaian

Other Nationality	Male		Female		Total	
	No.	%	No.	%	No.	%
Burkina Faso	2	25	1	12.5	3	37.5
Ivory Coast			1	12.5	1	12.5
Niger	1	12.5			1	12.5
Nigeria	1	12.5			1	12.5
Togo	2	25			2	25
Total	**6**	**75**	**2**	**25**	**8**	**100**

PAPs Ethnicity

ETHNIC GROUP	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Akan	49	19.4	40	15.8	89	35.2
Konkomba	49	19.4	12	4.7	61	24.1
Busanga	11	4.3	12	4.7	23	9.1
Dagaati	15	5.9	6	2.4	21	8.3
Dagomba	9	3.6	6	2.4	15	5.9
Guan	7	2.8	1	0.4	8	3.2
Kotokoli	3	1.2	4	1.6	7	2.8
Dagaaba	2	0.8	4	1.6	6	2.4
Basare	3	1.2			3	1.2
Frafra			1	0.4	1	0.4
Nanumba	1	0.4			1	0.4
Other	14	5.5	10	4.0	24	9.5
No response	1	0.4			1	0.4
Total	**161**	**63.6**	**92**	**36.4**	**253**	**100**

Other Ethnic groups

Other groups	Male		Female		Total	
	No.	%	No.	%	No.	%
Chokosi	4	23.5	2	11.8	6	35.3
Kusase	3	17.6			3	17.6
Gonja			2	11.8	2	11.8
Mamprusi	2	11.8			2	11.8
Sisala	1	5.9	1	5.9	2	11.8
Chombulun	1	5.9			1	5.9
Waala			1	5.9	1	5.9
Total	**11**	**64.7**	**6**	**35.3**	**17**	**100**

Size of Household

Size	Male		Female		Total	
	No.	%	No.	%	No.	%
1 - 5	48	18.4	39	14.9	87	33.3
6 - 10	83	31.8	46	17.6	129	49.4
11 - 15	26	10.0	9	3.4	35	13.4
16 - 20	5	1.9			5	1.9
21 - 25	4	1.5			4	1.5
31 - 35	1	0.4			1	0.4
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Average Household Size is 7.47 = 8 persons

Status of PAPs

Head of Household	Male		Female		Total	
	No.	%	No.	%	No.	%
Household Heads	145	55.6	39	14.9	184	70.5
Other relatives	22	8.4	55	21.1	77	29.5
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Other Relatives to the Household Head

Relation	Male		Female		Total	
	No.	%	No.	%	No.	%
Spouse			33	42.9	33	42.9
Son	16	20.8			16	20.8
Mother			11	14.3	12	15.6
Daughter			9	11.7	9	11.7
Father	4	5.2			3	3.9
Brother	2	2.6			2	2.6
Landlady			1	1.3	1	1.3
Sister			1	1.3	1	1.3
Total	**22**	**28.6**	**55**	**71.4**	**77**	**100**

Disability Status

Disability Status	Male		Female		Total	
	No.	%	No.	%	No.	%
Yes	2	0.8			2	0.8
No	165	63.2	94	36.0	259	99.2
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Type of Disability

Disability	Male		Female		Total	
	No.	%	No.	%	No.	%
Physically Challenged	1	50			1	50
Visual impaired	1	50			1	50
Total	**2**	**100**			**2**	**100**

Status of PAP vis-à-vis affected property

Purpose	Male		Female		Total	
	No.	%	No.	%	No.	%
Farm here only	101	38.7	15	5.7	116	44.4
Work here only (business)	21	8.0	53	20.3	74	28.4
Live here only	8	3.1	3	1.1	11	4.2
Live and Work Here (business)	14	5.4	23	8.8	37	14.2
Live and Farm Here	21	8.0			21	8.0
Own Property here	1	0.4			1	0.4
Other	1	0.4			1	0.4
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Number of years PAPs had lived at current location

Years	Male		Female		Total	
	No.	%	No.	%	No.	%
Below 1 year	1	1.4			1	1.4
1 - 5	5	7.2	6	8.7	11	15.9
6 - 10	2	2.9	2	2.9	4	5.8
11 - 15	2	2.9	3	4.3	5	7.2
16 - 20	2	2.9	1	1.4	3	4.3
21 - 25	6	8.7	5	7.2	11	15.9
26 - 30	6	8.7	1	1.4	7	10.1
31 - 35	3	4.3	2	2.9	5	7.2
36 - 40	6	8.7	2	2.9	8	11.6
41 - 45	7	10.1	2	2.9	9	13.0
46 - 50	1	1.4	1	1.4	2	2.9
56 - 60			1	1.4	1	1.4
Above 60 years	2	2.9			2	2.9
Total	**43**	**62.3**	**26**	**37.7**	**69**	**100**

Occupation of PAPs who reside along the corridor only

OCCUPATION	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Crop farmer	5	41.7			5	41.7
Petty Trader (hawker, table-top etc.)	1	8.3	1	8.3	2	16.7
Artisan	1	8.3			1	8.3
Driver	1	8.3			1	8.3
Unemployed	1	8.3	2	16.7	3	25.0
Total	**9**	**75.0**	**3**	**25.0**	**12**	**100**

Multiple responses

Monthly Income of PAPs who reside along the corridor only

Income (GH¢)	Male		Female		Total	
	No.	%	No.	%	No.	%
Below 1000	3	37.5			3	37.5
1000 - 2000	2	25			2	25
2001 - 3000			1	12.5	1	12.5
7001 - 8000	1	12.5			1	12.5
Above 10000	1	12.5			1	12.5
Total	**7**	**87.5**	**1**	**12.5**	**8**	**100**

Occupation of PAPs who work here

OCCUPATION	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Petty Trader (Table tops / mats / Glass sieve /Umbrella /Metal stands)	7	6.3	44	39.6	51	45.9
Trader- small (“lotto” kiosk, kiosk / canopy)	14	12.6	14	12.6	28	25.2
Trader -medium (one-room store, 20ft container)	8	7.2	8	7.2	16	14.4
Trader Small / medium without Structure			7	6.3	7	6.3
Trader- Large concern (2+room store, 40ft container or wooden structure)	3	2.7	2	1.8	5	4.5
Artisan	3	2.7	1	0.9	4	3.6
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Details of Artisans

Artisans	Male		Female		Total	
	No.	%	No.	%	No.	%
Barber	3	75			3	75
Fashion Designer			1	25	1	25
Total	**3**	**75**	**1**	**25**	**4**	**100**

Number of Years PAPs had worked along the corridor

YEARS (RANGE)	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Less than 5 months	1	0.9	2	1.8	3	2.7
5 months - 1 year	1	0.9	5	4.5	6	5.4
1 - 3	14	12.6	21	18.9	35	31.5
4 - 6	10	9.0	17	15.3	27	24.3
7 - 9	3	2.7	6	5.4	9	8.1
10 - 12	4	3.6	14	12.6	18	16.2
13 - 15			4	3.6	4	3.6
Over 15 years	2	1.8	7	6.3	9	8.1
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Nature of Structure

Nature of Structure	Male		Female		Total	
	No.	%	No.	%	No.	%
No Structure	112	42.9	20	7.7	132	50.6
Temporary (Moveable)	22	8.4	63	24.1	85	32.6
Permanent (Immovable)	31	11.9	10	3.8	41	15.7
Permanent and Temporary	2	0.8	1	0.4	3	1.1
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100**

Use of Structure

Uses	Male		Female		Total	
	No.	%	No.	%	No.	%
Shop	29	22.5	56	43.4	85	65.9
Residence	19	14.7	3	2.3	22	17.1
Multi use (shop/residence)	3	2.3	1	0.8	4	3.1
Office	1	0.8			1	0.8
Local Silo			1	0.8	1	0.8
Meeting	3	2.3	13	10.1	16	12.4
Total	55	42.6	74	57.4	129	100

Type of Structure Affected

Materials	**Male**		**Female**		**Total**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Wooden structure (wawa)	9	7.0	30	23.3	39	30.2
Wooden Shed (Timber)	3	2.3	25	19.4	28	21.7
Sandcrete structure, single storey	10	7.8	5	3.9	15	11.6
Landcrete structure	11	8.5	1	0.8	12	9.3
Container (10ft)	7	5.4	4	3.1	11	8.5
Container (20ft)	5	3.9	4	3.1	9	7.0
Kiosk up to (10x12ft) (plywood)	2	1.6	1	0.8	3	2.3
Wattle and daub	2	1.6			2	1.6
Bamboo Shed	1	0.8			1	0.8
Metal Shed	1	0.8			1	0.8
Sandcrete structure, multi-storey			1	0.8	1	0.8
Other	4	3.1	3	2.3	7	5.4
Total	**55**	**42.6**	**74**	**57.4**	**129**	**100.0**

Others include glass, material

Materials Used for Building

Material	**Male**		**Female**		**Total**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Wood	14	10.9	56	43.4	70	54.3
Metal	13	10.1	8	6.2	21	16.3
Sandcrete	10	7.8	6	4.7	16	12.4
Landcrete	11	8.5	1	0.8	12	9.3
Wattle and Daub	2	1.6			2	1.6
Bamboo	1	0.8			1	0.8
Other	4	3.1	3	2.3	7	5.4
Total	**55**	**42.6**	**74**	**57.4**	**129**	**100**

Others include glass, material

Materials for Roofing

Material	Male		Female		Total	
	No.	%	No.	%	No.	%
Aluminium sheets	42	32.6	43	33.3	85	65.9
Other	1	0.8	2	1.6	3	2.3
Tarpaulin	2	1.6	2	1.6	4	3.1
Thatch	6	4.7			6	4.7
Wood			3	2.3	3	2.3
None	4	3.1	24	18.6	28	21.7
Total	**55**	**42.6**	**74**	**57.4**	**129**	**100.0**

Others include cloth (umbrella)

Materials used for flooring

Materials	Male		Female		Total	
	No.	%	No.	%	No.	%
Earth	12	8.9	39	28.9	51	37.8
Cement	36	26.7	14	10.4	50	37.0
Wood	7	5.2	22	16.3	29	21.5
Tiles	4	3.0	1	0.7	5	3.7
Total	**59**	**43.7**	**76**	**56.3**	**135**	**100**

Multiple responses

Ownership of Structure

Owner	Male		Female		Total	
	No.	%	No.	%	No.	%
Self	41	31.8	65	50.4	106	82.2
Family of user	11	8.5	6	4.7	17	13.2
Landlord/lady	3	2.3	3	2.3	6	4.7
Total	**55**	**42.6**	**74**	**57.4**	**129**	**100**

Number of Rooms Available

Rooms	Male		Female		Total	
	No.	%	No.	%	No.	%
1 - 3	39	30.2	70	54.3	109	84.5
4 - 6	6	4.7	1	0.8	7	5.4
7 - 9	5	3.9	1	0.8	6	4.7
10 -12	4	3.1	2	1.6	6	4.7
13 and above	1	0.8			1	0.8
Total	**55**	**42.6**	**74**	**57.4**	**129**	**100**

Average Household Size is 2.14 = 2 rooms

Facilities available in the structure

Facilities	Male		Female		Total	
	No.	%	No.	%	No.	%
Electricity	23	56.1	13	31.7	36	87.8
Electricity and Water	3	7.3	2	4.9	5	12.2
Total	**26**	**63.4**	**15**	**36.6**	**41**	**100**

For small, medium or large traders, Artisans: repairers, fabricators, hairdressers and dressmakers

Number of businesses Owned by PAPs on Corridor

Businesses	Male		Female		Total	
	No.	%	No.	%	No.	%
1	30	27.0	66	59.5	96	86.5
2	5	4.5	10	9.0	15	13.5
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Main Products Sold

Products	Male		Female		Total	
	No.	%	No.	%	No.	%
Cooked meals / food	2	1.8	24	21.6	26	23.4
Foodstuffs and vegetables	2	1.8	24	21.6	26	23.4
Provisions and Cosmetics	10	9	4	3.6	14	12.6
Fish and fruits	2	1.8	6	5.4	8	7.2
Clothes and dress materials			5	4.5	5	4.5
Phones and repairs	4	3.6	1	0.9	5	4.5
Sachet water	1	0.9	4	3.6	5	4.5
Barbering shop and hair salon	3	2.7	1	0.9	4	3.6
Alcohol and soft drinks	1	0.9	2	1.8	3	2.7
Mobile money and scratch cards	3	2.7			3	2.7
Petrol in gallons and bottles	1	0.9	1	0.9	2	1.8
Lottery	2	1.8			2	1.8
Spare parts	2	0.9			2	1.8
Pastries			2	1.8	2	1.8
Cooking utensils			1	0.9	1	0.9
Footwear	1	0.9			1	0.9
Vehicle Tyres	1	0.9			1	0.9
Charcoal			1	0.9	1	0.9
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Average monthly Turnover

Amount (GHC)	Male		Female		Total	
	No.	%	No.	%	No.	%
5 - 1000	**6**	**5.4**	**13**	**11.7**	**19**	**17.1**
1001 - 2000	4	3.6	21	18.9	25	22.5
2001 - 3000	6	5.4	18	16.2	24	21.6
3001 - 4000	2	1.8	1	0.9	3	2.7
4001 - 5000	6	5.4	5	4.5	11	9.9
5001 - 6000	3	2.7	6	5.4	9	8.1
6001 - 7000			1	0.9	1	0.9
7001 - 8000			1	0.9	1	0.9
8001 - 9000	1	0.9	1	0.9	2	1.8
9001 - 10000	1	0.9	2	1.8	3	2.7
Above 10000	6	5.4	7	6.3	13	11.7
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Average Monthly profit

Monthly Profit (GH¢)	Male		Female		Total	
	No.	%	No.	%	No.	%
140 - 1000	7	6.3	30	27.0	37	33.3
1001 - 2000	13	11.7	21	18.9	34	30.6
2001 - 3000	3	2.7	7	6.3	10	9.0
3001 - 4000		0.0	2	1.8	2	1.8
4001 - 5000	2	1.8	4	3.6	6	5.4
5001 - 6000	3	2.7	6	5.4	9	8.1
8001 - 9000		0.0	3	2.7	3	2.7
Above 10000	7	6.3	3	2.7	10	9.0
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100**

Average Monthly Expenditure

Amount (GHC)	Male		Female		Total	
	No.	%	No.	%	No.	%
33.3 - 1000	20	18.0	38	34.2	58	52.3
1001 - 2000	8	7.2	22	19.8	30	27.0
2001 - 3000	2	1.8	6	5.4	8	7.2
3001 - 4000	1	0.9	1	0.9	2	1.8
4001 - 5000			1	0.9	1	0.9
5001 - 6000	1	0.9	3	2.7	4	3.6
7001 - 8000			1	0.9	1	0.9
8001 - 9000	1	0.9	1	0.9	2	1.8
9001 - 10000	1	0.9			1	0.9
Above 10000	1	0.9	3	2.7	4	3.6
Total	**35**	**31.5**	**76**	**68.5**	**111**	**100.0**

There were no Formal Businesses

AFFECTED LAND

Affected Bare Lands / Farmlands

Property	Male		Female		Total	
	No.	%	No.	%	No.	%
Bare land	2	1.5			2	1.5
Farmland	120	87.6	15	10.9	135	98.5
Total	**122**	**89.1**	**15**	**10.9**	**137**	**100.0**

Affected Lands owned by PAPs

Response	Male		Female		Total	
	No.	%	No.	%	No.	%
Yes	78	56.9	9	6.6	87	63.5
No	44	32.1	6	4.4	50	36.5
Total	**122**	**89.1**	**15**	**10.9**	**137**	**100**

Means of Ownership of Affected Land

RESPONSE	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Family land	35	40.2	5	5.7	40	46.0
Gift	23	26.4	3	3.4	26	29.9
Out-right purchase	20	23.0	1	1.1	21	24.1
Total	**78**	**89.7**	**9**	**10.3**	**87**	**100**

How did you get it, If No

RESPONSE	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Rent	23	46	2	4	25	50
Lease	16	32	3	6	19	38
Subletting	1	2			1	2
Gift to be used for a short period	3	6	1	2	4	8
Care taker	1	2			1	2
Total	**44**	**88**	**6**	**12**	**50**	**100**

Mode of Payment for Outright Purchase

Mode of Payment	Male		Female		Total	
	No.	%	No.	%	No.	%
Cash	14	66.7	1	4.8	15	71.4
Kind	6	28.6			6	28.6
Total	**20**	**95.2**	**1**	**4.8**	**21**	**100.0**

Amount Paid for Outright purchase

AMOUNT (GH¢)	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
50	1	6.7			1	6.7
100	4	26.7			4	26.7
150	7	46.7	1	6.7	8	53.3
200	2	13.3			2	13.3
Total	**14**	**93.3**	**1**	**6.7**	**15**	**100.0**

LEASE

Span of years of Lease

Duration	Male		Female		Total	
	No.	%	No.	%	No.	%
1 - 5 year	1	5.3			1	5.3
6 - 10 years			1	5.3	1	5.3
16 - 20 years	5	26.3			5	26.3
31 + years	8	42.1			8	42.1
Can't remember	2	10.5	2	10.5	4	21.1
Total	**16**	**84.2**	**3**	**15.8**	**19**	**100.0**

Amount Paid for Lease

AMOUNT (GH¢)	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
5 - 100	3	15.8			3	15.8
101 - 200	11	57.9	1	5.3	12	63.2
Can't Tell	2	10.5	2	10.5	4	21.1
Total	**16**	**84.2**	**3**	**15.8**	**19**	**100.0**

RENT

Duration of Rental Agreement

Duration	Male		Female		Total	
	No.	%	No.	%	No.	%
Yearly	21	84			21	84
No response	2	8	2	8	4	16
Total	**23**	**92**	**2**	**8**	**25**	**100**

Amount Paid for Rent

Amount (GH¢)	Male		Female		Total	
	No.	%	No.	%	No.	%
100 - 199	17	68			17	68
200 - 299	1	4			1	4
No response	5	20	2	8	7	28
Total	**23**	**92**	**2**	**8**	**25**	**100**

Respondents who opted to pay for their rented lands in kind could not describe their arrangement

Crops affected at project area

Affected crops	Male		Female		Total	
	No.	%	No.	%	No.	%
Maize	46	28.0	2	1.2	48	29.3
Yam	35	21.3			35	21.3
Cassava	19	11.6			19	11.6
Beans	4	2.4	6	3.7	10	6.1
Cowpea	8	4.9			8	4.9
Pepper	5	3.0	3	1.8	8	4.9
Garden eggs	5	3.0	1	0.6	6	3.7
Millet	5	3.0			5	3.0
Groundnuts	2	1.2	3	1.8	5	3.0
Rice	5	3.0			5	3.0
Other	6	3.7			6	3.7
Soya beans	1	0.6	1	0.6	2	1.2
Okro	2	1.2			2	1.2
Cashew	3	1.8			3	1.8
Mango	1	0.6			1	0.6
Teak	1	0.6			1	0.6
Total	**148**	**90.2**	**16**	**9.8**	**164**	**100**

Multiple responses
Others include pawpaw, plantain, sweet potato, palm tree, etc.

Total Size of farm being affected by the project (in acres)

TOTAL SIZE (IN ACRES)	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
0.5 and below	4	3.0			4	3.0
0.6 - 3.0	60	44.4	12	8.9	72	53.3
3.1 - 6.0	33	24.4	3	2.2	36	26.7
6.1 - 9.0	10	7.4			10	7.4
9.1 - 12.0	11	8.1			11	8.1
15.1 - 18.0	1	0.7			1	0.7
24.1 - 27.0	1	0.7			1	0.7
Total	**120**	**88.9**	**15**	**11.1**	**135**	**100**

Sizes of Affected crops

Affected crops	Size of Farms													
	Below 1	1.0 - 2.0	2.1 -3.0	3.1 - 4	4.1 - 5	5.1 - 6	6.1 - 7	7. 1 - 8	8. 1 - 9	9.1 - 10	10.1 - 11	11.1 - 12	Above 12	Total
Maize	2	9	18	15	3					1				**48**
Pepper	1	2	3										2	**8**
Tick				1										**1**
Soybeans			1										1	**2**
Okro		2												**2**
Millet		1		3	1									**5**
Mango		1												**1**
Groundnuts		1											4	**5**
Yam	1	6	17	10	1									**35**
Rice		1	1	2	1									**5**
Cowpea	1		1	4	1								1	**8**
Other	3	2	1											**6**

Average Monthly Turnover from Farming Activities

Amount (GH¢)	Male		Female		Total	
	No.	%	No.	%	No.	%
7 - 200	27	20.0	7	5.2	34	25.2
201 - 400	27	20.0	3	2.2	30	22.2
401 - 600	20	14.8	2	1.5	22	16.3
601 - 800	10	7.4			10	7.4
801 - 1000	3	2.2			3	2.2
1001 - 1200	6	4.4			6	4.4
1201-1400	4	3.0	1	0.7	5	3.7
1401 - 1600	4	3.0	1	0.7	5	3.7
1601 - 1800	3	2.2			3	2.2
1801 - 2000	2	1.5			2	1.5
Above 2000	14	10.4	1	0.7	15	11.1
Total	**120**	**88.9**	**15**	**11.1**	**135**	**100**

Average Monthly Expenditure on Farming Activities

Amount (GH¢)	**Male**		**Female**		**Total**	
	No.	**%**	**No.**	**%**	**No.**	**%**
10 - 200	81	60	13	9.6	94	69.6
201 - 400	16	11.9	2	1.5	18	13.3
401 - 600	8	5.9			8	5.9
601 - 800	5	3.7			5	3.7
801 - 1000	3	2.2			3	2.2
Above 1000	7	5.2			7	5.2
Total	**120**	**88.9**	**15**	**11.1**	**135**	**100**

PROPOSED PROJECT

Prior Information Heard about the proposed project

Response	Male		Female		Total	
	No.	**%**	**No.**	**%**	**No.**	**%**
Heard nothing	106	39.7	67	25.1	173	64.8
Heard that the road in question is going to be rehabilitated	47	17.6	24	9.0	71	26.6
Heard that expansion works will be done on the road	10	3.7	4	1.5	14	5.2
I only see officials and workers on the road working	4	1.5	2	0.7	6	2.2
Heard that the road will be widened	3	1.1			3	1.1
Total	**170**	**63.7**	**97**	**36.3**	**267**	**100.0**

Multiple responses

Source of Information

Source	Male		Female		Total	
	No.	**%**	**No.**	**%**	**No.**	**%**
Assembly members / chiefs /opinion leaders	20	20.4	18	18.4	38	38.8
Family and friends	13	13.3	1	1.0	14	14.3
Rumour	8	8.2	3	3.1	11	11.2
Neighbours	9	9.2	2	2.0	11	11.2
On radio / Tv	8	8.2	2	2.0	10	10.2
Workers and contractors on the road	5	5.1	3	3.1	8	8.2
Information centre	4	4.1	1	1.0	5	5.1
Party executives, members or campaign grounds	1	1.0			1	1.0
Total	**68**	**69.4**	**30**	**30.6**	**98**	**100**

Multiple responses

PAPs usual source of information same as the source where the information about the project was heard

Response	Male		Female		Total	
	No.	%	No.	%	No.	%
Yes	35	39.8	17	19.3	52	59.1
No	26	29.5	10	11.4	36	40.9
Total	**61**	**69.3**	**27**	**30.7**	**88**	**100.0**

Usual source of Information, If Nothing was heard about the project

USUAL SOURCE	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Radio	72	32.6	49	22.2	121	54.8
Friends/neighbors	35	15.8	19	8.6	54	24.4
TV	13	5.9	12	5.4	25	11.3
Assembly man	9	4.1	3	1.4	12	5.4
Information Centre	1	0.5	4	1.8	5	2.3
Internet	2	0.9			2	0.9
Newspapers	2	0.9			2	0.9
Total	**134**	**60.6**	**87**	**39.4**	**221**	**100.0**

Multiple responses

Concerns about the project

CONCERNS	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
If been constructed it will help to boost economic activities	68	26.1	43	16.5	111	42.5
Movement and conveying of goods will be made easy when the road is done	41	15.7	10	3.8	51	19.5
It will bring development into the community.	23	8.8	16	6.1	39	14.9
Businesses and selling places might be affected	7	2.7	13	5.0	20	7.7
No concerns	10	3.8	7	2.7	17	6.5
Hope the project is completed but not left halfway	14	5.4	3	1.1	17	6.5
Loss of properties and farmlands	4	1.5	2	0.8	6	2.3
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100.0**

RESETTLEMENT

Suggested compensations for affected persons

Compensations	Male		Female		Total	
	No.	**%**	**No.**	**%**	**No.**	**%**
Monetary compensation	147	51.8	80	28.2	227	79.9
scholarships for household children	12	4.2	8	2.8	20	7.0
In-kind compensation	8	2.8	9	3.2	17	6.0
Alternative skills training	5	1.8	7	2.5	12	4.2
a new building should be built before demolition	6	2.1	2	0.7	8	2.8
Total	**178**	**62.7**	**106**	**37.3**	**284**	**100**

Multiple responses

Availability of alternative lands

Responses	**Male**		**Female**		**Total**	
	No.	**%**	**No.**	**%**	**No.**	**%**
Yes	98	37.5	49	18.8	147	56.3
No	69	26.4	45	17.2	114	43.7
Total	**167**	**64.0**	**94**	**36.0**	**261**	**100.0**

Conditions for acquiring a new land

CONDITIONS	**MALE**		**FEMALE**		**TOTAL**	
	No.	**%**	**No.**	**%**	**No.**	**%**
By consulting the chief of the land.	50	34.0	25	17.0	75	51.0
By giving money and giving cola to the chief	30	20.4	8	5.4	38	25.9
By going to the district assembly	4	2.7	9	6.1	13	8.8
By buying the land from the chiefs.	9	6.1	4	2.7	13	8.8
By consulting the town council.	3	2.0	1	0.7	4	2.7
By seeing the maghazia.(the market women leader)			2	1.4	2	1.4
By monitoring to see alternative lands	1	0.7			1	0.7
By going to see the landowner	1	0.7			1	0.7
Total	**98**	**66.7**	**49**	**33.3**	**147**	**100**

PROJECT IMPACTS

Positive impacts about the project

POSITIVE IMPACTS	MALE		FEMALE		TOTAL	
	No.	**%**	**No.**	**%**	**No.**	**%**
Development and beautification of the community	2	0.4	7	1.5	9	2.0
Reduction in rate of accidents	31	6.8	19	4.2	50	10.9
Easy access to transport service and travel comfort	85	18.6	45	9.8	130	28.4
Employment for the skilled, unskilled and the youth	74	16.2	27	5.9	101	22.1
Improvement in road infrastructure	20	4.4	17	3.7	37	8.1
Creation of safe environment for people in the community	12	2.6	14	3.1	26	5.7
Boost in women's activities i.e. food, provisions, cooked food vending etc.	32	7.0	37	8.1	69	15.1
Attraction into community of other developmental projects i.e. drainage, utility services	19	4.2	11	2.4	30	6.6
None	3	0.7	2	0.4	5	1.1
Total	**278**	**60.8**	**179**	**39.2**	**457**	**100.0**

Multiple responses

Enhancement of positive impacts

Suggestions	Male		Female		Total	
	No.	**%**	**No.**	**%**	**No.**	**%**
Employment of local community members	89	19.3	35	7.6	124	27.0
Designated space for food vendors	19	4.1	23	5.0	42	9.1
Loans for traders to improve sales/business	23	5.0	16	3.5	39	8.5
Education of community members on the project	19	4.1	14	3.0	33	7.2
Additional projects in the area	26	5.7	7	1.5	33	7.2
Timely and excellent execution of project	17	3.7	10	2.2	27	5.9
Regular maintenance of the road by the responsible authority	14	3.0	12	2.6	26	5.7
Encouragement of workers to buy from the community	16	3.5	8	1.7	24	5.2

Compensation for affected persons	7	1.5	12	2.6	19	4.1
None	10	2.2	12	2.6	22	4.8
Monitoring of contractors to do good work	8	1.7	12	2.6	20	4.3
Building of more infrastructure in the communities e.g. markets, toilets, pipe-borne water, electricity, etc.	8	1.7	2	0.4	10	2.2
Inclusion of bus stops, speed ramps, zebra crossings, foot bridges, other road signs, etc. in the project	7	1.5	4	0.9	11	2.4
Maintenance of good employer-employee relationship	4	0.9	3	0.7	7	1.5
Establishment of transport terminals within the communities for commercial drivers to work	2	0.4	4	0.9	6	1.3
Education of drivers and pedestrians on road safety and cleanliness	3	0.7	3	0.7	6	1.3
Establishment of more businesses in the communities	2	0.4	4	0.9	6	1.3
Educating community members on the project and its impacts	1	0.2	4	0.9	5	1.1
Total	**275**	**59.8**	**185**	**40.2**	**460**	**100**

Multiple responses

Negative impacts of the proposed project

NEGATIVE IMPACTS	MALE		FEMALE		TOTAL	
	No.	%	No.	%	No.	%
Demolition of houses/properties/other structures	111	31.8	59	16.9	170	48.7
No negative impact	47	13.5	32	9.2	79	22.6
Increase in dust and noise level, bad effect on public health	24	6.9	30	8.6	54	15.5
Too much noise from vehicles and people	4	1.1	9	2.6	13	3.7
Increase in accidents due to over speeding and reckless driving	4	1.1	6	1.7	10	2.9
Not enough space for pedestrians to use the road	2	0.6	5	1.4	7	2.0
Loss of properties or decrease in the value of some businesses/shops	2	0.6	2	0.6	4	1.1
Likelihood that nature of road and the construction site may cause accidents	2	0.6	2	0.6	4	1.1
Diversions and road blocks causing delays, traffic congestion and inaccessibility	2	0.6	2	0.6	4	1.1
Inconvenience to shops and houses due to trenches and gutters			3	0.9	3	0.9

Increase in criminality and prostitution			1	0.3	1	0.3
Total	**198**	**56.7**	**151**	**43.3**	**349**	**100.0**

Multiple responses

Measures to avert the negative impacts

MITIGATION MEASURES	MALE		FEMALE		TOTAL	
	No.	**%**	**No.**	**%**	**No.**	**%**
Adequate compensation for affected persons	112	41.8	58	21.6	170	63.4
Frequent watering / sprinkling of water on the road	17	6.3	17	6.3	34	12.7
Public education about the road construction and road blocks	7	2.6	10	3.7	17	6.3
Nothing	4	1.5	3	1.1	7	2.6
Police patrols and police checkpoints/barriers	3	1.1	6	2.2	9	3.4
Police and other personnel being employed to regulate traffic	3	1.1	5	1.9	8	3.0
Regular road maintenance	4	1.5	5	1.9	9	3.4
Timely completion of work	2	0.7	2	0.7	4	1.5
Construction of big markets for traders	1	0.4	2	0.7	3	1.1
Road designs to include speed ramps, zebra crossings, traffic lights, road signs, etc.	1	0.4	2	0.7	3	1.1
Safe storage of construction equipment	1	0.4	1	0.4	2	0.7
Provision of alternative routes and road signs for vehicles and pedestrians	1	0.4		0.0	1	0.4
Driver education on road safety		0.0	1	0.4	1	0.4
Total	**156**	**58.2**	**112**	**41.8**	**268**	**100**

Multiple responses

ANNEX 5: BONO EAST PACKAGE - LIST OF FARMERS AND THEIR TYPE OF INTEREST IN LAND

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
1	Dawuda-Kwadwo Kuma	Mempeasem	RHS	Salifu Kojo	Male	62	Out-right purchase	Freeholder
2	Amantin-Dawuda	Amantin	RHS	Moses Forson	Male	55	Out-right purchase	Freeholder
3	Dawuda-Kwadwo Kuma	Mempeasem	LHS	Adam Salifu	Male	25	Out-right purchase	Freeholder
4	Dawuda-Kwadwo Kuma	Odomeabra	RHS	Mumuni kojo	Male	51	Out-right purchase	Freeholder
5	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Badu Belgnle	Male	27	Out-right purchase	Freeholder
6	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Nkanbe Kamoe	Male	15	Out-right purchase	Freeholder
7	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Magnakumi Bale	Male	43	Out-right purchase	Freeholder
8	Duabone No.1- Pruso-Aworoso	Duabone No.1	LHS	Magnakumi Bale	Male	43	Out-right purchase	Freeholder
9	Mem-Seinti	Mem	LHS	Charles Ohene Agyekum	Male	40	Out-right purchase	Freeholder
10	Mem-Seinti	Mem	RHS	Patrick Paa Yaw	Male	32	Out-right purchase	Freeholder
11	Mem-Seinti	Mem	LHS	Charles Ohene Agyekum	Male	40	Out-right purchase	Freeholder
12	Mem-Seinti	Mem	RHS	Ametus Metomey	Male	70	Out-right purchase	Freeholder
13	Mem-Seinti	Mem	LHS	Ametus Metomey	Male	70	Out-right purchase	Freeholder
14	Kokofu-Asebu Yerewoho Jn	Kokofu	LHS	Ubaidu Shaibu	Male	42	Out-right purchase	Freeholder
15	Issifu Akura-Masando	Masando	LHS	Goor Peter	Male	37	Out-right purchase	Freeholder
16	Muruchuso Jn-Bachaso	Muruchuso	RHS	Kwabena Uabere	Male	42	Out-right purchase	Freeholder
17	Issifu Akura-Masando	Masando	RHS	Erick Baturibara	Male	49	Out-right purchase	Freeholder

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
18	Muruchuso Jn-Bachaso	Muruchuso	RHS	Gyan Philip	Male	36	Out-right purchase	Freeholder
19	Issifu Akura-Masando	Masando	LHS	Titus putieleh	Male	41	Out-right purchase	Freeholder
20	Issifu Akura-Masando	Masando	RHS	Mary Magdalena Yegne	Female	52	Out-right purchase	Freeholder
21	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Ngmede John	Male	41	Out-right purchase	Freeholder
22	Amantin-Kwadwo Kuma	Alhaji kura	LHS	Anaba Ateni	Male	83	Family land	Customary Usufruct
23	Amantin-Kwadwo Kuma	Amantin	RHS	Mustafa Yakubu	Male	27	Family land	Customary Usufruct
24	Amantin-Kwadwo Kuma	Amantin	LHS	Abdul Mumin	Male	50	Family land	Customary Usufruct
25	Amantin-Dawuda	Dawuda	RHS	Mumuni Issaka c/o Hamadu Issaka	Male	39	Family land	Customary Usufruct
26	Amantin-Kwadwo Kuma	Asempa N'eye	LHS	Sheikh Nasiru	Male	27	Family land	Customary Usufruct
27	Amantin-Kwadwo Kuma	Asempa N'eye	LHS	Sheik Nasiru	Male	27	Family land	Customary Usufruct
28	Akokoa-Kumfia	Abamba	LHS	Sarfoa patience	Female	49	Family land	Customary Usufruct
29	Akokoa-Kumfia	Abamba	RHS	Naomi Gyambea	Female	35	Family land	Customary Usufruct
30	Akokoa-Kumfia	Abamba	LHS	Mary Aboraah	Female	52	Family land	Customary Usufruct
31	Amantin-Dawuda	Dawuda	LHS	Musah Abubakari	Male	67	Family land	Customary Usufruct
32	Bachaso-Trohwe-Kotope	Bachaso	LHS	Paul Anane Nyarko	Male	60	Family land	Customary Usufruct
33	Bachaso-Trohwe-Kotope	Bachaso	LHS	James Nyarko	Male	64	Family land	Customary Usufruct
34	Issifu Akura-Masando	Aworoso	RHS	Bidiberi Manyebi	Male	30	Family land	Customary Usufruct
35	Amantin-Dawuda	Dawuda	LHS	Issaka Salifu	Male	40	Family land	Customary Usufruct
36	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Anane Alexander	Male	72	Family land	Customary Usufruct

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
37	Boniafo-Asebu Yerewoho	Boniafo	RHS	Adu Frank	Male	38	Family land	Customary Usufruct
38	Boniafo-Asebu Yerewoho	Boniafo	LHS	Twum Andrews	Male	45	Family land	Customary Usufruct
39	Boniafo-Asebu Yerewoho	Boniafo	LHS	Twum Andrews	Male	45	Family land	Customary Usufruct
40	Boniafo-Asebu Yerewoho	Boniafo	LHS	Twum Andrews	Male	45	Family land	Customary Usufruct
41	Boniafo-Asebu Yerewoho	Boniafo	LHS	Twum Andrews	Male	45	Family land	Customary Usufruct
42	Boniafo-Asebu Yerewoho	Boniafo	LHS	Ofori Albert	Male	51	Family land	Customary Usufruct
43	Boniafo-Asebu Yerewoho	Boniafo	LHS	Adu Frank	Male	38	Family land	Customary Usufruct
44	Boniafo-Asebu Yerewoho	Boniafo	LHS	Shaibu Abdul Rahman	Male	32	Family land	Customary Usufruct
45	Boniafo-Asebu Yerewoho	Boniafo	RHS	Abdul Rahman Yusif	Male	100	Family land	Customary Usufruct
46	Boniafo-Asebu Yerewoho	Boniafo	RHS	Abdul Karim	Male	40	Family land	Customary Usufruct
47	Amantin-Dawuda	Dawuda	LHS	Mandi Bonguro	Male	41	Family land	Customary Usufruct
48	Kokofu-Asebu Yerewoho Jn	Kokofu	RHS	Boadi Djan	Male	58	Family land	Customary Usufruct
49	Duabone No.1- Pruso-Aworoso	Duabone No.1	LHS	Anane Alexander	Male	72	Family land	Customary Usufruct
50	Issifu Akura-Masando	Issifu Akura	RHS	Issahaku Ali	Male	64	Family land	Customary Usufruct
51	Issifu Akura-Masando	Aworoso	LHS	Mabamoe Nanyom	Male	22	Family land	Customary Usufruct
52	Amantin-Dawuda	Dawuda	RHS	Safia Yakubu	Female	36	Family land	Customary Usufruct
53	Amantin-Dawuda	Dawuda	RHS	Mohammed Bukari	Male	41	Family land	Customary Usufruct
54	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Umoah Thomas	Male	21	Family land	Customary Usufruct
55	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Yaw Umoah	Male	18	Family land	Customary Usufruct

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
56	Mem-Seinti	Mem	RHS	Kakoa Janet	Female	41	Family land	Customary Usufruct
57	Mem-Seinti	Mem	RHS	Gyane Adjei Daniel	Male	33	Family land	Customary Usufruct
58	Mem-Seinti	Mem	LHS	Gyasi Clement	Male	27	Family land	Customary Usufruct
59	Mem-Seinti	Mem	LHS	Gyimah Emmanuel	Male	47	Family land	Customary Usufruct
60	Akokoa-Kumfia	Kumfia	LHS	Daniel Akwasi poku	Male	71	Gift	Customary Usufruct
61	Amantin-Kwadwo Kuma	Amantin	LHS	Issah Ayaaba	Male	40	Gift	Customary Usufruct
62	Amantin-Kwadwo Kuma	Amantin	RHS	Issah Ayaaba	Male	40	Gift	Customary Usufruct
63	Amantin-Kwadwo Kuma	Asempa N'eye	RHS	Kansanga Bata	Male	53	Gift	Customary Usufruct
64	Amantin-Kwadwo Kuma	Asempa N'eye	LHS	Kansanga Bata	Male	53	Gift	Customary Usufruct
65	Akokoa-Kumfia	Abamba	RHS	Adu Daniel	Male	28	Gift	Customary Usufruct
66	Akokoa-Kumfia	Abamba	RHS	Akosua Philipa Twumasiwaa	Female	22	Gift	Customary Usufruct
67	Akokoa-Kumfia	Abamba	LHS	Margret Duku	Female	68	Gift	Customary Usufruct
68	Akokoa-Kumfia	Abamba	LHS	Margret Duku	Female	68	Gift	Customary Usufruct
69	Akokoa-Kumfia	Abamba	LHS	Sule Yaro	Male	30	Gift	Customary Usufruct
70	Amantin-Dawuda	Amantin	LHS	Denteh Kwaku	Male	58	Gift	Customary Usufruct
71	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Salifu Zoona	Male	70	Gift	Customary Usufruct
72	Boniafo-Asebu Yerewoho	Boniafo	RHS	Agustine Nyelayen	Male	40	Gift	Customary Usufruct
73	Mem-Seinti	Mem	RHS	Owusu K jones	Male	30	Gift	Customary Usufruct
74	Mem-Seinti	Mem	LHS	Tuah Bismark	Male	35	Gift	Customary Usufruct

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
75	Mem-Seinti	Mem	LHS	Gyane AKwasi	Male	26	Gift	Customary Usufruct
76	Mem-Seinti	Mem	RHS	Tuah Bismark	Male	35	Gift	Customary Usufruct
77	Mem-Seinti	Mem	LHS	Asamoah Emmanuel	Male	26	Gift	Customary Usufruct
78	Mem-Seinti	Mem	LHS	Owusu Bismark	Male	44	Gift	Customary Usufruct
79	Mem-Seinti	Mem	LHS	Owusu K. Jones	Male	30	Gift	Customary Usufruct
80	Mem-Seinti	Mem	RHS	Gyimah Emmanu	Male	47	Gift	Customary Usufruct
81	Mem-Seinti	Mem	LHS	Patrick Paa Yaw	Male	32	Gift	Customary Usufruct
82	Mem-Seinti	Mem	RHS	Owusu Bismark	Male	44	Gift	Customary Usufruct
83	Mem-Seinti	Seinti	RHS	Owusu Bismark	Male	44	Gift	Customary Usufruct
84	Mem-Seinti	Seinti	LHS	Kwaku Emmanuel	Male	35	Gift	Customary Usufruct
85	Mem-Seinti	Seinti	LHS	Kwaku Emmanuel	Male	35	Gift	Customary Usufruct
86	Amantin-Dawuda	Dawuda	LHS	Aishetu Issaka	Female	38	Lease	Lessee
87	Akokoa-Kumfia	Kumfia	LHS	Bagnyam Iddris	Male	49	Lease	Lessee
88	Amantin-Kwadwo Kuma	Asempa N'eye	RHS	Kansanga Bata	Male	53	Lease	Lessee
89	Akokoa-Kumfia	Abamba	LHS	Ngurinbe Gmayim	Female	36	Lease	Lessee
90	Issifu Akura-Masando	Aworoso	RHS	Kunche Bibeen	Male	55	Lease	Lessee
91	Duabone No.1- Pruso-Aworoso	Duabone No.1	LHS	Kusi Frank	Male	42	Lease	Lessee
92	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Ama Kwadwo bedi	Female	33	Lease	Lessee
93	Duabone No.1- Pruso-Aworoso	Duabone No.1	LHS	Kaabre Mgajapoa	Male	65	Lease	Lessee

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
94	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Ntebi Bawa	Male	40	Lease	Lessee
95	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Kwasi Bawa	Male	36	Lease	Lessee
96	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Andrews Makante	Male	24	Lease	Lessee
97	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Francis Kwabena	Male	42	Lease	Lessee
98	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Alex Nweada	Male	43	Lease	Lessee
99	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Mgbanwu James	Male	36	Lease	Lessee
100	Boniafo-Asebu Yerewoho	Boniafo	RHS	Ndogo James	Male	56	Lease	Lessee
101	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Sanja Tafo	Male	45	Lease	Lessee
102	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Ntaabi Yokum	Male	49	Lease	Lessee
103	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Sanja Tafo	Male	45	Lease	Lessee
104	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Sampa Okoenyah	Male	39	Lease	Lessee
105	Akokoa-Kumfia	Abamba	LHS	Ngeenden Ndelibe	Female	38	Rent	Tenant
106	Akokoa-Kumfia	Abamba	LHS	Ngeenden Ndelibe	Female	38	Rent	Tenant
107	Akokoa-Kumfia	Abamba	RHS	Prince Yeboa	Male	40	Rent	Tenant
108	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Nnaampaa	Male	44	Rent	Tenant
109	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Sambia Iaa	Male	50	Rent	Tenant
110	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Alex Nweada	Male	43	Rent	Tenant
111	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Limuch Tajime	Male	20	Rent	Tenant
112	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Lawyer Nador	Male	37	Rent	Tenant

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
113	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Lawyer Nador	Male	37	Rent	Tenant
114	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Joseph Nyako	Male	55	Rent	Tenant
115	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Lawyer Nodor	Male	43	Rent	Tenant
116	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Ntesan lingme	Male	30	Rent	Tenant
117	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Francis Kwabena	Male	42	Rent	Tenant
118	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Solomon Moyoni	Male	20	Rent	Tenant
119	Duabone No.1- Pruso-Aworoso	Aworoso	LHS	Wasa Benyigma	Male	75	Rent	Tenant
120	Duabone No.1- Pruso-Aworoso	Aworoso	RHS	Wasa Benyigma	Male	75	Rent	Tenant
121	Boniafo-Asebu Yerewoho	Boniafo	LHS	Foh Ti	Male	45	Rent	Tenant
122	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Agyei Pual	Male	39	Rent	Tenant
123	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Agyei Paul	Male	39	Rent	Tenant
124	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Agyei Paul	Male	39	Rent	Tenant
125	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Nagbedza Kamaoe	Male	29	Rent	Tenant
126	Duabone No.1- Pruso-Aworoso	Fiano	RHS	Atta Elapin	Male	20	Rent	Tenant
127	Mem-Seinti	Mem	RHS	Mbee Wandaga	Male	40	Rent	Tenant
128	Mem-Seinti	Mem	LHS	Yaw Gaabayan	Male	31	Rent	Tenant
129	Duabone No.1- Pruso-Aworoso	Fiano	LHS	Kutuku enesrst kwabena	Male	38	Rent	Tenant
130	Duabone No.1- Pruso-Aworoso	Duabone No.1	RHS	Oduro Ebenezer	Male	34	Gift to be used for a short period	Customary Usufruct
131	Akokoa-Kumfia	Abamba	RHS	Adisatu iddrisu	Female	38	Gift to be used for a short period	Customary Usufruct

#	Name of road	Community	Side of Road	Name	Sex	Age	Means of ownership	Interest in Land
132	Muruchuso Jn-Bachaso	Muruchuso	LHS	Labin Kwaku	Male	23	Gift to be used for a short period	Customary Usufruct
133	Mem-Seinti	Mem	LHS	Owusu K. Jones	Male	30	Gift to be used for a short period	Customary Usufruct
134	Mem-Seinti	Mem	LHS	Salam Abubakar	Male	60	Care taker	Customary Usufruct
135	Muruchuso Jn-Bachaso	Adembra	LHS	Jirima Bema	Male	18	Subletting	Tenant

ANNEX 6: KEY CONTACT PERSONS IN PROJECT COMMUNITIES

OPINION LEADERS

DATE: 24– 11 - 2018 **DISTRICT: ATEBUBU-AMANTIN** **COMMUNITY: AKOKOA**

NO.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1.	Nana Owusu Sah-Kofi II	50	M	Business	MSLC	Chief	0244456471
2.	Nana Owusu Brenya	58	M	Teaching	Tertiary	Ex-Chief	0242152680
3	Nana Opoku Buffour II	38	M	Lumbering	JHS	Bamu-Chief	0241015172
4.	Asante Thomas	68	M	Farming		Member	
5	Kwaku Gyan	52	M	Farming	MSLC	Abusuapanin	0204443589
6	Stephen Kyere	46	M	Carpentry	JHS	Member	0555008949
7	Joseph Yeboah	68	M	Farming	Diploma	Retired Teacher	0543988542
8	Joseph Adae Mununkun	63	M	Farming	MSLC	Linguiste	0241211718
9	Osei Stephen	50	M	Farming	MSLC	Member	
10	Mary Akuoko	54	F	Trading	MSLC	Member	0559967004
11	Comfort Serwaa	60	F	Trading		Member	
12	Sarfoa Charles	42	M	Teaching	Degree	Member	0247461845

OPINION LEADERS

DATE: 25-11-2018 **DISTRICT: ATEBUBU-AMANTIN** **COMMUNITY: AMANTIN**

NO.	NAME	GENDER	AGE	OCCUPATION	EDUCATION LEVEL	POSITION	PHONE NUMBER
1.	Nana Obarima Osei Poku	Male	65	Retired Air Officer	Masters (Degree)	Krontihene	0546334620
2.	Nana Osei Bonsu	M	54	Teaching	Diploma	Akobiahene	0549065283
3.	Nana Yaw Effah	M	46	Farming	MSLC	Gyesiwahene	0245709398
4.	Hon. Alasan Mohammed Abass	M	32	Farming	Diploma	Assemblyman	0240174328
5.	Emmanuel Opoku	M	50	Businessman	MSLC	Town Council Chairman	0202940666

OPINION LEADERS

DATE: 27-11-2018 **DISTRICT: ATEBUBU-AMANTIN** **COMMUNITY: DAWUDA**

A.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1	Naa Pii Kunye	61	M	Farmer	MSLC	Chief	
2	Nana Ohwim Kwamfo	48	M	Businessman	MSLC	Okyeame hene	0244852379
3.	Nana Kyeibafo	68	M	Farmer	MSLC	Baamu Hene	0240209252
4.	Nana Odom Ahima	60	M	Farmer	MSLC	Bakum Hene	0547721769
5.	Mamudu Lordful	59	M	Farmer	MSLC	Secretary	0271197886
6	Seidu Gongo	70	M	Farmer	None	Nifa Hene	
7	Napii Isaaka	75	M	Farmer	None	Odikro	0546497441

OPINION LEADERS

DATE: 27 – 11 - 2018 **DISTRICT: ATEBUBU-AMANTIN** **COMMUNITY: KWADWO KUMA**

NO.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1.	Mallam Seidu	77	M	Farmer			0245251947
2.	Isshaka Dawuda	64	M	Farmer	None	Chairman	0574451574
3	Chambanyi Musah	63	M	Farmer	None	Chief	
4.	Mumuni Alhassan	80	M	Farmer	None	Dagomba chief	
5	Musah Issah Bila	80	M	Farmer	None	Moshie chief	
6	Ali Mahama	86	M	Farmer	None	Sissala elder	
7	Fatawu Yakubu	45	M	Farmer	None	Chokoshe elder	027885972
8	Dramani Adam	40	M	Farmer	None	Wangari chief	
9	Mohammed Kolobali	75	M	Farmer	None	Moshie chief	
10	Issah Iddrisu	45	M	Farmer	Non-formal edu.	Moshie elder	0270471381
11	Osman Ramatu	35	F	Farmer	Primary	Women organizer	

OPINION LEADERS

DATE: 27-11-2018 **DISTRICT: ATEBUBU AMANTIN** **COMMUNITY: ASEMPA NAYE**

A.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1	Muniru Yaw	54	M	Farmer	None	Elder	027312290

OPINION LEADERS

DATE: 28-11-2018 **DISTRICT: ATEBUBU AMANTIN** **COMMUNITY: DUABONE NO.1**

A.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1	George Ohene Asante	62	M	Businessman	MSLC	Assemblyman	0540459370
2	Vida Gyanomea	42	F	Petty trader & Farmer	None	Women Leader	

OPINION LEADERS

DATE: 29-11-2018 **DISTRICT: ATEBUBU AMANTIN** **COMMUNITY: SEINTI**

A.	NAME	AGE	SEX	OCCUPATION	EDUCATIONAL LEVEL	POSITION	PHONE NUMBER
1	Sey Konja	68	M	Farmer	MSLC	Chief	0247732873
2	Sey Timothy Kidisel	53	M	Farmer	MSLC	Committee Chairman	c/o 0247732873
3	Patrick Leer	71	M	Farmer	Tertiary	Retired Teacher	0240900549

ANNEX 7: SAMPLE FIELD PICTURES

Courtesy call on the chiefs and elders of Amantin

Courtesy call on Community leaders of Dawuda

Courtesy call on community leaders

Courtesy call on Community Leaders of Akokoa

Field Activities on-going

Interview with vendors on the Atebubu-Muruchuso road

	
Photograph of a PAP being taken	**A one-on-one interview with a food vendor**

ANNEX 8: INVENTORY OF AFFECTED PERSONS AND ASSETS

ATTACHED SEPARATELY AS APPENDIX I-V

ANNEX 9: Framework for Grievance Redress Mechanism

Republic of Ghana

MINISTRY OF ROADS AND HIGHWAYS

GHANA HIGHWAY AUTHORITY

TRANSPORT SECTOR IMRPOVEMENT PROJECT (TSIP)

GRIEVANCE AND COMPLAINTS MANAGEMENT FRAMEWORK

PREPARED BY: JOSEPH AYITIO (PhD)

MRH SOCIAL SAFEGUARDS SPECIALIST

MARCH, 2019

1. INTRODUCTION

An integral part of stakeholder engagement is establishing an efficient information and grievance management system for affected people to communicate their complaints. An effective Grievance Redress Mechanisms (GRM) will enable the MRH to track project-related complaints including a feedback system for regular and timely feedback on actions taken to respond to complaints. In recognition of this, the Ministry of Roads and Highways will establish an information and grievance management system as part of the environmental and social management planning of the TSIP operations. The key functions of the GRM are to (a) record, screen, and investigate grievances; (b) resolve the grievances in consultation with the affected persons/parties and other stakeholders; (c) inform the affected persons/parties about the resolution of the grievances; and (d) forward any unresolved cases to higher authorities.

The principal issues to be covered by the GRM would be related mainly to involuntary resettlement and construction related issues. To this end, the following issues will be considered in the GRM:

- Requests for information;
- Inventory and measurement of assets that were missed during census;
- Valuation of assets;
- Compensation awards and their disbursement;
- Matters related to physical relocation;
- Site clearance;
- Community health and safety;
- Traffic congestion; and
- To the extent possible issues related to ownership and inheritance.

2. FEATURES OF THE GRIEVANCE REDRESS MECHANISM

Both formal and informal grievance resolution mechanisms shall be employed. The TSIP Grievance Redress Mechanism (GRM) shall be set up with the following features:

2.1 Project NGO

The project shall appoint an NGO[30] to oversee the Grievance Redress Service of the TSIP. The NGO will work with all project communities to ensure accountability and transparency in project delivery using an online GRM platform as well as offline grievance redress mechanisms. The key responsibilities of the NGO with respect to grievance redress shall include, but not limited to:

- **Establish Site Offices for receiving and recording complaints.** The NGO shall establish site offices at each of the project districts for the duration of the project. The district offices would be responsible for receiving, recording and assigning all project-related complaints received directly from PAPs, community focal persons or by the Grievance redress officers. At the minimum, each site office shall include a site grievance redress officer, desk grievance officer/complaints administrator, and district coordinator.
- **Facilitate the establishment of the GRM at the various levels:** The NGO will work with the project safeguards team to facilitate the appointment of the grievance focal persons, grievance redress officers at the community and sub-project levels, as well as the

[30] Project NGO is used in this document to represent the NGO that would be engaged for the purpose of citizens' engagement and to oversee the GRM operations.

constitution of grievance committees at the district level. The NGO will train and periodically build the capacity of these officials and committees on their functions and operations.

- **Publicizing and Disclosure of the GRM.** The NGO shall be responsible for disclosing the GRM to the stakeholders through media and face-to-face community/public campaigns. With support from the MRH's safeguard staff, the NGO will simplify the contents of the GRM in locally accepted languages agreed with the affected parties. This will ensure that approaches, ways and contact information both at project locations and at NGO site office for seeking redress is clearly spelt out. The NGO will also put in place suggestion/ complaint boxes with details of the project hotline at strategic locations along the project corridor. The NGO shall engage community groups and local stakeholders in regular community awareness and project updates, and consolidate their concerns for redress
- **Verify, record and log complaints on the GCLS.** The NGO, through appointed site-based grievance officers will verify and document/record precise details of complaints including photographs/video, geolocations where necessary. This information will be recorded immediately onto the online web-platform (see Annex A) by the complaints administrator and a dedicated officer assigned to resolve it within a stipulated time.
- **Act as a social mobiliser and mediator between complainants and respondents**. The NGO shall follow up on all assigned complaints to ensure that grievances are addressed satisfactorily and in a timely manner by the appropriate project officials at the various levels**.** The NGO will also provide immediate feedback to complainants on the status of their complaints and immediately action has been taken.

More specific responsibilities in relation to stakeholder engagement and grievance redress to be performed by the NGO are highlighted in the TOR.

2.2 Online Grievance and Complaints Logging System

Each grievance thus received, shall be recorded in a grievance register using a web-platform. For this purpose, a simple computer-based system shall be developed by the MRH for more effective management of complaints. The web-platform will be managed by the NGO, and will guide the implementing agency particularly the environmental and social safeguards unit on the steps and arrangements for receiving, sorting, verifying, acting and tracking complaints. These are detailed out in **Annex A.** The appointed NGO shall oversee the operations of the online platform and ensure a quick turnaround on addressing complaints.

The EMU shall oversee the operations of the NGO. This will include direct monitoring and supervision of the day-to-day operations of the NGO, as well as assign additional tasks to NGO were necessary. The EMU shall review and approve monthly and quarterly progress reports submitted by the NGO prior to payments to ensure that project targets have been achieved.

PAPs and local stakeholders can monitor issues associated with roadways construction in their community and convey their complaints through the web-platform or the appropriate GRM structures (walk-in to GRM committees, phone calls, SMS, email etc). Any issue must be recorded on the GCLS by a dedicated grievance redress officer regardless of the mode of receipt to enable real time redress of all grievances.

3. GRIEVANCE REDRESS STRUCTURE

The GRM will consist of a four-tier system which include the following:

- Local (project site) level;
- District Level Grievance resolution
- Project-level grievance resolution; and
- National legal level

❖ **Local Level**

- **Community Focal Person**

Each project community shall appoint a **community focal person** for receiving and recording of related grievances using the grievance **Form A**. This process shall be facilitated by the project NGO. The focal person must be a respectable member of the community, and with the ability to document and communicate community concerns accurately to the project grievance officer and other project stakeholders. The focal person will be the first point of contact for day to day grievance issues. The community focal person will provide an immediate acknowledgement of the complaint and will report all grievances immediately to the site Grievance Redress Officer for a formal response and documentation. The community focal person does not have the authority to resolve grievances but only to receive and report every complaint to the GRO for a formal redress. Nonetheless, such focal officers would be most useful to persons living with disability, old people with limited mobility and poor persons who cannot afford the expense of traveling long distances to lodge a complaint. Focal persons shall be resourced, so they commute to different parts of project communities when it is required and make phone calls. The NGO shall provide a simple mobile phone with a monthly talk-time bundle to each community focal person to facilitate his/her operations.

- **NGO Site-Office**

The NGO shall establish Site Offices at each project district for receiving recording and assigning all project-related complaints. There shall be at least two dedicated Grievance Redress Officers for each project district, appointed by the project NGO to evaluate and address grievances at the site level – a **Desk Grievance Officer** and **Site Grievance Redress Officer**. Both Grievance Redress Officers (GROs) shall be based at the NGO site office, and where necessary, supported by additional technical and administrative staff.

i. **The Desk Grievance officer**

The key role of the Desk Grievance Officer is to maintain the district grievance register. This will involve electronically recording all complaints received at the site office, updating the register and assigning complaints to responsible officers for resolution. Complaints made to the NGO site office, through the project hotline, walk-ins and through the website shall also be processed by the desk GRO.

For grievances lodged directly at the site office, a complaint form shall be filled, dated and signed. If the complaint relates to the contracting entity, a copy of the same shall be deposited in the Supervising Engineer's office. An acknowledgement of complaint form shall also be filled, signed and given to the complainant.

Once the grievance is received and recorded, based on the subject and issue, the **Desk Grievance Officer** shall identify the department, contractor or personnel responsible for resolving the grievance and, using the web-platform, assign the task of resolving the complaint to the responsible officer.

ii. The Site Grievance Redress Officer

The site GRO shall be responsible for supervising the activities of community focal persons within his/her project district. The site GRO shall be resourced to commute to project communities daily where necessary to receive, verify official complaints from community focal persons, and provide preliminary response to such complaints. The NGO shall be responsible for providing the required logistics for his/her transportation and communication. Where it is determined jointly by MRH's safeguards team and the NGO that more than one GRO is necessary to optimise operations at the district level, the NGO shall ensure that an adequate number of GROs are assigned, whether temporarily or as permanent staff.

For every complaint received and logged onto the web-platform, the **Site Grievance Officer** and concerned officer/respondent shall work closely with the community focal persons, leadership and representatives of project affected communities and individuals to undertake an enquiry into the facts relating to the grievance. This shall be aimed at establishing and analysing the cause of the grievance and subsequently identifying suitable mitigation measures for the same. As part of this investigation, the site GRO may also undertake confidential discussions with the concerned parties to develop a more detailed understanding of the issue at hand. The site investigation shall be completed in no more than 10 working days of receiving the grievance.

Based on the understanding thus developed, the site GRO, in consultation with the concerned officials, shall identify a suitable resolution to the issue and ensure that the proffered solution is communicated to the contractor through a site instruction for action. Where the complaint can be resolved directly by the site GRO, he/she may address grievances directly with the complainant, under the following conditions.

- The grievance must be recorded formally by the GRO using the grievance form in **Annex B**
- The GRO must resolve the grievance within **10 working days** or otherwise discuss with the District grievance committee. If for any reason the resolution would require longer than 10 working days, the aggrieved person must be notified by the GRO that his/her complaint is being considered but would take longer and an estimated completion date shared.
- A written record of the proposed resolution shall be made. The solution proffered shall be recorded and dated. The site GRO will follow up to find out whether the complainant is satisfied, and the results of the follow-up will be recorded.
- If the site GRO cannot resolve the grievance, the desk grievance officer will immediately refer the complaint to the district grievance committee for immediate redress.

❖ **District Grievance Meditation Team:**

For each district affected by the road project/sub-project, there shall be constituted a **District Grievance Committee** responsible for receiving, evaluating and addressing significant complaints at the district level. Following the recommendations of the citizens' engagement assessment, the District Grievance committee shall comprise stakeholder representatives as proposed by their constituents. The NGO shall facilitate the constitution of each of the district grievance committees and confirm the representatives proposed by the CEA. Membership of the grievance Committee will be publicized throughout the sub-activity areas along with other details of the GRM.

The composition of district grievance committee shall include;

District Presiding member (Chair)

District development planning officer

Representatives of affected stakeholder group within the project area of influence

Site Grievance Redress officer(s)

Contractor's grievance redress officer

Community focal person(s) from which complaint has been received

Representative of Traditional authorities, if necessary

A MRH EMU representative, if necessary

The grievance committee shall mediate all grievances that remain unresolved after site-based or local community level interventions. The District grievance committee will convene monthly to address all grievances that have been brought to their attention. The GRO will also update members of all grievances and resolutions that been recorded in project communities during this time. Emergency meetings may also be convened where necessary to address a matter brought to their attention. In the case of an emergency meeting, the site GRO shall work directly with the presiding member to facilitate this process. The district presiding member shall chair all meetings, and in his absence, the district development planning officer or GRO. The processes for resolving the majority of grievances will be resolved as follows:

- Grievance Committee meetings will be scheduled every month
- Each Grievance Committee meeting will be minuted. The meeting will start with the review of outstanding grievances and agreed actions. New grievances will be discussed and recorded using the grievance form in Annex B.
- For each grievance to be resolved by the Grievance Committee, an action plan shall be agreed. The person responsible for implementing the action plan will normally be the site GRO unless cultural or resource demands necessitate another individual. The timeline for implementing the action plan shall also be agreed during the meeting, but preferably within **15 working days** upon receipt.
- After the Grievance Committee proposes an action plan to a complainant, the GRO shall contact the complainant to confirm that the redress action is satisfactory. If the complainant is unsatisfied with the outcome of the redress action, further mediation shall be taken to resolve the issue or reach an amicable agreement, or the matter be referred to the project grievance committee. Verification will be completed within 2 weeks of resolution of a grievance at a Grievance Committee.
- The date of the next grievance meeting will then be agreed.

For emergency grievances in the event of a fatality, significant damage to personnel, property or physical conflict associated with the TSIP project or a claim involving more than 4 individuals:

- The GRO will escalate the matter to project MRH's safeguards officials immediately who will provide a response within 24 hours;
- In the meantime, the GRO will call an Emergency Grievance Committee meeting with the Grievance Committee members and arrange a meeting within 1 week.
- The process for assessing and resolving a grievance will follow the regular grievance mechanism in so far as a resolution and action plan should be completed within 2 days of the committee

meeting.

❖ **Project Level Grievance Resolution**

All project related grievances that remain unresolved at the district level shall be referred to **project grievance redress committee** for resolution as a third level grievance redress mechanism. The membership of the GRC shall draw primarily from nominated representatives of the EMU and Project Implementation Team (PIT) and the social safeguards specialist. The PGRC will be the focal contact to receive, record, review, and address project-related concerns in coordination with the Project Implementation Team or Steering Committee. Complaints received at this level shall be addressed within 10 working days upon receipt.

❖ **National Level**

If no agreement is reached at this stage, then the grievance is taken to the Commission for Human Rights and Administrative Justice (CHRAJ) or the court, whose verdict will be binding on the parties.

4. GRIEVANCE REDRESS PROCESS

❖ **Receiving and Recording of Grievances**

All project beneficiaries, PAPs and local stakeholders can submit project related grievances, complaints or suggestions formally and at any time. Examples of project-related grievances are provided in annex C. Grievances and complaints related to the project can be formally submitted either by:

- Dropping a letter in the grievance box next to the project's notice board at vantage locations (see NGO responsibilities).
- Contacting the respective Community Focal Persons and/or GRO directly by face-to-face interaction or through a free hotline, SMS, email (contact information of officers to be provided to project communities; and inscribed on project signboards).
- In the absence of the community focal person or GRO, grievances or concerns can be raised with the assemblyman of the project area or any member of the project communication committee or district grievance committee. Irrespective of the mode or channel of receipt all grievances should then be communicated formally to the community focal person or the site GRO for formal recording using the grievance **Form A**. The completed form must be submitted manually to the district office of the NGO by close of day to be recorded formally on the online system.

- Complaints and suggestions may also be directly reported to the NGO site office and online using the project grievance web-platform (website to be publicised by NGO). PAPs and local stakeholders will be made aware of this platform and its usage through periodic campaigns and stakeholder engagement sessions to be undertaken by the NGO.
- Once the grievance is received, a case number shall be allocated and communicated to the grievant by the desk GRO. This communication shall also serve as an acknowledgement of the grievance. In case the grievance is assessed to be out of the scope of the GRM, a communication towards the same shall be made to the grievant, and an alternative mode of redressal shall be suggested. As part of this acknowledgement a tentative timeline for the redressal of the grievances shall be identified, in keeping with the process below. This acknowledgement shall be provided on the same day as the grievance is received.

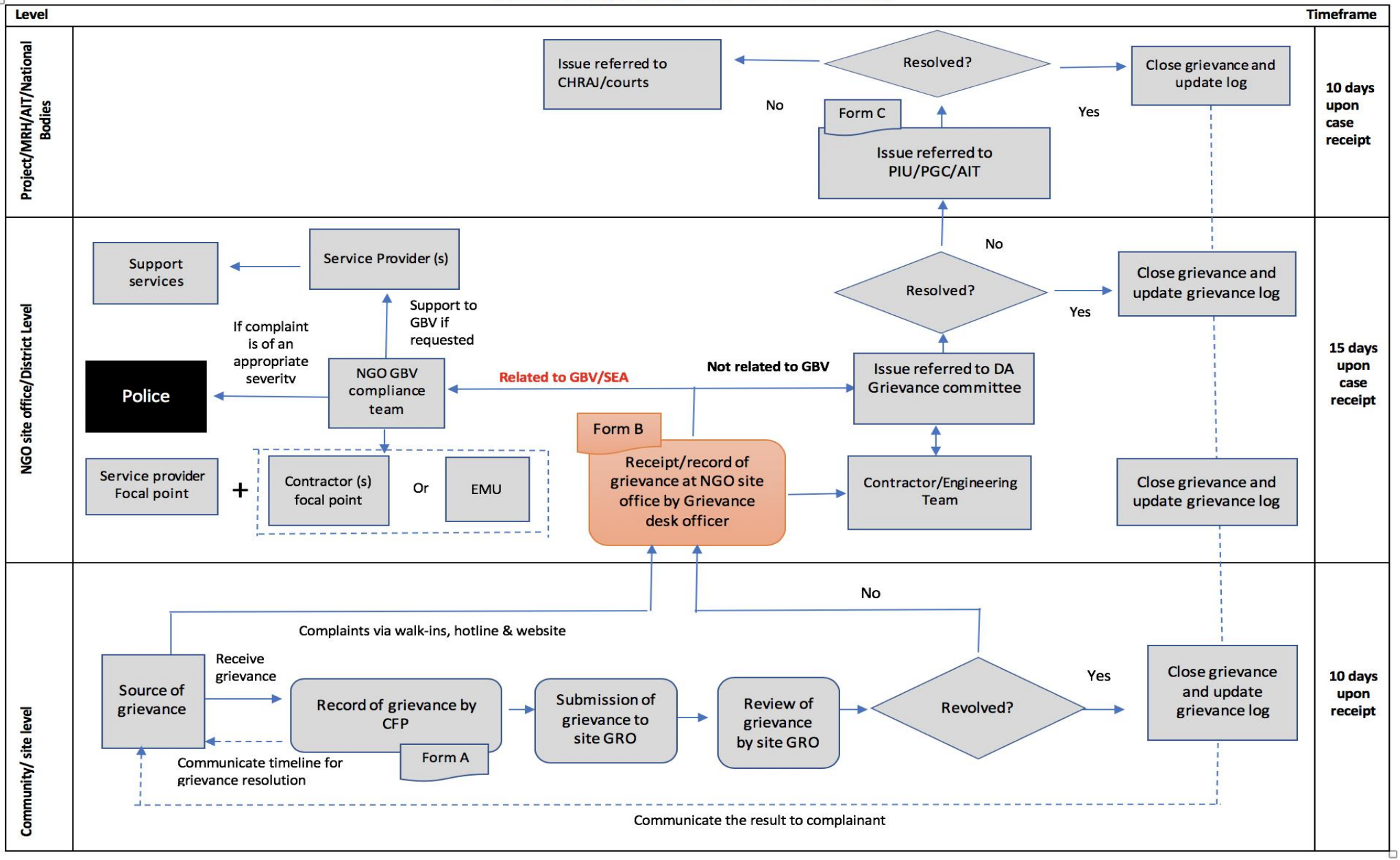
❖ **Procedure for Grievance Resolution**

The procedure for handling grievances shall be as follows:

- All grievances irrespective of the mode or channel of receipt shall be referred to the site-based GRO for resolution. A grievance form shall be completed for all grievances received and logged into the web-based platform by the desk GRO for tracking. If the affected person appears in person, the affected person should file his/her grievance in writing. The grievance form should be signed and dated by the aggrieved person. Where the affected person is unable to write, s/he should be assisted to complete the grievance form and emboss the form with his/her thumbprint. The process should also allow for anonymity at the discretion of the complainant, especially where it is necessary to protect the confidentiality of the complainant. The sample grievance redressal form is provided in **Annex B,** makes provision for anonymous reporting where necessary.
- The site GRO shall respond within 10 working days during which time any meetings and discussions to be held with the aggrieved person(s) should be conducted. The site GRO may draw on existing mechanisms in the community (community leaders, local government officials, traditional justice system, etc.) to address the grievance. If the grievance may necessitate a longer period of time the aggrieved person must be notified by the site GRO that his/her complaint is being considered.
- The GRO is expected to lodge the complaint to the district level grievance committee if the grievance cannot be resolved locally or where the complainant is unsatisfied with the proposed solution.
- The district grievance committee shall meet monthly to resolve all matters brought to their attention within 15 days upon receipt, following laid down procedures identified above. Where a matter requires emergency redress, a meeting may be convened through the facilitation of the GRO and district presiding member.
- If an agreement cannot be reached at District GRC level, the GRO shall refer the matter to the Project grievance redress Committee for redress.

The schematic representation of the grievance redressal process is shown in the diagram below;

TSIP GRIEVANCE MANAGEMENT FRAMEWORK



Annex 10:

Republic of Ghana

Ministry of Roads and Highways
Ghana Highway Authority

TRANSPORT SECTOR IMRPOVEMENT PROJECT (TSIP)

FRAMEWORK TO PREVENT AND RESPOND TO GENDER BASED VIOLENCE AS WELL AS CHILD ABUSE/EXPLOITATION

PREPARED BY: JOSEPH AYITIO (PhD)
MRH SOCIAL SAFEGUARDS SPECIALIST

MARCH 2019

1. Introduction

This Gender Based Violence (GBV) and Violence Against Children (VAC) framework includes specific arrangements for the Transport Sector Improvement Project (TSIP) by which GBV risks will be addressed. The GBV and VAC framework will define the general direction by which GBV risks are to be addressed in the project. In this framework, GBV is used to describe any harmful act that is perpetrated against a person's will and that is based on socially ascribed gender differences. This includes acts that inflict physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life.

The framework shall guide the contracting entity in the preparation of a GBV action plan as part of the contractor's ESMP. The contractor's GBV action plan will outline the necessary protocols and mechanisms to minimize the risk of exacerbating GBV in the project with a main focus on Sexual Exploitation and Abuse (SEA) and Violence Against Children (VAC). The GBV Action Plan shall include considerations such as;

- GBV allegation procedures, indicating how employees and the community can report cases of GBV
- Managers and Employee Code of Conduct to manage worker behaviours
- GBV services providers to which GBV survivors will be referred, and the services which will be available
- Awareness raising strategy, which describes how workers and local communities will be sensitized to GBV risks and the worker's responsibilities under the Codes of Conduct (CoC)
- Monitoring and Reporting of GBV/SEA issues

2. The GBV and VAC Committee

The project shall establish a GBV and VAC committee[31]. The committee will include at least five representatives as listed below. However, based on the mapping of service providers and location of the works, the membership may be amended to include those that are more pertinent to manage GBV in the project area:

a. MRH's social safeguard specialist
b. The occupational health and safety manager from the contracting entity, or the officer tasked with the responsibility of addressing GBV and VAC
c. The local NGO's GBV specialist[32]
d. The GBV specialist of the monitoring consultant
e. A representative from a local service provider with experience in GBV, preferably the district gender desk officer, or an officer from the district social welfare department

Responsibilities of the committee shall include;

- Approve any changes to the GBV action plan and the associated codes of conduct

[31] In this document, 'GBV and VAC committee' will be used interchangeably with 'committee'

[32] The NGO GBV specialist is responsible for receiving, managing and providing guidance for all project-related GBV and VAC complaints that come through the project GRM.

- Monitor resolutions and sanctions with regard to complaints related to GBV and VAC associated with the project;
- Verify that the referral protocols and services are functional and delivered to survivors
- Ensure that GBV and GRM statistics are up to date and included in the regular project monitoring reports

Members of the committee must undergo training by the local NGO prior to the commencement of their assignment to ensure they are sensitized on GBV and child protection case management. The committee shall hold quarterly meetings to discuss ways to strengthen resources and GBV/VAC support for employees and project-affected communities.

3. GBV Referral Pathway

The GBV referral system details where and how survivors can safely access multiple GBV actors and competent service providers, such as medical care, psychosocial services, police assistance and legal and justice support (see Figure 1). Any survivor reporting GBV through a reporting mechanism will receive care regardless of whether the perpetrator is known to be associated with the project or not. This is because the increased GBV sensitization activities may lead survivors in communities to seek services through the project, regardless of whether the perpetrator was linked to the project or not. Furthermore, the specifics of a perpetrator may not be known at the time that support services start, and once started a survivor should be able to continue to access care. Thus, survivors will receive support from GBV services providers until the survivor no longer requires support.

The project GBV referral system builds on the existing GBV service delivery providers and community-based structures, such as police (and CHRAJ), community and social workers (social welfare, gender desk and planning officers), health facilities, trusted members of the community[33], educators (girl child officers, girls clubs) and community-based organisations (child protection committees, community-based surveillance volunteers) within the project area. A GBV service provider assessment within the project area confirms that a reasonable number of existing and potential providers and local actors exist for this purpose (see annex 1 for list of existing services in the project districts)[34]. In addition, the MRH will engage a local NGO to complement these existing service providers in the prevention and mitigation of project-related GBV risks.

The GBV referral system will form an integral part of the overall project Grievance Redress Mechanism, which will be operated by a local NGO to be engaged by the MRH. Integrating the GBV referral system with the project GRM provides a single channel for all issues concerning the project so it is easier to manage and to promote the reporting and feedback channel (GRM) to the local communities. In this regard, the GBV committee, the contracting entity and the local NGO shall establish a working relationship with the local service providers so that GBV and VAC cases can safely be transferred to them. The service providers will also provide support and guidance to the GBV and VAC committee as necessary. The service providers will each have a dedicated representative to serve on the GBV and VAC compliance team (whenever necessary) and be involved in resolving complaints

[33] These actors will be trained by the project NGO on how to manage GBV cases

[34] For a detailed discussion on the capacities of existing service providers within the project area, see the social safeguards specialist's 2018 September progress report.

related to GBV and VAC.

To strengthen the collaboration among providers, the MRH (though the NGO) shall conduct a joint training session for GBV service providers in each project district on a collaborative approach to case management, including confidential information sharing. This will ensure that survivors have access to multi-sector services.

Figure 1. Gender-Based Violence Referral Pathway

4. Response Protocol for GBV Incidents

This GBV framework emphasises GBV mitigation and response. In the event of an incident however, the following response protocols shall serve as guidance for all actors involved in resolving GBV complaints.

- **Survivor support measures: a survivor-centred approach**

In the event of an incident, it is essential for the NGO GBV specialist, the GBV and VAC committee and local service providers to respond appropriately to a survivor's complaint by respecting the survivor's choices. This means prioritising the survivor's rights, needs and wishes in every decision related to the incident, with every effort made to protect the safety and confidentiality of the survivor throughout the process. This also means that every action must be taken with the survivor's informed consent. These steps serve to minimize the potential for re-traumatizing and further violence against the survivor.

Upon receipt of any complaint through the project GRM, the GBV committee is required to inform the survivor about the appropriate service providers available to him/her. If the survivor wishes to use one or more of those services, the committee is required to help the survivor to obtain support services in the community (see section figure 1; and annex 1) by facilitating contact and coordination with these services.

Where feasible, the GBV committee may provide financial and other support services to survivors of GBV to cover the costs of GBV support services typically using loans/credit/salary advances/providing transportation etc. This will make it easier to ensure that any survivor receives the necessary support. It must be emphasised that no monetary compensation should be given to the survivor – all support services and payments should be paid through the service provider.

Any officer receiving a survivor must treat them with non-discrimination, respect their confidentiality at all times and provide immediate affirmation and psychological support. This includes refraining from noting any information down in publicly available places and refraining from discussing any details of the case beyond what the survivor gives consent to. In addition, any person receiving the case must at all times respect the wishes of the survivor and must not try to coerce or convince the survivor of any action that the survivor does not wish to take.

In the case where the alleged perpetrator is an employee of the contracting entity, NGO or MRH, the employer (i.e contracting entity, NGO or MRH) shall consult with the survivor (and with support of the GBV service provider) and assess the risk of ongoing abuse to the survivor with appropriate resolution identified based on the accountability and response framework.

- **Perpetrator Policy and Response**

Encourage and accept GBV reports through the project GRM from employees and community members about perpetrators. For any complaint received, the GBV committee or service provider should oversee the investigation of these grievances, ensuring procedural fairness for the accused, and within the local laws. If an employee breaches a code of conduct, the employer will take action which could include;

  - disciplinary action in accordance with sanctions in the individual code of conduct
  - report the perpetrator to the police as per local legal paradigms, in consultation with the GBV/VAC committee
  - If feasible, provide or facilitate counselling for the perpetrator.

- **Sanctions**

In accordance with the code of conduct, any employee identified as a potential GBV perpetrator shall be considered for disciplinary measures in line with sanctions and practices as agreed in the individual CoC. Potential sanctions may include;

  - Informal warning
  - Formal warning
  - Additional training
  - Loss of up to one week's salary
  - Suspension of employment (without pay) for 1-6 months
  - Termination of employment
  - Referral to the police or other authorities as warranted

Disciplinary sanctions are intended to be part of a process that is entirely internal to the employer, is placed under the full control and responsibility of its managers and is conducted in accordance with the applicable national legislations on labour and occupational health and safety.

Such process is expected to be fully independent from any official investigation that competent authorities (e.g police, CHRAJ) may decide to conduct in relation to the same case, and in accordance

with the applicable national law. Similarly, internal disciplinary measures that the employer's managers may decide to enact are meant to be separate from any charges or sanctions that the official investigation may result into (e.g. monetary fines, detention etc.).

5. Making complaints: GBV and VAC allegation procedures

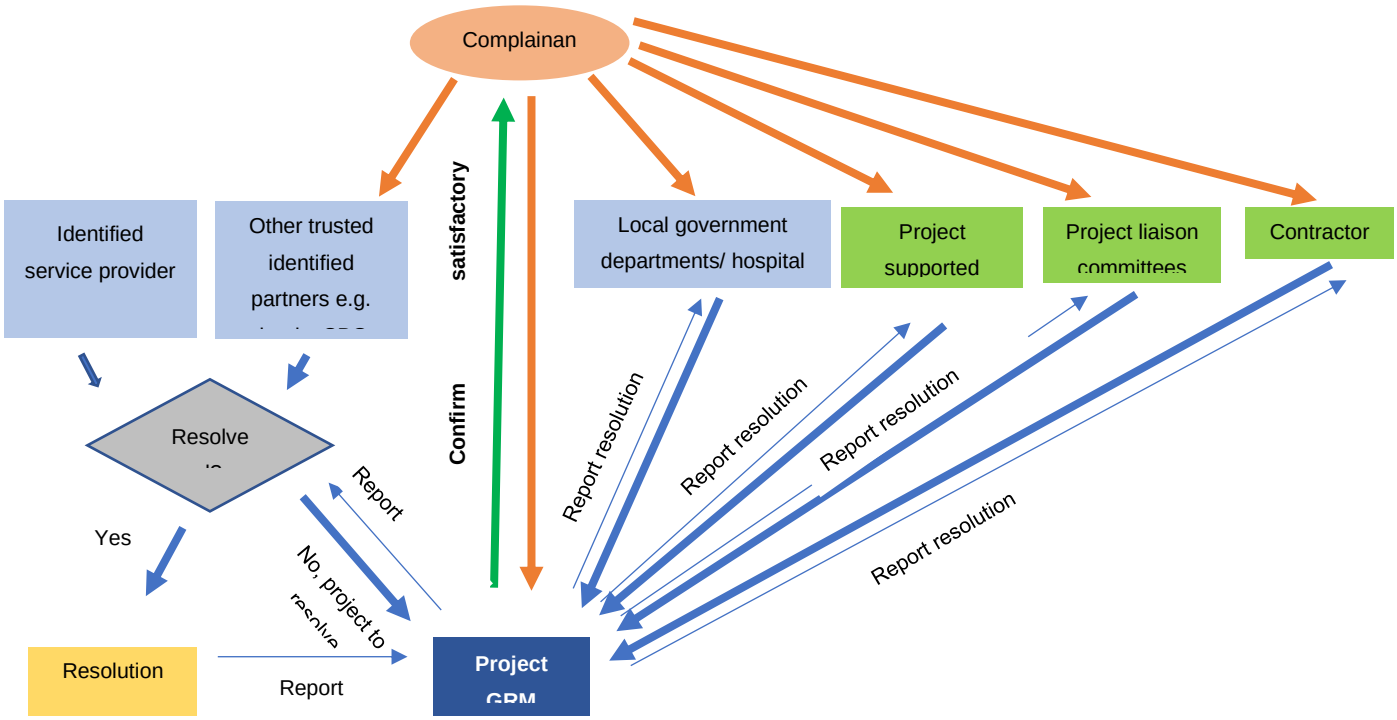
Members of the project-affected communities and staff of the contracting entity can report suspected or actual GBV and all other forms of child/sexual abuse to the GRM, but no identification of survivors will be provided. In this regard, a complaint form with provision for anonymous reporting shall be provided for this purpose. Managers are also obliged to report suspected or actual GBV cases as they have responsibilities to ensure staff compliance with the CoCs. The project (through the NGO) will provide information to employees and the project communities on how to report cases of GBV and VAC code of conduct breaches through community and stakeholder consultations. Investigation of GBV cases shall be undertaken by the appropriate service providers. However, the GBV and VAC committee will monitor resolutions, and ensure that the referral system is working, the necessary services are provided and penalties for any breaches per the COC are enforced.

The GBV and VAC committee shall ensure multiple channels/entry points exist for complainants to report GBV complaints, as shown in figure 2. The entry points will include trusted community-based groups and local GBV actors (see figure 1), who will be trained on minimum case management (including referrals and psychological first aid) by the project NGO. The use of trained community-based groups and actors is necessary particularly in the project areas where risks of stigmatization, rejection and reprisals against GBV survivors tends to create and reinforce a culture of silence, and complainants may be reticent to directly approach the project management team.

Because of the sensitive nature of GBV-related complaints, all NGO staff operating the computer-based GRM, including complaints administrators, grievance redress officers and community liaison officers will be trained on how to register GBV cases under a survivor centred approach (i.e. confidentially, emphatically, with no judgement, speedy resolution in accordance with the accountability and response process). It is essential that these officers understand the guiding principles and ethical requirements of dealing with survivors of GBV and VAC. This understanding shall be enforced through GBV case management training sessions to be conducted by the NGO with support from local GBV service providers. In particular, GRM operators should not ask for, or record information more than the following three aspects related to a GBV incident:

- The nature of the complaint
- The age of the survivor; and,
- If, the perpetrator was associated with the project.

Figure 2: Example of complaints reporting channel for sexual exploitation and abuse cases



6. GBV Complaint Resolution Process

The project will operate an IT-based GRM system. Reports of GBV or VAC, as well as other complaints may be submitted online, via telephone or in person through any of the NGO site offices[35]. Any report of GBV allegation received by the NGO GBV specialist shall be kept confidential and the survivor immediately referred to the appropriate service provider for support[36]. In this regard, the online GRM will ensure that grievances are not identified publicly and will make use, for instance, of encryption mechanisms to ensure anonymous redress of GBV cases. It is up to the survivor/complainant whether to take up the referral. Where the survivor does not wish to place an official complaint with the project, the GRM will record the survivor's preference and the complaint is closed.

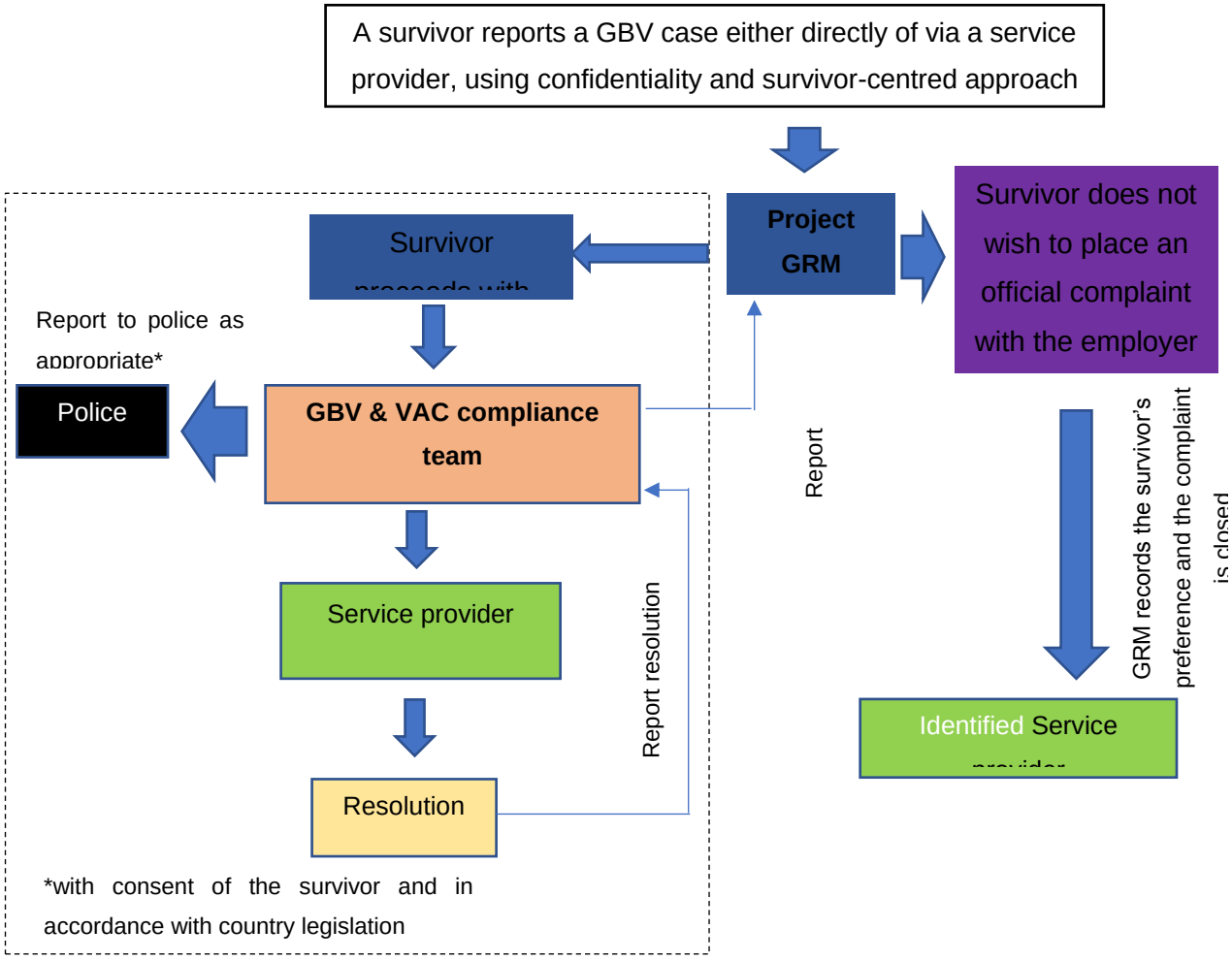
In the case where the complainant decides to take up the referral, the GRM complaints administrator will immediately refer the complaint to the NGO GBV specialist who should;

- Provide the needed psychosocial support as well as refer the case to the appropriate service provider with consent from the survivor. The survivor may also choose to go directly to the service provider to seek immediate help before making a complaint at will.
- the GBV specialist will provide basic update to the GBV/VAC committee as consented by the survivor (while protecting the identity of the survivor).

[35] See project GRM framework for details
[36] It does not matter whether the GBV complaint is project related or not.

- Where the perpetrator is a contractor staff, then the GBV team can review the code of conduct and the corresponding sanctions and agree on the appropriate course of action, all within the shortest timeframe possible to avoid further trauma to the survivor. The GBV/ VAC committee may also agree on other forms of additional support needed for survivors or families or access check the status of services provided to the survivor and ensure they are timely.
- upon resolution, the GBV specialist will advise the GRM complaints administrator that the case has been resolved [37].
- The GRM complaints administrator will note the resolution and close the case. Where the complainant is different from the survivor, he/she will be notified of the outcome before the case is closed.

Figure 2 suggest the documentation of the GBV complaint resolution process. If a case is first received by the GBV Services Provider or through other identified reporting channels, the report will be sent to the GRM operator to ensure it is recorded in the system as illustrated by figure 1 in section 3.



[37] The GRM complaints administrator is the NGO staff responsible for recording and assigning all complaints onto the online GRM database

7. Accountability Measures

All reports of sexual exploitation and abuse, and all other forms of GBV shall be handled in a confidential manner in order to protect the rights of all involved. The client, NGO and contractor must maintain the confidentiality of employees who notify any acts or threats of violence, and of any employees accused of engaging in any acts or threats of violence.

Multiple channels shall exist for complainants to report their complaints through; (i) phone, (ii) in-person though the NGO's site office, (iii) the local service provider, (iv) community-based organisations (see figure 2). All of these groups will have awareness of the project mitigation measures, referral pathway and will be trained on the main principles of a survivor centred approach. This is to ensure survivors feel confident and safe to disclose their experience of GBV and sexual abuse. In addition, only the service provider will be privy to information regarding the survivor and only the GBV and VAC committee will be privy to the perpetrator.

8. Monitoring and Reporting

The GBV and VAC committee must monitor and ensure that the GBV mitigation measures are functional and implemented at all times. Monitoring must collect the number of cases that have been reported and the share of them that are been managed by the police, NGO, service providers etc. These statistics shall be reported to the GRM and the resident/supervision engineer for inclusion in their regular reporting. GBV and VAC cases that have involved the police must be reported to the project steering committee immediately. As part of the monitoring process, the following GBV indicators will be included in the project results framework;

- Successful implementation of the agreed GBV action plan (Y/N)
- Number of training courses related to GBV delivered;
- Percentage of workers that have signed a CoC; and/or
- Percentage of workers that have attended the CoC training.

The emphasis of the MRH is the prevention of SEA/GBV incidents. In the event that SEA/GBV does occur, however, the following guidelines will be useful. Table 2 shows when, what and to whom to report. It is important to highlight that reporting will not have any identifiable information on individual cases. This is important to protect the confidentiality and safety of GBV survivors.

Table 2: Reporting of GBV during Implementation

Who	To whom	What	When
GRM operator (NGO)/ GBV specialist	Client	Reporting of GBV incidents with three key data: ○ Nature of the case ○ Project related (Y/N); and ○ Age and sex (if available)	As soon as becomes known
GBV service providers	Client & monitoring consultant[38]	Aggregate data on case load: • Number of GBV cases referred by the GRM, disaggregated by adult/children and by sex • Number of cases open, and the average time they have been open • Number of cases closed, and the average time they were open	Monthly
Monitoring consultant	Client	• Status on the implementation of project's GBV action plan • The agreed project GBV indicators; e.g ○ Number of training courses related to GBV delivered; ○ % of workers that have signed CoC ○ % of workers that have attended CoC training • GRM functioning correctly for receiving and resolving complaints • Mechanism to resolve GBV complaints established and functional • The functioning of GBV service providers	Monthly
Client	WB	• Project GBV indicators; • GRM indicators (as supplied by the monitoring consultant)	In accordance with project reporting agreements

9. Supervision and Oversight

Effective supervisions and oversight of the project's GBV prevention and mitigation effects requires that all entities involved – local NGO, the MRH, and monitoring consultant – have clear roles and responsibilities throughout the implementation of the project. In addition, all those involved in GBV activities must have appropriate training and skills for the tasks assigned to them. Supervision will focus on ensuring that the mitigation measures are in place and working as expected. In addition to the compliance committee's supervisory roles, various roles have been envisaged for the following entities:

- **Project NGO**

The MRH will engage a local NGO to operate the project GRM and ensure the effective implementation of ESHS activities including GBV. The Terms of Reference for the NGO outlines clear expectations of the NGO's role in ensuring that GBV risks and mitigation measures are properly implemented. Hence, the MRH's safeguards team must ensure that the NGO's core staff include appropriately qualified GBV

[38] NGO to follow up on this information from dedicated officers from each service provider and make this information available to the client.

specialists. Part of the NGO's activities will include ensuring that the GBV prevention and mitigation measures are in place and working accordingly, by supervising the signing of the CoC, ensuring that a working GRM for GBV is in place so that referral of GBV cases can be made when needed. The NGO will also work with GBV service providers and local actors to raise awareness of the GRM. The NGO's roles also include the resolution of GBV complaints made to the GRM, not only for the project but also for ensuring any sanctions on their own staff are applied.

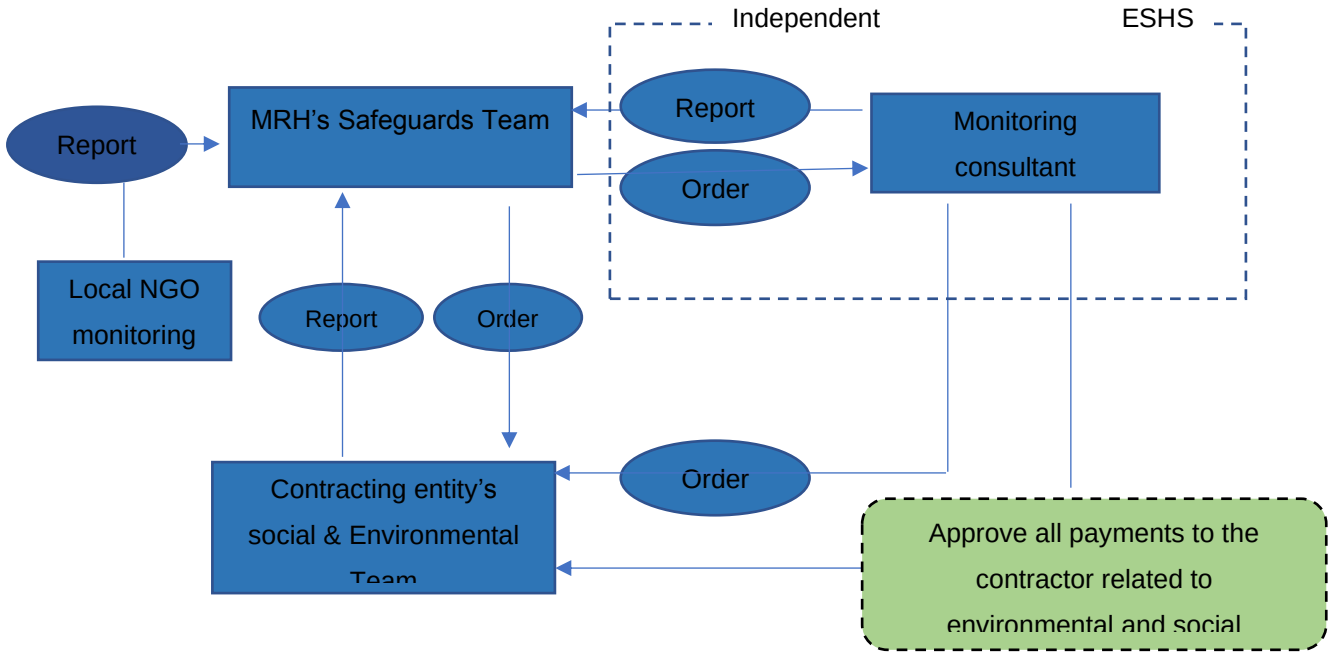
Quarterly inspections shall be undertaken to monitor the implementation of GBV mitigation measures. It is recommended that the inspection team include: (i) the NGO's GBV specialist; (iii) MRH's social safeguards specialist; and (iv) the contracting entity's safeguards officer. The presence of the social safeguards specialist will assist the NGO and Monitoring Consultant in meeting the necessary GBV standards, and all the specialists to verify that project safeguards reports adequately reflect the actual situation with regard to mitigating GBV risks.

- **Independent ESHS Monitoring (including GBV activities)**

The MRH has committed to engage a monitoring consultant as part of the TSIP. The monitoring consultant will independently monitor and report on the effectiveness of project implementation. ESHS activities, including GBV activities will form a key part of the monitoring consultant's supervisory activities during the civil works. It is not the duty of the monitoring consultant to track, manage or follow up on individual cases of GBV – that is the role of the GBV service provider and the NGO's GBV specialist, which also ensures confidentiality of the survivor. The monitoring consultant will perform a higher-level oversight function by confirming that project actors, including the GBV service providers and the compliance team, are implementing the GBV action plan. The monitoring consultant will also verify that the provisions to prevent and respond to GBV are in place and functioning, and also can provide early warning of problems that may surface.

The monitoring consultant will be required to have an experienced ESHS officer with experience in GBV so that part of the monitoring can be used to evaluate the quality of the actions undertaken. The monitoring consultant's quarterly reports must capture the effectiveness of GBV implementation.

Figure 4: Supervision and oversight of project's ESHS activities



10. **Training and Awareness-Raising Strategy**

Awareness and training form a key component of this framework and a training budget will be allowed for it in the civil works contract[39]. Training and awareness activities will focus on how workers and project communities will be sensitized to GBV risks, and the worker's responsibilities under the CoC. This will also include awareness of the GRM.

The project NGO, working in collaboration with the contracting entity and the social welfare and gender officers at the local government level will deliver worker and manager trainings. All workers and managers are required to attend an induction training on GBV and VAC prior to commencing work to reinforce their understanding of the GBV and VAC CoC. It is important that the training course is repeated on a regular basis as new staff start on the project. A sample training program is enclosed as annex II.

At the minimum, the training will include;

- Definition of GBV, particularly SEA and sexual harassment, and how the project can exacerbate GBV risks;
- National legislations on GBV
- Cultural sensitisation regarding engagement with local community
- Roles and responsibilities of actors involved in the project (the standards of conduct for project-related staff captured in CoCs);
- Case reporting mechanism, accountability structures, and referral procedures within agencies and for community members to report cases related to project staff;
- Services available for survivors of GBV; and
- Follow-up activities to reinforce training content.

Managers in particular are required to attend a manager training so that they are familiar with their roles and responsibilities in ensuring staffs' compliance with the CoCs. They are also responsible for implementing sanctions for transgressions. The training will help them better understand their position, power and role as leaders. Managers will be required to attend and assist project facilitated training courses for all employees. This will help ensure that staff see the importance of the training activities. Refresher trainings for workers and managers will be undertaken quarterly throughout the duration of the project as separate trainings, where it will be mandatory for all staff to attend a formal training session on GBV and associated issues.

Training on GBV, as well as a communication strategy to raise awareness, will also be made available to the project-affected communities so they can learn about the roles and responsibilities of actors involved in the project, processes of reporting incidents of project-related GBV, and the corresponding accountability structures and general education on GBV. These trainings will be undertaken as part of the overall citizen engagement process, in accordance with the project stakeholder engagement plan that will be developed by the safeguards team. In addition, the codes of conduct will be discussed at

[39] Provision will be made for a budget for GBV implementation in preparing the project ESMP. The budget for implementing the GBV action plan will be shown as a Provisional Sum in the contract BOQ. This sum will be shared between the HIV/AIDS, STDs, Hepatitis B and GBV training requirements.

public consultations and these standards posted in public locations easily accessible to the community and project affected people. Training both project-affected communities and project implementers allows all stakeholders to understand the risk of GBV, as well as appropriate mitigation and response measures, putting everyone on the same page. The local NGO will work with community and social welfare officers and community organizations for awareness raising activities around the CoCs.

MRH's staff involved in the project and those who may have presence on the project affected communities such as the resident engineer, will also benefit from this training. This will help them to better understand the potential for GBV that can be exacerbated in the context of the project.